



Australian Government
Department of Employment
and Workplace Relations

Incoming Minister Briefing

Employment and
Workplace Relations

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Introduction to the department

Our purpose

Why are we here

The Department of Employment and Workplace Relations supports people to have safe, secure and well-paid work with the skills for a sustainable future.

The department operates across the workplace relations, skills and employment systems, working to foster a vibrant labour market and a robust economy.

We deliver programs that contribute to a stronger future for Australia, creating skills pathways, shaping the employment landscape and helping job-seeking Australians find work.

Our Role

- We provide strategic direction and national leadership of Australia's skills, employment and workplace systems.
- We provide advice to the Australian Government and steward the Government's vision for Australia's skills, employment and workplace relations systems.
- We work in partnership with First Nations people, communities, regions, industry, states and territories, other government departments and international partners to achieve outcomes.

The work we do

The Government's outcomes for the department are included in the *Portfolio Budget Statements 2024–25 Employment and Workplace Relations Portfolio* and in the Appropriation Acts.

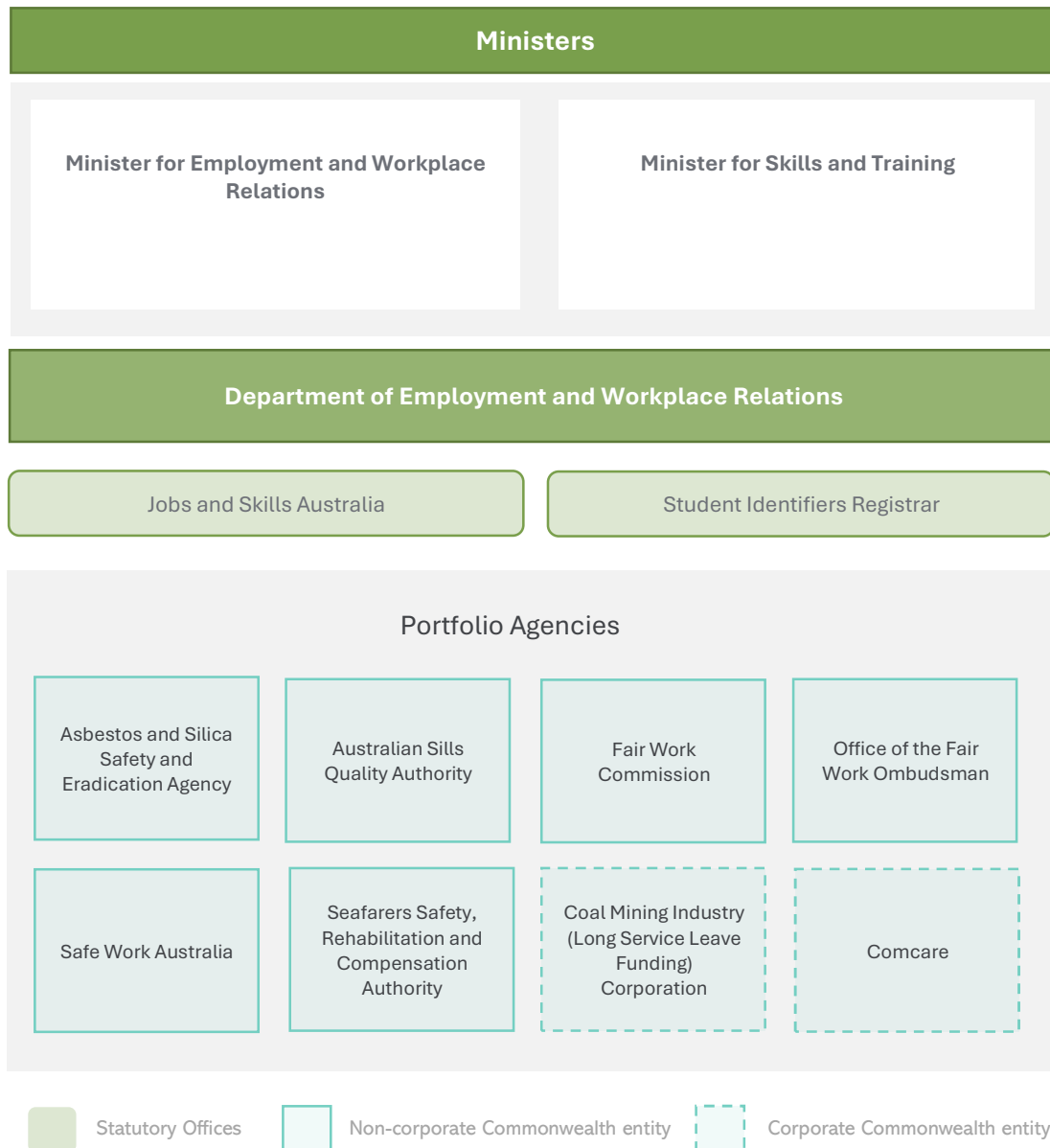
Outcome 1	Outcome 2	Outcome 3
Foster a productive and competitive labour market through policies and programs that assist job seekers into work, including secure work, and meet employer and industry needs.	Promote growth in economic productivity and social wellbeing through access to quality skills and training.	Facilitate jobs growth, including secure work, through policies and programs that promote fair, productive and safe workplaces.

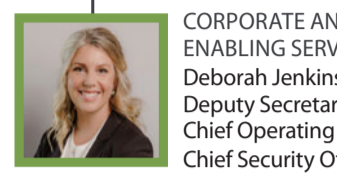
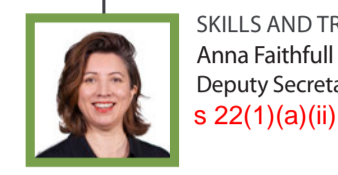
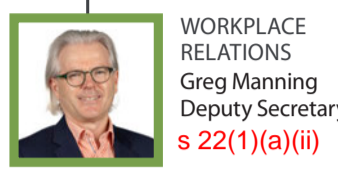
Our programs and key activities

<p>Program 1.1 – Employment Services <u>Key activities</u></p> <ul style="list-style-type: none"> • Provide quality services to job seekers and employers • Reduce risk of long-term unemployment • Support job seekers to achieve sustainable employment • Support target groups to improve their work readiness and prepare for employment 	<p>Program 2.1 – Building Skills and Capability <u>Key activities</u></p> <ul style="list-style-type: none"> • Enhance the quality of vocational education and training (VET) • Respond to national future skills needs through access to VET graduates with the required skills • Improve language, literacy, numeracy and digital literacy (LLND) skills for target groups 	<p>Program 3.1 – Workplace Support <u>Key activities</u></p> <ul style="list-style-type: none"> • Promote fair, productive and safe workplaces through policies and programs • Support the protection of workers’ entitlements
	<p>Program 2.2 – VET Student Loans <u>Key activities</u></p> <ul style="list-style-type: none"> • Reduce barriers to undertaking quality VET 	
	<p>Program 2.3 – Nuclear-powered Submarine Program <u>Key activities</u></p> <ul style="list-style-type: none"> • Respond to national future skills needs through access to VET graduates with the required skills 	

Our portfolio

We work closely with Jobs and Skills Australia, the Student Identifiers Registrar and statutory officers and statutory bodies within our portfolio in meeting our policy, program and regulatory responsibilities and delivering improved outcomes for the Government and the community.





§ 22(1)(a)(ii) Workforce Australia for Individuals
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Ben Sladic, FAS
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Commissioner Barney Glover
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Juliette Edwards, AS (Fiona MacDonald PSM, AS)
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Australian

Apprenticeships

Workplace Relations

General Employment Services

Workforce Australia Employment Services

The Australian Government's largest employment service that helps people find and keep a job, change jobs or create their own job.

www.WorkforceAustralia.gov.au/

Eligibility: Everyone who has a myGov account can access Workforce Australia Online for Individuals using a computer or mobile device, including services such as online learning and job matching. People receiving an eligible income support payment can access additional services and resources online, or from a provider depending on their assessed need or preference. Some people not in receipt of an income support payment, such as vulnerable youth, can also access Workforce Australia Services.

Workforce Australia Online:

Provides an open access service for all Australians to look and apply for jobs and access online employment support - regardless of their employment circumstances and income support received. It also supports people on income support with mutual obligation requirements who are job-ready and digitally literate, to self-manage with additional assistance available from the Digital Services Contact Centre.

Workforce Australia Services:

Workforce Australia Services provides intensive case management for people who need, or would like, additional support from a provider to progress towards employment. It also supports employers through the delivery of tailored services based on their recruitment needs and to help fill vacancies.

In certain locations, specialist providers deliver personalised services to specific cohorts, including First Nations people, culturally and linguistically diverse, ex-offenders, and refugees.

Eligibility: For people on income support* who:

- have multiple or significant barriers to employment
- are unable to use Workforce Australia Online (even with support)
- have exited Workforce Australia Online after 12 months (and are not engaged in work or training)
- are not referred to Disability Employment Services or residing in a remote location serviced by the Community Development Program

*eligibility for Workforce Australia Services generally requires a person to be on income support, except in a small number of specific circumstances.

Employability Skills Training

A pre-employment program that helps people develop the skills that employers want, build job search and workplace skills, and explore career options. Training can also include industry-specific skills, helping people to be more competitive in their local labour market.

Eligibility: Available to everyone in Transition to Work, Workforce Australia or Yarrabah and Broome Employment Services, who receive income support and have mutual obligation requirements; and people in the employment assistance phase of Disability Employment Services.

www.WorkforceAustralia.gov.au/business/help/train-trial/employability-skills-training

Transition Support Network

An on-the-ground network made up of representatives from the department's national, state and territory offices and Employment Facilitators to assist retrenched workers find a new job as soon as possible.

www.dewr.gov.au/help-workers-who-have-recently-lost-their-job

Early Access Initiative

Supports retrenched workers and their partners to gain immediate assistance with a Workforce Australia Employment Services provider.

www.whatsnext.dewr.gov.au/where-do-i-stand/support-retrenched-workers

Employment Fund

A flexible pool of funds available through providers and the Digital Services Contact Centre to offer support that is tailored to people, employers, and the local labour market.

Offerings between the Workforce Australia Services Employment Fund and Workforce Australia Online Employment Fund differ:

- The Workforce Australia Services Employment Fund covers a broad range of vocational and non-vocational supports, such as mental health support and food and transport assistance, and includes the Workforce Australia Services Wage Subsidy

- The Workforce Australia Online Employment Fund is focused on items that help people move into employment, such as training, work-related licences, clothing and police checks.

Workforce Australia Services

Employment Fund eligibility: people who are being serviced by Workforce Australia Services providers. The use of the Employment Fund is at the discretion of providers.

Workforce Australia Online

Employment Fund eligibility: people on income support with mutual obligation requirements who are self-servicing through Workforce Australia Online or through the Digital Services Contact Centre. The use of the Employment Fund is at the discretion of the Digital Services Contact Centre.

Wage Subsidies

Financial incentives of up to \$10,000 (GST inc) for businesses who hire eligible people in ongoing work.

Eligibility: People participating in provider-led employment services are eligible to attract a wage subsidy when they meet the following time in service requirements:

- a minimum of 6 months in provider-led services, or
- a minimum of 12 months in online services (prior to commencing with a provider), or
- from day one in provider led services for First Nations people.

People under 25 years In Workforce Australia or ParentsNext, or under 27 years in Transition to Work (with Mutual Obligation Requirements) are eligible for the Youth Bonus Wage Subsidy. People 25 years and over in Workforce Australia Services or ParentsNext are eligible for the Workforce Australia Services Wage Subsidy. Wage subsidies are not available for people in Workforce Australia Online.

Workforce Specialists initiative

The Workforce Specialists initiative connects industries and business with large scale workforce needs to Workforce Australia clients. While no new projects will commence, existing projects continue to run until their contract end dates, the last of which is 30 June 2027.

Self-Employment

Self-Employment Assistance

Helps people turn their business idea or existing small business into a viable business. The program allows people to choose the level of support that meets their needs and the needs of their small business.

Self-Employment Assistance offers six services:

- Exploring Self-Employment Workshops
- Business Plan Development
- Small Business Training
- Business Advice Sessions
- Business Health Checks and
- Small Business Coaching.

People may also be eligible for financial support while they start and run their business as part of Small Business Coaching.

Eligibility: People 15 years of age or over (18 years to access Small Business Coaching), and who are not:

- prohibited by law from working in Australia
- an undischarged bankrupt
- on a working holiday, visitor or tourist visa.

www.WorkforceAustralia.gov.au/individuals/training/activities/self-employment-assistance

SelfStart

The SelfStart Hub provides information and links to resources to help start and run a business, including: planning, validating business ideas, finding local support and perfecting business pitch ideas.

Eligibility: Everyone can access the SelfStart Hub.

www.WorkforceAustralia.gov.au/individuals/coaching/starting-business

Mature Age

Career Transition Assistance

Supports people 45 years and over to build confidence and skills to become more competitive in their local labour market. The program is voluntary and focuses on identifying existing and transferable skills, building functional digital literacy, tailoring resumes and practicing job application and interview techniques to assist people to re-enter the workforce or change careers.

Eligibility: People 45 years and over with a MyGov account, or in Workforce Australia or Disability Employment Services.

Youth

Job Jumpstart

Information and resources to support people with their job search and employment planning. Targeted to young people 15 to 25 years of age.

Eligibility: Everyone.

www.jobjumpstart.gov.au/

Transition to Work

Targeted pre-employment and employment service to support disadvantaged young people who are at risk of not making a successful transition from school to work.

Gives intensive support from youth specialist providers to help people:

- finish their education
- connect with further education or training
- develop skills to get a job
- address barriers to employment and
- connect with community organisations and other government agencies to access support.

Eligibility: People 15 to 24 years old who meet one of the following criteria:

- young people on activity tested income support who are assessed as being at high risk of not successfully transitioning to employment
- young people not on income support who were not awarded a year 12 Certificate/Certificate III or higher
- young people not on income support who have disengaged from education, training, and employment, or
- First Nations people (regardless of level of education or receipt of income support).

www.dewr.gov.au/transition-work

Mature Age Hub

Provides services and supports available to help:

- mature age people looking to find a job, upskill or change careers
- businesses to recruit and retain mature age workers.

The Mature Age Hub also has research reports and website links on mature age employment issues.

Audience: Everyone. Specifically targeted to businesses and people 45 years and over

www.dewr.gov.au/mature-age-hub

Parents/Carers

ParentsNext

A pre-employment program that aims to help people receiving Parenting Payment to plan and prepare for work by the time their youngest child starts school.

The program is voluntary and does not have mutual obligation requirements.

Eligibility: Parents and Carers who have been receiving Parenting Payment for at least the last 6 months, have not earned income in the past 6 months, care for a child over 9 months old and under 6 years of age.

Parents and Carers can also volunteer if they are receive Parenting Payment and caring for a child under 6 years of age.

Note: ParentsNext will end on 31 October 2024. A new voluntary pre-employment service will commence from 1 November 2024.

www.dewr.gov.au/parentsnext

New Voluntary Pre-Employment Service for Parents

From 1 November 2024, a new voluntary pre-employment service will provide support for eligible parents of young children to work toward meeting their employment and education goals, while valuing their caring responsibilities.

Eligibility: To be eligible for the new voluntary pre-employment service, parents must:

- have a child aged under 6
- not be in paid employment
- live in a non-remote area.

Parents should be getting one of these payments:

- Parenting Payment
- Carer Payment
- Special Benefit.

Parents not receiving a Centrelink payment are eligible if they are either:

- under 22 years old
- an early school leaver (parents who don't have a Year 12 qualification)
- First Nations.

First Nations

Yarrabah Employment Services

The department worked closely with the Yarrabah Aboriginal Shire Council to co-design and build a model for the delivery of employment services in Yarrabah.

The Aboriginal Shire of Yarrabah has a unique arrangement in place, whereby employment services are delivered in line with Workforce Australia but under a separate Yarrabah Employment Service Deed. While some services are similar to Workforce Australia, such as face-to-face servicing, activity and reporting requirements, certain operational and servicing requirements differ due to the unique aspects of the Aboriginal Community of Yarrabah.

Eligibility: Available to people who live in the Aboriginal Shire of Yarrabah and East Trinity, including Giangarra, Koombul, Bessie Point and Second Beach, or are in the Cairns Employment Region and have a physical address in the Aboriginal Shire of Yarrabah. All eligible people in this location will access Yarrabah Employment Services. They are not eligible for Workforce Australia Online.

Time to Work Employment Service

The Time to Work Employment Service (TWES) was a national voluntary in-prison employment service for First Nations people that concluded operations in non-remote regions on 30 June 2024.

TWES continues to operate in remote areas until 30 June 2025.

A new First Nations prison to employment service, commencing from 1 July 2025, will build on the TWES program.

Broome Employment Services

Broome Employment Services is a place-based employment service that recognises the unique local context of Broome, with a First Nations employment services provider working in partnership with APS personnel. It provides intensive case management support to clients residing in Broome to address vocational and non-vocational needs and progress towards employment.

It also supports employers through the delivery of tailored services based on their recruitment needs to help fill vacancies.

Broome Employment Services is in place on a trial basis until June 2027. Throughout the trial period the department will engage and work closely with key stakeholders to identify opportunities to improve services that best support local needs.

Eligibility: People receiving an eligible income support payment who reside in the Boome Employment Region.

First Nations prison to employment program

A new voluntary employment service to improve the transition from prison to work for First Nations people will commence from 1 July 2025. The implementation will be phased, initially supporting clients across 27 prisons and juvenile justice facilities. It will expand to support clients in all 105 facilities nationwide from 1 July 2026.

The new service will provide clients with personalised, holistic support and mentoring to help reestablish themselves in the community and reconnect them with health, housing and other social services, improving their employment opportunities. The program will facilitate greater connection to languages, Country and culture, which are known to improve wellbeing for First Nations people.

Eligibility: The program will support First Nations people aged 15 and over who have been incarcerated, with a known release date, or who are on remand.

Regional Programs

Local Jobs Program

Brings together expertise, resources and funding at the local level to accelerate reskilling and upskilling of people to meet the needs of local businesses. An Employment Facilitator in each region oversees the delivery of the Local Jobs Program. Each Employment Facilitator has a \$30,000 Local Initiatives Fund to support local solutions and opportunities. The Local Recovery Fund supports Activities that address priorities in a Local Jobs Plan. The National Priority Fund supports initiatives that address structural barriers to employment and complement job creation.

Eligibility: Employment Facilitators can engage with any stakeholder. National Priority Fund initiatives and Local Recovery Fund activities can assist people, businesses and communities.

www.dewr.gov.au/local-jobs

Norfolk Island Employment Services

Norfolk Island Employment Services provides case management support delivered by a provider to help clients address vocational and non-vocational needs and progress towards employment, similar to Workforce Australia Services.

Eligibility: Available to people who live on Norfolk Island.

Net Zero

Includes a range of measures that will be designed in consultation with state and local governments, employers, workers, unions and communities to ensure people can maintain employment or transition to new employment by accessing the skills and employment support they need. The government will develop a national Net Zero Jobs Plan to guide the delivery of services and inform Regional Workforce Transition Plans in regions impacted by the closure of emissions intensive coal- and gas-fired generators and their dependent mines. An Energy Industry Jobs Plan will also assist workers transferring from a closing generator to new employers

Eligibility: provides support to workers transitioning from energy-intensive coal- and gas-fired power stations as well as family members and the broader community to access services and support that will help the region maintain a strong economy as it adjusts to changing labour market conditions.

Special Programs

Launch into Work

The program funds businesses to deliver pre-employment projects that prepare people for entry level roles in their business. Projects include training, practical workplace activities and mentoring tailored to the specific role. The program primarily focuses on creating long-term employment pathways for women; however, anyone can participate.

Eligibility: People in Workforce Australia, ParentsNext and Transition to Work provider services are selected based on their values and attributes and must meet any other entry level requirements related to the role.

Non-Government Programs

A Non-Government Program is a training and work experience activity approved by the department that people can undertake to increase their skills and employability.

Eligibility: People aged 18 years and over and registered in Workforce Australia Services or Transition to Work.

www.dewr.gov.au/approved-nongovernment-programs-ngp

Work Experience Programs

Observational Work Experience and Provider Sourced Voluntary Work give people the opportunity to see how businesses operate and get on-the-job experience.

Eligibility: People aged 15 years and over and registered in Workforce Australia Services, Transition to Work, ParentsNext or Disability Employment Services.

www.WorkforceAustralia.gov.au/individuals/training/work-experience

Paid employment pathways packages

From 1 July 2025, the Government will trial new approaches to assist people to develop their workplace skills and move into sustainable work. The following pilots will help inform the government's approach to future employment services reform:

- The **Real Jobs, Real Wages** initiative is a tapered wage subsidy pilot, brokered by the Australian Public Service, with a focus on rewarding employers for ongoing and sustained employment outcomes.

- **WorkFoundations** will assist people at risk of long-term unemployment to build their work readiness and capacity to work. Funding will be made available for social enterprises and businesses for paid employment placements of up to six months, with host organisations providing tailored, wrap-around assistance to people that may include training, mentoring, accessing mental health supports, or help navigating barriers to work like transport and housing.

Work for the Dole

Helps people gain skills and core competencies alongside gaining work-like experiences.

Eligibility: People aged 18 years and over (up until Age Pension age), in receipt of income support payments, and registered with Workforce Australia Services.

www.WorkforceAustralia.gov.au/individuals/training/work-experience/work-for-the-dole

Pre-Release Prisoner Initiative

The Pre-Release Prisoner Initiative provides voluntary access to employment services for eligible prisoners or detainees. The service provides support to people to learn job search skills, build connections with employers and participate in work. Additional flexibility will be introduced to the Pre-release Prisoner Initiative to ensure continued support for First Nations people in prison ahead of the new First Nations prison to employment program commencing from 1 July 2025.

Eligibility: To participate prisoners or detainees must be:

- within 12 months from their earliest possible release date
- aged 15 years and over
- approved by their corrective services or youth justice case managers
- licenced, or able to be licenced, for day or partial release to engage in paid work when an employment opportunity arises
- referred by corrective services or youth justice case managers to a Workforce Australia, Disability Employment Services or Community Development Program provider.

Pacific Australia Labour

Pacific Australia Labour Mobility (PALM) scheme

The Pacific Australia Labour Mobility (PALM) scheme is Australia's primary temporary migration program to address unskilled, low-skilled, and semi-skilled workforce shortages in rural and regional Australia and is built on strong partnerships between Australia, Pacific island nations and Timor-Leste. The Department of Foreign Affairs and Trade (DFAT) and the Department of Employment and Workplace Relations (DEWR) work together to connect Australian employers with Pacific and Timor-Leste workers through the PALM scheme. PALM scheme approved employers can apply to recruit workers in any sector in all regional and rural postcodes, in agriculture nationally and in select agriculture-related food product manufacturing sectors. It allows workers from 9 participating Pacific island countries and Timor-Leste to work in Australia for up to 4 years and provides Pacific and Timor-Leste workers with the opportunity to develop skills and send money home.

Eligibility for employers: based on a set of eligibility criteria and integrity checks, employers must ensure they are able to fulfil the requirements of the scheme and must be restricted to rural and regional postcodes - except for employers in the agriculture and select agriculture-related food product manufacturing sectors, where there are no postcode restrictions. All PALM scheme employers must undertake labour market testing to ensure Australians have priority for local jobs..

www.palmscheme.gov.au/

Resources for People and Businesses

Jobs Hub

Helps people understand industries with entry level jobs, find vacancies and tailor their applications for these roles.

Audience: Everyone.

www.dewr.gov.au/jobs-hub

Employing and Supporting Women

Provides resources to support businesses to attract and retain women returning to work after a career break.

Audience: All businesses.

www.dewr.gov.au/employing-and-supporting-women-your-organisation

National Careers Institute (NCI)

The National Careers Institute ensures people of all ages and career stages have access to accurate careers information and support. The 'Your Career' website provides comprehensive career information to help support people to make decisions about their training, education, and employment pathways. The Your Career website helps people adapt to changes in the labour market and make informed education, training and career decisions as the economy transitions to Net Zero.

Audience: Everyone.

www.yourcareer.gov.au

Employer Liaison Officers

Employer Liaison Officers assist large employers and priority industries in designing and implementing effective workforce solutions, utilising available employment and training programs, services and market supports to enhance the overall employment ecosystem.

Audience: All businesses.

www.WorkforceAustralia.gov.au/businesses/help/workforce-planning/employer-liaisons#employer-liaison-officers

Jobs and Skills Councils

Jobs and Skills Councils (JSCs) have been established to provide industry with a stronger, more strategic voice in ensuring Australia's vocational education and training (VET) sector delivers stronger outcomes for learners and employers. As a national network of industry-owned and industry-led organisations, JSCs provide strategic leadership in addressing skills and workforce challenges, aligning effort across industries to improve system responsiveness, build stakeholder confidence and drive high-quality outcomes across the VET sector for learners and business.

JSCs identify skills and workforce needs for their sectors, map career pathways across education sectors, develop contemporary VET training products, support collaboration between industry and training providers to improve training and assessment practice, and act as a source of intelligence on issues affecting their industries. All 10 JSCs are now operational.

More information and detail on the JSCs and how employers and industry can engage can be found on www.dewr.gov.au/skills-reform/jobs-and-skills-councils

Skills & Training

Fee-Free TAFE

Through the Fee-Free TAFE Skills Agreement (formerly known as the 12-Month Skills Agreement), the Commonwealth Government has partnered with states and territories to deliver over \$1.5 billion funding for 500,000 Fee-Free TAFE and vocational education and training (VET) places across Australia over 2023 to 2026. Fee-Free TAFE supports training places in areas of high demand and skills need and supports students by removing financial barriers to study. Tuition-free training is prioritised across industries facing skills shortages, with opportunities to complete a short course, certificate, or diploma.

Training places are available across the care sector (aged care, childcare, health care, disability care), technology and digital, hospitality and tourism, construction, agriculture, sovereign capability (e.g. defence industries), as well as VET workforce from 2024.

Eligibility: States and territories have tailored eligibility criteria to support local needs with a focus on:

- First Nations Australians
- young people (17-24)
- people who are out of work or receiving income support payments
- unpaid carers
- women facing economic insecurity
- women undertaking study in non-traditional fields
- people with disability, and
- certain categories of visa holders.

Course and eligibility details in each state and territory are available at: www.yourcareer.gov.au/fee-free-tafe

Skills for Education and Employment

The program assists people with literacy, numeracy or digital skill needs by delivering foundation skills training, both standalone and embedded in vocational education courses.

Eligibility: People from 15 to Age Pension, registered as a person with working rights in Australia, and suitable for training without barriers that would prevent successful participation.

www.dewr.gov.au/skills-education-and-employment

VET Student Loans (VSL) Program

VSL is an income contingent loans program which assists eligible students pay tuition fees for approved vocational education and training (VET) courses at diploma level and above. Alongside state-based subsidies and other skills initiatives such as Fee-Free TAFE, VSL plays a critical role in supporting students to train in approved VSL courses that address workplace and industry needs.

Eligibility: Students must be enrolled in a VSL approved course offered by a VSL approved provider. Other student entry requirements apply, including citizenship and residency requirements.

www.dewr.gov.au/vet-student-loans

Skilled Migrants

Trades Recognition Australia

Trades Recognition Australia (TRA) is a skills assessment service for people with trade skills gained overseas or in Australia, for the purposes of migration to Australia. TRA is comprised of six skills assessment programs:

- Job Ready Program
- Provisional Skills Assessment Program
- Migrant Skills Assessment Program
- Migration Points Advice Program
- Offshore Skills Assessments Program
- Temporary Skills Shortages Program.

Eligibility: TRA skills assessments support applicants seeking permanent and temporary migration to Australia through the skilled migration stream of the migration program, managed by the Department of Home Affairs.

www.tradesrecognitionaustralia.gov.au

Jobs and Skills Australia

Labour Market Insights

Available on the Jobs and Skills Australia website, Labour Market Insights provides data and information about the Australian labour market.

Audience: Everyone.

www.jobsandskills.gov.au/data/labour-market-insights

Jobs and Skills Atlas (beta)

The Jobs and Skills Atlas combines labour market and skills data to provide new economic insights at national, state and regional level. There are two versions of the Atlas - one for internal users and Jobs and Skills Councils with additional data, and one for the general public, which uses public data sets. The internal version of Atlas is password protected.

The tools went live as beta in August 2023.

Audience: Jobs and Skills Councils, Government Departments, Public.

www.jobsandskills.gov.au/data/jobs-and-skills-atlas

Australian Apprenticeships

Australian Apprenticeships collectively describes apprenticeships and traineeships, which offer opportunities for anyone of working age through a formal employment arrangement, to simultaneously train, study and earn an income.

As a training pathway supported by employment, Australian Apprenticeships combine on-the-job and off-the-job training with employment resulting in a nationally recognised qualification.

Financial and non – financial supports are available:

The Government has provided \$6.4 billion in administered funding over five years from 2023-24 to deliver the Commonwealth Australian Apprenticeship programs.

Australian Apprenticeships Incentive System (Incentive System) Phase two

The Government is investing \$265.1 million over 4 years to provide additional targeted support under the Incentive System to support labour market needs and targeting priority areas such as, construction, housing and manufacturing.

For Employers

Phase 2 (1 July 2024 to 30 June 2025)

Employers taking on apprentices in priority occupations will be eligible for \$5,000 to help subsidise costs associated with employing an apprentice. It is paid in two instalments - \$2,000 at 6 and \$3,000 at 12 months after commencement.

For Apprentices

Phase 2 (1 July 2024 to 30 June 2025)

Apprentices undertaking training in priority occupations will continue to receive up to \$5,000 to assist with cost-of-living and incentivise them to finish their training. This payment is front-loaded with apprentices receiving \$1,750 paid at 6 months and 12 months, and \$750 paid at 18 and 24 months.

New Energy Apprentice Support Payment

Apprentices who choose to train in new energy industries will receive up to \$10,000 over the duration of the apprenticeship, paid in 5 milestone payments of \$2,000 (\$2,000 after 6 months and \$2,000 a year for up to 4 years, including on successful completion.

Note: From 1 June 2024, the program will be expanded to encourage more people into the clean energy sector. Apprentices who sign up from 1 June 2024 will be eligible for the New Energy Apprenticeship Program if their employer can demonstrate that they will undertake clean energy work and can provide meaningful **exposure, experience, and work** for apprentices in clean energy.

Living Away From Home Allowance (LAFHA)

Provides assistance to Australian Apprentices who are required to move away from their parents' or legal guardians' home for the first time to start or remain in an Australian Apprenticeship.

Disability Australian Apprentice Wage Support (DAAWS)

Provides additional assistance to employers who employ an Australian Apprentice with a disability in a Certificate II or higher-level qualification.

Australian Apprenticeship Support Loans (AASL)

Eligible Australian Apprentices can apply for an Australian Apprenticeship Support Loan (formerly Trade Support Loan) to assist with everyday costs while completing their apprenticeship.

Apprenticeship Support Loans are interest free but indexed annually in line with the consumer price index.

Australian Apprenticeship Support Network (AASN)

The Australian Apprenticeship Support Network (AASN) is a national network of providers contracted by the Australian Government to provide free support to apprentices, trainees and employers undertaking an Australian Apprenticeship.

AASNs provide advice at all points throughout the apprenticeship journey, including commencement and sign-up processes, right through to completion. This includes In-Training Support and Support for Women in Male Dominated Trades – see below for further details.

The new service delivery model will:

- Provide improved wraparound support and mentoring for key client groups including First Nations apprentices, apprentices with a disability, those who live remotely, and women in male-dominated trades.
- Continue to support all apprentices and employers who experience additional barriers to completing their apprenticeship.
- Connect employers to support services and training to improve their capacity to effectively supervise and support their apprentices in the workplace.
- Introduce Specialist Providers to support to certain cohorts of Apprentices including women in male-dominated trades, First Nations and New Energy Apprentices.
- Leverage improved technology to target communications and streamline program administration

In-Training Support (ITS)

Core services are tailored to suit peoples' individual needs These services may include, but are not limited to, pastoral care, mentoring, counselling, career guidance and referral to other specialist services and industry-specific advice.

Support for Women in Male Dominated trades

Additional support is available for women who commence in eligible trade occupations on the Priority List. This includes providing women with access to comprehensive wraparound support through the Australian Apprenticeship Support Network, such as:

- personalised advice and information on career options and apprenticeship pathways
- pastoral care
- career and industry mentoring
- access to professional networks and entrepreneurship training.

For more information about each of the supports available and the eligibility required visit:

www.australianapprenticeships.gov.au/aus-apprenticeships-incentives

Workplace Relations

Office of the Federal Safety Commissioner (OFSC)

The Office of the Federal Safety Commissioner (OFSC) acts to improve workplace health and safety (WHS) practices on building and construction sites across Australia through the administration of the Federal Safety Commissioner's Work Health and Safety Accreditation Scheme (the Scheme). Only builders that are accredited under the Scheme can enter into head contracts for building work that is funded directly or indirectly by the Australian Government, subject to certain financial thresholds and exemptions.

www.fsc.gov.au

Fair Entitlements Guarantee

Fair Entitlement Guarantee (FEG) is a legislative safety net scheme of last resort, which covers employee entitlements for eligible employees who lose their job through insolvency of their employer.

Eligibility: Subject to meeting eligibility requirements, FEG may apply to a person if their employer enters liquidation or bankruptcy, and the person has certain unpaid employment entitlements owing to them.

www.dewr.gov.au/fair-entitlements-guarantee

LABOUR MARKET FACTSHEET

Key national labour market indicators

	June 2024	Monthly Change	Annual Change
Total employment	14,406,100*	50,200	2.8%
Full-time employment	9,944,200*	43,300	1.2%
Part-time employment	4,461,800*	6,800	6.3%
Unemployment	608,200	9,700	18.7%
Unemployment rate	4.1%	0.0%pts	0.5%pts
Participation rate	66.9%	0.1%pts	0.3%pts
Underemployment	969,400	-38,700	1.6%
Underemployment rate	6.5%	-0.3%pts	-0.1%pts

Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data.

*Denotes a record high

Key youth (15-24 years) labour market indicators

	June 2024	Monthly Change	Annual Change
Youth employment	2,221,900*	22,600	2.0%
Youth full-time employment [^]	950,200	12,800	-6.9%
Youth part-time employment [^]	1,271,100*	12,000	9.6%
Youth unemployment	233,600	-3,200	23.0%
Youth unemployment rate	9.5%	-0.2%pts	1.5%pts
Youth participation rate	70.6%	0.3%pts	-0.6%pts

Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data.

*Denotes a record high

[^]Youth full-time employment and youth part-time employment will not sum up to youth total employment as the ABS seasonally adjusts the data for the three series separately.

Long-term unemployment (LTU)

	June 2024	Monthly Change	Annual Change
Long-term unemployment	111,900	-9,400	9.1%
LTU incidence [^]	18.4%	-1.9%pts	-1.6%pts
Very long-term unemployment	64,000	-5,700	17.9%

Source: ABS, Labour Force, Australia, Detailed, June 2024, seasonally adjusted data.

[^]Long-term unemployment as a proportion of total unemployment.

Recruitment conditions and staffing outlook

	June 2024	Monthly Change	Annual Change
Recruitment rate ¹	39%	-8%pts	-10%pts
Had recruitment difficulty ²	55%	-1%pt	-8%pts
Had jobs unfilled after a month ³	45%	-2%pts	-12%pts
Expect to increase staff ⁴	18%	-1%pt	-3%pts

Source: Jobs and Skills Australia, Recruitment Experiences and Outlook Survey, June 2024.

¹ % of employers currently recruiting or who recruited in the previous month.

² % of recruiting employers who had recruitment difficulty.

³ % of recruiting employers unable to fill all their vacancies within a month (excludes employers with unfilled vacancies but recruiting for less than a month).

⁴ % of employers who expect to increase staffing numbers over the next 3 months.

Employment projections, five years from May 2023 to May 2028

- All 19 industries are projected to record an increase in employment over the five years to May 2028.
- Health Care and Social Assistance is projected to make the largest contribution to employment growth over the five years to May 2028[^] (increasing by 257,300), followed by Professional, Scientific and Technical Services (116,900) and Education and Training (81,600).

Source: Projections produced by Victoria University for Jobs and Skills Australia.

[^]Note: The employment projections are based on the macroeconomic and labour market outlook provided by the Commonwealth Treasury

State and territory unemployment rates

Unemployment rates (%) – June 2024

	Overall (%)	Youth (%)
NSW	3.9	8.3
Vic	4.5	9.9
Qld	3.9	9.4
SA	3.9	9.2
WA	3.8	9.7
Tas	3.7	10.6
NT	4.6	10.5
ACT	3.0	8.8
Australia	4.1	9.5

Source: ABS, Labour Force, Australia, June 2024. Youth data for the states and territories are 12-month averages of original estimates, while all other data are in seasonally adjusted terms.

Internet Vacancy Index (IVI)

- The IVI decreased by 4.2% (or 10,100 job ads) in June 2024, to stand at 227,500 job ads.
- Recruitment activity declined in all states and territories over the month. The strongest decrease in job ads was recorded in Tasmania (down by 13.7% or 590 job ads).
- All Major Occupation groups recorded decreases in vacancies in June 2024. The strongest decrease was for Community and Personal Service Worker vacancies (down by 6.4% or 1,700 job ads).
- In June 2024, advertisements decreased across all Skill Level groups, with Skill Level 2 occupations (down by 5.6% or 1,500 job ads) recording the strongest decrease.
- Over the year to June 2024, job ads decreased across all skill levels. The strongest decline was for Skill Level 1 (down by 20.3% or 21,400 job ads).

Source: Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, June 2024.

Employment by industry and occupation

- The largest employing industry in May 2024 was Health Care and Social Assistance (comprising 2,260,400 persons, or 15.7% of total employment), followed by Construction (1,357,700, or 9.5%), and Professional, Scientific and Technical Services (1,324,600, or 9.2%).
- Over the year to May 2024, the largest gains in employment were in Health Care and Social Assistance (up by 116,700, or 5.4%), Education and Training (up by 46,800, or 4.0%), and Construction (up by 45,900, or 3.5%).
- Over the year to May 2024, the largest decreases in employment were recorded in Financial and Insurance Services (down by 21,500, or 3.9%), Retail Trade (down by 12,500, or 0.9%), and Mining (down by 1,500, or 0.5%).
- The largest employing major occupational group in May 2024 was Professionals (comprising 3,771,800 persons, or 26.2% of total employment), followed by Technicians and Trades Workers (1,972,300, or 13.7%), and Managers (1,861,300, or 12.9%).

Source: ABS, Labour Force, Australia, Detailed, May 2024. Industry and occupation data are trended by Jobs and Skills Australia.

DEWR Closing the Gap

Key points

- The department is committed to the National Agreement on Closing the Gap (National Agreement) and to working in genuine partnership with First Nations people to achieve both the education and training, and employment targets it contributes toward.
- The department is taking a ground up approach to establishing partnerships and engagement arrangements and embedding priority reforms into the way we work.
- Engagement with the Coalition of the Peaks, Aboriginal and Torres Strait Islander peoples and organisations, and stakeholders at a range of levels is informing new programs and policies, and there will be stronger and deeper engagement progressively built into established programs.
- The department is working closely with the Department of the Treasury as it explores opportunities with the Coalition of Peaks to develop a Partnership on economic participation – a key outcome of the Jobs and Skills Summit.

DEWR's key corporate activities



Publish a Reconciliation Action Plan (RAP) in 2024



Appointed First Nations Senior Executive officers to oversee DEWR's CTG and broader First Nations policy and programs in skills and employment



Participate in Jawun Secondment and support SES to attend Garma festival



Celebrate NAIDOC and National Reconciliation Week



Greater use of Identified Positions and Affirmative Measures recruitment



Provide support through an Employee Network, and access to a Yarning Room



Appointed First Nations Champion and Reconciliation Champion



Embed First Nations staff voices into people governance committees

Recent Announcements

EMPLOYMENT AND WORKFORCE

Partnerships and shared decision-making

- The department is supporting the newly established National Indigenous Employment and Training Alliance, which is a peak body for First Nations peoples' employment and training matters. This engagement will enable formal partnerships to be established on policy development.
- The Commonwealth is providing NIETA with \$1 million per year for 3 years (shared between DEWR and DSS).

A new prison to employment program

- As announced in the 2024-25 Budget, a new prison to employment program for First Nations peoples will be implemented from 1 July 2025. This follows extensive consultations with First Nations and justice stakeholders and partners. Implementation of the new program will include building the capacity of Aboriginal Community Controlled Organisations (ACCO) to deliver this program and other employment services.
- In response to this new program, the Time to Work Employment Service (TWES) for non-remote prisons will end on 30 June 2024 in line with the end of the current program Deed. TWES in remote prisons will be extended through to 30 June 2025, in line with arrangements for the Community Development Program.

ParentsNext – New voluntary parents' program

- The government announced during the 2023-24 Budget the decision to end the ParentsNext program and replace it with a new voluntary service. From 5 May 2023, compulsory requirements for clients in ParentsNext were paused. As at 31 March 2024, First Nations parents comprised 20.5 per cent of the ParentsNext caseload (or 9,000 parents).
- As compulsory requirements have ended, ParentsNext providers are encouraged to actively engage with eligible parents to promote the benefits of participating in the program by utilising supports funded by the Participation Fund, including engagement support payments.
- As part of MYEFO, the government announced that a new pre-employment service for parents with young children will commence on 1 November 2024, with ParentsNext contracts extended to 31 October 2024.
- The department's Request for Tender for the new service closed on 30 April 2024, with tenderers asked to demonstrate in their responses, through their Indigenous Participation Plans, how they will stimulate Indigenous entrepreneurship and strengthen economic participation in line with the Indigenous Procurement Policy.

Continuity of employment services in Broome

- The Broome Employment Services will be extended until June 2027 with an investment of \$3.7 million from 2025-26.
- DEWR has been working collaboratively with First Nations people and organisations to develop a service that better suits the local context and complex needs of the local community.
- This measure has supported clients to re-engage and transition to new arrangements with a First Nations provider, supported by Australian Public Service personnel.

SKILLS AND TRAINING

Remote Training Hubs Network

- The Remote Training Hubs Network announced on 13 February 2024 makes up \$30.2 million of the \$250 million *A Better, Safer Future for Central Australia Plan* announced by the Prime Minister on 6 February 2023. Funding will be used to design and establish a network of up to seven remote training hubs to connect and enable communities to access training in the skills they need on-Country, linking training to job opportunities.

Foundation Skills

- In the 2023-24 Budget, the Government committed \$3.5 million to extend the **Foundation Skills for Your Future Remote Community Pilots** for a further 12 months while reforms to the foundation skills programs are implemented.
 - The pilots, due to cease on 30 June 2024, have been operating in 4 locations including NT, SA, WA and northern Queensland, and have been designed with, and are being delivered in, cooperation with communities and Aboriginal Controlled Community Organisations.
- As part of the 2023-24 Budget, the Government committed to providing \$436.4 million over 4 years to a redesigned **Skills for Education and Employment (SEE)** program.
 - The SEE program provides ongoing language, literacy, numeracy, and digital skills training. Indigenous participation in the SEE program increased to around 9% of all SEE participants in 2022-23, up from approximately 6% for the three previous years.
 - Commencing on 1 July 2024, a redesigned SEE program will be delivered through a mix of national and local place-based solutions to improve access and delivery.
 - This will include a specific focus on First Nations people with approximately \$46.0 million being set aside to support up to 2,000 First Nations people per year to access tailored LLND training. Training will be delivered through First Nations organisations in partnership with TAFE's and other RTOs or Adult and Community Education sector providers to better support Indigenous Australians to get the outcomes they need to achieve their goals in work, education, and life.

National Skills Agreement

- Closing the Gap is identified as a national priority in the new 5-year National Skills Agreement.
 - This means that all governments will deliver publicly available national and jurisdictional skills plans that set out how they will meet Closing the Gap outcomes in the vocational education and training (VET) system. These plans will be developed in partnership with First Nations peoples.
- The Australian Government has committed up to \$214 million over the life of the NSA to fund Closing the Gap initiatives, including:
 - around \$35.9 million to progress a nationally networked policy partnership arrangement in VET.
 - around \$166.4 million to support state and territory governments to progress priority reforms and targets in the VET system in partnership with First Nations peoples.
 - around \$11.4 million to support the delivery of Closing the Gap activities delivered by the Commonwealth.

Key facts and statistics

Vocational Education and Training (VET)						
Proportion of VET students (2022)	• The proportion of VET students who are First Nations people increased slightly between 2018 and 2022.					
		2018	2019	2020	2021	2022
	Number ('000s)	138.4	148.6	143.8	155.9	161.7
	% of all VET students	3.4%	3.5%	3.6%	3.6%	3.6%
	% of VET students aged 25-34	3.2%	3.4%	3.4%	3.6%	3.6%
Qualification completion rates (2017-2018 observed actual and 2019-2020 projected)	• The gap between First Nation completion rates and the national average is expected to get worse, increasing for those commencing in 2019-2020, compared with those commencing in 2017-2018.					
		<i>Observed</i>		<i>Projected</i>		
		2017	2018	2019	2020	
	First Nations	33.6%	34.5%	33.8%	35.8%	
	National	46.1%	47.6%	48.4%	50.5%	
	Gap	12.5 p.p.	13.1 p.p.	14.6 p.p.	14.7 p.p.	
Apprenticeships in-training (30 September 2023)	• The completion rate for First Nations apprentices in the 2018 commencing cohort is 48.7% (NCVER Completion and attrition rates for apprentices and trainees 2022), which is 7.1 percentage points below the national average.					
		All apprentices and trainees	Trade apprentices	Non-trade apprentices		
	Number ('000s)	21.9	12.2	9.7		
	% of all apprentices	6.0%	5.2%	7.5%		
Fee-Free TAFE (31 December)	• As at 31 December, Fee-Free TAFE has supported over 355,000 student enrolments nationally.					
	• In the same period, over 23,700 First Nations Australians enrolled in a Fee-Free TAFE course, with First Nations learners making up almost 6.7% of the 355,557 Fee-Free TAFE enrolments up to 31 December 2023 nationally.					
		Fee-Free TAFE Priority Group	Total	Percentage		
	First Nations	23,782	6.7			
Employment, unemployment, and labour force participation rates (2021 Census)	• 253,644 people First Nations people aged 15-64 were employed.					
		Employment to population ratio	Unemployment rate	Labour force participation		
	First Nations	52.2%	7.4%	59.7%		
	Non-First Nations	74.6%	3.9%	78.6%		
	Gap	22.4%p	3.5%p	18.9%p		

DEWR Staff

First Nations employee headcount (31 March 2024)	Level	Number (proportion of all DEWR)	Target proportion
	APS1 – APS3	4 (1.8%)	N/A
	APS4 – APS6	59 (2.9%)	5% by 2024
	EL1 – EL2	23 (1.3%)	5% by 2024
	SES	2 (1.6%)	3% by 2024
	Total headcount	88 (2.1%)	5% by 2030

*Target of 5 per cent for Total Headcount reflects a commitment by Government to increase First Nations representation in the APS by 2030, in alignment with Closing the Gap Priority Reform 3.

DEWR's Closing the Gap Targets

- DEWR shares responsibility for Targets 5, 6 and 7 with department of Education, which is responsible for schools, youth and higher education actions.
 - DEWR shares responsibility for Target 8 with the National Indigenous Australians Agency, which administers Indigenous-specific employment programs and remote area employment services.
- The Productivity Commission (PC)'s Closing the Gap dashboard update on 8 March 2023 indicates that while Target 8 is on track to be met by 2031, Targets 5, 6 and 7 are **not** on track.

	Target 5	Target 6	Target 7	Target 8
Action	Increase the proportion of First Nations people aged 20-24 years who have attained a year 12 or equivalent qualification (i.e. Cert III or above qualification)	Increase proportion of First Nations people aged 25-34 years who have completed a Certificate III and above qualification	Increase the proportion of First Nations people aged 15-24 years who are in employment, education or training	Increase the proportion of First Nations people aged 25-64 years who are employed
2031 Target	96%	70%	67%	62%
2016 Baseline (ABS Census)	63.2%	42.3%	57.2%	51%
Status as at 2021 Census (published by PC)	68.1%	47.0%	58.0%	55.7%
Estimated 2021 trajectory needed to achieve 2031 target (published by PC)	74.1%	51.5%	60.5%	54.7%

Closing the Gap Priority actions for 2024 as outlined in the 2024 Commonwealth Closing the Gap Implementation Plan

Targets 5, 6 and 7
<ul style="list-style-type: none"> • Implement the new Australian Apprenticeships service delivery model by July 2024. A key focus of the model is to increase the diversity of the apprentice workforce and the type of services delivered, to ensure tailored support to specific cohorts is delivered by Specialist Providers. • Implement the redesigned Skills for Education and Employment program from 1 July 2024. The redesigned SEE program will be delivered through a mix of national and local solutions to improve access and delivery, including providing specific place-based First Nations-led support for First Nations people. • Establish an interim First Nations Partnership Committee, networked with state and territory partnership arrangements, which will contribute to Skills and Training policy and guide the establishment of formal partnership arrangements as part of a staged approach across the new 5-year National Skills Agreement. • Scope development of a Skills and Training Sector Strengthening Plan. First Nations Australians are one of nine priority groups under the Fee-Free TAFE initiative that commenced in 2023. A further 300,000 Fee-Free TAFE places became available on 1 January 2024 to be delivered over the following 3 years. States and Territories have flexibility to engage Aboriginal Community Controlled RTOs to deliver this training.
Targets 7 and 8
<ul style="list-style-type: none"> • Workforce Australia is supported by bespoke programs, including Self Employment Assistance and Time to Work Employment Service (to be replaced by a new prison to employment program in mid-2025). <ul style="list-style-type: none"> ○ The Workforce Australia Inquiry Report was delivered in November 2023. The Government is considering the report findings. • The Employment White Paper (being led by Treasury), released on 25 September 2023, included a key economic outcome to examine options for a Closing the Gap Partnership on economic participation (building on the outcome of the Jobs and Skills Summit). The Commonwealth (led by Treasury) is working with the Coalition of Peaks and the community-controlled sector experts they represent, to develop governance, membership and initial policy priorities for a potential partnership on economic participation. • The department is supporting the newly established National Indigenous Employment and Training Alliance, which is a peak body for First Nations peoples' employment and training matters (and currently seeking membership of the Coalition of Peaks). • The department will continue the delivery of the Launch Into Work program, including supporting the design and delivery of projects with First Nations owned businesses and those seeking to increase representation of First Nations employees in their workforce.

2. Employment and Workforce Portfolio: Policy and Program Overview

2.1 Employment and Workforce Group Overview

2.2 Employment and Workforce Program Guide



Employment and Workforce Group

The Employment and Workforce portfolio delivers and supports national policies and programs that help Australians to find and keep a job, change jobs or create their own job through self-employment. We foster a productive and competitive labour market by helping people into secure work and increasing workforce participation.

We also deliver programs to help parents, young people, First Nations people, and those moving from welfare to work, such as Workforce Australia, Transition to Work and the Local Jobs Program.

By working with communities and industry we seek to smooth the impact of labour market change, supporting workers at risk of redundancy and connecting people to new opportunities. This includes our strong focus on developing and delivering Regional Worker Transition Plans in communities at the forefront of the energy transition.

The portfolio is also responsible for managing and implementing the Pacific Australia Labour Mobility (PALM) scheme. The scheme helps eligible Australian businesses to recruit workers from Pacific-island countries and Timor-Leste to meet workforce shortages in rural and regional Australia.

The Australian Government released its response to the House Select Committee on Workforce Australia Employment Services on Thursday 4 July 2024.

The size and scale of the reform are ambitious and will take time to get right.

These reforms will have implications across the entire employment services system beyond Workforce Australia, including for Disability Employment Services, the Community Development Program, and for Services Australia.

The Government is committed to designing and delivering a more inclusive and equitable system, and to continue making improvements to current services through collaboration with people, community and businesses.

In reforming employment services, government has prioritised services that supports the parents of young children. A new, voluntary service that will work with parents to identify their strengths and pursue their educational and employment goals will commence in November 2024.

Employment and Workforce Program Guides – INDEX

No	Program Guide
1a	Workforce Australia Employment Services
1b	Eligibility for Workforce Australia
2	Mutual Obligations
3	The Targeted Compliance Framework
4	New Voluntary Pre-Employment Service for Parents
5	PALM Program
6	MO Dashboard – Workforce Australia Caseload – 30 June 2024
7	MO Dashboard – Workforce Australia Job Placements and Outcome Rates – 30 June 2024



Workforce Australia Employment Services

Summary

Workforce Australia Services helps Australians find and keep a job, change jobs or create their own jobs. It also supports businesses with their recruitment needs and to help fill vacancies.

Program delivery arrangements

Workforce Australia Employment Services deliver to **637,545** participants (as at 30 June 2025) and includes:

- **Workforce Australia Services:** providers delivering tailored support to clients to help address their complex needs, overcome barrier and progress towards employment. Delivered by **42 providers** who hold one or more licences across **1,493 sites**.
- **Workforce Australia Online:** an online service and platform for clients who are assessed as job ready and can self-manage their job search.
- **Support for business:** assists businesses to find skilled staff that match their needs.

Eligibility

Anyone with a myGov account can access the Workforce Australia online platform to search for jobs and access resources and training. Individuals claiming income support with mutual obligation requirements are referred to:

- **Workforce Australia Online** if they can self-manage their job search with support from the Digital Services Contact Centre; or
- **Workforce Australia Services** if they would like to support from a provider or have been self-managing in Workforce Australia Online for up to 12 months (if they are not in paid work or studying).

Key features

Points Based Activation System (PBAS) – requires clients to complete mutual obligation requirements. The default target of 100 points per month can be adjusted based on a person's circumstances.

Activities – Clients can choose from a range of activities, including training, tailored industry projects and work experience to build skills, confidence and gain experience to find secure employment.

Provider Performance Framework – used by the department to assess how well each provider is performing, including an explicit focus on service quality which is directly impacted by the views of clients.

Funding

	2024-25	2025-26	2026-27	2027-28

Workforce Australia Services (\$m)*	\$1,078.529	\$1,100.281	\$1,115.760	\$1,099.800
Workforce Australia Online (\$m)*	\$75.892	\$81.578	\$81.308	\$79.035

**administered funding only*

The forecast budgets are not mutually exclusive. For example, specific program element, such as Wage Subsidies and Employability Skills Training count to the total Workforce Australia Employment Services and Transition to Work forecasts. Similarly, Workforce Australia Provider Services, Workforce Australia Online Services and Self-Employment Assistance count toward the total Workforce Australia Employment Services forecast.

Eligibility for Workforce Australia

Key Points

- Eligibility for Workforce Australia generally depends on the type of income support an individual is receiving and what is most appropriate for their servicing needs.
- When registering for Centrelink (Services Australia) payments, individuals undertake assessment processes and questionnaires to determine the Workforce Australia employment service that best suits their needs.
- Some individuals not in receipt of income support payments are also eligible for provider-led Workforce Australia Services based on their circumstances (see **Connecting with Workforce Australia below**).

Eligibility and Service Offering

Workforce Australia Online for Individuals	Base Service	<ul style="list-style-type: none"> • Individuals with a myGov account, including those not on income support, can access the Workforce Australia Online for Individuals Base Service, a free online employment service that can be accessed at any time from a smart phone, tablet, or computer. It allows them to: <ul style="list-style-type: none"> ○ search and apply for jobs, ○ create a profile and set up job alerts, and ○ access resources and training to help them get job ready or prepare for a new career.
	Full Service	<ul style="list-style-type: none"> • Individuals on income support with mutual obligation requirements and who are both job ready and capable of self-managing online are placed into the Workforce Australia Online for Individuals Full Service. • The Online Full Service includes all the functionality of the Base Service, as well as allowing individuals to self-manage their Mutual Obligation Requirements and participation while being supported by the Digital Service Contact Centre. Eligible individuals can access a range of supports such as the Digital Employment Fund and pre-employment pathways such as Employability Skills Training (ES)T, Career Transition Assistance (CTA), pre-employment medical checks or pre-employment training. • Individuals in the Workforce Australia Online for Individuals Full Service may opt out to receive Workforce Australia Services from a provider at any time.
Workforce Australia Services		<ul style="list-style-type: none"> • Individuals on income support with mutual obligation requirements who need more personalised assistance are referred to Workforce Australia Services where they receive the help of a provider. • Providers work with individuals to help them get job ready by assessing their needs, helping them look for jobs, developing their skills, and supporting them with training. • Workforce Australia Services includes specialist providers in certain locations, who deliver personalised services to Indigenous, culturally and linguistically diverse, ex-offender and refugee individuals. Individuals can access these services if they belong to the specialist cohort, are eligible, and reside in these locations.

Connecting with Workforce Australia

Workforce Australia Online for Individuals	Base Service	<ul style="list-style-type: none"> • Individuals link Workforce Australia to their myGov account.
	Full Service	<ul style="list-style-type: none"> • Eligible individuals are automatically referred after their Participation Interview with Services Australia. • At any time, participants have the option to transfer to a Workforce Australia Services provider either via the website or contacting the Digital Services Contact Centre.
Workforce Australia Services		<ul style="list-style-type: none"> • Eligible individuals are referred by Services Australia, or may Directly Register with a provider if they are: <ul style="list-style-type: none"> ○ Vulnerable Youth or Vulnerable Youth (Students) ○ Structural Adjustment Program Participants ○ Retrenched workers and their partners ○ Pre-release Prisoners. • Individuals referred by Services Australia can choose their provider. This choice is offered at the time of referral from Services Australia, or if they choose to transfer at a later time. • Individuals who do not choose their provider are referred by the department's geomapping tools which focus on minimising the distance between individuals and their provider site. • Individuals can choose a generalist provider even if they belong to a specialist cohort. Individuals who are eligible for assistance from a specialist Workforce Australia Services Provider, and who do not choose a provider, are referred to a specialist if it is within 10 kms of their address. • At any time, participants have the option to transfer to another Workforce Australia Services provider if they find the location or service from their current provider is not suitable. • Individuals already being assisted by a Workforce Australia Services Provider may be referred to the Workforce Australia Online full service if their provider has assessed: <ul style="list-style-type: none"> ○ they can self-manage in the Online Full Service, ○ have appropriate access to technology, and ○ they would benefit from the Online Full Service, ○ do not have a recent Employment Services Assessment and ○ the individual has agreed to the referral.

Mutual Obligations – Workforce Australia

A person may have mutual obligation requirements if they are receiving certain Centrelink payments, including:

- JobSeeker Payment
- Youth Allowance for job seekers
- Parenting Payment
- Special Benefit.

Obligations are the tasks and activities a person agrees to do in return for their Centrelink payment. These are agreed to when a person agrees to a Job Plan. Mutual obligations may include:

- meeting monthly points target and job search requirement
- attending appointments
- going to job interviews and reporting attendance
- accepting suitable job offers.

Workforce Australia - mutual obligation requirements

For people referred to Workforce Australia, who have mutual obligation requirements, they are covered by the Points Based Activation System (PBAS). Under PBAS, a person has a monthly points target. As part of a person's obligations, they need to earn a set number of points each reporting period. In addition, a person with mutual obligations must meet a monthly a monthly job search requirement. This is the number of jobs a person must apply for each reporting period.

The maximum points target for each reporting period is 100. It generally includes 4 job searches. The points target and job search requirement can be changed based on a person's individual circumstances.

Points can be earned by reporting a variety of tasks and activities, including the job search a person has completed.

A person must also attend appointments with a Workforce Australia Employment Services Provider, the Digital Services Contact Centre (if in Workforce Australia Online) or a third party. Appointments can be in person, video or phone. Other requirements may include following up on job referral tasks and opportunities identified by the person's employment services provider, attending job interviews and accepting job offers of suitable work.

Budget Changes

In line with the recommendations of the House Select Committee on Workforce Australia Employment Services, the Australian Government is introducing the Better Targeting Employment Services measure to ease the administrative burden on individuals, while ensuring equitable treatment for those who are fully meeting their mutual obligation requirements and not required to look for work.

Participants who are fully meeting their obligations through paid work, approved study, volunteering, or a combination of these activities, will instead be supported by Services Australia and will continue to meet their mutual obligations through a Services Australia Job Plan. Participants will still be able to choose to engage with employment services if they wish. This applies to the mature age, principal carer parents and those with a partial capacity to work.

Targeted Compliance Framework

When a person does not meet their mutual obligation requirements, they may become subject to the Targeted Compliance Framework (TCF). The TCF applies if a person does not meet their obligations, including not meeting their points target or job search requirement, without a good reason.

Compliance zones and symbols

There are 3 compliance zones:- Green, Warning and Penalty Zones.

Green Zone: a person is meeting obligations.

When a person starts with Workforce Australia, they are placed in this zone. If a person misses an obligation, and does not contact either their provider or DSCC, a demerit will be applied.

Warning Zone: a person has demerits

If a person receives 3 demerits, they will have a Capability Interview with either their Provider or the DSCC. This interview is to discuss whether the obligations the person has are right for them.

Where a person receives 5 demerits, they will have a Capability Assessment with Centrelink so they can assess if the obligations remain suitable.

When in the Warning Zone, the demerits last for 6 months before they expire. To get back to the Green Zone, a person needs to meet all of their obligations until the demerits expire.

Penalty Zone: this may affect a person's payment

A person will move into this zone if:

- They have 5 demerits
- Centrelink has found the person capable of meeting their obligations following a Capability Assessment.

While in the Penalty Zone, if a person does not meet their obligations, their Centrelink payment may be reduced or cancelled.

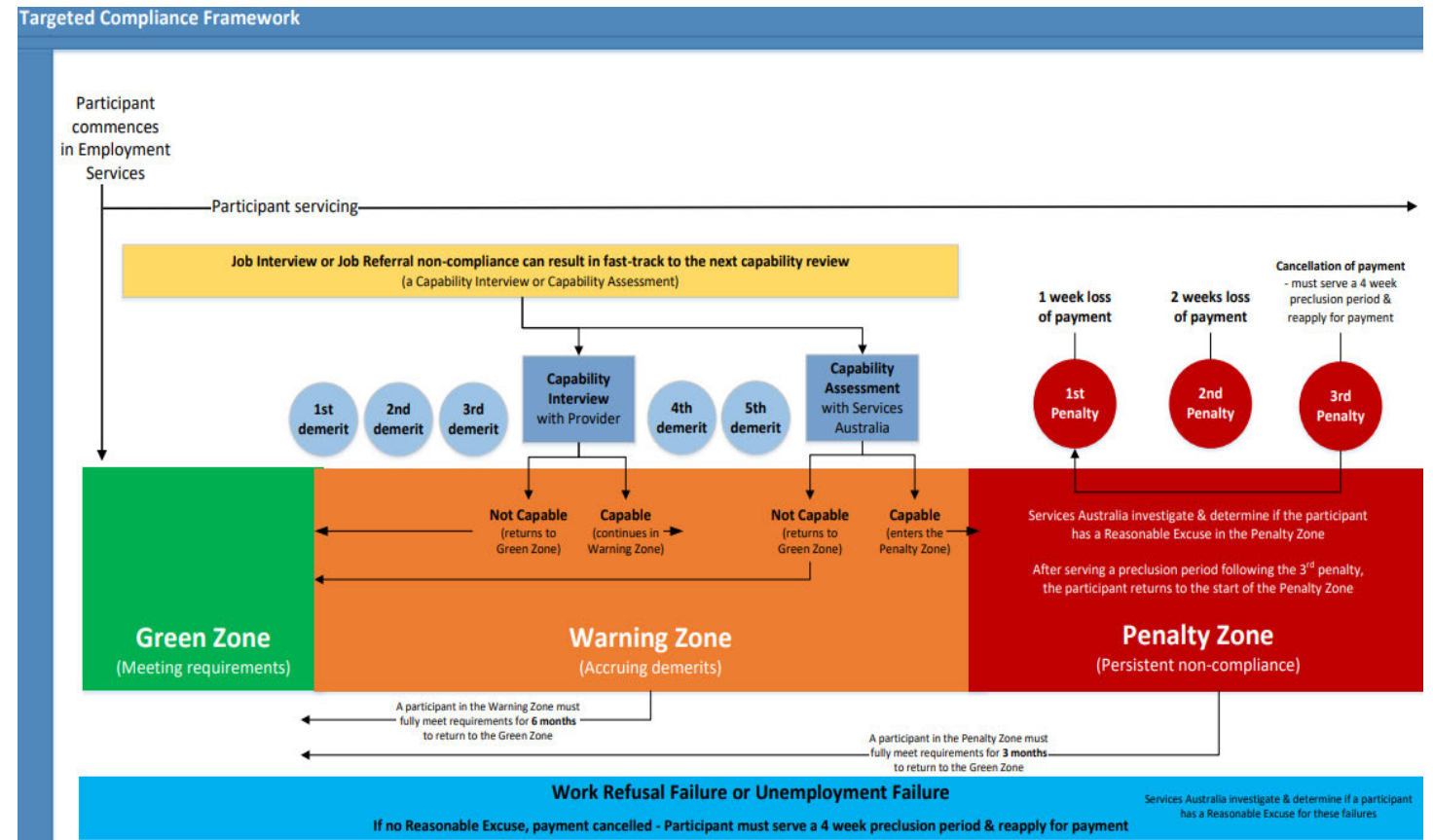
Last Cleared By	Last clearance officer Melissa Ryan, First Assistant Secretary, Workforce Australia for Individuals
Date Last Cleared	Date last cleared 28 July 2024

The Targeted Compliance Framework

Select Committee Recommendations and Future Reforms

Strengthening the Integrity of Employment Services

- The 2024/25 Budget contains a number of measures that address key elements of recommendations in the Select Committee on Workforce Australia Employment Services.
- These measures aim to make compliance action fair and proportionate to clients' individual circumstances whilst maintaining the core concept of Mutual Obligations in return for receiving an income support payment. These measures include:
 - Preventing people from receiving a payment suspension for a failure to attend an appointment at an employment services provider if they are working.**
 - This measure will act as a safeguard against provider appointments clashing with paid work and ensure that people are not missing work in order to attend appointments with their provider. Other requirements, such as the requirement to look for work and accept offers of suitable employment will remain.
 - This proposal would be complemented by communication to clients and providers to use the 'personal events calendar' to record times that a person is working so appointments cannot be booked. This would be coupled with stronger assurance of providers to ensure they are not inappropriately booking appointments at a time a person is working.
 - Increasing Resolution Time from 2 days to 5 days to give more time for a person who fails to meet a mutual obligation requirement to re-engage before a person's income support payment is suspended.**
 - This measure will ensure that people are afforded more time to re-engage with their provider after a mutual obligation failure before their payment is suspended. People will still be required to re-engage after failing to meet a requirement and payment suspensions will still take effect if the person does not reengage within 5 business days.
 - Allowing people to not meet one mutual obligation requirement before any compliance measures occur.**
 - The proposal would mean the first time a person does not meet a requirement, there would be no impact on the client or their payment, but a 'warning' would be recorded. This will give people who are new to Workforce Australia a chance to understand their requirements and the consequences of not meeting a requirement. The next time a person did not meet a requirement, they would face the compliance measure (as per existing processes).
 - Removing the ability for clients to self-accept Financial Penalties – ensuring that all decisions on the application of financial penalties are always made following a review of the non-compliance by a human decision-maker.**
 - This provides a further safeguard for vulnerable clients who may not have a complete understanding of the current investigation process by Services Australia and the consequences of accepting a financial penalty as well as streamlining Services Australia processes.
 - This measure includes an additional safeguard of enabling qualified departmental staff to review a person's circumstances and remove that person from the "Penalty Zone" of the TCF where there has been a change in that person's personal circumstances or where there is evidence that applying a financial penalty will cause significant distress or harm in certain circumstances.
 - Strengthening complaints mechanisms for clients in employment services.**
 - This will see the creation of an independent complaints mechanism through the appointment of an independent person and team to oversee complaints, and the establishment of a complaints dispute resolution process to resolve complaints between people and providers.



TCF Zones – Participants by Zones as at 31 March 2024

Program	Green Zone		Warning Zone		Penalty Zone	
Workforce Australia Online*	84,535	73.5%	30,535	26.5%	5	0%
Workforce Australia Services	153,925	53.9%	130,370	45.7%	1270	0.4%
Workforce Australia Total	238,460	59.5%	160,905	40.2%	1275	0.3%

*Note: Workforce Australia Online clients are referred to Workforce Australia Services when they enter the Penalty Zone. These 5 clients are pending referral to Workforce Australia Services. Data is rounded, re-calculating totals from rounded data may compound the effects of rounding.

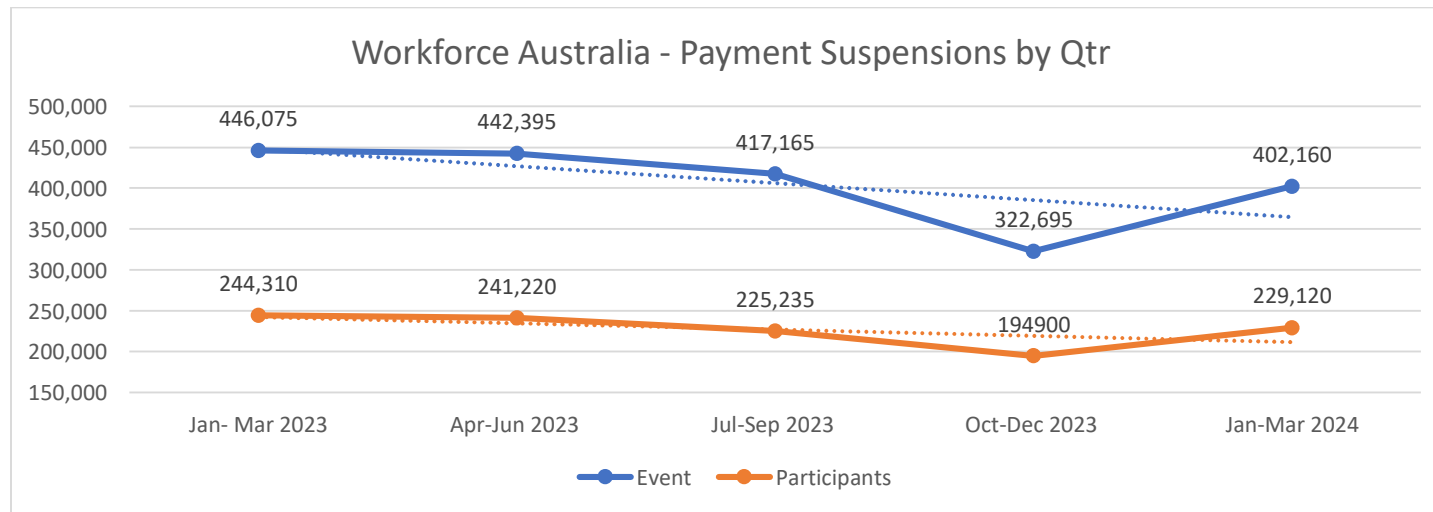
Payment suspensions

- Between **1 January 2024** and **31 March 2024**, there were **402,160** payment suspensions.
 - 44.0 per cent** of all **Workforce Australia Services** compellable participants (compulsory mutual obligation requirements) who were commenced during the period had a payment suspension.
 - 20.2 per cent** of **Workforce Australia Online** compellable participants who were commenced had a payment suspension.

Payment Suspensions By Event Type – 1 January 2024 to 31 March 2024				
Workforce Australia Online	Non-Compliance Type	Payment Suspensions	% of total Payment Suspensions	Participants
	PBAS	42,745	78.4 per cent	35,405
	Job Plan	9,605	17.6 per cent	9,495
	Provider Appointment	2,180	4.0 per cent	2,145
	Activity	5	0.01 per cent	5
	TOTAL Online*	54,535	100 per cent	43,180
Workforce Australia Services	Provider Appointment	192,875	55 per cent	125,975
	PBAS	151,795	43.7 per cent	113,435
	Activity	1,435	0.4 per cent	930
	Job Interview	510	0.1 per cent	490
	Job Referral	485	0.1 per cent	470
	Job Plan	530	0.2 per cent	525
	TOTAL Services*	347,625	100 per cent	188,065
Total Workforce Australia	402,160		229,120	

*NOTE: Individual clients can receive multiple payment suspensions, the Total Online and Total Services figures are total number of clients who received a payment suspension and not column totals. Data is rounded, re-calculating totals from rounded data may compound the effects of rounding.

- Payment suspensions have been trending downwards throughout 2023 and into 2024.
 - **NOTE:** the low Oct – Dec 23 numbers are due to the Christmas Pause of MOR.



Duration of Payment Suspensions

Duration of Applied Payment Suspensions in Business Days - 1 January 2024 to 31 March 2024			
Business Days	Notification	Payment Suspensions	Percentages
0-2	(Avoided warning of possible payment suspension)	154,220	38.7%
3-4	(Warned that payment is on hold)	84,665	21.3%
5-10	(Warned that payment is on hold)	125,515	31.5%
>10 - 27	(Warned that payment is on hold)	15,905	4.0%
28+	Payment Cancellation (did not reengage within 28 days)	18,110	4.5%
Total Applied excluding Immediate Payment Suspensions		398,420*	100.0%

*Note: Data is rounded, re-calculating totals from rounded data may compound the effects of rounding.

- If a person has a valid reason for not meeting their requirements, or re-engages within two business days, their payment is not suspended.

- Between 1 January 2024 and 31 March 2024

- Roughly one third of the time (**33.0 per cent**), Workforce Australia clients re-engaged in the two-business day resolution time, and therefore avoided receiving a payment suspension.
- The median suspension duration is **3 business days** and over **91.5 per cent** of clients re-engage and had their payment suspension lifted within **10 business days**.
- Approximately **95.5 per cent** of payment suspensions were resolved within 28 days.

Demerits

- Between 1 January 2024 and 31 March 2024, there were **324,495** applied demerits. **38.6 per cent** of all Workforce Australia Services compellable participants (compulsory mutual obligation requirements) who were commenced during the period had a demerit applied. While **20.2 per cent** of Workforce Australia Online compellable participants who were commenced had a demerit applied.

Applied Demerits by Contract and Reason from 1 January 2024 to 31 March 2024				
Workforce Australia Online	Non-Compliance Type	Number of Demerits	Percentage of demerits	Participants
	PBAS	46,140	81.5 per cent	37,300
	Job plan	10,320	18.2 per cent	10,080
	Provider Appointment	180	0.3 per cent	180
	Activity	0	0 per cent	0
	Total*	56,640	100 per cent	43,100
Workforce Australia Services	PBAS	192,960	72.0 per cent	139,645
	Provider appointment	73,660	27.5 per cent	55,455
	Activity	535	0.2 per cent	300
	Job Referral	350	0.1 per cent	325
	Job plan	260	0.1 per cent	260
	Job Interview	85	0.03 per cent	85
	Total*	267,855	100 per cent	164,925

*NOTE: Individual clients can receive multiple demerits; the Total Online and Total Services figures are total number of clients who received a demerit and not column totals. Data is rounded, re-calculating totals from rounded data may compound the effects of rounding.

- Demerits are different to payment suspensions. Demerits are applied if the participant does not have a valid reason for missing their requirement. Payment suspensions are used to engage participants with their requirements.

Financial Penalties

Penalty Zone- Financial Penalties: as at 31 March 2024

Financial Penalties	1 st FP	2 nd FP	3 rd FP	Total
1 Jul – 30 Sept 2023	1250	655	260	2165
1 Oct – 31 Dec 2023	1045	520	130	1695
1 Jan – 31 Mar 2024	735	255	45	1035

*Note: Data is rounded, re-calculating totals from rounded data may compound the effects of rounding.

Penalty Zone IT Issue

- The department became aware of system issues impacting participants in the Penalty Zone in August 2023. These issues incorrectly extended a person's time in the Penalty Zone and resulted in Financial Penalties being applied incorrectly.
- There were **approximately 1200** individuals impacted.

TCF Program Assurance Activities and Provider Engagement

- The department undertakes a range of program assurance activities to monitor key aspects of the TCF, including ongoing monitoring of payment suspensions, reviewing and removing applied demerits where these have been applied in error and reviewing applied financial penalties to ensure that these have been applied correctly.
- This work includes monitoring compliance action raised by providers and system raised compliance for PBAS and those in Workforce Australia Online.
- The department also monitors the IT system to ensure functions relating to the TCF are working as intended. When critical system issues that impact on a person's payment are discovered, these are fixed as quickly as possible.
- Where incorrect application of the TCF is identified, the department rectifies any issues, including lifting payment suspensions, removing demerits, and revoking financial penalties and advises providers of these actions where appropriate.
- When the department identifies specific issues with provider application of the TCF, the department will directly contact those providers to educate them on the correct application of the TCF as well as requiring them to rectify the identified issues. This may include:
 1. requiring the provider to explain why the TCF was incorrectly applied,
 2. remove any incorrectly applied Demerits, and/ or
 3. detail training on the TCF that they will provide to their staff to prevent future occurrences of incorrect application of the TCF.
- One key assurance activity undertaken by the department is reviewing incorrectly booked or resulted provider appointments (*retrospective provider appointments*). Since the commencement of this activity in August 2023, there has been a **72 per cent reduction** (from approx. **1200** per month in August 2023 to around **340** per month in March 2024) in the number of incorrectly booked or resulted provider appointments since the department first engaged with providers and required them to remove identified demerits and explain why these appointments had been booked or resulted incorrectly.
- The department is currently undertaking a series of site visits to providers to discuss servicing and engagement strategies with frontline employment consultants. These visits focus on ensuring requirements, including PBAS targets, are appropriate for the clients needs and that the TCF is being applied correctly. Alongside these site visits, the department is also conducting roundtable discussions with all providers to share and learn from examples of best practice in client servicing and helping providers build meaningful engagement strategies with their clients that address individual barriers and needs rather than applying a cookie-cutter approach to client servicing.

Vulnerable Cohorts and Clients with Significant Barriers

- TCF data clearly shows that some vulnerable client cohorts are more likely to receive payment suspensions, applied demerits and/or Financial Penalties. The department is concerned about the overrepresentation of vulnerable clients in TCF data and is currently working with providers to address this.
- There are multiple and complex factors that contribute higher rates of payment suspension for some providers. Those providers with higher rates of payment suspensions will generally have a caseload with higher proportions of clients with significant barriers to employment and often operate in regional areas with constrained labour markets and limited access to support services.

- Clients who are an ex-offender, Indigenous and/or have drug and alcohol issues typically have a higher likelihood of being notified of a payment suspension than the broader caseload.
- The department has contracted specialist providers with expertise and experience in working with specific client groups. These specialist providers, along with generalist providers, can provide a range of services to assist these clients in addressing barriers to employment and supporting clients to obtain suitable employment. The department is working closely with these providers to ensure mutual obligation requirements are appropriate to each client's individual needs and that servicing is flexible and encourages engagement without an over-reliance on use of the Targeted Compliance Framework.

Resolution Appeals and Complaints Processes

- If a client has concerns about a payment suspension, they can contact their provider or the DSCC for online clients to discuss the circumstances relating to the payment suspension. If a Workforce Australia client is dissatisfied with the outcome following discussion with their provider, they can contact the National Customer Service Line to discuss the issue and, if appropriate, lodge a complaint. Some compliance related decisions are also appealable through Services Australia's internal review process, the Administrative Appeals Tribunal and court system.
- The department continues to review material available to clients on Mutual Obligation Requirements and the TCF to ensure the clarity of information relating to their rights and responsibilities under the TCF. This work expands on the information available to clients regarding the available channels for reviews and appeals.

New Voluntary Pre-Employment Service for Parents

Purpose of the program

- On 7 December 2023, the Australian Government announced a new Voluntary Pre-employment Service for Parents of young children to be introduced from 1 November 2024. The service will replace ParentsNext, which will terminate on 31 October 2024.
 - The new service will be called *Parent Pathways* but this has not been publicly announced.
- The service is for parents facing disadvantage to prepare for the future by providing support towards their individual goals and giving them choice in how and when they interact with the service.
- The new service design was informed by:
 - extensive consultation with parents (young parents, First Nations parents and single parents) between May to September 2023.
 - the interim report of the *Select Committee into Workforce Australia* that included 30 recommendations for a new program to replace ParentsNext

Eligibility for the new service

- To be eligible for the new Voluntary Pre-employment Service for Parents, they must:
 - have a child aged under 6, not be in paid employment, and live in a non-remote area; and
 - be getting Parenting Payment, Carer Payment or Special Benefit.
- Parents are also eligible if not getting a Centrelink payment and are either: under 22 years old; don't have a Year 12 qualification; or are Aboriginal or Torres Strait Islander.

What has the Government said about the program?

- The Government announced the new Voluntary Pre-employment Program on 7 December 2023.
- The Approach to Market (RFT) for the Services was launched 4 April 2024 and closed 30 April 2024.
- The Department is currently evaluating the submissions from Tenderers with announcements anticipated in September/October 2024.
- As part of the new Service, an APS delivered pilot will also commence on 1 November 2024. This will be conducted in the Playford Local Government Area of South Australia in the Adelaide North Employment Region.
 - The location was selected based on socio-economic demographics, caseload size, relative geographic size of the region, transport options and proximity to other government services.
- Performance will be monitored and assessed against a national performance framework. The APS pilot will adhere to the same performance monitoring and quality framework as contracted organisations and will also be evaluated.

How the program will operate

- The new service is a voluntary program. Eligibility has been expanded to include more income support payment recipients as well as parents not on income support. The caseload by 30 June 2025 is estimated to be 24,740.
- The new service is demand driven and there is no cap on places within the service.
- The size of the caseload will be influenced by providers engagement with and support for parents. The success of individual providers will depend on their ability to engage eligible parents.
- To assist providers to start servicing parents from 1 November, on commencement they will receive an upfront payment based on \$1,500 Service Fee x 90% of the indicative caseload of their contracted service location.
- Each provider will receive separate Outreach and Engagement annual funding to reach parents through local promotional activities using social or other media, and engage with parents facing disadvantage to understand the Service offer and register for the Service.

- In addition, to support the capability of providers delivering the new service, new eligible providers (small to medium enterprise with less than 200 FTE), may apply and be considered for the Capacity Building Fund. A total of \$6 million is available over financial years 2024-25 and 2025-26, with a maximum of \$60,000 per eligible provider.

Budget

Budgeted Administered Expenses – New Voluntary Pre-Employment Service for Parents

Item	2023–24 Estimated actual (\$M)	2024–25 Estimate (\$M)	2025–26 Estimate (\$M)	2026–27 Estimate (\$M)	2027–28 Estimate (\$M)	Total (\$M)
ParentsNext	88.295	28.686	-	-	-	116.981
New Voluntary Pre-Employment Service for Parents	-	59.173	98.529	136.834	158.093	452.629
Total Administered	88.295	87.859	98.529	136.834	158.093	569.61

Note: this is administered funding only. It does not include the funds for implementation, Services Australia or the APS pilot. DEWR Portfolio Budget Statement 2024-25, Table 2.1.1, Page 32

Pacific Australia Labour Mobility (PALM) Scheme

Purpose of the program

The Pacific Labour Operations Division delivers the onshore operational aspects of the PALM scheme. The PALM scheme is Australia's primary temporary migration program addressing low, semi and unskilled workforce shortages in rural and regional Australia. It is an uncapped and demand driven program that supports the economic growth of Pacific Island countries and Timor-Leste and addresses short-term (seasonal) and long-term workforce demands in Australia, where there is demonstrated unmet workforce shortages.

Funding

	2024-25	2025-26	2026-27	2027-28
Budgeted (\$m) *	4.680	5.906	6.756	6.756

**administered funding only*

What has the Government said about the program?

- At the 2023-24 Budget, the Government announced an additional \$168.1 million over 4 years to strengthen domestic operations, improve oversight and worker welfare, and establish sustainable program funding. This included insourcing the domestic delivery of the PALM scheme into the Department of Employment and Workplace Relations.
- The Government is expanding the PALM scheme and improving settings to better protect workers and deliver a reliable workforce for Australian industry.
- In June 2023, the Government introduced the new PALM scheme Deed and Guidelines. These settings aim to balance the needs of employers with strong protections for workers
- In response to stakeholder feedback, the scheduled change to a minimum of 30 hours each week from 1 July 2024 has been deferred to 1 July 2025, to allow further time to assess the impact of the minimum hours settings. From 1 July 2024, employers will need to offer 30 hours each week, over a 4-week period. If employers cannot offer minimum hours, they will need to top up workers' pay. The PLO Division is monitoring and enforcing this setting.

Describe how the program operates

The PALM scheme allows eligible Australian businesses to hire workers from 9 Pacific islands and Timor-Leste when there are not enough local workers available. Through the PALM scheme, eligible businesses can recruit workers for short-term jobs for up to 9 months or long-term roles for between one and 4 years in unskilled, low-skilled and semi-skilled positions.

The PALM scheme is at the intersection of multiple significant Government reform agendas and objectives, including at the centre of Australia's foreign policy efforts in the Pacific. It is delivered in partnership between the Department of Employment and Workplace Relations and the Department of Foreign Affairs and Trade. Whole of Government Program delivery also includes the Fair Work Ombudsman, the Department of Agriculture, Fisheries and Forestry and the Department of Home Affairs.

Announcement

Year	Event
2008	Seasonal Worker Pilot commences
2012	SWP commences
2018	PLS commences
2021	The then Government announced consolidation of SWP and PLS into a single PALM scheme
2021	SWP MoG from DESE to DFAT and consultation commences on Deed and Guidelines
2022	Pacific Labour Operations Division MoG from DFAT to DEWR

Workforce Australia Caseload Dashboard

Data as at 30 June 2024



Australian Government

Workforce Australia

Workforce Australia is the Australian Government's employment service to help Australians into work and help employers find the right staff for their business. A network of providers operates across Australia to provide employment services to employers and job seekers. Employers can get help from providers to source and recruit employees who meet their business needs. Individuals can get help from a Workforce Australia provider to find and keep a job.

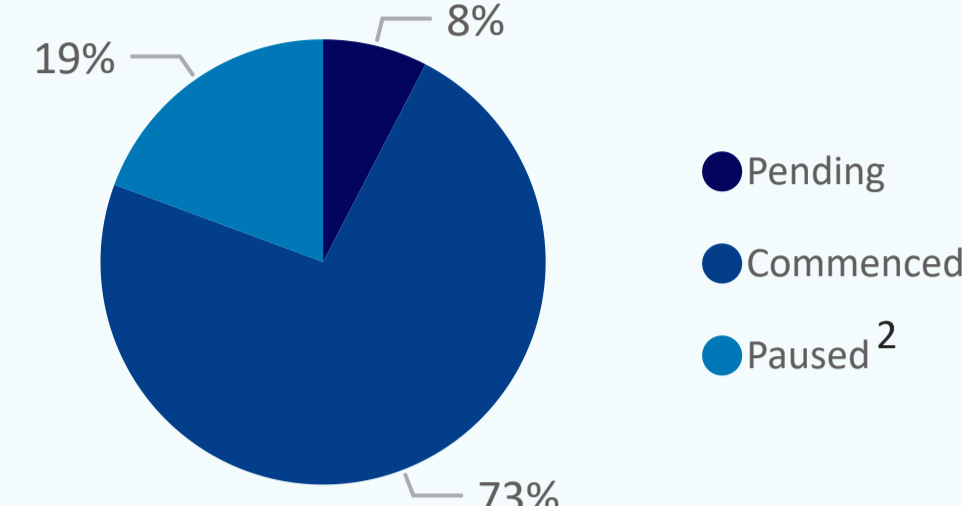
Caseload

Workforce Australia Overall⁶

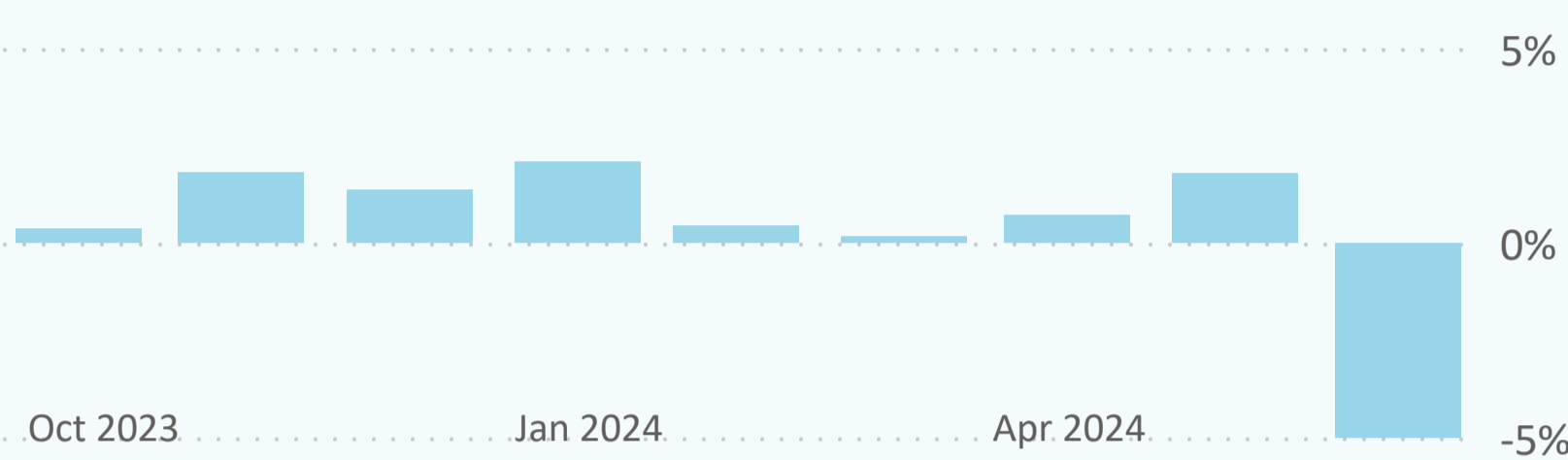
Current Total Caseload

637,545

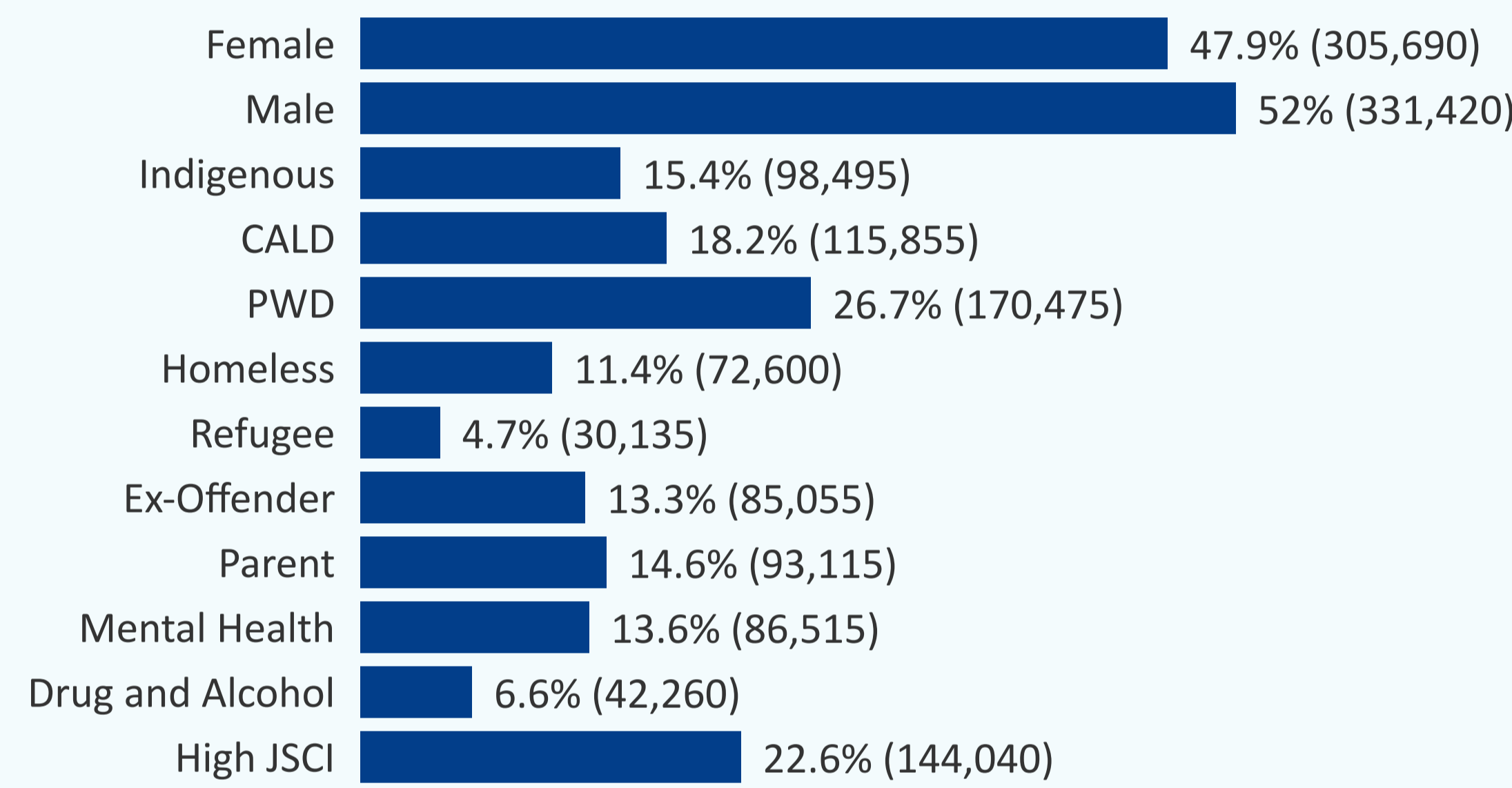
Last Month: 680,855 (-6.4%)



Rolling 12-Month Caseload Percentage Change



Individuals⁴

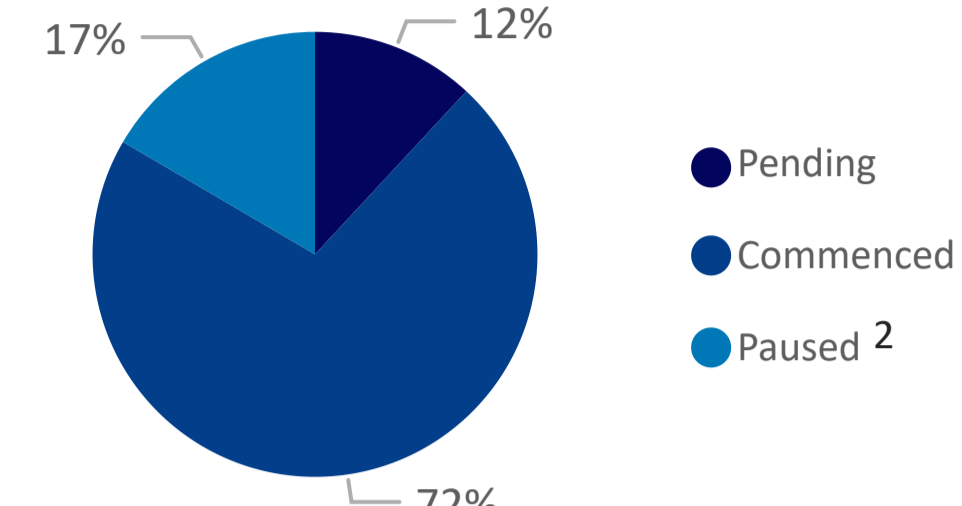


Workforce Australia Online

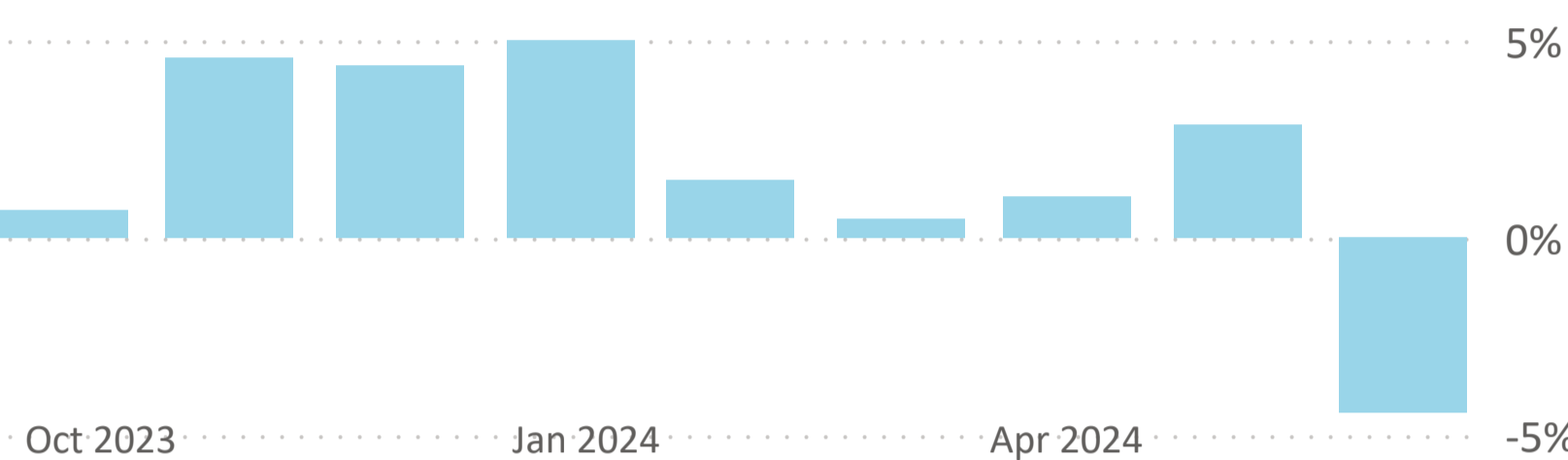
Current Total Caseload

180,130

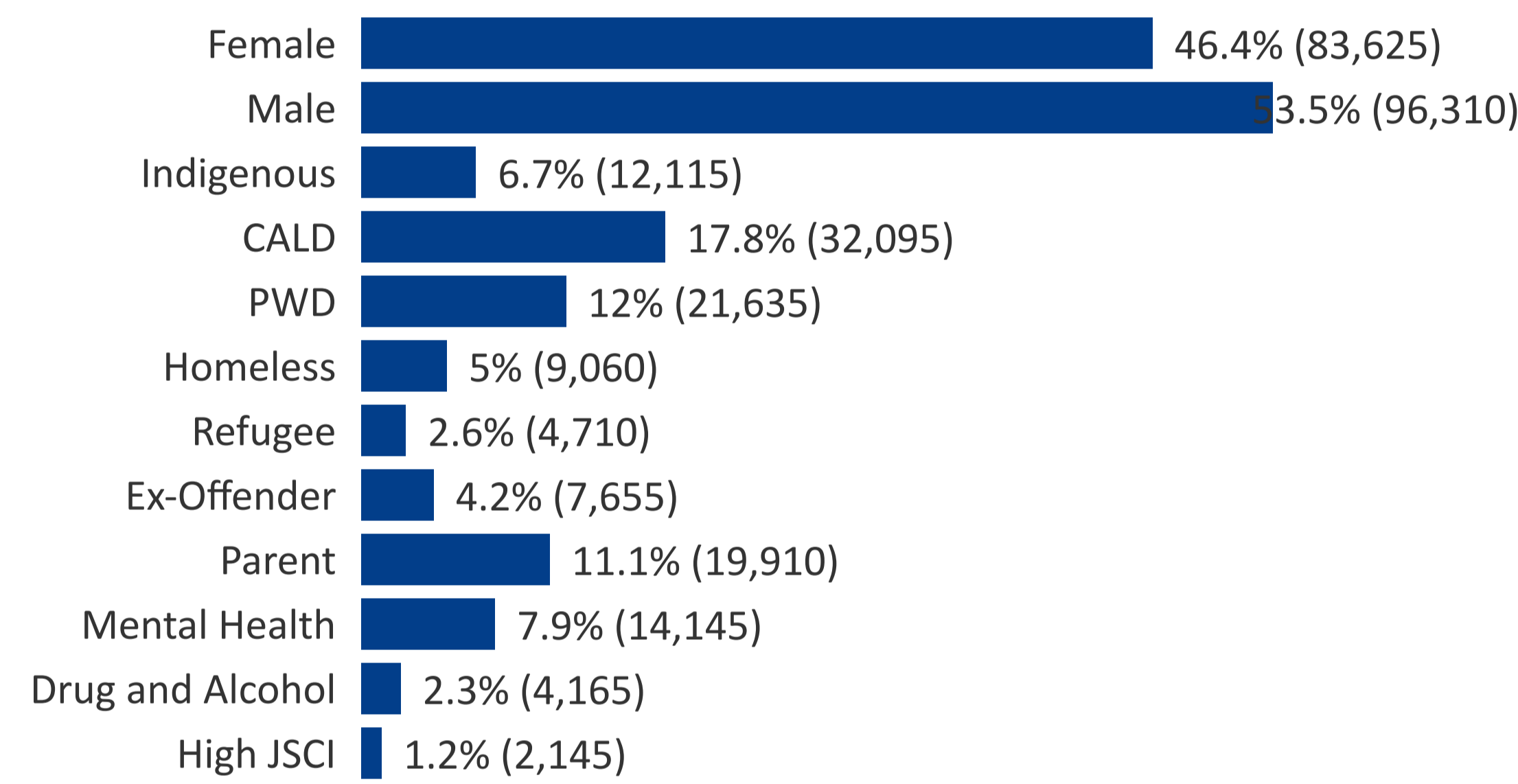
Last Month: 188,500 (-4.4%)



Rolling 12-Month Caseload Percentage Change



Individuals⁴

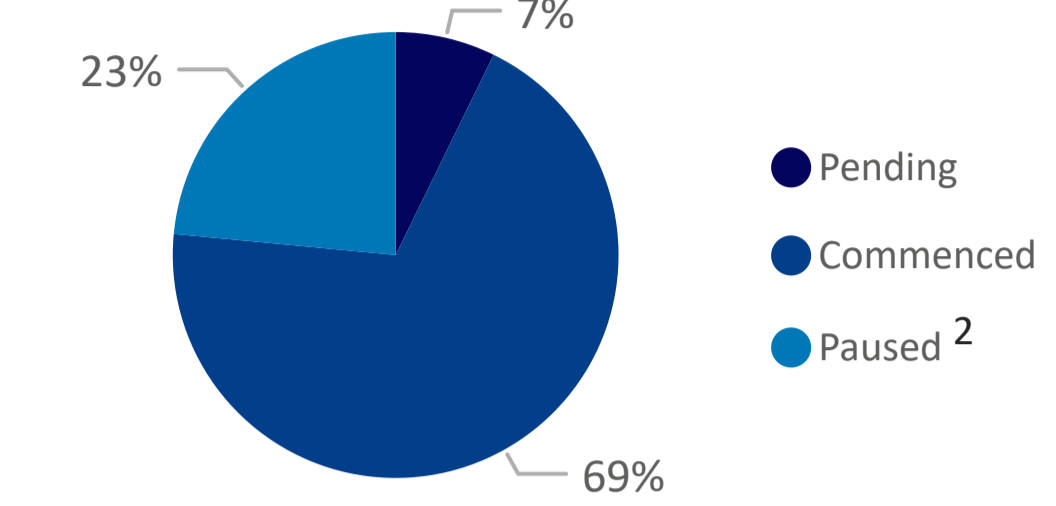


Workforce Australia Services⁷

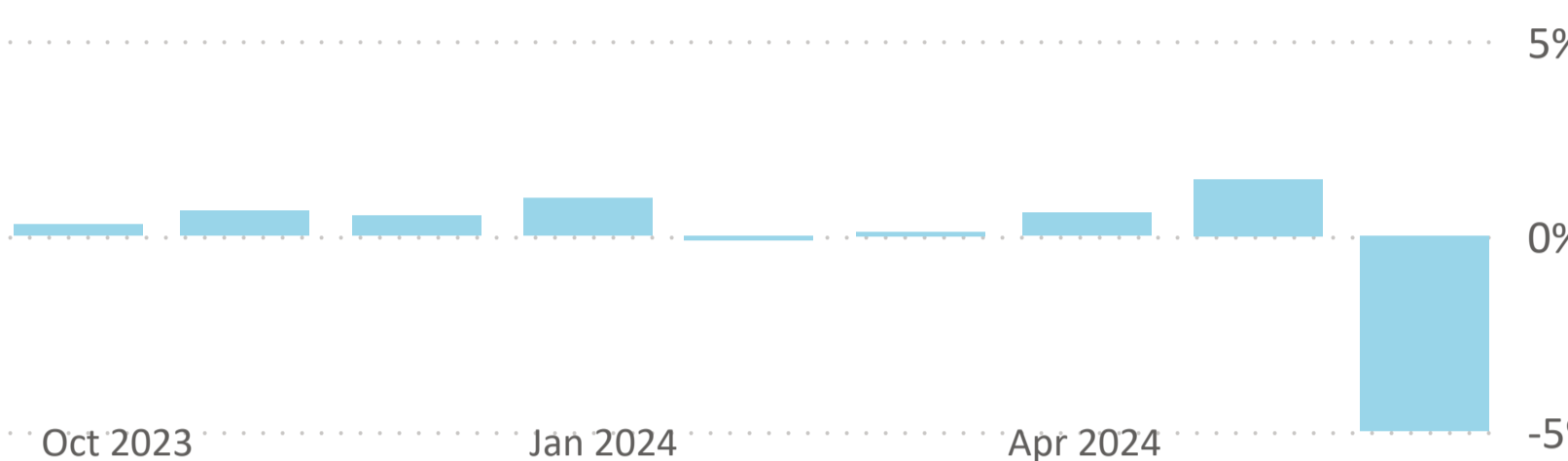
Current Total Caseload

426,410

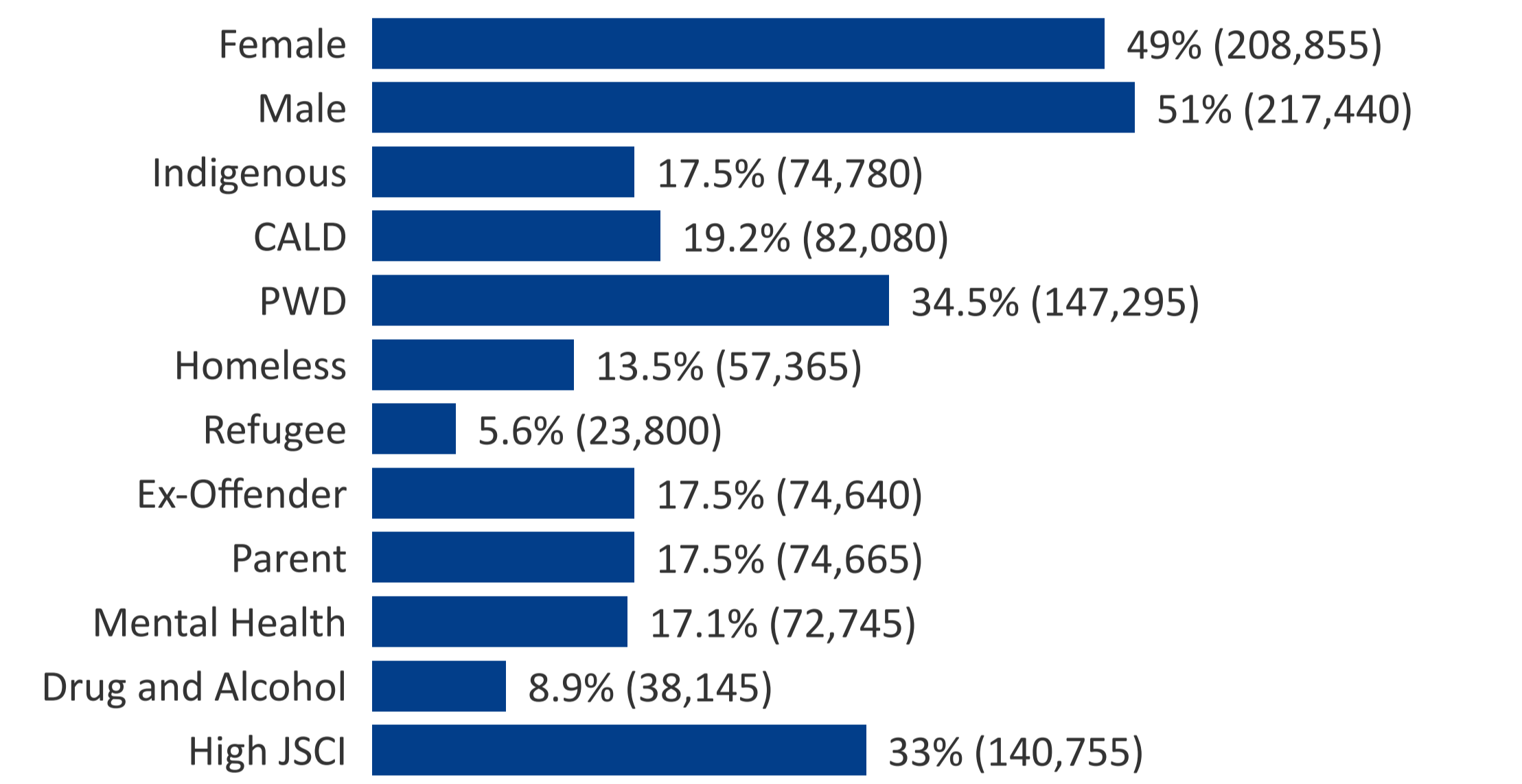
Last Month: 466,825 (-8.7%)



Rolling 12-Month Caseload Percentage Change



Individuals⁴

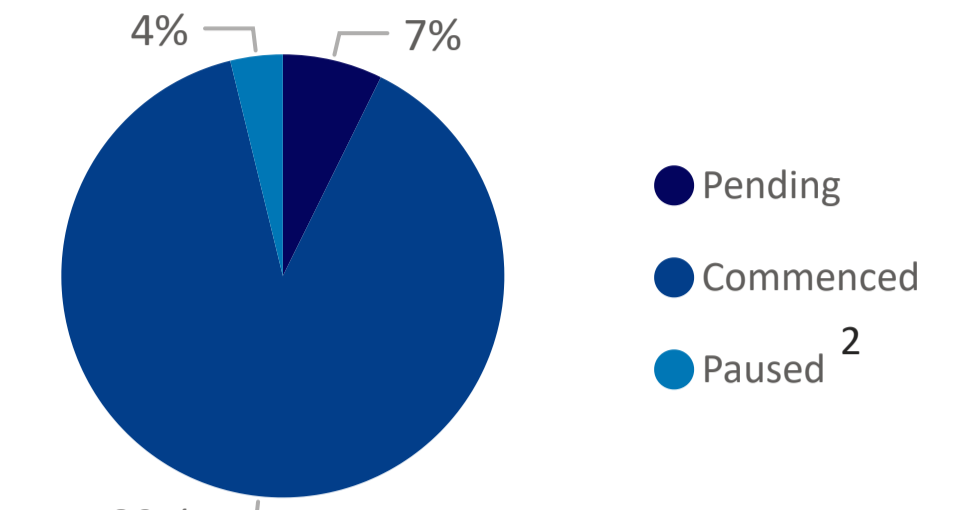


Transition to Work (TtW)

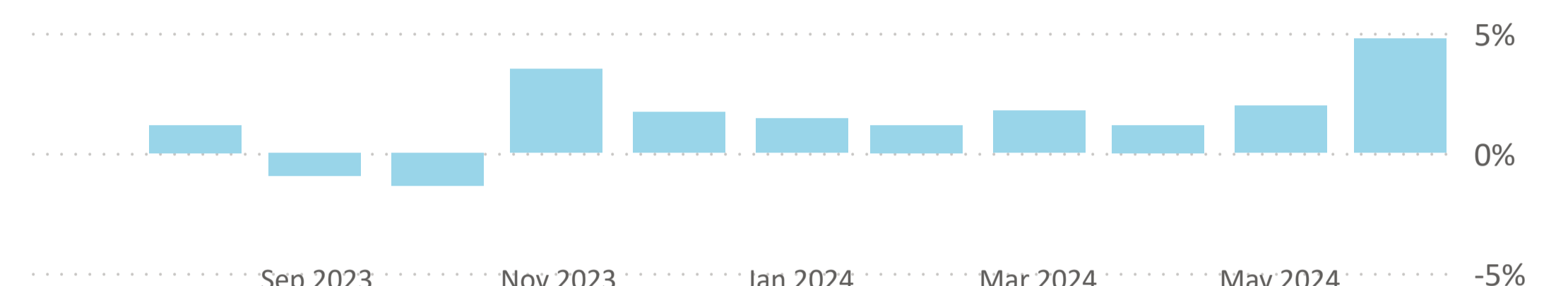
Current Total Caseload

45,820

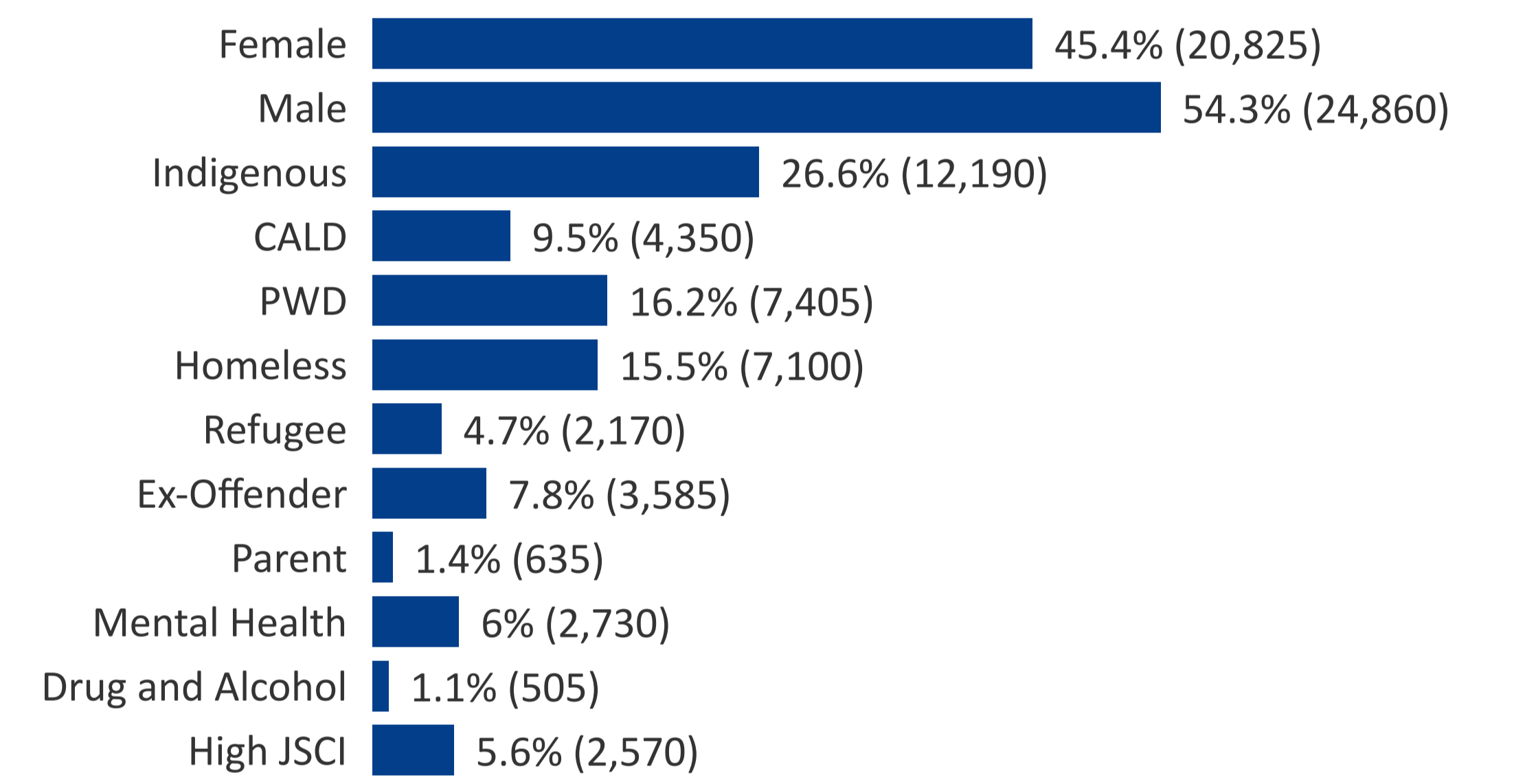
Last Month: 43,740 (+4.8%)



Rolling 12-Month Caseload Percentage Change



Individuals⁴



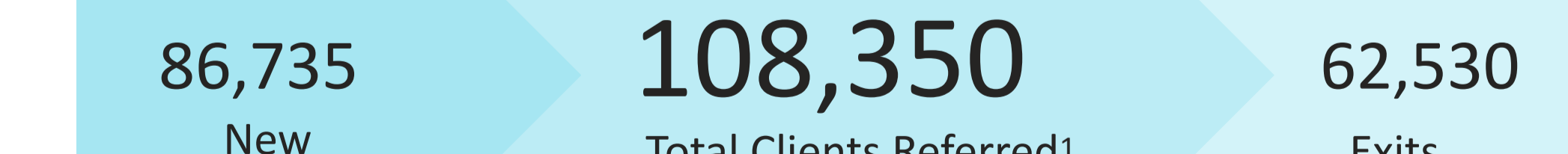
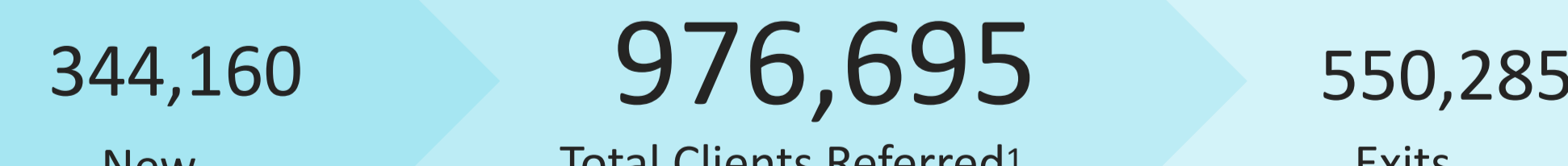
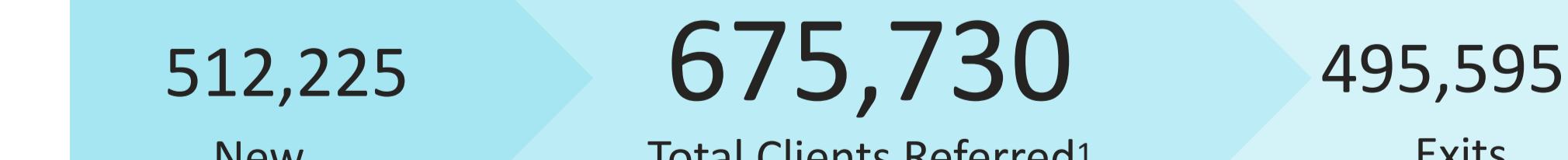
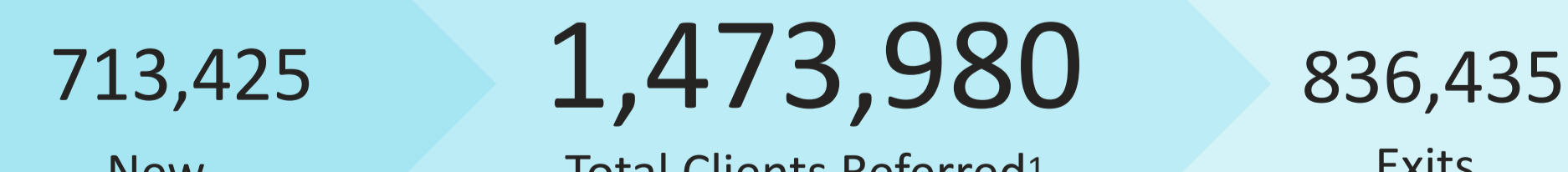
Cohorts

Age Group

Education Group

Registration Period⁵

Flow



Notes:
¹ Total clients referred refers to the number of unique clients who have been referred to each program. Note that an individual may have been referred to a program more than once, and may have been referred to multiple programs.
² Paused means an individual is temporarily paused from having to participate in Workforce Australia/TtW. These individuals may have an exemption from meeting their mutual obligation, or are already meeting their mutual obligation requirement through approved activities such as work or study.
³ TtW groups:
 Group One – receiving an Activity Tested Income Support Payment (excluding Youth Allowance)
 Group Two - disengaged young people (not on Youth Allowance or non-activity tested job seekers)
⁴ Number of individuals in the specified cohort as a percentage of the total caseload for the relevant service type (Workforce Australia Online, Workforce Australia Services or Transition to Work). There are a small number of people with no age or sex recorded.

⁵ Registration period refers to the duration that a person has been registered for Employment Services. A person's registration period is reset if they are re-register outside the 91 day allowable break period.
⁶ Total Workforce Australia caseload is the unique number of clients across the four contracts (Workforce Australia Online, Workforce Australia Services, Transition to Work and Broome Employment Services). Totals across a cohort will not add to the Workforce Australia caseload total as a person can be on multiple caseloads at the same time (e.g. pending in Workforce Australia Services and commenced in Workforce Australia Online).
⁷ On 1 November 2023 people in the Broome Employment Region were transferred out of Workforce Australia Services. As of 1 November 2023, data for the Broome Employment Region is no longer included in the Workforce Australia Services caseload figures.

Terms:
 CALD - Culturally and Linguistically Diverse.
 PWD - People with disability.
 Com. Sec. School - Completed secondary school.
 High JSCI - A score equal to or greater than 43 on the Job Seeker Classification Index

Workforce Australia Caseload Dashboard - Provider Speciality

Data as at 30 June 2024

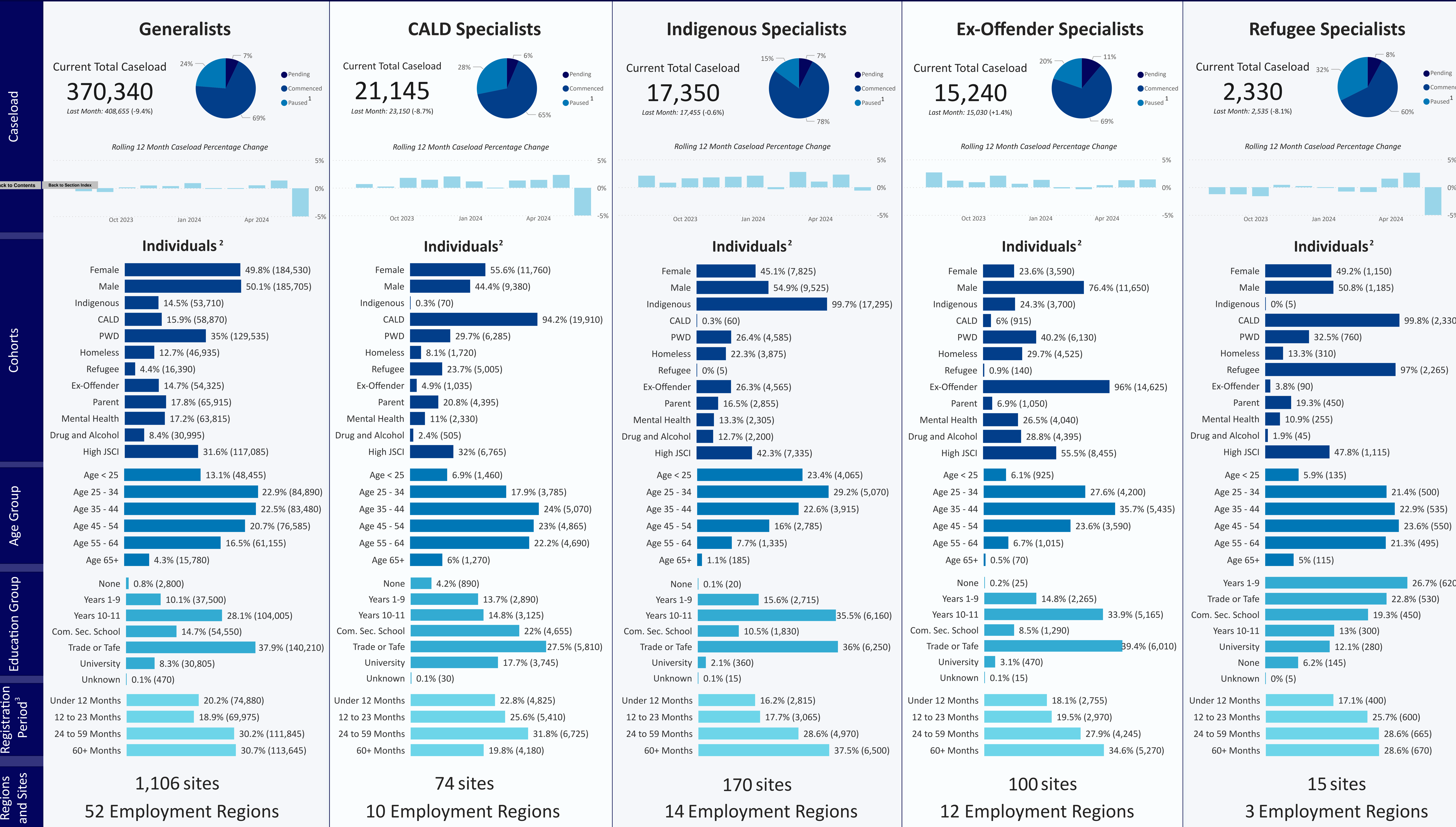


Australian Government

Workforce Australia

Workforce Australia is the Australian Government's employment service to help Australians into work and help employers find the right staff for their business. A network of providers operates across Australia to provide employment services to employers and job seekers. Employers can get help from providers to source and recruit employees who meet their business needs. Individuals can get help from a Workforce Australia provider to find and keep a job.

Total Caseload Across Workforce Australia Services: 426,410



Notes:
¹ Paused means an individual is temporarily paused from having to participate in Workforce Australia. These individuals may have an exemption from meeting their mutual obligations, or are already meeting their mutual obligation requirements through approved activities such as work or study.
² Number of individuals in the specified cohort as a percentage of the total caseload for Workforce Australia Services.
³ Registration period refers to the duration that a person has been registered for Employment Services. A person's registration period is reset if they are re-register outside the 91 day allowable break period.

Terms:
 CALD - Culturally and Linguistically Diverse.
 PWD - People with disability.
 Com. Sec. School - Completed secondary school.
 High JSCI - A score equal to or greater than 43 on the Job Seeker Classification Index

Workforce Australia Job Placements and Outcome Rates Dashboard

This dashboard provides Workforce Australia Job Placements and the associated Outcomes (approved, pending or acquitted) that were recorded by Providers for Workforce Australia Services. The dashboard excludes Online Services job placements as these are not generally recorded (and there have not yet been any recorded as of the reporting date). The figures include "found own employment" job placements where the person obtained the job themselves as well as those jobs that were brokered by employment providers "provider sourced".



Workforce Australia Services

There may be a delay between outcomes achieved and being recorded by providers so outcome rates will be revised upwards in subsequent months. Typically most outcomes are recorded within 3 months.

Job Placement Rates¹ 33.7%



Job Placement Rate Trend

4 Week Outcome Rates¹ 24.5%



4 Week Outcome Rate Trend

12 Week Outcome Rates¹ 21.9%



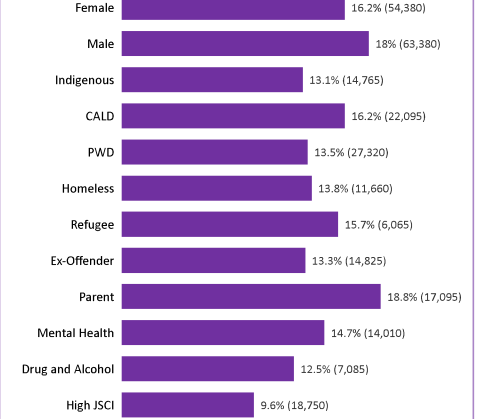
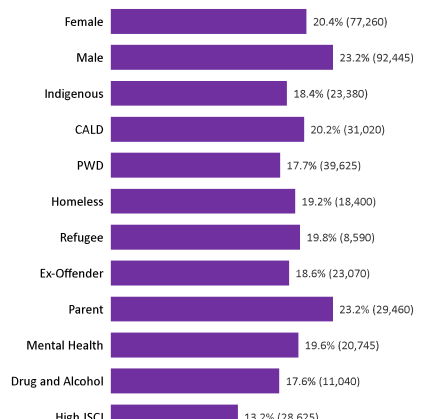
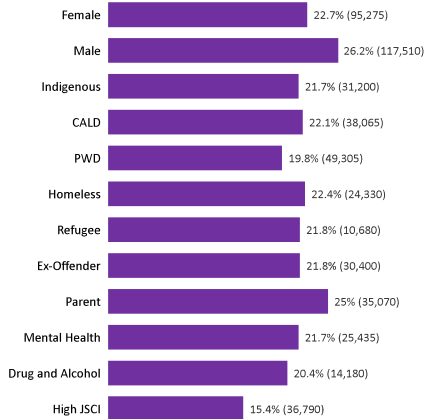
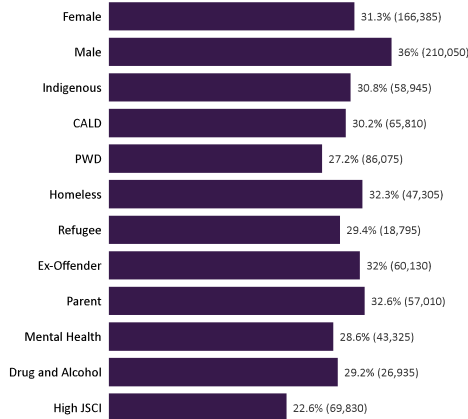
12 Week Outcome Rate Trend

26 Week Outcome Rates¹ 17.1%

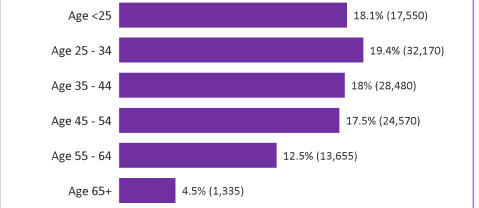
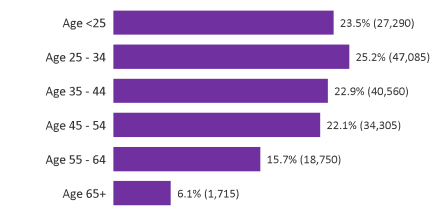
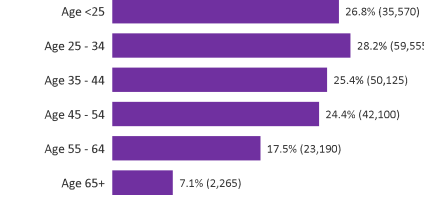
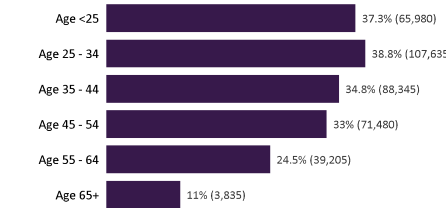


26 Week Outcome Rate Trend

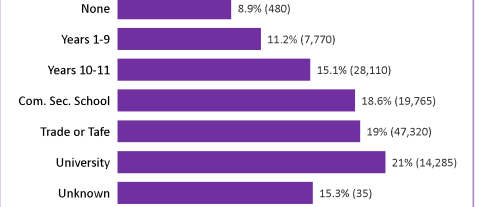
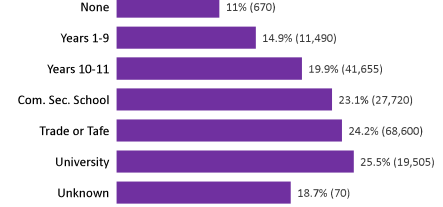
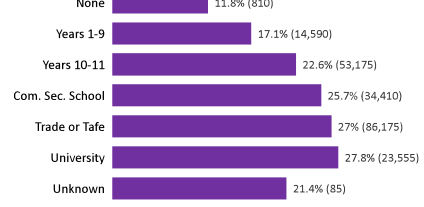
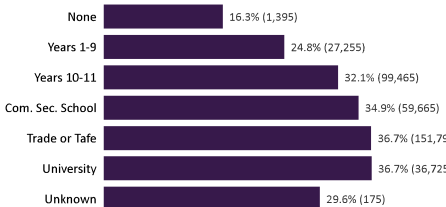
Cohorts



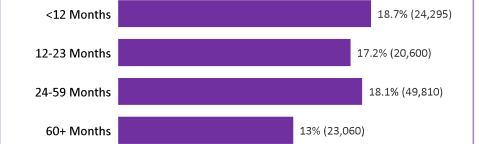
Age Group



Education Group



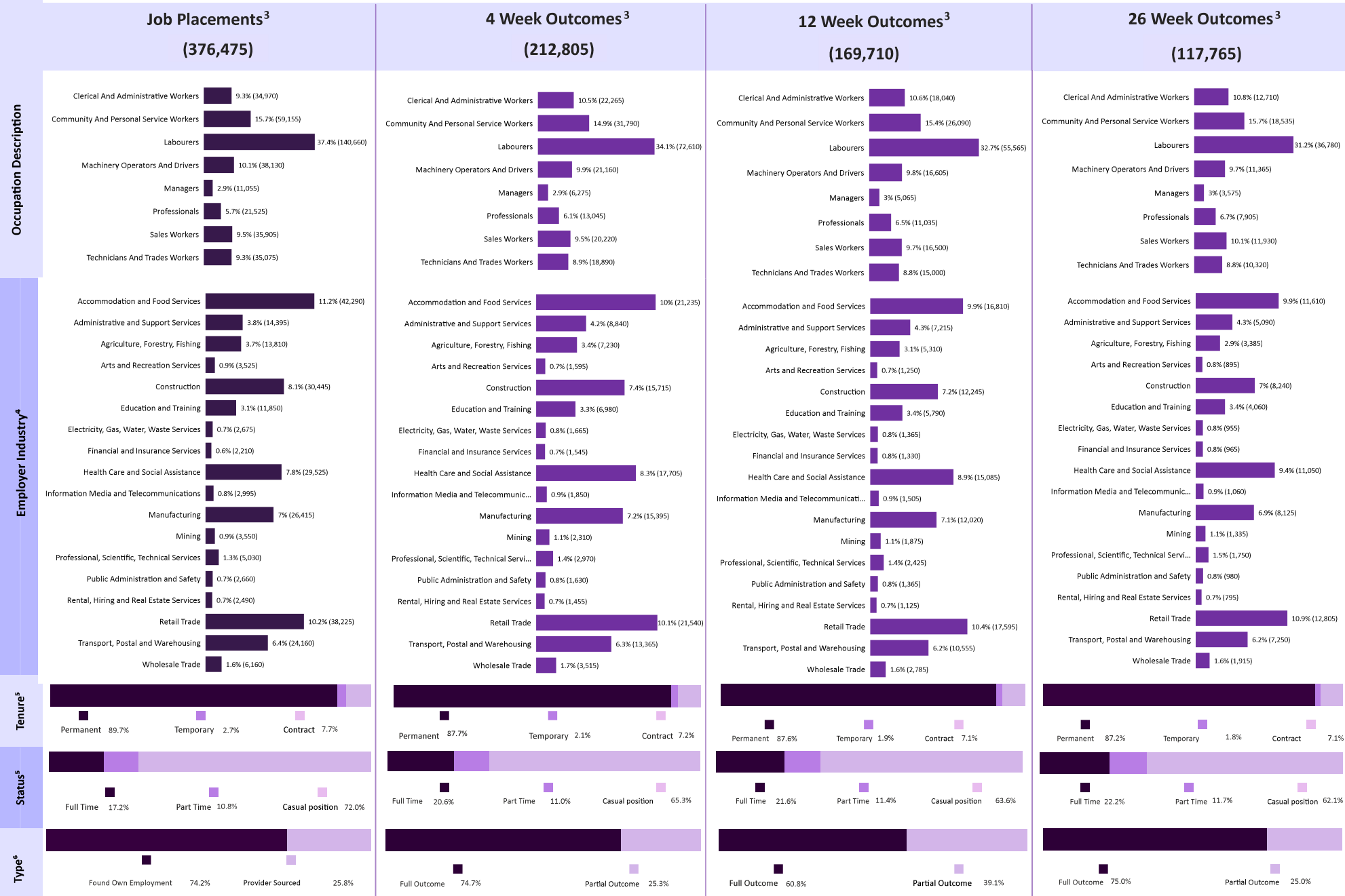
Registration Period²



Notes:
 1 Job placement rate and outcome rates are measures of clients who achieved a job placement or outcome within their Period of Assistance in Workforce Australia. The denominator for these rates is the total number of clients who commenced at least 12 weeks prior to the reporting date. Rates for each separate cohort are relative to that cohort and cannot be added together.
 2 Registration period refers to the duration that a client has been registered for Employment Services. A client's registration period is the duration from the date of registration to the date of the last recorded outcome.

Workforce Australia Services

Document 1

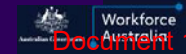


Notes:
 3 Job placements and outcomes for Occupation Description and Employment Industry are counts, with the percentages showing the number of placements/outcomes for the specified occupation or industry as a percentage of all placements/outcomes recorded. Percentages for each separate cohort are relative to either the Occupation Description or Employment Industry groups and can be added together within the groups.
 4 Employer Industry bar chart excludes "Other Services" and "All Industries" categories but the figures are included proportionally.
 5 Tenure and Status are based on information provided by the employer when vacancy is recorded.
 6 Full and partial outcome percentages exclude Harvest Trail outcomes from calculation.

Workforce Australia Job Placements and Outcomes Dashboard

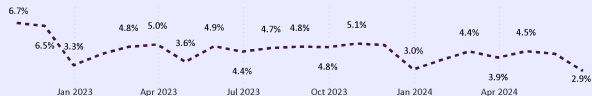
Data as at 30 June 2024

This dashboard provides Workforce Australia Job Placements and the associated Outcomes (approved, pending or acquitted) that were recorded by Providers for Transition to Work. The dashboard excludes Online Services job placements as these are not generally recorded (and there have not yet been any recorded as of the reporting date). The figures include "found own employment" job placements where the person obtained the job themselves as well as those jobs that were brokered by employment providers "provider sourced".



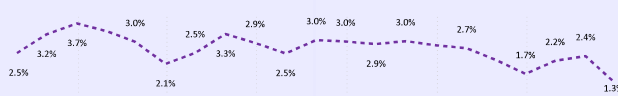
Transition to Work

Job Placement Rates¹ 32.8%



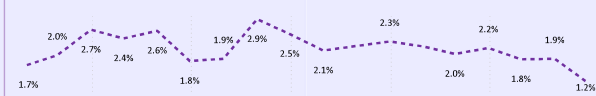
Job Placement Rate Trend

12 Week Outcome Rates¹ 18.4%



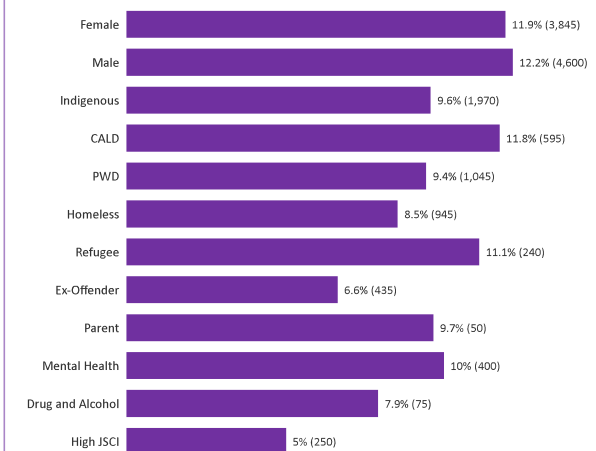
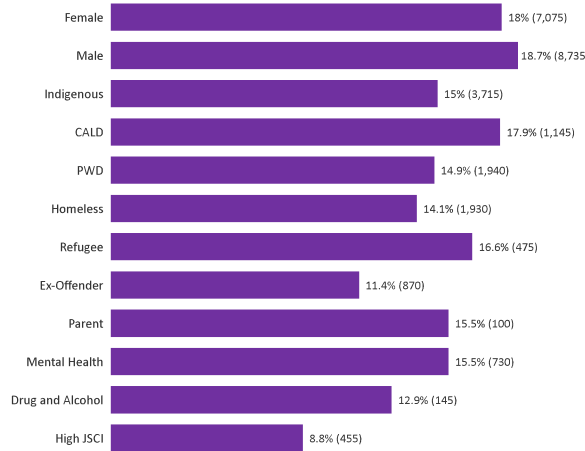
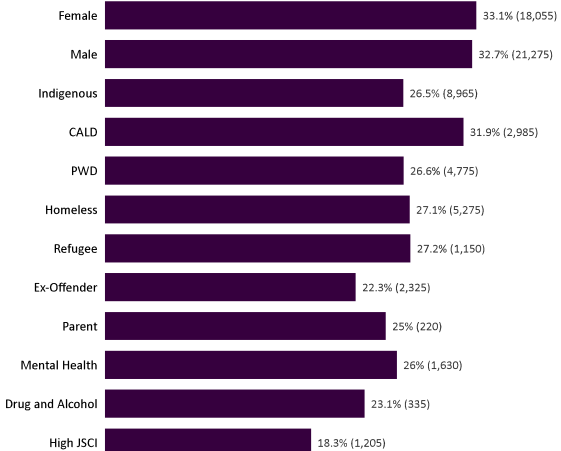
12 Week Outcome Rate Trend

26 Week Outcome Rates¹ 12.1%



26 Week Outcome Rate Trend

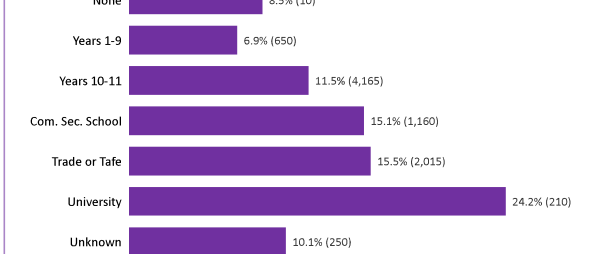
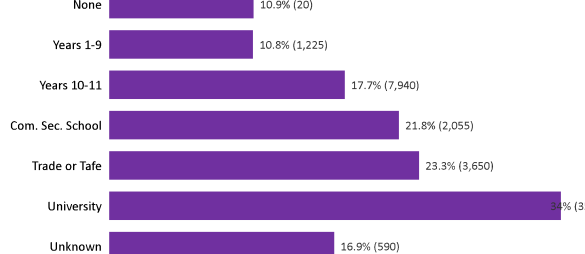
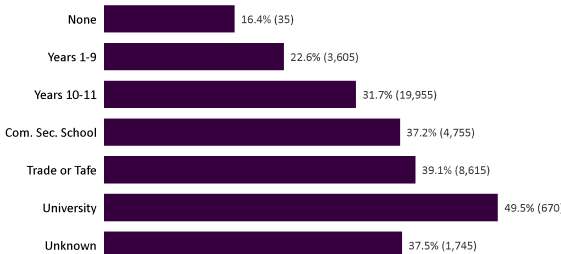
Cohorts



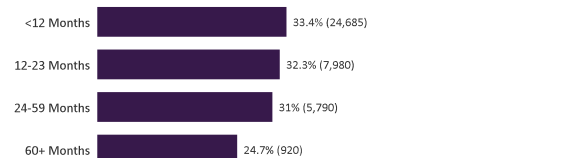
Age Group



Education Group



Registration Period²



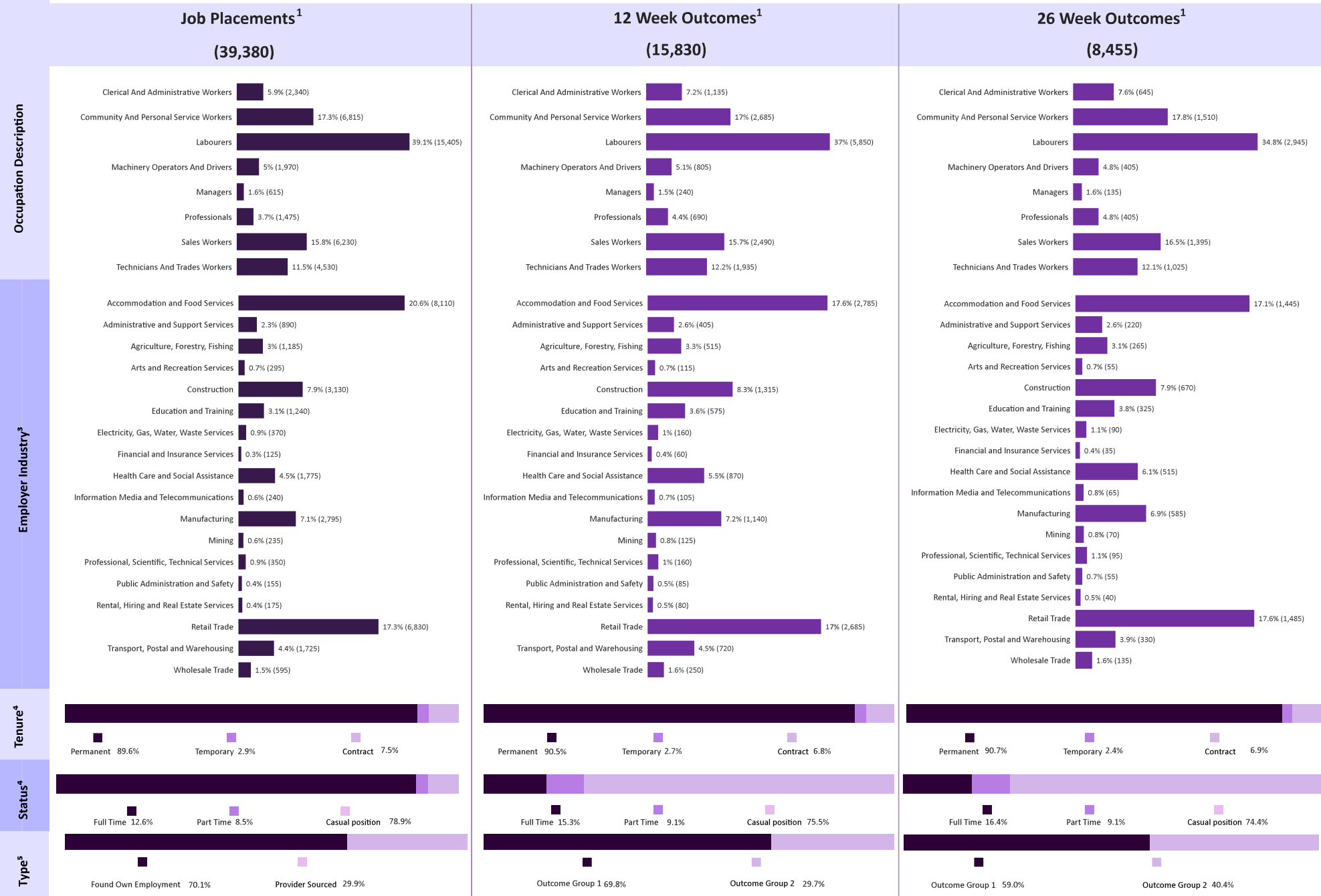
Notes:

1 Number specified for each cohort as a percentage of the total for Transition to Work.
2 Registration period refers to the duration that a client has been registered for Employment Services. A client's registration period is reset if they are re-registered outside the 91 day allowable break period.

Terms:

CALD - Culturally and Linguistically Diverse; PWD - People with disability
High JSCI - a score equal to or greater than 42 on the Job Seeker Classification Instrument
Com. Sec. School - Completed Secondary School

Transition to Work



Notes:

³ Employer Industry bar chart excludes "Other Services" and "All Industries" categories but the figures are included proportionally.

⁴ Tenure and Status are based on information provided by the employer when vacancy is recorded.

⁵ Transition to Work Employment Outcomes are broken down by program eligibility grouping (Group 1 or 2). System issues may mean some people no longer on the register at the time of their employment outcome are labelled as Group 2.

3. Workplace Relations – Policy and Program Overview

3.1 Workplace Relations Group: key legislation and priorities

3.2 Workplace Relations Portfolio Agencies



Workplace Relations Group

The Workplace Relations Group advises the Government on workplace relations and work health and safety issues. The Group develops policies and administers programs that support productive, fair and safe workplaces while maintaining clear and enforceable minimum employment standards.

Australia's workplace relations system is established by the **Fair Work Act 2009** and related laws and covers most private sector employees and employers in Australia.

The Fair Work Act protects workers' entitlements through a safety net of minimum terms and conditions of employment and a range of other workplace rights and responsibilities.

The practical application of the Fair Work Act in workplaces is overseen by the:

- **Fair Work Commission** – an independent national workplace relations tribunal with a range of functions, including setting minimum wages and awards, approving enterprise agreements, and resolving a variety of workplace relations disputes.
- **Fair Work Ombudsman** – an independent national regulator responsible for helping employees, employers and contractors understand their workplace rights and responsibilities, and for enforcing compliance with Australia's workplace laws.

Work health and safety (WHS) law in Australia is legislated and regulated by each of Australia's state, territory, and Commonwealth jurisdictions. However, WHS laws are largely harmonised through a set of uniform laws (the model WHS laws). The Commonwealth works closely with the states and territories through Safe Work Australia to develop and maintain the model WHS laws. The model WHS laws are comprised of the model Work Health and Safety Act, model Regulations and model Codes of Practice.

There are 11 **workers' compensation schemes** in Australia, one in each state and territory and 3 Commonwealth schemes. On 24 June 2024, the Australian Government commenced a review into the *Safety, Rehabilitation and Compensation Act 1988*, which underpins the Comcare scheme. The review is being led by an independent panel and will address all aspects of the Comcare scheme, including governance, usability and entitlements.

Recent Reforms

The Australian Government has delivered significant workplace relations reform in the past 24 months, addressing loopholes that can undermine principles of fairness, secure jobs and better pay, and boosting bargaining, promoting gender equality and pay equity, and improving workplace conditions and protections.

These reforms are arguably the most significant changes to the workplace relations system since the Fair Work Act was established 15 years ago, and have included:

- the **Fair Work Amendment (Paid Family and Domestic Violence Leave) Act 2022**, which legislated 10 days of paid family and domestic violence leave for all employees, including casuals

- the ***Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022***, which amended workplace laws relating to enterprise bargaining, job security (including limiting the use of fixed-term contracts), gender equality (including making gender equity a central objective of the Fair Work Act, a statutory equal remuneration principle in the Fair Work Act, and an express prohibition on sexual harassment), workplace conditions and protections (including prohibiting pay secrecy provisions) and workplace relations institutions (establishing Fair Work Commission expert panels on pay equity and the care and community sectors)
- the ***Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023***, which included protection for migrant workers, a workplace right to superannuation in the National Employment Standards (which apply to all employees), and enhancements to unpaid parental leave, and
- the ***Fair Work Legislation Amendment (Closing Loopholes) Act 2023***, and the ***Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024***, which included criminalising wage theft, stronger protections against discrimination, introducing a framework to set minimum standards for ‘employee-like’ workers in the gig economy (including road transport), presumptive provisions for first responders with post-traumatic stress disorder, requiring Comcare to prepare a guide for arranging rehabilitation assessments and requiring examinations, and the introduction of a right to disconnect.

Implementing and embedding these reforms is a key focus of the Workplace Relations Group. For example, the system now deals with a cohort of workers that were previously excluded from parts of the workplace relations system, such as contractors working in road-transport and the gig economy (workers using digital platforms). The Government is in the final stages of developing relevant guidance, codes of practice and regulations to support the effective operation of these reforms.

Reviews

Several of the Acts mentioned above contain a requirement for a formal review of the legislation. This work will focus on understanding the impact of the amendments on affected cohorts and ensuring they are effective in meeting the legislative aims (for example, in supporting secure jobs, promoting gender equity, or boosting workplace bargaining).

The review of the family and domestic violence leave legislation is near completion and the review of the Secure Jobs, Better Pay Act is about to start.

Key programs

Fair Entitlements Guarantee Program

The Workplace Relations Group administers the Fair Entitlements Guarantee (FEG) program, a legislative scheme of last report that provides financial assistance for unpaid employee entitlements in the event of employer insolvency or bankruptcy.

Subject to eligibility requirements, FEG covers five basic employment entitlements: unpaid wages (up to 13 weeks); annual leave; long service leave; payment in lieu of notice (up to 5 weeks) and redundancy pay (up to 4 weeks per full year of service).

Over the two years from 1 July 2022 to 30 June 2024, FEG received 23,602 claims and paid \$339.8 million to 16,351 claimants. FEG demand has been rising since March 2023 and latest modelling predicts around 17,500 claims in 2024-25.

FEG Recovery Program

Once a FEG advance is paid, the Commonwealth takes on the position of the employee and becomes a creditor of the insolvent entity. The FEG Recovery Program undertakes work to recover FEG advances by investigating and funding legal claims to recover amounts advanced under FEG.

Over the life of the Program, the department has recovered \$284.8 million of FEG advances and costs to consolidated revenue, in addition to recovering \$26.7 million in non-FEG entitlements for out-of-pocket employees, and \$28.6 million to the ATO for employees' superannuation. The Program's return on investment in relation to closed files is over 300 %.

The Government recalibrated the FEG Recovery Program from 1 July 2024 to include the aim of recovering amounts of unpaid superannuation owed by insolvent employers, alongside the program's existing aim of recovering FEG advances.

Federal Safety Commissioner

The Office of the Federal Safety Commissioner (OFSC) seeks to improve safety outcomes in the construction industry through the Government's procurement levers.

The OFSC administers the Federal Safety Commissioner Act, which requires Commonwealth agencies to only fund building work where the head contractor for those works is accredited under a WHS accreditation scheme established under that Act. Subject to funding thresholds and exemptions, this requirement applies to both directly funded building works and work funded indirectly (e.g. through arrangements with State and Territory governments).

There are currently around 560 companies accredited. The OFSC undertakes around 575 onsite safety audits of companies each year.



WR portfolio agencies

Asbestos and Silica Safety and Eradication Agency (ASSEA)

ASSEA oversees national efforts to eliminate asbestos and silica-related diseases. It was established in 2013 to oversee national actions to improve asbestos awareness and the effective and safe management, removal and disposal of asbestos. On 7 December 2023, its functions were expanded to include silica and its name changed to reflect these expanded responsibilities.

Coal Mining Industry (Long Service Leave Funding) Corporation

The Corporation regulates and manages long service leave entitlements for black coal workers, by ensuring those entitlements are portable as employees transition between roles within the coal industry.

Comcare

Comcare is a Commonwealth government work health and safety regulator, workers' compensation insurer, claims manager and scheme administrator. Comcare's role is to work with employees and other workers, employers, service providers and other organisations to minimise the impact of harm in the workplace, improve recovery at work and return to work, and promote the health benefits of good work.

Fair Work Commission (FWC)

The FWC is the national workplace relations tribunal. It has the power to carry out a range of functions in relation to workplace matters, including setting minimum wages and awards, approving enterprise agreements, and resolving a variety of workplace relations disputes. The FWC also has responsibilities in relation to the registration and coverage of unions and employer organisations.

Office of the Fair Work Ombudsman (FWO)

The FWO is the national workplace regulator. It is responsible for providing education, assistance, advice and guidance to employers, employees, outworkers, outworker entities and organisations to understand their workplace rights and responsibilities, for promoting and monitoring compliance with workplace laws, inquiring into and investigating breaches, and taking appropriate enforcement action. Following the abolition of the Australian Building and Construction Commission, the FWO assumed responsibility for regulating the Fair Work Act across the entire building and construction industry.

Safe Work Australia (SWA)

SWA is a tripartite national policy body representing the interests of the Commonwealth, states and territories, as well as workers and employers. It is responsible for developing national policy to improve work health and safety and workers' compensation arrangements across Australia.



Safety, Rehabilitation and Compensation Commission (SRCC)

The SRCC administers the regulatory functions of the *Safety, Rehabilitation and Compensation Act 1988* (SRC Act), other than those ascribed to Comcare. The SRC Act allows certain Commonwealth authorities and eligible corporations to apply to the SRCC for a licence to self-insure their workers' compensation liabilities.

Seafarers Safety, Rehabilitation and Compensation Authority (Seacare Authority)

The Seacare Authority oversees a national work health and safety and workers' compensation scheme for 892 maritime industry employees.

4. Skills and Training Portfolio – Policy and Program Overview

4.1 Strategic context for the portfolio

4.2 Vocational Education and Training – overview and funding

4.2.1 VET in Australia – key facts

4.2.2 VET funding overview

4.2.3 Commonwealth VET funding

4.3 National Skills Agreement on a page

4.4 Skills and Training Group – Functional Directory

Strategic context for the portfolio

Overall labour market

- The labour market has been very strong with unemployment at 50-year lows and participation at record highs.
- Expected softening has started, but the labour market has been more robust than most people expected.
 - Unemployment is expected to rise further (to 4.5% by June quarter 2025) but is forecast to remain below pre-COVID levels.
- The proportion of the population aged 15-64 who are employed continues to increase slowly, driven largely by an increase in female participation.
 - Disability and access to childcare remain key reasons for not actively looking for work (for those who wanted to work).
- Proportion of people changing jobs over the last year recently fell for the first time since 2021.
- Multiple job holders are increasingly becoming a feature of the labour market.
- It is important to improve the efficiency of the labour market so we can sustain low unemployment without feeding inflation. Better matching of workers with jobs is critical to that.

Skills shortages

- One third of all occupations were in shortage in 2023. For some occupational groups, all occupations are in shortage.
- The largest occupations that have been in persistent shortage since 2021 include Aged or Disabled Carer, Electrician (General), Child Care Worker, Carpenter, and Chef.
- Occupations that have a strong gender imbalance are more likely to be in shortage.

Proportion of gender-imbalanced occupations that were in shortage on the 2021-2023 SPL



Source: Jobs and Skills Australia, Skills Priority List, 2021-2023, ABS, 2021 Census of Population and Housing.

- Not all skills shortages are the same – they have different causes and require potentially different policy solutions. For some occupations, the problem is genuinely not enough people with the right skills. For others, they lack employability skills or what they are learning in the formal education system isn't what employers need. For other jobs, the problem is turnover – people are leaving as fast as they can be replaced, which suggests that the problem is job design or workplace culture and safety.

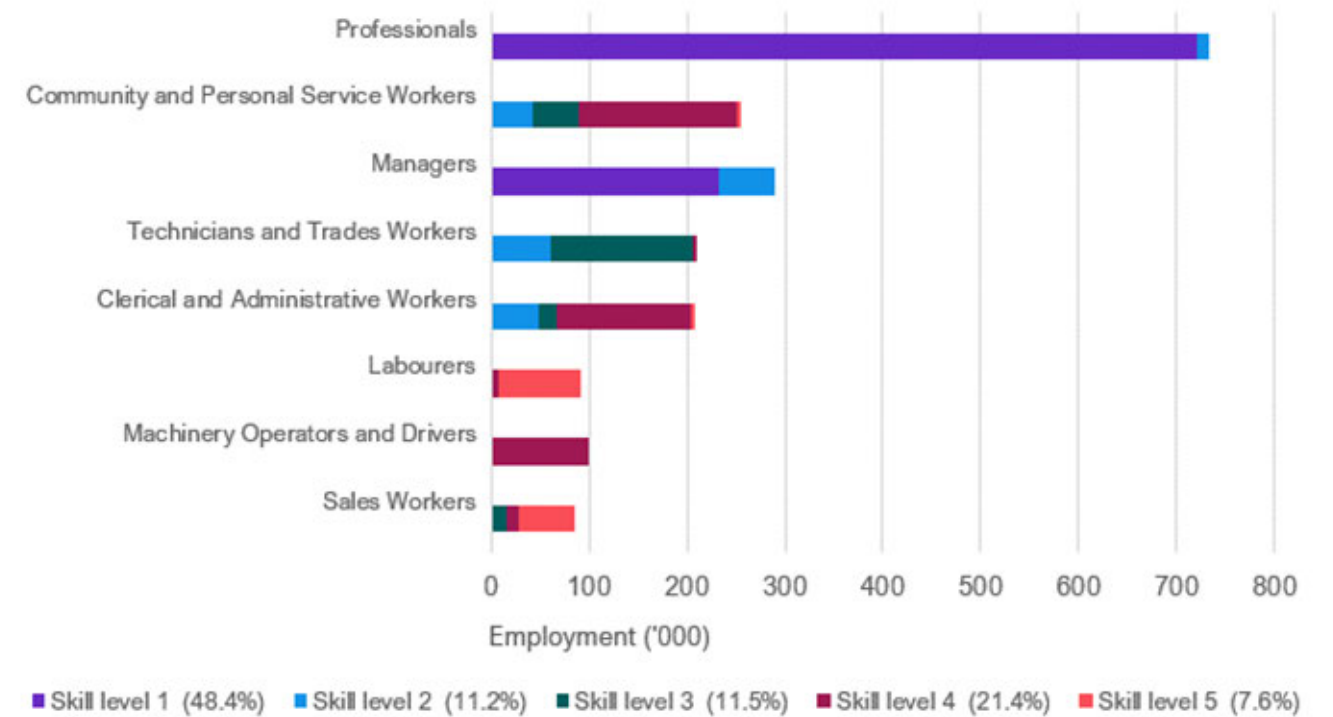
Regional labour markets

- In the post-COVID pick up in the labour market, regional areas in general did better than metro areas.
- Regional areas historically face greater difficulties in recruitment and more acute skills pressures for critical roles, particularly for higher skilled roles.
- Our analysis highlights that many regional and remote areas not only exhibit greater levels of recruitment difficulty for employers, but they also have below average or poor labour market outcomes from the jobseeker's perspective. These findings illustrate the additional challenges faced in many regional areas by both employers and jobseekers.

Future employment growth

- Over 90% of employment growth to 2033 is projected to be in occupations requiring post-school qualifications.
 - Around half (48%) will require a bachelor degree or higher qualification and
 - Around 44% will require a VET qualification.

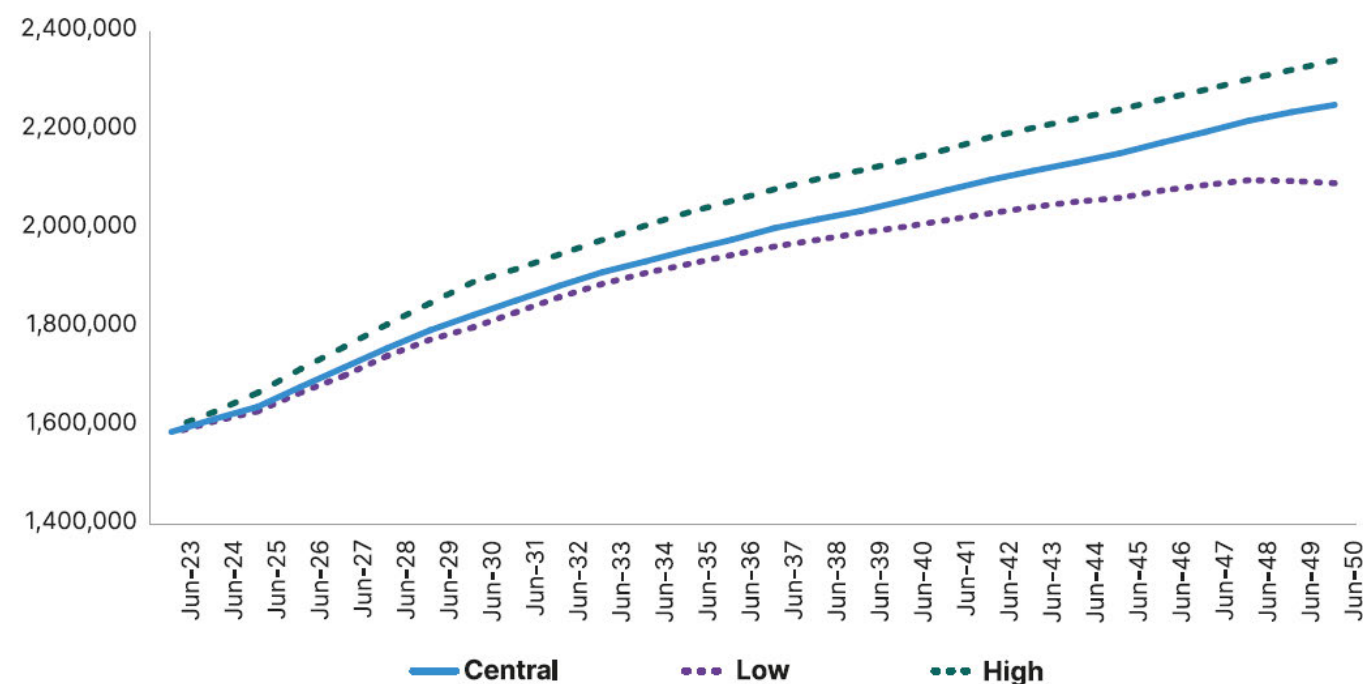
Projected employment growth to 2033 ('000), by major occupational group and skill level



Source: Projections produced by Victoria University for Jobs and Skills Australia

- The three fastest growing industries over the next ten years are:
 - Health and social assistance
 - Professional, scientific and technical services
 - Education
- Over the coming decades there are several major trends that will shape the future of the labour market,
 - Digitalisation, automation, and emergence of artificial intelligence is a key megatrend that opens up significant productivity enhancing opportunities, and brings with it a critical skills agenda.
 - The clean energy transformation opens up significant opportunities for Australia with its abundant renewable energy resources and a significant construction effort required in the near-term. It also brings with it many challenges to confront, particularly for people and communities affected by the transition away from fossil fuels.
 - The growth of the care and support economy is associated with an ageing and increasingly diverse population, a transition from informal to formal care, and increased citizens' expectations of government. This area is already experiencing skills shortages with employment in the care and support economy projected to grow strongly in future.

Demand for critical clean energy occupations to 2050



Source: Jobs and Skills Australia (2023) The Clean Energy Generation

Skills system

- A modern skills system needs to enable people of all ages and backgrounds to learn and acquire the skills they need when they need it.
- The skills system needs to be joined up and coordinated with industry (unions and business) and higher education to ensure that the skills they are learning are the highest quality and most relevant and up to date for the occupation or occupations they work in or want to work in.

- The skills system needs to join up and coordinate with schools and communities, the higher education system, employment services and migration to ensure that people are supported into the workforces of highest demand.

Foundation skills

- The ability to read, write and count is a critical foundation for meaningful work and active participation in the community.
- The commonly quoted research shows almost three million Australians lack basic literacy or numeracy skills, or both (noting the most recent national level adult data is the Program for International Assessment of Adult Competencies (PIAAC) survey from 2011/12. Jobs and Skills Australia will be undertaking a three-phase study to help fill this gap in our data).
- The Government's recently reformed service model for the Skills for Education and Employment program (commenced 1 July 2024) seeks expand access to foundation skills education, while the National Skills Agreement commits states to also expand access and governments to work together to create a non-wrong door approach to foundation education.

VET system

- The VET system is a high performing system which trains around 4.5 million people each year – a quarter of the adult population. Overall satisfaction of students and employers is very high.
- The system is federated, with the states managing their own funded training systems, and the Commonwealth playing a complementary enabling role, in particular in relation to apprenticeships.
- The key benefit of the VET system is the close connection between training and jobs – training packages are developed with extensive industry involvement (through the 10 Jobs and Skills Councils) to ensure relevance and they ensure a degree of national consistency in the training that's delivered.
- TAFE is a cornerstone of the VET system. TAFEs provide a broad range of courses and deal with a wide range of students, often supporting the most disadvantaged.
- The VET system is very diverse, with over 4,000 providers in total, many of which are specialists in either the field of education they focus on, the region they service, or the types of students.
- National standards for VET courses and provision are agreed by Ministers. Most VET is regulated by the national regulator (the Australian Skills Quality Authority), with some regulatory functions retained in Victoria and Western Australia by a state regulator.
- Further detail on the composition of the system is available in section 2.2.

The case for a more joined up tertiary education system

- The changing nature of the labour market requires a focus on lifelong learning and the role of different types of education and training at different times during people's lives. To facilitate this, consideration needs to be given to how to make the system easier to navigate for students and employers during that journey.
- A commonly used dichotomy of higher education being about knowledge and VET being about work skills is too simplistic. Both systems have strengths which could be enhanced by making them work better together.
- A more coherent system is a long-term project requiring changes to the qualification framework, regulation, funding, and delivery.
- The government has recently endorsed an 80 per cent tertiary education attainment target.

Connections between skills and employment services

- The House Select Committee on Workforce Australia Employment Services issued its final report in November 2023. The report makes a number of recommendations, including related to the connections between employment services and the training system.
- The Australian Government responded publicly in July 2024. The Government's response indicated that it will consider options to improve linkages between employment services and the skills, training, and education systems.
- The Government is contemplating reforms to the employment services system, and this is being led by the Minister for Employment and Workplace Relations.
- In looking to smooth the impact of the transition on workers, and communities to find employment outside of traditional energy production and realise the full benefits of green investment, the close alignment of skills and employment supports is required.
 - The Net Zero Economic Agency play a key role in working with the department to drive this agenda forward, linking it to government investment and regional development priorities.

Skills is a critical enabler for portfolios across government

The success of virtually every one of the Government's major reform depends on building the skills of Australia's workforce. For example:

1. *Future Made in Australia*: One of the five objectives of the Employment White Paper is to fill skills needs and build our future workforce. It identifies that 'Addressing skills shortages and proactively building a strong and skilled workforce will be fundamental to achieving full employment and productivity growth. To do this will require substantial growth in the high-skilled workforce'. For example, 140,000 additional jobs will be required in the manufacturing sector by 2033,¹ and 120,000 extra jobs in the construction sector by 2033 to meet the government's 1.2 million homes target.
2. *Net Zero Transition*: 32,000 electricians to support the clean energy workforce to enable us to meet our emissions reduction target of 43 per cent– driven by 82 per cent renewable electricity by 2030 - and net zero emissions by 2050. The clean energy workforce collectively needs to grow by around 240,000 by 2030 according to Jobs and Skills Australia.²
3. *Migration*: The importance of ensuring a strong and effective pipeline of skilled international workers is a key action in the Migration Strategy.
4. *Higher Education Reform*: The Universities Accord highlighted the need to foster greater parity of esteem and improve the connections between the higher education and the VET sectors if we are to meet our skilled workforce challenges.
5. *Care and Support Economy, including the NDIS*: The implementation of the reforms responding to both the National Disability Insurance Scheme and the Disability Royal Commission require a stable and growing sector workforce and the ability to address ongoing worker shortages. There is an estimate of 145,000 additional care workers needed to meet goals set in the National Strategy for the Care and Support Economy to 2033.³

6. *Aged Care*: Skills and Training related matters arising from the Royal Commission into Aged Care Quality and Safety.
7. *Gender Equality*: The National Strategy for Gender Equality: *Working for Women: A Strategy for Gender Equality* which includes economic equality as a central pillar. ((CN231541 refers)
8. *Closing the Gap*: Boosting participation, and working to drive up the rate of completions of First Nations Australians in VET to support the Government's Closing the Gap priorities for tertiary educational attainment.
9. *Defence*: an increase of 18,500 to grow the Department of Defence permanent workforce to over 101,000 by 2040⁴.

¹ Projected employment Growth by industry May 2023–2030 Manufacturing/Construction Sectors <https://www.jobsandskills.gov.au/data/employment-projections>

² JSA Clean Energy Capacity Study p.28,156 & 163 <https://www.jobsandskills.gov.au/publications/the-clean-energy-generation>

³ <https://www.jobsandskills.gov.au/publications/towards-national-jobs-and-skills-roadmap-p.43> – Based on projections by Victoria University for JSA

⁴ 2021-22-Defence-Annual-Report p.102 <https://www.defence.gov.au/sites/default/files/2022-11/2021-22-Defence-Annual-Report.pdf>



The Vocational Education and Training Sector Overview

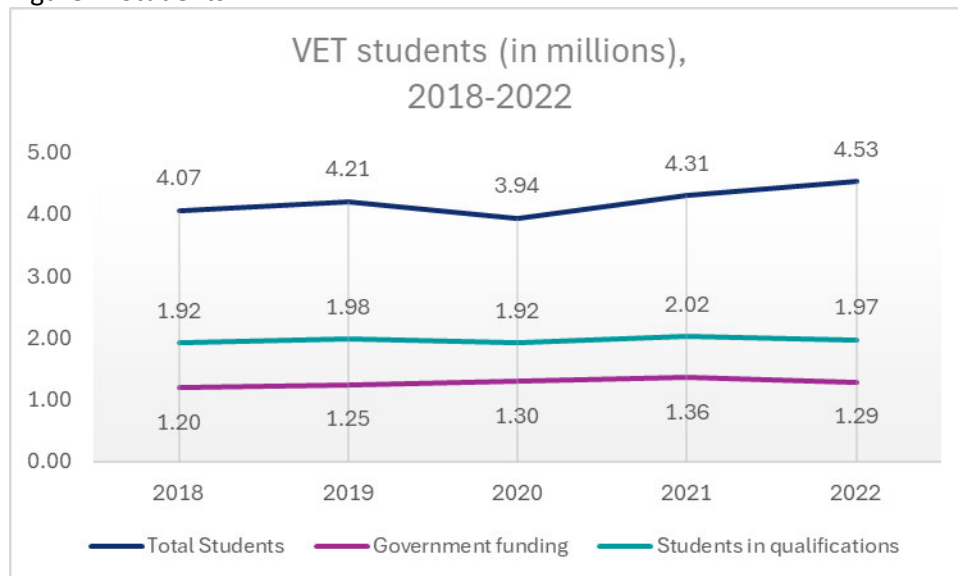
Size and scope

The Vocational Education and Training (VET) sector is large and diverse. In 2022 (the most recent year for which we have comprehensive data), around 4,000 Registered Training Organisations (RTOs) delivered VET courses to 4.5 million students, including 1.3 million who received government funding.¹ Of those who completed a qualification in 2022, 75.1 per cent studied for job related reasons. 13.2 per cent did so for personal development, and 11.7 per cent wanted to do further study².

VET covers accredited courses that are nationally recognised, preparing graduates for entry level jobs through to highly technical occupations. Spanning Certificate I to Diplomas and through to Graduate Diplomas (overlapping with higher education), VET students can undertake single subjects (units of competency) or short courses (sometimes called skill sets or micro-credentials) to meet specific skills needs, for example associated with licencing requirements. Most government-funded program enrolments, including apprentices, are at the Certificate III or IV level³.

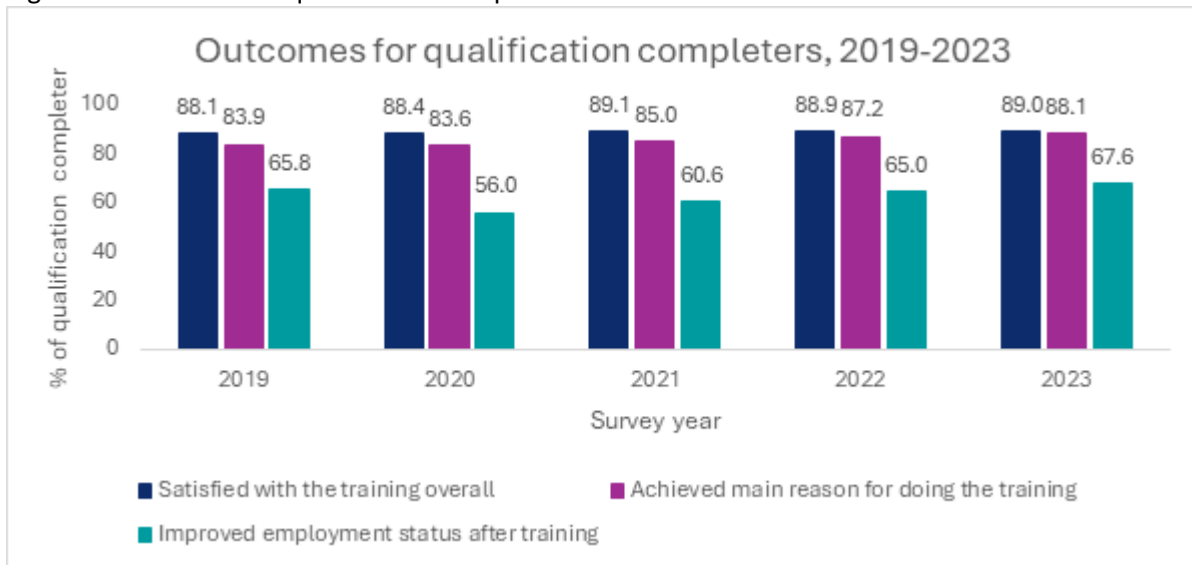
VET courses are delivered by public, private and not-for-profit providers. This includes schools offering VET for secondary students, enterprise RTOs offering training to their employees and dual sector universities offering VET in addition to higher education. Around 70 per cent of combined Commonwealth and state government VET delivery and capital funding is allocated to state-owned TAFE institutes.

Figure 1: Students in VET



Source: NCVET 2023, *Total VET students and courses 2022*, NCVET, Adelaide.

Figure 2: Outcomes for qualification completers

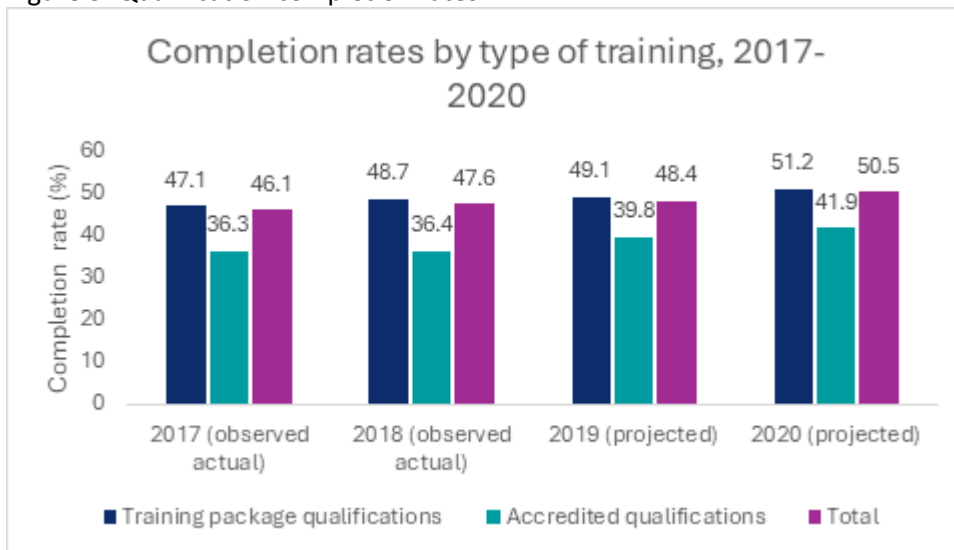


Source: NCVET 2023, *VET student outcomes 2023*, NCVET, Adelaide.

Notes:

1. The year refers to the year survey was conducted.
2. The scope includes students who completed a qualification in the previous year.
3. The scope changed in 2020 to include students aged 15 to 17 years and VET in Schools students.

Figure 3: Qualification completion rates



Source: NCVET 2023, *VET qualification completion rates 2022*, NCVET, Adelaide.

Structure of the VET system

VET is funded jointly with the States and Territories. The Skills and Workforce Ministerial Council sets standards for the VET system, including for qualifications and training provision, as well as approving the content of national training packages.

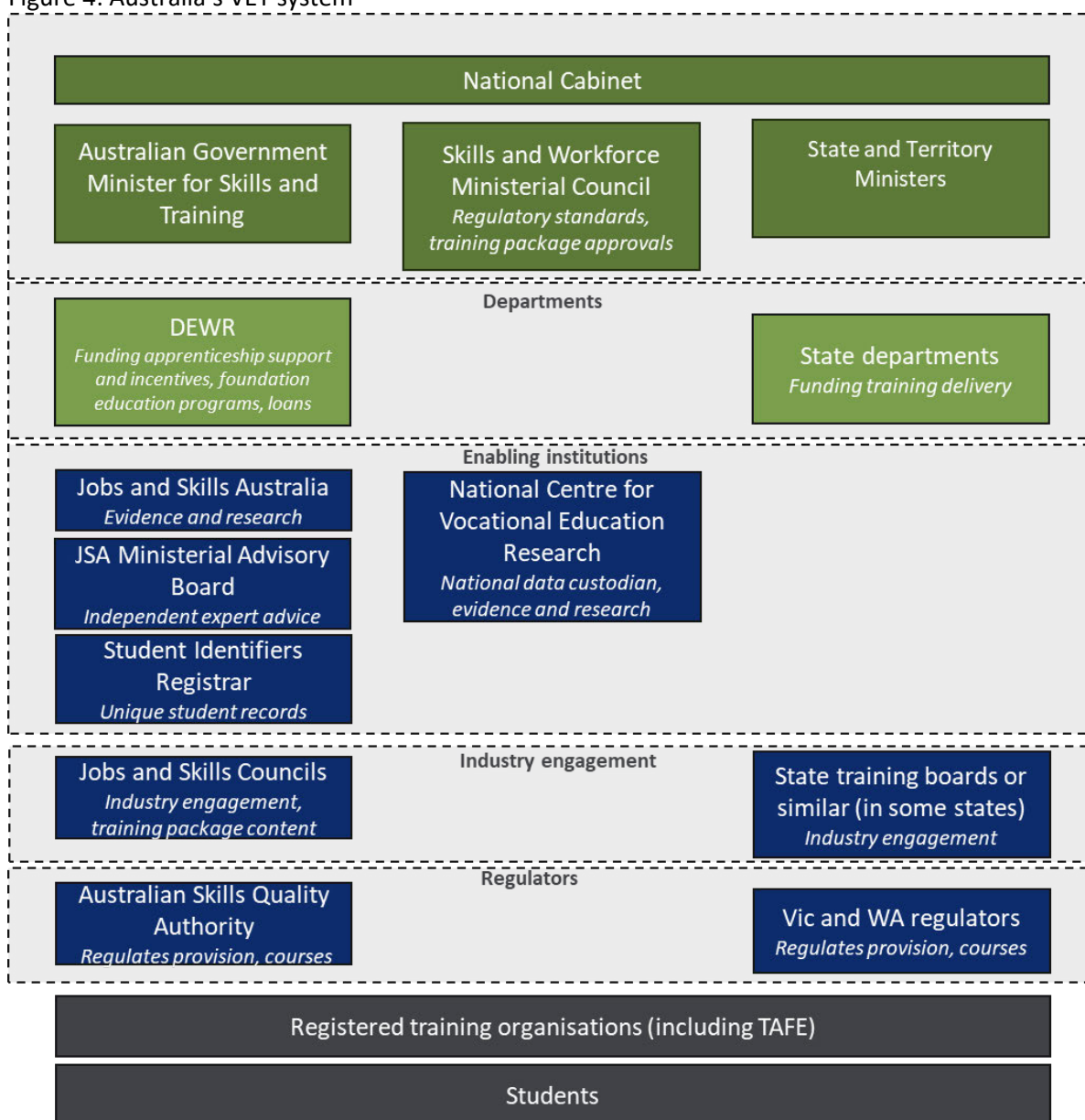
The Australian Government directly funds apprenticeship supports and incentives, foundation education programs and VET student loans. States and territories choose which training providers, courses and students will be funded. They meet the majority of these costs, supported in part by flexible funding from the Commonwealth under the National Skills Agreement. They also own TAFEs.

The VET system includes a number of enabling institutions. Australian Government legislated for and funds **Jobs and Skills Australia (JSA)** to provide a rich evidence base for decision making and the **JSA Ministerial Advisory Board** to provide independent expert advice to the Minister and JSA. The **Student Identifiers Registrar** has been established to administer the Unique Student Identifier initiative. The **National Centre for Vocational Education Research** is a company jointly owned the Commonwealth and State and Territory Ministers as the national data custodian.

The Government has also established a network of **10 Jobs and Skills Councils** which are industry-owned and industry-led and work closely with the JSA and other key stakeholders to address skills and workforce challenges for their industry. There are overseen by the department and funded through grant agreements.

The **Australian Skills Quality Agency** regulates most VET delivery and can approve accredited courses. Western Australia and Victoria retain some state-based regulation.

Figure 4: Australia’s VET system



Impact

In addition to providing the skills needed to get a job, the VET system offers flexible and industry relevant training, helping workers to become more productive while taking advantage of new opportunities in a changing economy. It also supports social inclusion.

- VET helps people earn more. In 2018-19, students who completed common VET courses experienced a median increase in their annual income of \$10,285.4
- VET helps people reskill, upskill and change careers. In 2022, approximately 69% of students were 25 or older, and 66.2% were employed at the time of enrolment.⁵ Through lifelong learning, VET supports workers to adapt and respond to structural shifts in the economy.
- VET supports workforce participation. In 2018-19, employment rates increased by 12.4 percentage points for students who completed common VET courses in the 2018-19 financial year. ⁶
- VET provides social benefits. It can enable further study, improved self-confidence and improved wellbeing. These benefits can extend across all levels of qualifications – including lower-level qualifications, where financial returns are relatively lower.⁷
- VET provides language, literacy, numeracy and digital skills needed for social participation. The most recently available data indicates that one in five adult Australians do not have the English language, literacy, numeracy and digital skills (foundation skills) needed for full social participation.⁸ Support for foundation skills is woven throughout VET, with 355,630 Foundation Skills units of competency enrolled in 2022.⁹
- VET provides skills needed by a large portion of the labour market. In May 2023, 51% of employed people were in occupations where VET is the primary pathway.¹⁰ In 2022, over 60% of employment growth occurred in occupations where VET qualifications are the primary pathway.¹¹

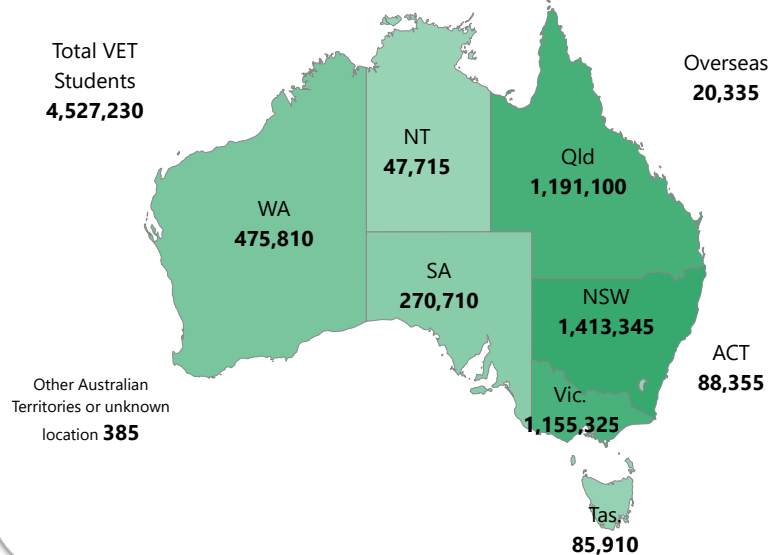
1. Estimated VET students 2022

Total estimated VET students **4,527,230**^a

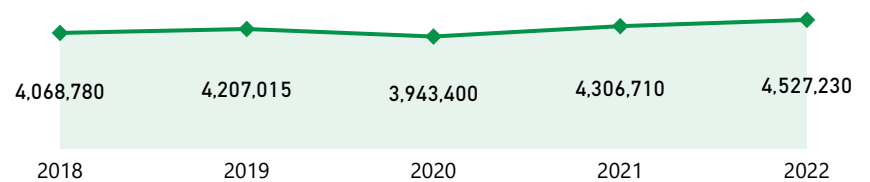
1.1 Estimated students by provider type

Provider type	% of total	Students
TAFE	15.9%	717,760
Private training provider	76.2%	3,448,945
Community education provider	10.9%	493,480
School	2.3%	103,475
Enterprise provider	2.3%	106,380
University	1.5%	67,695
Total	100.0%	4,527,230

1.2 Estimated students by delivery location



1.3 Estimated students over 5 years



1.4 Estimated students by selected characteristics

Characteristics	% of total	Students
Studying part-time	89.5%	4,053,765
Employed ^b	66.2%	2,994,840
Female	46.6%	2,111,385
Regional and remote	28.3%	1,282,630
Most socio-economically disadvantaged	16.5%	746,585
Non-English (may also speak English) ^b	14.3%	648,010
Identified as person with a disability ^b	3.9%	178,620
Identified as First Nations people ^b	3.6%	161,655

1.5 Estimated students by age group

Age group	% of total	Students
14 years and under	0.5%	22,995
15 to 24 years	30.3%	1,373,435
25 to 34 years	25.1%	1,134,660
35 to 44 years	18.7%	844,700
45 to 54 years	14.3%	647,270
55 to 64 years	8.8%	396,670
65 years and over	2.2%	98,580
Not known	0.2%	8,915
Total	100.0%	4,527,230

2. Training enrolments and completions 2022

Total program enrolments **2,765,485**

2.1 Qualification enrolments - AQF level. Total 2,525,360

Level of education	Gov-funding	Non gov-funding	Total
Diploma and above	141,005	282,525	423,525
Certificate IV	239,965	269,970	509,935
Certificate III	669,230	378,605	1,047,835
Certificate II	309,635	143,290	452,925
Certificate I	72,410	18,730	91,140

2.2 Enrolments in training outside of AQF level

Non-AQF	Gov-funding	Non gov-funding	Total
Courses *	84,760	155,360	240,120
Subject only training	350,480	6,963,235	7,313,710

*Training package skill sets and accredited courses

2.3 Program enrolments - field of education (top 5)

Field of education	Enrolments	Difference 21-22
Management and commerce	520,700	-38,760 ↓
Society and culture	475,550	-43,015 ↓
Engineering and related technologies	444,680	31,995 ↑
Architecture and building	241,525	12,260 ↑
Food, hospitality and personal services	228,640	3,425 ↑

2.4 Program completions 2022 - preliminary^c

AQF Qualifications	Non-AQF Programs
Certificate I	24,885
Certificate II	144,155
Certificate III	259,340
Certificate IV	155,165
Diploma and above	138,965
Total	722,510
Training package skill sets	46,940
Accredited courses	32,430
Total	79,370

3. RTOs delivering training in 2022

	Govt-funded ^d	Total
TAFE	23	24
Private training provider	1,142	2,884
Community education provider	163	192
School	339	349
University	12	15
Total	1,724	3,589

^a Sum > student total, as students may enrol in >1 provider type, type of training, delivery location

^b Understated due to high percentage of "Not known" values reported

^c Additional 2022 completions will be reported in the 2023 collection

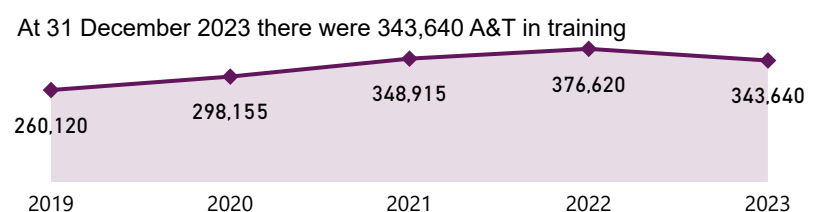
^d RTOs with at least one government-funded student

Rounded components may not sum to rounded totals

Source: sections 1-3: NCVET 2023, Total VET students and courses 2022, NCVET, Adelaide.

Contact Officer: [s.22\(1\)\(a\)\(ii\)](mailto:s.22(1)(a)(ii)@det.gov.au)

4. Apprentices and trainees (A&T), December 2023



In the 12 months to 31 December 2023:

Commenced	170,370
Completed	99,885
Cancelled/Withdrawn	120,985

Source: NCVET Apprentice and Trainee Collection, December quarter 2023.

In **2024-25**, the Commonwealth expenditure on VET is a projected **\$5.1 billion** (as at 2024-25 budget) Document 1

\$2.5 billion to states & territories

NASWD
\$1.7 billion

National Skills Agreement
\$707 million

Capital and Equipment Investment Fund
\$35 million

TAFE Tech Fund
\$30 million

Fee Free TAFE
\$21 million

Turbocharge the Teacher, Trainer and Assessor Workforce
\$15 million

Turbocharging TAFE Centres of Excellence
\$7 million

\$2.0 billion in Commonwealth own programs

Australian Apprenticeship Incentives System	\$977 million
Australian Apprenticeship Support Network	\$238 million
Australian Apprenticeship Incentives Program	\$227 million
Skills for Education and Employment Program	\$129 million
Jobs and Skills Council	\$114 million
Trades Recognition Australia	\$73 million
ASQA	\$52 million
National Training System COPE	\$47 million
Enhanced VET Data and Evidence	\$29 million
VET Data Streamlining	\$20 million
Supporting Women to Achieve Higher Paying Careers through VET	\$8 million
Closing the Gap	\$8 million
Industry Workforce Training	\$7 million
Remote Training Hubs Network	\$7 million
VET Workforce	\$6 million
Student Identifiers Special Account	\$6 million
Jobs and Skills Australia	\$5 million
Skills Communication Campaign	\$5 million
Foundation Skills	\$5 million
Other Programs	\$8 million

\$551 million in income contingent loans
^ nominal value of loans

VET Student Loans (and VET FEE-HELP)
\$293 million
(unpublished)

Trade Support Loans
\$258 million
(unpublished)

Not included in Commonwealth figure

In 2022, states & territories also contributed **\$4.0 billion** to VET
Source: NCVET Government Funding of VET 2022

Other funding sources include:

- Training purchased by other portfolios
- Self-education tax deductions
- Income support payments

Sources:

- 2024-25 Budget.
- VET-FEE HELP, VET Student Loans and Trade Support Loans nominal loan values are unpublished departmental estimates current as at May 2024.

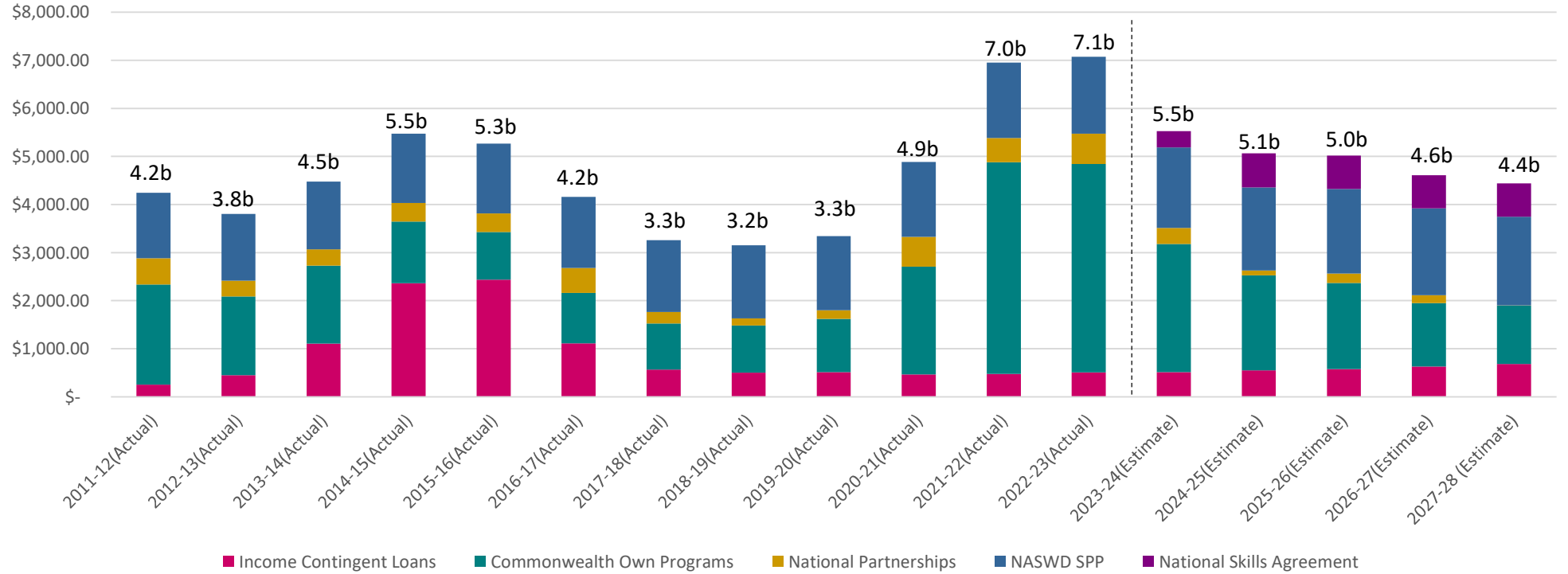
Notes: 1. The expense component of VET Student Loans and Trade Support Loans is excluded from these figures given the nominal value is counted in the next column. 2. Individual numbers in this sheet are rounded. Component figures may not add up to headline figures.

Commonwealth VET investment, 2011-12 to 2027-28

Commonwealth VET funding in 2022-23 was more than double the pre-COVID level. This can be attributed to an increase in Commonwealth own programs, particularly-time limited COVID response measures such as Boosting Apprenticeship Commencements introduced by the former government.

The National Skills Agreement ensures that funding will stay, on average, over \$1 billion higher per year than pre-COVID levels. Pre-COVID expenditure averaged \$3.5 billion between 2016-17 and 2019-20. From 2023-24 to 2027-28, expenditure will average \$4.9 billion.

Transfers to states peak at \$2.7 billion in 2026-27. This is primarily due to the introduction of the National Skills Agreement, which provides around \$700 million extra per financial year over the life of the agreement. Conversely, Commonwealth Own Programs will decline over the forwards, primarily due to tapering Apprenticeship programs.



	\$m	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
		(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Estimate)	(Estimate)	(Estimate)	(Estimate)	(Estimate)
Transfers to states	NASWD SPP	1,363.13	1,387.53	1,408.97	1,435.18	1,455.48	1,476.08	1,495.49	1,516.88	1,538.57	1,560.57	1,577.50	1,607.79	1,668.88	1,724.71	1,764.89	1,804.52	1,841.15
	National Skills Agreement <small>Includes Flexible Funding and Policy Initiative state transfers</small>													345.89	707.27	692.10	691.16	694.25
	National Partnerships	549.39	328.73	341.40	394.97	386.41	527.02	237.33	148.72	182.91	616.20	499.50	626.41	335.94	108.23	196.90	160.87	7.10
	Commonwealth Own Programs <small>From 2023-24: Includes additional NSA funding retained by the Commonwealth</small>	2,077.8	1,635.16	1,625.2	1,281.70	989.09	1,049.76	960.38	983.21	1,104.05	2,244.64	4,403.98	4,337.40	2,663.92	1,971.46	1,788.51	1,321.48	1,213.70
	Income Contingent Loans	254.95	449.32	1,103.7	2,359.95	2,436.01	1,108.65	567.25	501.92	515.30	464.84	475.37	506.03	513.95	551.25	575.32	629.85	682.36
	Total Commonwealth Investment	4,245.2	3,800.74	4,479.32	5,471.80	5,267.00	4,161.5	3,260.46	3,150.72	3,340.83	4,886.25	6,956.36	7,077.63	5,528.59	5,062.92	5,017.73	4,607.88	4,438.55

Source: 2024-25 Budget and historical records.

Five-year National Skills Agreement

Key Points

- As at July 2024, \$1,190.5 million of the National Skills Agreement's (Agreement) flexible funding has been paid to states and territories since it commenced on 1 January 2024. In addition, \$4.2 million has been transferred to states and territories for the delivery of specific policy initiatives under the Agreement.
- As at 26 July, the Commonwealth has announced \$68.9 million of the available \$325 million to establish nationally networked TAFE Centres of Excellence in partnership with states and territories. As at 26 July, four TAFE Centres of Excellence have been announced across the ACT, WA, Qld and SA with all four receiving additional funding through the Turbocharging measure. Under the Turbocharging measure the Commonwealth has allocated \$19.8 million of the available \$31.6 million in additional unmatched funding to accelerate training delivery for four TAFE Centres of Excellence and lay the groundwork for the uptake of higher and degree-equivalent apprenticeships for priority areas of net zero, care and support, and digital skills capability. States are continuing to work on their proposals and further announcements are anticipated shortly.
- Bilateral implementation plans for the other policy initiatives are under development by states and territories.
- The National Skills Plan is currently being finalised. The Plan has been developed in close collaboration with states and territories and is a key product underpinning the shared system stewardship model introduced by the Agreement. It will guide the approach to achieving the shared goals of the Agreement and skills ministers' vision for the national VET system.
- All jurisdictions, including the Commonwealth, will publish jurisdictional action plans by November 2024 outlining how they will deliver on the national plan and priorities.
- The National Skills Plan and jurisdictional action plans will be reviewed and updated on an annual basis.
- Reporting against outcomes and national targets will occur through a 'balanced scorecard' on an annual basis.

Background

- The Agreement commenced on 1 January 2024. Under the Agreement:
 - the Commonwealth will invest **up to \$12.6 billion over 5 years** to expand and transform access to the VET sector, support training providers to deliver quality education and training, and implement reforms to address critical skills needs, consisting of:
 - **\$8.9 billion** under the National Specific Purpose Payments for Skills and Workforce Development (NSPP) and
 - an **additional \$3.7 billion** (above the funding that would have been available under the projected NSPP over the same period), comprising:
 - up to **\$2.4 billion in flexible funding** to increase the capacity of state and territory skills sectors and deliver skills for critical and emerging industries and
 - up to **\$1.3 billion** to support the delivery of **policy initiatives**.
 - The Agreement is designed to deliver an uplift in funding across all states and territories. State and territory governments will need to contribute a total of **\$21.6 billion of their own funding** to access the maximum available Commonwealth funding.
 - All governments have committed to implementing these improved funding arrangements. Legislation to replace the NSPP established by the *Federal Financial Relations Act 2009* has been passed by the House of Representatives and is expected to be shortly considered by the Senate.
- The department is working closely with states and territories to implement a new shared system **stewardship** model that will maximise joint investment in VET and support coordinated delivery of agreed outcomes and national priorities while retaining flexibility for states and territories to meet local needs.

- **National priorities** are:
 - Gender equality
 - Closing the Gap
 - Supporting the Net Zero transformation
 - Sustaining essential care services
 - Developing Australia's sovereign capability and food security
 - Ensuring Australia's digital and technology capability
 - Delivering housing supply, and
 - Delivering reforms to improve the regulation of VET qualifications and quality.
- Significant work is underway with states and territories to develop bilateral implementation plans for policy initiatives under the Agreement. Commonwealth funding available for **policy initiatives** consists of:
 - \$325 million to establish nationally networked **TAFE Centres of Excellence** and strengthen collaboration between TAFEs, universities, and industry. This funding will require a matched contribution from states and territories.
 - \$100 million to support, grow and retain a quality **VET workforce**. This funding will require a \$70 million matched contribution from states and territories, with \$30 million tentatively allocated for national action.
 - \$155 million to establish a **National TAFE Network** to foster collaboration among TAFE teachers and administrators and enhance teaching and learning. This funding will require a \$148 million matched contribution from states and territories, with \$7 million tentatively allocated to support national coordination.
 - \$214 million for **Closing the Gap** initiatives to be designed in partnership with First Nations peoples and led by them. This funding will require a \$166 million matched contribution from states and territories, with the Commonwealth to retain \$47 million.
 - \$250 million to improve **VET completions** including women and others who face completion challenges. This funding will require a matched contribution from states and territories.
 - \$142 million to improve **foundation skills** training capacity, quality, and accessibility. This funding will not require a matched contribution by states and territories.
 - \$116 million to improve **VET evidence and data**. This funding will not require a matched contributions by states and territories.

What has been announced

National Skills Agreement timeline

- **16 October 2023:** Agreement endorsed by National Cabinet
- **17 October 2023:** Minister O'Connor and the Prime Minister, the Hon Anthony Albanese MP, announced that National Cabinet had endorsed the Agreement.
- **7 March 2024:** Minister O'Connor announced that \$1.2 million has been provided to the National Aboriginal Community Controlled Health Organisation (NACCHO) for a First Nations Trainer and Assessor demonstration project, to build the skills and abilities of First Nations people to deliver culturally appropriate health care services to people in community.
- **8 March 2024:** Skills ministers agreed to the inclusion of **delivering housing supply** as a national priority under the Agreement.
- **6 May 2024:** the Commonwealth announced an investment of \$9.7 million, to be matched by the ACT Government, to establish a TAFE Electric Vehicle (EV) Centre of Excellence at the Canberra Institute of Technology. The Commonwealth will invest an additional unmatched \$4.8 million under the Turbocharging measure.
- **17 June 2024:** the Commonwealth announced an investment of \$32.75 million, to be matched by the WA Government, to establish the WA Clean Energy Skills Centre of Excellence. The Commonwealth will invest an additional unmatched \$5.04 million under the Turbocharging measure.

- **17 July 2024:** the Commonwealth announced an investment of \$15 million, to be matched by the Qld Government, to establish the Queensland TAFE Centre of Excellence – Health Care and Support. The Commonwealth will invest an additional unmatched \$5 million under the Turbocharging measure.
- **24 July 2024:** the Commonwealth announced an investment of \$11.5 million, to be matched by the SA Government, to establish the Early Childhood Education and Care Centre of Excellence. The Commonwealth will invest an additional unmatched \$5 million under the Turbocharging measure.

Key Government statements

Skills and Workforce Ministerial Council Communique: *Skills and Training Ministers met to discuss implementation of the new 5-year National Skills Agreement (NSA), national priorities for skills and training, and to set the agenda for the Council's national reform work in 2024.*

Skills and Workforce Ministerial Council Communique	17 November 2023
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Ministers' Media Centre: *Up to \$30 billion in funding unlocked from today in National Skills Agreement*

Ministers' Media Centre	1 January 2024
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Ministers' Media Centre: *The Albanese Government is forging TAFE Centres of Excellence*

Ministers' Media Centre	1 March 2024
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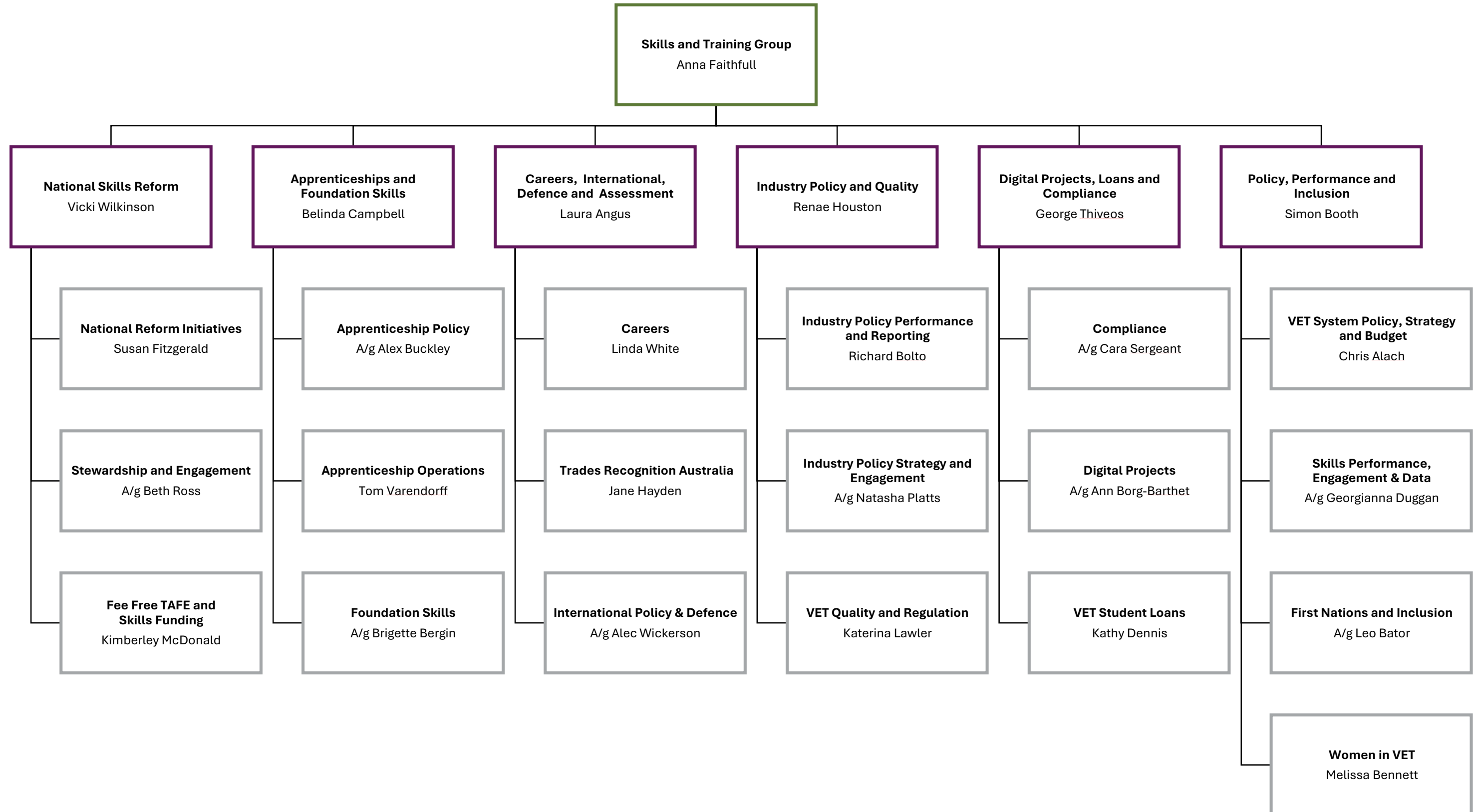
Skills and Workforce Ministerial Council Communique: *Skills and Training Ministers met and agreed that delivering housing supply will be added to the national priorities identified in the National Skills Agreement and to the proposed approach for developing an outcomes framework for the 5-year National Skills Agreement.*

Skills and Workforce Ministerial Council Communique	8 March 2024
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Skills and Workforce Ministerial Council Communique: *Skills and Training Ministers met and discussed the inaugural National Skills Plan under the National Skills Agreement and the draft Vocational Education and Training Workforce Blueprint.*

Skills and Workforce Ministerial Council Communique	24 May 2024
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Skills and Training Group Functional Structure (NB. the group has just completed a reorganisation and this structure comes into effect in early August with SES recruitment to follow)



National Skills Reform Division

Vicki Wilkinson

National Reform Initiatives

Susan Fitzgerald

Stewardship and Engagement

A/g Beth Ross

Fee-Free TAFE and Skills Funding

Kimberly McDonald

Co-design of VET Reforms

- Oversee/project manage Comm/state negotiations on NSA policy initiatives, incl Ministerial reporting.
- Lead policy/negotiations on Improved Completions policy initiative.
- Shadow/co-design function for NSA policy initiatives: CtG, Foundation Skills and VET Data Streamlining.

National Skills Policy & Planning

- Develop and implement a stewardship model to deliver on the National Skills Agreement commitment to step change in skills and training.
- Lead National Skills Plan, Jurisdictional Action Plans, including requirements for plans, development of the Commonwealth's Plan and assessment of state and territory plans.
- Lead policy on national priorities, engagement with government and non-gov partners.
- Lead National Skills Agreement policy.

Clean Energy Capital Fund & Workforce

- Clean Energy Capital Fund & Workforce program: negotiations and program delivery.
- Responsible for policy and implementation of a key 2024-25 Budget measure including \$91 million over five years to help skills Australia's clean energy workforce.

TAFE, Training System & VET Reform

- Lead policy/negotiations on TAFE Centres of Excellence policy initiative.
- Lead policy/negotiations on National TAFE Network policy initiative.
- Shadow/co-design function for NSA policy initiative: VET Workforce.

Monitoring, Evaluation & Analysis

- Lead development of the outcomes framework and the setting of targets for the delivery of the outcomes to inform the balanced score card agreed under the National Skills Agreement.
- Policy lead for target setting in VET, including Universities Accord VET attainment target and the advice on higher education and tertiary target.

Fee-Free TAFE Policy & Program

- Fee-Free TAFE program delivery/TAFE Tech Fund program delivery.
- Flagship election commitments for the Government. Delivery includes evaluation and data analysis to ascertain the impact and success of the programs to date.
- Policy owner (including developing policy and providing policy advice) on Fee-Free TAFE, including developing proposals for Budget/Cabinet processes and negotiation of 2024 Budget measure (construction)

Commonwealth-State Engagement

- Lead the Commonwealth-state relationship and strategy for skills and training.
- SWMC and SSON Secretariat: strategy, forward planning, delivery of meetings and out of session processes.

Skills Funding

- Skills funding lead including: Management of NSA payments and reporting.
- Management of VET funding information.
- National VET Funding Collection management and lead the review of the collection.

Apprenticeships and Foundational Skills Division

Belinda Campbell

Apprenticeship Policy	Apprenticeship Operations	Foundation Skills	Australian Skills Guarantee (implementation)
A/g Alex Buckley	Tom Varendorff	A/g Brigette Bergin	EL2s reporting to FAS
<p>Apprenticeship Policy and Reform</p> <ul style="list-style-type: none"> Leading policy development and design of Commonwealth Programs for Australian Apprentices and Employers. Leading policy design and Government briefing for the Apprenticeship Incentive System model and New Energy Apprenticeships Program. Leading policy, coordination and briefing on apprenticeship cohorts including women, young people, mature aged apprentices, apprentices with disability, First Nations Australians and school-based apprentices. 	<p>Apprenticeship Operations, Guidelines, Eligibility and Governance</p> <ul style="list-style-type: none"> Managing Commonwealth Apprenticeship Incentives Programs operations including the Australian Apprenticeship Incentive System, New Energy Apprenticeships Program and the grandfathered apprenticeship incentives, including development and management of the Australian Apprenticeships Priority List, guidelines, communication tools and advice to providers and key stakeholders. Management of Incentive waivers, correspondence and Ombudsman inquiries. 	<p>Foundation Skills, Finance, IT and Reporting</p> <ul style="list-style-type: none"> Managing the Foundation Skills ICT systems – including management of Workforce Australian build, establishment of Project Administration System and systems upgrades. Leading financial management and reporting for the Skills for Education and Employment Program – including costings modelling. Leading data analysis to inform policy development and program changes – including development of key reports and dashboards. 	<p>Australian Skills Guarantee – Policy</p> <ul style="list-style-type: none"> Leading policy, coordination and briefing on Australian Skills Guarantee for Whole of Government initiative. Managing development of supplementary operational guidance material and model clauses to support government Departments and suppliers to implement the skills guarantee. Supporting Commonwealth Departments to apply the Australian Skills Guarantee to key projects (National Housing Accord, 2032 Olympic and Paralympic Games and Land Transport Infrastructure Projects).
<p>Apprenticeship Legislation</p> <ul style="list-style-type: none"> Developing underpinning legislation related to the Australian Apprenticeship Incentive System. Managing any consequential amendments to Australian Apprenticeship Support Loans legislation. Key contact for Skills Legal team for legislation design and development, and communication about legals. 	<p>Apprenticeship Programs and Grants</p> <ul style="list-style-type: none"> Leading program development, implementation and management of all apprenticeship programs (includes the Incentives System, New Energy Apprenticeships Program, New Energy Apprenticeships Mentoring Program, Women in Male Dominated Trades Grants, Group Training Organisations reimbursement and Australian Apprenticeship Support Loans program). Managing and monitoring apprenticeship programs financial expenditure and performance, including program reporting and evaluation. 	<p>Foundation Skills Policy</p> <ul style="list-style-type: none"> Lead the overarching policy development and advice on Foundation Skills. Lead development and implementation of the National Skills Agreement Foundation Skills elements (including the Foundation Skills 10 year strategy). Manage Foundation Skills programs of work including the Reading Writing Hotline, Foundation Skills Policy research fund and the Government’s commitment to the Programme for the International Assessment of Adult Competencies (PIAAC). 	<p>Australian Skills Guarantee – Implementation</p> <ul style="list-style-type: none"> Leading delivery and reporting, implementation plans and risk management for the Australian Skills Guarantee. Managing governance arrangements/committees for consultation and engagement with industry, across agencies and State/Territory Governments. Leading the design and delivery of the reporting system for the Australian Skills Guarantee including preparing communications products and supports for industry
<p>Strategic review taskforce</p> <ul style="list-style-type: none"> Supporting the Strategic Review of the Australian Apprenticeships Incentive System and lead reviewers (Hon Iain Ross AO and Ms Lisa Paul AO PSM). Lead secretariat support and governance, policy and costings for review taskforce including project management of all key milestones, policy analysis, costing and finalisation of the report to Government. Lead Strategic Communications for the Strategic Review including development of communication strategies, products, drafting and development of the Review’s recommendations and final report, as well as supporting policy products. 	<p>Apprenticeship Service Delivery – Contract and performance management</p> <ul style="list-style-type: none"> Leading Provider performance management and monitoring, including compliance and fraud. Developing KPIs, program management framework and performance management development. 	<p>Foundation Skills Promotion and Engagement</p> <ul style="list-style-type: none"> Lead Foundation Skills program communications including various toolkits and promotional guidance. Manage communications to support provider engagement and lead strategic communications to enhance program take-up. Lead communications for the National Skills Agreement Foundation Skills elements. 	
<p>Apprenticeship Costing and Modelling</p> <ul style="list-style-type: none"> Supporting relevant program and policy areas by providing costings, forecasts and modelling for all Australian Apprenticeships programs including the Australian Apprenticeship Incentive System, New Energy Apprenticeships Program and all legacy Commonwealth Apprenticeship programs. Supporting the apprenticeship teams with costing, analysis, forecasting and reporting. Key contact for External Budgets and Skills, Skills finance business partner for apprenticeship programs. 	<p>Apprenticeship Service Delivery – Operations and Claims Support</p> <ul style="list-style-type: none"> Leading operational program management of the Apprentice Connect Australia Providers including roll out of new contract management and operating guidelines. Managing claim support, including special/manual claim calculations and payments, claim support and transition help lines. 	<p>Skills for Education and Employment Delivery (Stream 1)</p> <ul style="list-style-type: none"> Lead the policy delivery for General SEE Services (Stream 1) of the Skills for Education and Employment Program including stakeholder and sector engagement. Leading program delivery management including deed management, policy advice and program assurance. Lead State and Territory contract manager liaison including central coordination point and monitoring across jurisdictions. 	

Apprenticeship Data and Reporting

- Lead apprenticeship data management including reporting on data for Apprenticeship IT systems.
- Supporting design of new data models and reports for Apprenticeship Data Management System (ADMS).
- Key contact for Apprenticeship data requests and regular report on apprenticeship numbers and trends.

Commonwealth-State Apprenticeship Policy

- Leading engagement with state and territory officials and relevant stakeholders on current and future state of apprenticeships in Australia, including SSON Apprenticeships Working Group.
- Managing implementation of the apprenticeships national policy initiative under the National Skills Agreement to refresh the National Code of Good Practice for apprenticeships
- Supporting the development and negotiation of reforms to improve sharing of apprenticeship information including apprenticeship completions date.

Apprenticeship Research Advisor

- Working in partnership with the costings team, the data team and the policy team to draw insights from our data sources on trends in apprenticeships, and future forecasts.
- Managing all commissioned Apprenticeship research and key contact for
- Apprenticeship and related NCVER research projects
- Lead research advisor for the Strategic Review Taskforce.

ADMS Business Design (currently reporting to SRO)

- Leading design and policy development of ADMS business requirements as ADMS Business Owner to deliver project outcomes.
- Contribute to project management governance, overseeing delivery and recording of achievement of ADMS project benefits.
- Managing Single Touch Payroll integration in ADMS and ongoing work with the ATO.

Skills for Education and Employment First Nations Delivery (Stream 2)

- Lead the policy delivery for First Nations Services (Stream 2) of the Skills for Education and Employment Program.
- Managing all elements of the grants program including assessment of grant applications, execution and monitoring of grant agreements, and overall program assurance.
- Leading the engagement on Closing the Gap and other First Nations policy/programs for the Branch.

Skills for Education and Employment Project Delivery

- Lead the policy delivery for General SEE Services (Stream 1) Workplace Based, Complementary delivery and Resources projects.
- Manage all elements of Stream 1 project delivery including assessment of project applications, execution and monitoring of project delivery, and overall project assurance.
- Managing systems establishment and training of national and state office staff in the design, delivery and administration of projects.

Careers, International, Defence & Assessment Division

Laura Angus

Careers

Linda White

Trades Recognition Australia

Jane Hayden

International Policy & Defence

A/g Alec Wickerson

Careers Policy

- National Careers policy including development and costing of new policies to support recommendations of the House of Representatives Report ‘Shared vision, equal pathways’, the Universities Accord and Evaluation of the NCI.
- Clean Energy Skills Careers Advocacy to promote opportunities for new and emerging careers in the transition to net zero.
- Commonwealth Prac Payments policy in concert with Higher Education Tertiary policy team including legislation, finalising policy, developing and consulting on program guidelines for implementation on 1 July 2025.
*NCI Advisory Board governance
*Co-ordinating the Government response

TRA Provisional Skills Assessment

- Service delivery of the assessments for Provisional Skills Assessment (PSA) program - international student graduate’s identity and Australian qualification.

Defence NPSP Taskforce

- Provide advice on utilising Australia’s skills and training system to support the workforce requirements of the nuclear submarine program.
- Work in partnership with the Department of Defence and DoE, industry, JSCs and state and territory governments.

Your Career

- Your Career operations including managing the website, developing and co-ordinating content, data transfer and data analytics, supporting information for Fee Free TAFE, managing external reference group and communications, working with Jobs and Skills Councils, Jobs and Skills Australia and the ABS on developing career pathways evidence and information.
- National Skills Passport including working in a virtual team with the Department of Education to develop the Combined Pass Business Case.
- Digital roadmap to investigate and analyse tertiary websites for potential future merging into Your Career to enable a better.

TRA Job Ready Program

- Administer employment-based skills assessments for onshore international students with an eligible VET qualification.
- TRA Enquiry Line.

International Policy

- Manage delivery of the department’s international responsibilities for VET.
- Lead - development and implementation of international skills partnerships, policy input and advice on the skills aspects of international programs, economic and education strategies, and free trade agreements.
- Support Australia’s bilateral relationships and foreign policy objectives.
- Support engagement by the Minister for Skills and Training and the department with international partners both in Australia and overseas.
- MoU DEWR/DoE.
- International apprentices.
- International students' strategic framework.

Awards Promotion and Alumni

- Managing WorldSkills and Adult Learners Week grants programs.
- Australian Training Awards including judging, event management and liaison with State and Territory Awards program officials.
- Australian VET Alumni including promotion, profiles and bookings.
- VET and Career Partnerships under the VET Information Strategy, for example, National Skills Week.

TRA Skills Assessment and Support

- Temporary Skills Shortage Skills Assessment Program (TSS).
- Offshore Skills Assessment Program (OSAP).
- Migration Skills Assessment Program (MSA).
- Migration Points Advice Program (MPA).
- TRA-specific IT systems and projects, including the TRADES II online portals and the external TRA website.
- Financials and cost recovery model.
- Data management and reporting.

International Support and Assistance

- OECD VET projects/works.
- Support for engagement with key international bodies including the OECD, International Labour Organization (ILO), ASEAN and G20, on skills priorities.
- International Minister travel support.
- Policy in relation to, and oversight of, the skilled migration assessing authority sector, including sector engagement, support to the Minister for Skills and Training in determining which bodies to approve as assessing authorities.
- Automatic Mutual Recognition.

VET Information Systems

- Manage and provide support to internal and external users of the:
- National Register for the VET sector (training.gov.au - “TGA”)
- VET document repository (vetnet.gov.au - “VETNet”)
- Training Package Content Management System for training package publishing (TPCMS).

Industry, Policy & Quality Division

Renae Houston

Industry Policy Performance and Reporting

Richard Bolto

Industry Policy Strategy and Engagement

A/g Natasha Platts

International Policy & Defence

Kat Lawler

Sovereign Capability and Food Security

- Leading industry skills policy related to manufacturing, including Future Made in Australia, and agriculture.
- Leading skills involvement in related cross-government work such as National Reconstruction Fund, Aviation White Paper and Agricultural Workforce Forum.
- Responsible for relationship with two JSCs: Manufacturing Industry Skills Alliance (manufacturing sectors) and Skills Insight (agribusiness sectors).

EVs, Critical Minerals and Housing

- Lead responsibility for industry skills policy related to construction, electric vehicles and critical minerals.
- Leading industry skills policy for cross-Government priorities relating to Housing Accord, National Electric Vehicle Strategy and Critical Minerals Strategy.
- Responsible for management of two JSCs BuildSkills Australia (building, construction, water and property services) and Mining and Automotive Skills Alliance.

VET Integrity Policy Team

- Anchor forward agenda of further integrity and quality measures: policy development and advice to Government on a range of potential legislative and non-legislative measures to bolster integrity and quality **s 47C(1)**
- Lead work on recognition of TAFE at the Heart in legislation and broader policy associated with Quality and Integrity **s 47C(1)**

Digital, Tech and Business

- Leading industry skills policy related to digital, business and finance sectors.
- Leading skills involvement in related cross-government initiatives and digital and tech-related outcomes of the Jobs and Skills Summit. This includes the Digital Skills Compact, Artificial Intelligence and Cyber Security, Quantum and Robotics Strategies.
- Responsible for relationship with Future Skills Organisation JSC (finance, technology and business).

Stakeholder Networks and Engagement

- Lead strategic communications to support industry engagement arrangements e.g. media, comms, events.
- Coordinate strategic engagement with JSCs e.g. JSA, Apprenticeships Review, Qualifications Reform, National Skills Plan.
- Manage stakeholder networks and industry forums including CEO Network, JSC Network, Strategic Industry Advisory Committee, SSON VET Reforms Working Group, IEQD Policy and Planning Forum, TAE/FSK Technical Reference Group

VET Quality Policy

- Policy responsibility for issues impacting on the quality of RTOs, including policy responsibility for the Standards for RTOs 2015.
- Responsible for key elements of the quality reform agenda including revising the Standards for RTOs and development of initiatives and tools to improve RTO quality, including the development of a framework to support RTO quality improvement.
- Leading strategic policy work to support excellence in training delivery and continuous improvement, supporting the broader VET reform agenda.

Net Zero Transformation

- Leading industry skills policy related to energy and net zero transition.
- Leading strategic policy, engagement and coordination across skills and training, and intersections across government.
- Delivery of New Energy Training Pathways initiative election commitment and a First Nations Clean Energy Workforce research project.
- Responsible for relationship with the Powering Skills Organisation JSC (energy, gas and renewables sectors).

Industry Engagement Policy and Strategy

- Lead industry engagement policy e.g. JSC governance including Integrity Framework, Training Package Organising Framework, intersections with NSA priorities e.g. Closing the Gap, Ensuring Foundation Skills and VET Workforce. Whole of JSC program strategic oversight with a focus on continuous improvement e.g. best practice guidance, operational policy, TPOF requirements e.g. SRO, state and territory touchpoints.
- Support system stewardship with national stakeholders on industry engagement arrangements e.g. states and territories, industry peaks and Ministers.
- Lead work on interim and long-term arrangements for TAE/FSK.

VET Regulation Policy

- Responsible for oversight of national VET regulation policy, including regulation of the sector under the National Vocational Education and Training Regulator Act 2011 (NVETR Act).
- Responsible for legislative amendments to the NVETR Act, NVETR (Charges) Act, and Instruments including the Standards for VET Regulators and NVETR Regulations and the NVETR fees and charges framework.
- Liaison with the National VET Regulator and the Victorian and Western Australian Regulators on VET policy issues.
- Managing statutory Appointment processes for the National VET Regulator and the NVETR Advisory Council.

Program Management Office

- Responsible for JSC program financial management, risk and reporting frameworks and processes.
- Supporting ongoing review and rationalisation of JSC program administrative, assessment and reporting arrangements.
- Leading development of JSC grant agreement variations and related arrangements as required.

National Culture and Visitor Economy

- Cross-government lead for industry skills policy relating to the Visitor Economy Strategy and National Cultural Policy.
- Intradepartmental skills lead to support Employment and Workforce Group and Workplace Relations Group connectivity.
- Responsible for the management of the Services and Creative Skills Australia JSC with the largest sector coverage (five industries – arts/culture, retail, personal services, tourism, and hospitality).

JSC Performance and Evaluation

- Leading development and implementation of a JSC performance framework and formative evaluation strategy (including theory of change).
- Ensuring JSC program architecture and performance aligns with wider skills policy and programs, including NSA and JSA activities.

Care and Support Economy

- Leading industry skills policy related to the care and support economy including cross-government work on the aged care and disability royal commissions, aged care worker registration scheme, and the care and support sector, nursing, allied health, mental health and First Nations health national workforce priorities
- Leading Skills Group engagement and support with PM&C in relation to the National Strategy for the Care and Support Economy.
- Responsible for relationship with HumanAbility (JSC responsible for the aged care, disability support, children's education and care, health, community services and sports and recreation sectors).

Supply Chains and Public Resilience

- Leading industry skills policy related to government priorities including leading skills responses on Maritime Strategic Fleet, Rail Interoperability, Transport Infrastructure, National Freight and Supply Chain Strategy, National Electric Vehicle Strategy – First Responders.
- Responsible for relationship with the Industry Skills Australia (Transport and Logistics JSC) and Public Skills Australia JSC (Public Safety and Government JSC).

Digital Projects, Loans and Compliance Division

George Thiveos

Skills Programs Compliance and Assurance

A/g Cara Sergeant

Digital Projects

A/g Ann Borg-Barthet

VET Student Loans

Kathy Dennis

Compliance Intelligence

- Provides an intelligence function to support the Group's investment in Skills programs. This includes data driven targeting and leads generation to better direct limited compliance resources.

Apprenticeships Modernisation Program

- Responsible for the delivery of core projects that support the pathway toward a contemporary, connected experience for the apprenticeship sector. This continues to support enhancements for the ADMS as well as development of functionality for new policies such as the Australian Skills Guarantee and Paid Placements.

VSL IT Management and Projects

- The VSL IT Management and Projects team oversees the management of VSL IT platforms and projects that relate to the VET Student Loans (VSL) program. The team is the coordination point within the VSL Branch for the VSLConnect project, manages enhancements and maintenance of the VSL IT systems, and is the conduit between the VSL Branch and the Digital Solutions Division (DSD) and the Tertiary Collection of Student Information (TCSI).

Skills Compliance Delivery

- Skills Compliance Delivery conducts operational compliance activities involving Skills programs, including desktop analysis and monitoring, targeted compliance reviews, tip-offs and referrals, and investigations of serious non-compliance.

VSL Connect

- Responsible for the delivery of a new digital solution to support the efficient and effective administration of the Vet Student Loan program. Digital projects lead the collaboration through the Senior Responsible Officer model between VET Data, Loans and Compliance Division (VDLC) as the policy owner and DSD as the delivery partner.

VSL Policy and Students

- The VET Student Loans (VSL) Policy and Students team develops and provides policy advice to Minister, executive and other teams across and outside the Branch on policy issues, new policy measures and improvements for the VSL program. The team also undertakes research and data analysis and consulting with VSL stakeholders to support the VSL policy development and program improvements work. In addition, the team is responsible for managing and supporting students' engagement with the VET Student Loans (VSL) program and former VET FEE-HELP (VFH) scheme (excluding VFH Student Redress Measures) and works to ensure students are informed program participants.

VFH Student Redress

- The VET FEE-HELP (VFH) Student Redress program administers the Redress Measures, which are currently transitioning to closure on 31 December 2024.

National Training Register Reform

- Responsible for the enhancement of the National Training Register (NTR), training.gov.au. The project includes changes required to support new training package development arrangements, supporting the Jobs and Skills Councils (JSCs), and providing increased transparency of the process.
- Support system stewardship with national stakeholders on industry engagement arrangements e.g. states and territories, industry peaks and Ministers.

VSL Program Governance and Integrity

- The VSL Program Governance and Integrity (PGI) team manages VSL financial modelling and reporting, Branch Budget, monitors strategic risks, analyses emerging trends, and ensures ongoing performance is measured. The team maintains the integrity of the program through monitoring provider behaviour commensurate to the level of risk.

Skills Programs Assurance Risk and Compliance

- Responsible for strategic compliance, compliance risk assessments and assurance plans, targeted testing to inform risk levels and assurance. Engagement with stakeholders to educate, promote and advise on compliance risks, controls and activities.

VET Data Streamlining

- Responsible for implementing the new VDS ICT system to enhance VET data collection. The VDS team works closely with DSD, NCVER, ASQA and state and territory training authorities to develop and seek agreement to the new VET Information Standard and IT infrastructure.

VET Payments, Data and Reporting

- The VSL Payments, Data and Reporting team is responsible for ensuring VSL payments and offsetting of VSL and VFH debts occurs monthly. The team manages VSL debts and assists providers with payment related enquiries and supports VFH debt recovery with analysis. The data and reporting function manage legislated reporting of VSL data each 6 months as well as annual reporting against PBS VSL performance measures and provision of data to NCVER.

Change Management Office

- The CMO deliver change management services to support projects in the Skills Group. The section is responsible for ensuring a structured approach to change management is applied to all projects by managing stakeholder relationships and delivering a repeatable and scalable change management service to enhance user adoption of project outputs.

VSL Providers and Engagement

- The VSL Provider Operations and Engagement team is responsible for end-to-end management of VSL providers and providing support to them through issues resolution and education. The team is also responsible for communications and stakeholder engagement.

Project Management Office

- Responsible for proving project support for agreed Skills and Training Group's digital projects. Project support services include financial management and procurement activities, project planning and delivery

monitoring, assurance, risk and benefit management, as well as governance and secretariat support.

Policy, Performance & Inclusion Division

Simon Booth

Training Package Assurance

The Training Package Assurance function is responsible for conducting compliance assessments of national training package products developed by JSCs and for recommending endorsement of compliant training package products to Skills Ministers. Compliance is assessed against the Training Package Organising Framework (TPOF) which comprises the standards and policies set by Skills Ministers. The Training Package Assurance team undertakes an assessment of each training package product submitted by JSCs.

VET System Policy, Strategy and Budget Chris Alach	Skills Performance, Engagement & Data A/g Georgianna Duggan	First Nations Inclusion A/g Leo Bator	Women in VET Mel Bennet
<p>Policy Projects</p> <ul style="list-style-type: none"> Specific project-based policy work, with a defined scope, objectives, and deliverables. Manage the business requirements for the rebuild of the National Skills Platform (formally the National Training Register). 	<p>Data Policy</p> <ul style="list-style-type: none"> Responsible for the legislative and policy framework supporting VET data reforms, including the VET Data Streamlining (VDS) Program and other project commitments under the NSA Enhanced VET Data and Evidence Initiative (e.g. the VET Data Reform Blueprint and Investment Roadmap). Responsible for oversight, maintenance and updating policy and legislation associated VET Unique Student Identifier (USI). Responsible for working with the NCI and Department of Education to scope a National Skills Passport, advising on the legislative framework required to support scoped options and any potential amendments. Support the expansion and operation of the USI in Schools. 	<p>First Nations Partnerships and Implementation</p> <ul style="list-style-type: none"> The team leads work in support of Closing the Gap Priority reform one – establish national partnership and engagement arrangements in VET. The team will design and undertake engagement with key First Nations stakeholders as part of the phased approach to partnership and engagement. The Central Australia Training Hubs is leading and implementing a Skills and Training Group place-based measure under the Whole-of-Government Central Australia response, the Remote Training Hubs Network (training hubs). The measure, announced by the Prime Minister on 13 February 2024, will allocate \$30.2 million over five years under Phase Two of ‘A better, safer future for Central Australia Plan’ to establish up to seven training hubs to co-design and establish training hubs in remote Central Australia. The team work to strengthen relationships with state and territory governments and commonwealth government departments and agencies. Also, aims to influence and assist the Skills Group’s internal and external efforts towards Closing the Gap priority reforms one to four. 	<p>Women in VET</p> <ul style="list-style-type: none"> Managing the Budget comeback and policy advice on opportunities to support women to achieve higher paying careers through vocational education and training. Managing contract of Academic Partner, including deliverables and outputs. Research and data analysis to support policy development, implementation, and consideration of future initiatives. Consulting with internal and external stakeholders about policy advice and Budget comeback. Monitoring issues and priorities related to policy implementation informing program of work. Managing women’s-related data governance. Working with Office for Women on the NextGEN project, including instilling Gender Responsive Budgeting across DEWR and pulling together case studies
<p>Skills Budget Strategy and Oversight</p> <ul style="list-style-type: none"> Whole-of-group advice on budget matters and fiscal settings for internal stakeholders, including the Executive and Minister. The team manages the coordination of key budget submissions and other publications for the Skills Group. The team also supports whole-of-group strategic policy development and advice. Identify and action plans to lift capability in policy development and budget processes and frameworks in the Skills and Training Groups. 	<p>Program Collaboration and Engagement</p> <ul style="list-style-type: none"> The Skills Project Portfolio Office (SkillsPPO) supports governance, reporting and management of the Skills and Training Group’s program of work including supporting the implementation of the Government’s Skills priorities. Skills Stakeholder Engagement supports the Skills and Training Group to engage more efficiently and effectively with Skills (non-government) stakeholders. The team is responsible for a range of activities designed to achieve a more integrated, holistic view of Skills stakeholders and support the Government’s commitment to tripartite engagement. 	<p>First Nations Policy</p> <ul style="list-style-type: none"> The First Nations Policy Team leads and influences policy reform to support First Nations and Closing the Gap skills initiatives. We work with our First Nations partners on the design and delivery of skills proposals that affect them. The team collaborates with internal and external stakeholders to inform policy advice and support delivery of the First Nations skills policy reform agenda. The team provides guidance, advice, and advocates for a whole of governments approach to designing, implementing, monitoring, and evaluating skills policy in partnership with First Nations peoples. 	
<p>Tertiary Policy</p> <ul style="list-style-type: none"> Lead policy development on connections between VET and higher education, including pathways between the two sectors and governance arrangements. Lead and contribute to briefings for officials and Ministers on tertiary policy. 	<p>Portfolio Entities</p> <ul style="list-style-type: none"> Manages the relationship between DEWR and its portfolio entities, including JSA, NCVER and OSIR including: <ul style="list-style-type: none"> Appointments of statutory office holders Ministerial Advisory Board appointments Memoranda of Understanding between DEWR and entities (where needed) 	<p>Student Pathways and Inclusion</p> <ul style="list-style-type: none"> The Student Pathways and Inclusion Team leads and influences policy and advice for VET delivered to Secondary Students. The team’s focus is on the development of a National VET for Secondary Students Strategy and Skills for Secondary Students Framework. 	

- Contact point for the Australian Universities Accord process from a VET perspective, including leading the policy direction of the response to Accord recommendations in relation to the VET sector.
- o Work Plan approval processes
- o Reviews of entity operations
- o Oversight of funding arrangements
- o Assist to develop and coordinate relevant Budget proposals,
- o Providing advice to government on the role and functions of portfolio entities.
- o Coordination of internal and external national VET research priorities across the Department.
- The Student Pathways and Inclusion Team represents the Skills and Training Group on VET for secondary students related working groups including Australasian Curriculum, Assessment and Certification Authorities (ACACA) VET Sub-group and supporting consideration of VFSS issues at key forums like Skills Senior Officials' Network (SSON).

VET System Policy

- Policy development on qualification reform including intersections with quality reforms, foundation skills and awards.
- VET systems and cross-cutting policy work such as VET sector funding, the training market, the size and effectiveness of the VET sector and skills and pathways analysis.

Skills Performance and Evaluation

- Develop a skills group approach to monitoring and evaluation, including the development of a Skills Group evaluation plan, which ensures evidence informed decision making in the Group.
- Provide regular reports to the Minister, senior leadership and the group on system performance.
- Undertake strategic and programmatic evaluation activity.
- Provide expert advice and support the development of evaluation capability.
- Develop relationship with relevant stakeholders and partners, such as the Australian Centre for Evaluation.
- Support the delivery of priority reform 4 under the NSA CtG to enable shared access to location specific data and information for Aboriginal and Torres Strait Islander communities and organisations.

VET Data Analytics

- The VET Data Analytics Team are the key area in the Group with responsibility for overarching Skills data including VET activity data analysis and products including fact sheets and electorate reports.
- Provides oversight, analysis, briefing materials, advice, and various other products actively and respond to data queries in the context of national VET activity and surveys.
- Provides a group coordination point for departmental data projects, where VET activity data is required

5. Legislation and Appointments

5.1 Appointments

5.2 Legislation you administer

Appointments

Workplace Relations

The Minister for Workplace Relations is responsible for the following appointments:

Workplace Relations Boards

There are 7 boards in the WR portfolio:

- Asbestos Safety and Eradication Council
- Coal Mining Industry (Long Service Leave Funding) Corporation Board
- National Construction Industry Forum
- National Workplace Relations Consultative Council
- Safe Work Australia
- Safety, Rehabilitation and Compensation Commission
- Seafarers Safety, Rehabilitation and Compensation Authority.

Appointments to these boards are part-time and made in accordance with the relevant legislation and the Cabinet Handbook.

As the board positions are part-time, they are not subject to the Government's Merit and Transparency policy.

Workplace Relations appointments that require a full selection process

The following positions generally require a full selection process under the Government's Merit and Transparency policy:

- Asbestos and Silica Safety and Eradication Agency CEO
- Comcare CEO
- Fair Work Commission General Manager
- Fair Work Ombudsman
- Safe Work Australia CEO

The Fair Work Commission

The Fair Work Commission consists of:

- the President
- 2 Vice Presidents
- such number of Deputy Presidents as, from time to time, hold office under the Fair Work Act
- such number of Commissioners as, from time to time, hold office under the Fair Work Act, and
- such number of Expert Panel Members as, from time to time, hold office under the Fair Work Act.

A Fair Work Commission member is to be appointed by the Governor-General by written instrument.

The Fair Work Act provides that, before the Governor-General appoints a person, the Minister must be satisfied that:

- For a **President or Vice President**—the nominee is or has been a judge of a court created by the Parliament or has knowledge of or experience in workplace relations, law or business/industry/commerce;

- For a **Deputy President**—the nominee is or has been a judge of a court created by the Parliament or a State or Territory court or has a high level of experience in workplace relations;
- For a **Commissioner**—the person has knowledge or experience in workplace relations; law; or business, industry or commerce;
- For an **Expert Panel member**—the person has knowledge or experience in one or more of workplace relations; economics; social policy; business, industry or commerce; finance; investment management; superannuation; gender pay equity, anti-discrimination; or the Care and Community Sector.

Skills and Training

Appointments – Boards and Entities

Australian Skills Quality Authority (National Vocational Education and Training Regulator) |

Statutory entity

Position	Appointee	Start Date	End Date
Chief Executive Officer	Ms Saxon Rice	1 January 2021	31 December 2025

Jobs and Skills Australia | Statutory body

Position	Appointee	Start Date	End Date
Commissioner	Prof Barney Glover AO	15 April 2024	14 April 2029
Deputy Commissioner	Vacant		
Deputy Commissioner	Vacant		

Jobs and Skills Australia Ministerial Advisory Board | Statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Ms Cath Bowtell	25 March 2024	24 March 2027
Deputy Chair	Ms Megan Lilly	25 March 2024	24 March 2026
Deputy Chair	Mr Liam O'Brien	25 March 2024	24 March 2026
Member	Ms El Gibbs	25 March 2024	24 March 2026
Member	Ms Natalie Heazlewood	25 March 2024	24 March 2026
Member	Mr Bran Black	25 March 2024	24 March 2026
Member	Mr Andrew Dettmer	25 March 2024	24 March 2026
Member	Ms Correna Haythorpe	25 March 2024	24 March 2026
Member	Ms Annie Butler	25 March 2024	24 March 2026
Member	Mr Luke Achterstraat	25 March 2024	24 March 2026
Member	Prof Rachel Cooper AO	25 March 2024	24 March 2026
Member	Prof Jack Beetson	25 March 2024	24 March 2026
Member	Ms Nyadol Nyuon OAM	25 March 2024	24 March 2026
Member	Ms Lill Healy	25 March 2024	24 March 2026
Member	Ms Jodie Wallace	25 March 2024	24 March 2026

National Careers Institute Advisory Board | Minister-established, non-statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Ms Michelle Ayyuce	11 December 2023	10 December 2025
Member	Vacant		
Member	Mr David Carney	21 August 2023	21 August 2024
Member	Mr Saxon Phipps	21 August 2023	21 August 2024
Member	Ms Charlene Davison	29 August 2022	28 August 2024
Member	Ms Laura Angus	1 August 2022	Determined by the appointer
Member	Prof Barney Glover AO	15 April 2024	Determined by the appointer
Member	Ms Marie Persson	21 August 2023	21 August 2024
Member	Mr Corey Tutt OAM	11 December 2023	10 December 2025
Member	Prof Erica Smith	11 December 2023	10 December 2025
Member	Mr Rob Bonner	15 November 2023	14 November 2025

National Vocational Education and Training Regulator Advisory Council |
Statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Mr. Peter Costantini OAM	6 April 2022	6 April 2025
Member	Prof. Valerie Braithwaite	6 April 2022	6 April 2025
Member	Ms. Renee Hindmarsh	6 April 2022	6 April 2025
Member	Dr. Grant Klinkum	6 April 2022	6 April 2025
Member	Ms. Adrienne Nieuwenhuis	6 April 2022	6 April 2025
Member	Mr. Neil Quarmby	6 April 2022	6 April 2025
Member	Dr. Don Zoellner	6 April 2022	6 April 2025

Qualification Reform Design Group | Minister-established, non-statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Mr Craig Robertson	22 August 2023	31 December 2024
Member	Dr Margot McNeill	22 August 2023	31 December 2024
Member	Mr Mathew Pearson	22 August 2023	31 December 2024
Member	Ms Helen Cooney	22 August 2023	31 December 2024
Member	Ms Sarah Brunton	22 August 2023	31 December 2024
Member	Ms Megan Lilly	22 August 2023	31 December 2024
Member	Mr Geoff Gwilym	22 August 2023	31 December 2024

Student Identifiers Registrar | Independent Statutory Office supported by DEWR staff

Position	Appointee	Start Date	End Date
Student Identifiers Registrar	Mr Craig Ward	15 January 2024	14 January 2029

Appointments - Other

National Centre for Vocational Education Research

The National Centre for Vocational Education Research is a company owned by the Skills Ministers from each of the 9 Governments in the federation. The term of the chair expires at the end of this year. You will be briefed in August on options for how to proceed on this matter.



Legislation you administer

Employment and Workforce

Social Security Act 1991, insofar as it relates to participation requirements and compliance with those requirements for participation payment recipients and Chapter 2D (Chapter 2D provides legislative authority for certain employment related programs)

Social Security (Administration) Act 1999, insofar as it relates to participation requirements and compliance with those requirements for participation payment recipients

Workplace Relations

Asbestos-Related Claims (Management of Commonwealth Liabilities) Act 2005

Asbestos Safety and Eradication Agency Act 2013

Builders Labourers' Federation (Cancellation of Registration) Act 1986

Builders Labourers' Federation (Cancellation of Registration—Consequential Provisions) Act 1986

Building and Construction Industry Improvement (Consequential and Transitional) Act 2005

Building and Construction Industry (Improving Productivity) Act 2016

Building and Construction Industry (Consequential and Transitional Provisions) Act 2016

Building Industry Act 1985

Coal Mining Industry (Long Service Leave) Administration Act 1992

Coal Mining Industry (Long Service Leave) Legislation Amendment Act 2011

Coal Mining Industry (Long Service Leave) Payroll Levy Act 1992

Coal Mining Industry (Long Service Leave) Payroll Levy Collection Act 1992

Fair Entitlements Guarantee Act 2012

Fair Work Act 2009, except to the extent administered by the Attorney-General

Fair Work (Registered Organisations) Act 2009, except to the extent administered by the Attorney-General

Fair Work (State Referral and Consequential and Other Amendments) Act 2009

Fair Work (Transitional Provisions and Consequential Amendments) Act 2009

Independent Contractors Act 2006

Industrial Relations (Consequential Provisions) Act 1988

International Labour Organisation Act 1947

International Labour Organisation Act 1973

International Labour Organisation (Compliance with Conventions) Act 1992

Occupational Health and Safety (Maritime Industry) Act 1993

Road Safety Remuneration (Consequential Amendments and Related Provisions) Act 2012

Safe Work Australia Act 2008

Safe Work Australia (Consequential and Transitional Provisions) Act 2008

Safety, Rehabilitation and Compensation Act 1988

Seafarers Rehabilitation and Compensation Act 1992

Seafarers Rehabilitation and Compensation Levy Act 1992

Seafarers Rehabilitation and Compensation Levy Collection Act 1992

Seafarers Rehabilitation and Compensation (Transitional Provisions and Consequential Amendments) Act 1992
United States Naval Communication Station (Civilian Employees) Act 1968
United States Naval Communication Station (Civilian Employees) Act 1988
Work Health and Safety Act 2011
Work Health and Safety (Transitional and Consequential Provisions) Act 2011

Skills and Training

Australian Apprenticeship Support Loans Act 2014
Higher Education Support Act 2003, insofar as it relates to VET FEE-HELP assistance and VET student loans
Jobs and Skills Australia Act 2022
Mutual Recognition Act 1992, Part 3 and Part 3A
National Vocational Education and Training Regulator Act 2011
National Vocational Education and Training Regulator (Charges) Act 2012
National Vocational Education and Training Regulator (Transitional Provisions) Act 2011
Student Identifiers Act 2014, except to the extent administered by the Minister responsible for Education
Student Loans (Overseas Debtors Repayment Levy) Act 2015, insofar as it relates to vocational education and training
Trans-Tasman Mutual Recognition Act 1997, insofar as it relates to occupations
VET Student Loans Act 2016
VET Student Loans (Charges) Act 2016
VET Student Loans (Consequential Amendments and Transitional Provisions) Act 2016
VET Student Loans (VSL Tuition Protection Levy) Act 2020

6. Supporting your office

Supporting Your Office Snapshot: First Day, First Week, First Month

First Day	First Week	First Month
The Department of Employment and Workplace Relations will:		
<ul style="list-style-type: none"> <input type="checkbox"/> Provide Departmental Liaison Officers (DLOs) and Interim Advisers (If required) <input type="checkbox"/> Establish departmental IT accounts and issue IT equipment 	<ul style="list-style-type: none"> <input type="checkbox"/> Provide business card and envelope templates for consideration <input type="checkbox"/> Provide briefing, submission and correspondence templates for consideration <input type="checkbox"/> Ensure you have security containers for classified materials <input type="checkbox"/> Meet with you to discuss media services <input type="checkbox"/> Establish PDMS access for Ministerial Staff (including advisers) <input type="checkbox"/> Liaise with the Department of the Prime Minister and Cabi7net (PM&C) to set up a CabNet Terminal for managing Cabinet material <input type="checkbox"/> Add staff to the WINC account (stationery ordering) for the Parliament House office <input type="checkbox"/> Reach out to your office to ensure there are appropriate whitegoods and small appliances (e.g. a kettle) <input type="checkbox"/> Supply broader guidance document outlining entitlements, support services offered by the department and details on parliamentary processes 	<ul style="list-style-type: none"> <input type="checkbox"/> Send responses to your congratulatory letters <input type="checkbox"/> Provide training for PDMS (if requested) <input type="checkbox"/> Brief you with suggested legislation bids and draft letter to the Prime Minister submitting bids <input type="checkbox"/> Prepare Question Time Briefs (QTBs) prior to the first sitting day
You need to:		
	<ul style="list-style-type: none"> <input type="checkbox"/> Note outstanding Estimates Questions on Notice ahead of the 1 August tabling date <input type="checkbox"/> Approve standard words for congratulatory letters <input type="checkbox"/> Contact COMCAR and provide required details, if required <input type="checkbox"/> If required, register for media monitoring alerts 	<ul style="list-style-type: none"> <input type="checkbox"/> Send all invoices for expenses aligned with Ministerial duties (COMCAR, Lease vehicle) to Ministerial Office Support Team <input type="checkbox"/> Approve the letter template, and any standard wording <input type="checkbox"/> Provide the Minister's e-signature (optional) <input type="checkbox"/> Advise the Security Team if you would like a security briefing <input type="checkbox"/> Approve proposed QTB titles

Key support contacts

Premier Support

The Premier Support team provides IT support for your office.

Key services include:

- **Support staff** – Designated team providing ongoing IT support.
- **Responsive** – calls to the hotline are prioritised and resolved as quickly as possible.
- **Daily support** – The Premier Support team make daily in person contact with your office.
- **24/7 technical support** – On call 24-hour access to IT support.

Information Technology (IT)	
Frances McNamara	Acting Assistant Secretary, IT Workplace Environment and Customer Support s 22(1)(a)(ii)
s 22(1)(a)(ii)	Acting Director, IT Workplace Support s 22(1)(a)(ii)
Premier Support Team s 47E(d) s 47E(d)	

Departmental Parliamentary Support

The Parliamentary and Governance Branch provides the central link between our department and our Ministers' offices.

Key services include:

- **Office set up** – Central contact for setting up your office and day-to-day support.
- **Process support** – Services key parliamentary and Cabinet deliverables
- **Staffing** – Organises DLOs and interim advisers, if required

Parliamentary and Governance Branch	
Name	Position and Contact Details
Penny Edwards	Assistant Secretary, Parliamentary and Governance Branch s 22(1)(a)(ii)
s 22(1)(a)(ii)	Director, Parliamentary Operations and Ministerial Support s 22(1)(a)(ii)
s 22(1)(a)(ii)	s 22(1)(a)(ii)
s 22(1)(a)(ii)	Acting Director, Parliamentary Services s 22(1)(a)(ii)
Parliamentary Hotline s 47E(d) s 47E(d)	
Ministerial Office Support Team s 47E(d) s 47E(d)	



Australian Government
Department of Employment
and Workplace Relations

Incoming Minister Briefing

The Hon Andrew Giles MP

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Introduction to the department

Our purpose

Why are we here

The Department of Employment and Workplace Relations supports people to have safe, secure and well-paid work with the skills for a sustainable future.

The department operates across the workplace relations, skills and employment systems, working to foster a vibrant labour market and a robust economy.

We deliver programs that contribute to a stronger future for Australia, creating skills pathways, shaping the employment landscape and helping job-seeking Australians find work.

Our Role

- We provide strategic direction and national leadership of Australia's skills, employment and workplace systems.
- We provide advice to the Australian Government and steward the Government's vision for Australia's skills, employment and workplace relations systems.
- We work in partnership with First Nations people, communities, regions, industry, states and territories, other government departments and international partners to achieve outcomes.

The work we do

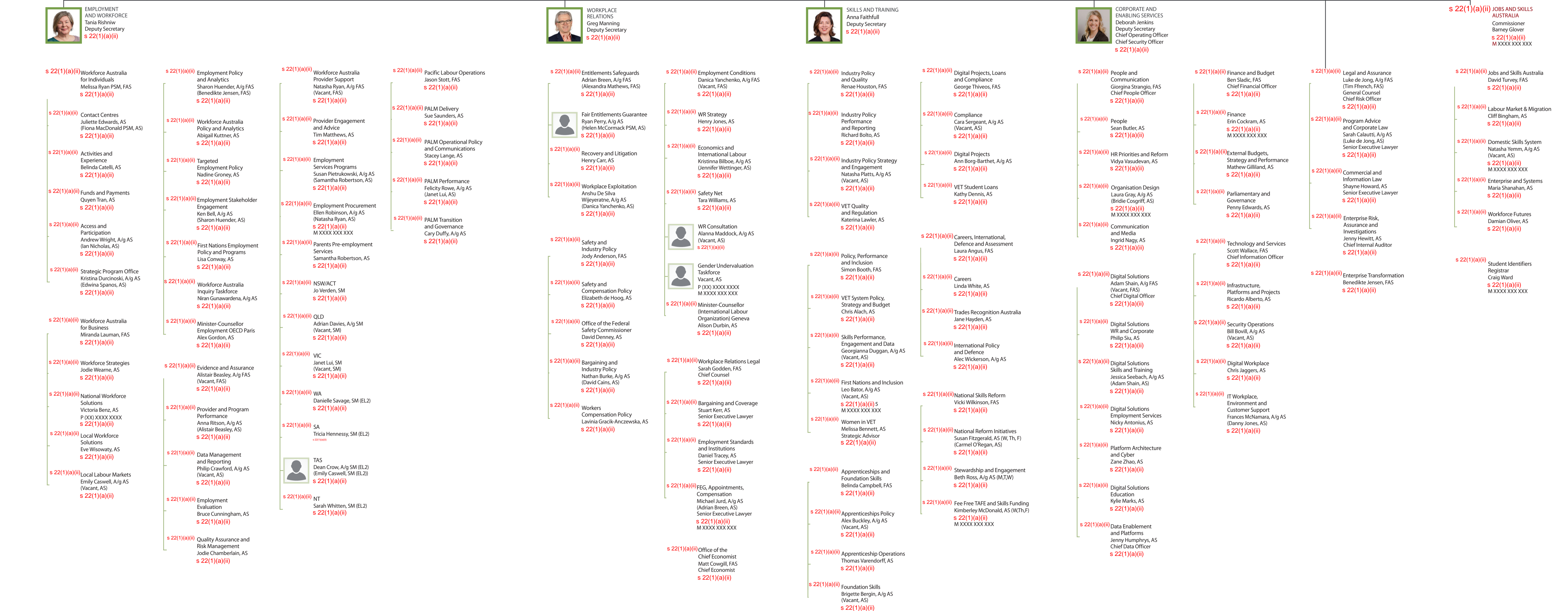
The Government's outcomes for the department are included in the *Portfolio Budget Statements 2024–25 Employment and Workplace Relations Portfolio* and in the Appropriation Acts.

Outcome 1	Outcome 2	Outcome 3
<p>Foster a productive and competitive labour market through policies and programs that assist job seekers into work, including secure work, and meet employer and industry needs.</p>	<p>Promote growth in economic productivity and social wellbeing through access to quality skills and training.</p>	<p>Facilitate jobs growth, including secure work, through policies and programs that promote fair, productive and safe workplaces.</p>
<p>Our programs and key activities</p>		
<p>Program 1.1 – Employment Services <u>Key activities</u></p> <ul style="list-style-type: none"> • Provide quality services to job seekers and employers • Reduce risk of long-term unemployment • Support job seekers to achieve sustainable employment • Support target groups to improve their work readiness and prepare for employment 	<p>Program 2.1 – Building Skills and Capability <u>Key activities</u></p> <ul style="list-style-type: none"> • Enhance the quality of vocational education and training (VET) • Respond to national future skills needs through access to VET graduates with the required skills • Improve language, literacy, numeracy and digital literacy (LLND) skills for target groups <p>Program 2.2 – VET Student Loans <u>Key activities</u></p> <ul style="list-style-type: none"> • Reduce barriers to undertaking quality VET <p>Program 2.3 – Nuclear-powered Submarine Program <u>Key activities</u></p> <ul style="list-style-type: none"> • Respond to national future skills needs through access to VET graduates with the required skills 	<p>Program 3.1 – Workplace Support <u>Key activities</u></p> <ul style="list-style-type: none"> • Promote fair, productive and safe workplaces through policies and programs • Support the protection of workers’ entitlements

Our portfolio

We work closely with Jobs and Skills Australia, the Student Identifiers Registrar and statutory officers and statutory bodies within our portfolio in meeting our policy, program and regulatory responsibilities and delivering improved outcomes for the Government and the community.





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Australian

Apprenticeships

Workplace Relations

General Employment Services

Workforce Australia Employment Services

The Australian Government's largest employment service that helps people find and keep a job, change jobs or create their own job.

www.WorkforceAustralia.gov.au/

Eligibility: Everyone who has a myGov account can access Workforce Australia Online for Individuals using a computer or mobile device, including services such as online learning and job matching. People receiving an eligible income support payment can access additional services and resources online, or from a provider depending on their assessed need or preference. Some people not in receipt of an income support payment, such as vulnerable youth, can also access Workforce Australia Services.

Workforce Australia Online:

Provides an open access service for all Australians to look and apply for jobs and access online employment support - regardless of their employment circumstances and income support received. It also supports people on income support with mutual obligation requirements who are job-ready and digitally literate, to self-manage with additional assistance available from the Digital Services Contact Centre.

Workforce Australia Services:

Workforce Australia Services provides intensive case management for people who need, or would like, additional support from a provider to progress towards employment. It also supports employers through the delivery of tailored services based on their recruitment needs and to help fill vacancies.

In certain locations, specialist providers deliver personalised services to specific cohorts, including First Nations people, culturally and linguistically diverse, ex-offenders, and refugees.

Eligibility: For people on income support* who:

- have multiple or significant barriers to employment
- are unable to use Workforce Australia Online (even with support)
- have exited Workforce Australia Online after 12 months (and are not engaged in work or training)
- are not referred to Disability Employment Services or residing in a remote location serviced by the Community Development Program

*eligibility for Workforce Australia Services generally requires a person to be on income support, except in a small number of specific circumstances.

Employability Skills Training

A pre-employment program that helps people develop the skills that employers want, build job search and workplace skills, and explore career options. Training can also include industry-specific skills, helping people to be more competitive in their local labour market.

Eligibility: Available to everyone in Transition to Work, Workforce Australia or Yarrabah and Broome Employment Services, who receive income support and have mutual obligation requirements; and people in the employment assistance phase of Disability Employment Services.

www.WorkforceAustralia.gov.au/business/help/train-trial/employability-skills-training

Transition Support Network

An on-the-ground network made up of representatives from the department's national, state and territory offices and Employment Facilitators to assist retrenched workers find a new job as soon as possible.

www.dewr.gov.au/help-workers-who-have-recently-lost-their-job

Early Access Initiative

Supports retrenched workers and their partners to gain immediate assistance with a Workforce Australia Employment Services provider.

www.whatsnext.dewr.gov.au/where-do-i-stand/support-retrenched-workers

Employment Fund

A flexible pool of funds available through providers and the Digital Services Contact Centre to offer support that is tailored to people, employers, and the local labour market.

Offerings between the Workforce Australia Services Employment Fund and Workforce Australia Online Employment Fund differ:

- The Workforce Australia Services Employment Fund covers a broad range of vocational and non-vocational supports, such as mental health support and food and transport assistance, and includes the Workforce Australia Services Wage Subsidy

- The Workforce Australia Online Employment Fund is focused on items that help people move into employment, such as training, work-related licences, clothing and police checks.

Workforce Australia Services

Employment Fund eligibility: people who are being serviced by Workforce Australia Services providers. The use of the Employment Fund is at the discretion of providers.

Workforce Australia Online

Employment Fund eligibility: people on income support with mutual obligation requirements who are self-servicing through Workforce Australia Online or through the Digital Services Contact Centre. The use of the Employment Fund is at the discretion of the Digital Services Contact Centre.

Wage Subsidies

Financial incentives of up to \$10,000 (GST inc) for businesses who hire eligible people in ongoing work.

Eligibility: People participating in provider-led employment services are eligible to attract a wage subsidy when they meet the following time in service requirements:

- a minimum of 6 months in provider-led services, or
- a minimum of 12 months in online services (prior to commencing with a provider), or
- from day one in provider led services for First Nations people.

People under 25 years In Workforce Australia or ParentsNext, or under 27 years in Transition to Work (with Mutual Obligation Requirements) are eligible for the Youth Bonus Wage Subsidy. People 25 years and over in Workforce Australia Services or ParentsNext are eligible for the Workforce Australia Services Wage Subsidy. Wage subsidies are not available for people in Workforce Australia Online.

Workforce Specialists initiative

The Workforce Specialists initiative connects industries and business with large scale workforce needs to Workforce Australia clients. While no new projects will commence, existing projects continue to run until their contract end dates, the last of which is 30 June 2027.

Self-Employment

Self-Employment Assistance

Helps people turn their business idea or existing small business into a viable business. The program allows people to choose the level of support that meets their needs and the needs of their small business.

Self-Employment Assistance offers six services:

- Exploring Self-Employment Workshops
- Business Plan Development
- Small Business Training
- Business Advice Sessions
- Business Health Checks and
- Small Business Coaching.

People may also be eligible for financial support while they start and run their business as part of Small Business Coaching.

Eligibility: People 15 years of age or over (18 years to access Small Business Coaching), and who are not:

- prohibited by law from working in Australia
- an undischarged bankrupt
- on a working holiday, visitor or tourist visa.

www.WorkforceAustralia.gov.au/individuals/training/activities/self-employment-assistance

SelfStart

The SelfStart Hub provides information and links to resources to help start and run a business, including: planning, validating business ideas, finding local support and perfecting business pitch ideas.

Eligibility: Everyone can access the SelfStart Hub.

www.WorkforceAustralia.gov.au/individuals/coaching/starting-business

Mature Age

Career Transition Assistance

Supports people 45 years and over to build confidence and skills to become more competitive in their local labour market. The program is voluntary and focuses on identifying existing and transferable skills, building functional digital literacy, tailoring resumes and practicing job application and interview techniques to assist people to re-enter the workforce or change careers.

Eligibility: People 45 years and over with a MyGov account, or in Workforce Australia or Disability Employment Services.

Youth

Job Jumpstart

Information and resources to support people with their job search and employment planning. Targeted to young people 15 to 25 years of age.

Eligibility: Everyone.

www.jobjumpstart.gov.au/

Transition to Work

Targeted pre-employment and employment service to support disadvantaged young people who are at risk of not making a successful transition from school to work.

Gives intensive support from youth specialist providers to help people:

- finish their education
- connect with further education or training
- develop skills to get a job
- address barriers to employment and
- connect with community organisations and other government agencies to access support.

Eligibility: People 15 to 24 years old who meet one of the following criteria:

- young people on activity tested income support who are assessed as being at high risk of not successfully transitioning to employment
- young people not on income support who were not awarded a year 12 Certificate/Certificate III or higher
- young people not on income support who have disengaged from education, training, and employment, or
- First Nations people (regardless of level of education or receipt of income support).

www.dewr.gov.au/transition-work

Mature Age Hub

Provides services and supports available to help:

- mature age people looking to find a job, upskill or change careers
- businesses to recruit and retain mature age workers.

The Mature Age Hub also has research reports and website links on mature age employment issues.

Audience: Everyone. Specifically targeted to businesses and people 45 years and over.

www.dewr.gov.au/mature-age-hub

Parents/Carers

ParentsNext

A pre-employment program that aims to help people receiving Parenting Payment to plan and prepare for work by the time their youngest child starts school.

The program is voluntary and does not have mutual obligation requirements.

Eligibility: Parents and Carers who have been receiving Parenting Payment for at least the last 6 months, have not earned income in the past 6 months, care for a child over 9 months old and under 6 years of age.

Parents and Carers can also volunteer if they are receive Parenting Payment and caring for a child under 6 years of age.

Note: ParentsNext will end on 31 October 2024. A new voluntary pre-employment service will commence from 1 November 2024.

www.dewr.gov.au/parentsnext

New Voluntary Pre-Employment Service for Parents

From 1 November 2024, a new voluntary pre-employment service will provide support for eligible parents of young children to work toward meeting their employment and education goals, while valuing their caring responsibilities.

Eligibility: To be eligible for the new voluntary pre-employment service, parents must:

- have a child aged under 6
- not be in paid employment
- live in a non-remote area.

Parents should be getting one of these payments:

- Parenting Payment
- Carer Payment
- Special Benefit.

Parents not receiving a Centrelink payment are eligible if they are either:

- under 22 years old
- an early school leaver (parents who don't have a Year 12 qualification)
- First Nations.

First Nations

Yarrabah Employment Services

The department worked closely with the Yarrabah Aboriginal Shire Council to co-design and build a model for the delivery of employment services in Yarrabah.

The Aboriginal Shire of Yarrabah has a unique arrangement in place, whereby employment services are delivered in line with Workforce Australia but under a separate Yarrabah Employment Service Deed. While some services are similar to Workforce Australia, such as face-to-face servicing, activity and reporting requirements, certain operational and servicing requirements differ due to the unique aspects of the Aboriginal Community of Yarrabah.

Eligibility: Available to people who live in the Aboriginal Shire of Yarrabah and East Trinity, including Giangarra, Koombul, Bessie Point and Second Beach, or are in the Cairns Employment Region and have a physical address in the Aboriginal Shire of Yarrabah. All eligible people in this location will access Yarrabah Employment Services. They are not eligible for Workforce Australia Online.

Time to Work Employment Service

The Time to Work Employment Service (TWES) was a national voluntary in-prison employment service for First Nations people that concluded operations in non-remote regions on 30 June 2024.

TWES continues to operate in remote areas until 30 June 2025.

A new First Nations prison to employment service, commencing from 1 July 2025, will build on the TWES program.

Broome Employment Services

Broome Employment Services is a place-based employment service that recognises the unique local context of Broome, with a First Nations employment services provider working in partnership with APS personnel. It provides intensive case management support to clients residing in Broome to address vocational and non-vocational needs and progress towards employment.

It also supports employers through the delivery of tailored services based on their recruitment needs to help fill vacancies.

Broome Employment Services is in place on a trial basis until June 2027. Throughout the trial period the department will engage and work closely with key stakeholders to identify opportunities to improve services that best support local needs.

Eligibility: People receiving an eligible income support payment who reside in the Boome Employment Region.

First Nations prison to employment program

A new voluntary employment service to improve the transition from prison to work for First Nations people will commence from 1 July 2025. The implementation will be phased, initially supporting clients across 27 prisons and juvenile justice facilities. It will expand to support clients in all 105 facilities nationwide from 1 July 2026.

The new service will provide clients with personalised, holistic support and mentoring to help reestablish themselves in the community and reconnect them with health, housing and other social services, improving their employment opportunities. The program will facilitate greater connection to languages, Country and culture, which are known to improve wellbeing for First Nations people.

Eligibility: The program will support First Nations people aged 15 and over who have been incarcerated, with a known release date, or who are on remand.

Regional Programs

Local Jobs Program

Brings together expertise, resources and funding at the local level to accelerate reskilling and upskilling of people to meet the needs of local businesses. An Employment Facilitator in each region oversees the delivery of the Local Jobs Program. Each Employment Facilitator has a \$30,000 Local Initiatives Fund to support local solutions and opportunities. The Local Recovery Fund supports Activities that address priorities in a Local Jobs Plan. The National Priority Fund supports initiatives that address structural barriers to employment and complement job creation.

Eligibility: Employment Facilitators can engage with any stakeholder. National Priority Fund initiatives and Local Recovery Fund activities can assist people, businesses and communities.

www.dewr.gov.au/local-jobs

Norfolk Island Employment Services

Norfolk Island Employment Services provides case management support delivered by a provider to help clients address vocational and non-vocational needs and progress towards employment, similar to Workforce Australia Services.

Eligibility: Available to people who live on Norfolk Island.

Net Zero

Includes a range of measures that will be designed in consultation with state and local governments, employers, workers, unions and communities to ensure people can maintain employment or transition to new employment by accessing the skills and employment support they need. The government will develop a national Net Zero Jobs Plan to guide the delivery of services and inform Regional Workforce Transition Plans in regions impacted by the closure of emissions intensive coal- and gas-fired generators and their dependent mines. An Energy Industry Jobs Plan will also assist workers transferring from a closing generator to new employers

Eligibility: provides support to workers transitioning from energy-intensive coal- and gas-fired power stations as well as family members and the broader community to access services and support that will help the region maintain a strong economy as it adjusts to changing labour market conditions.

Special Programs

Launch into Work

The program funds businesses to deliver pre-employment projects that prepare people for entry level roles in their business. Projects include training, practical workplace activities and mentoring tailored to the specific role. The program primarily focuses on creating long-term employment pathways for women; however, anyone can participate.

Eligibility: People in Workforce Australia, ParentsNext and Transition to Work provider services are selected based on their values and attributes and must meet any other entry level requirements related to the role.

Non-Government Programs

A Non-Government Program is a training and work experience activity approved by the department that people can undertake to increase their skills and employability.

Eligibility: People aged 18 years and over and registered in Workforce Australia Services or Transition to Work.

www.dewr.gov.au/approved-nongovernment-programs-ngp

Work Experience Programs

Observational Work Experience and Provider Sourced Voluntary Work give people the opportunity to see how businesses operate and get on-the-job experience.

Eligibility: People aged 15 years and over and registered in Workforce Australia Services, Transition to Work, ParentsNext or Disability Employment Services.

www.WorkforceAustralia.gov.au/individuals/training/work-experience

Paid employment pathways packages

From 1 July 2025, the Government will trial new approaches to assist people to develop their workplace skills and move into sustainable work. The following pilots will help inform the government's approach to future employment services reform:

- The **Real Jobs, Real Wages** initiative is a tapered wage subsidy pilot, brokered by the Australian Public Service, with a focus on rewarding employers for ongoing and sustained employment outcomes.

- **WorkFoundations** will assist people at risk of long-term unemployment to build their work readiness and capacity to work. Funding will be made available for social enterprises and businesses for paid employment placements of up to six months, with host organisations providing tailored, wrap-around assistance to people that may include training, mentoring, accessing mental health supports, or help navigating barriers to work like transport and housing.

Work for the Dole

Helps people gain skills and core competencies alongside gaining work-like experiences.

Eligibility: People aged 18 years and over (up until Age Pension age), in receipt of income support payments, and registered with Workforce Australia Services.

www.WorkforceAustralia.gov.au/individuals/training/work-experience/work-for-the-dole

Pre-Release Prisoner Initiative

The Pre-Release Prisoner Initiative provides voluntary access to employment services for eligible prisoners or detainees. The service provides support to people to learn job search skills, build connections with employers and participate in work. Additional flexibility will be introduced to the Pre-release Prisoner Initiative to ensure continued support for First Nations people in prison ahead of the new First Nations prison to employment program commencing from 1 July 2025.

Eligibility: To participate prisoners or detainees must be:

- within 12 months from their earliest possible release date
- aged 15 years and over
- approved by their corrective services or youth justice case managers
- licenced, or able to be licenced, for day or partial release to engage in paid work when an employment opportunity arises
- referred by corrective services or youth justice case managers to a Workforce Australia, Disability Employment Services or Community Development Program provider.

Pacific Australia Labour

Pacific Australia Labour Mobility (PALM) scheme

The Pacific Australia Labour Mobility (PALM) scheme is Australia's primary temporary migration program to address unskilled, low-skilled, and semi-skilled workforce shortages in rural and regional Australia and is built on strong partnerships between Australia, Pacific island nations and Timor-Leste. The Department of Foreign Affairs and Trade (DFAT) and the Department of Employment and Workplace Relations (DEWR) work together to connect Australian employers with Pacific and Timor-Leste workers through the PALM scheme. PALM scheme approved employers can apply to recruit workers in any sector in all regional and rural postcodes, in agriculture nationally and in select agriculture-related food product manufacturing sectors. It allows workers from 9 participating Pacific island countries and Timor-Leste to work in Australia for up to 4 years and provides Pacific and Timor-Leste workers with the opportunity to develop skills and send money home.

Eligibility for employers: based on a set of eligibility criteria and integrity checks, employers must ensure they are able to fulfil the requirements of the scheme and must be restricted to rural and regional postcodes - except for employers in the agriculture and select agriculture-related food product manufacturing sectors, where there are no postcode restrictions. All PALM scheme employers must undertake labour market testing to ensure Australians have priority for local jobs..

www.palmscheme.gov.au/

Resources for People and Businesses

Jobs Hub

Helps people understand industries with entry level jobs, find vacancies and tailor their applications for these roles.

Audience: Everyone.

www.dewr.gov.au/jobs-hub

Employing and Supporting Women

Provides resources to support businesses to attract and retain women returning to work after a career break.

Audience: All businesses.

www.dewr.gov.au/employing-and-supporting-women-your-organisation

National Careers Institute (NCI)

The National Careers Institute ensures people of all ages and career stages have access to accurate careers information and support. The 'Your Career' website provides comprehensive career information to help support people to make decisions about their training, education, and employment pathways. The Your Career website helps people adapt to changes in the labour market and make informed education, training and career decisions as the economy transitions to Net Zero.

Audience: Everyone.

www.yourcareer.gov.au

Employer Liaison Officers

Employer Liaison Officers assist large employers and priority industries in designing and implementing effective workforce solutions, utilising available employment and training programs, services and market supports to enhance the overall employment ecosystem.

Audience: All businesses.

www.WorkforceAustralia.gov.au/businesses/help/workforce-planning/employer-liaisons#employer-liaison-officers

Jobs and Skills Councils

Jobs and Skills Councils (JSCs) have been established to provide industry with a stronger, more strategic voice in ensuring Australia's vocational education and training (VET) sector delivers stronger outcomes for learners and employers. As a national network of industry-owned and industry-led organisations, JSCs provide strategic leadership in addressing skills and workforce challenges, aligning effort across industries to improve system responsiveness, build stakeholder confidence and drive high-quality outcomes across the VET sector for learners and business.

JSCs identify skills and workforce needs for their sectors, map career pathways across education sectors, develop contemporary VET training products, support collaboration between industry and training providers to improve training and assessment practice, and act as a source of intelligence on issues affecting their industries. All 10 JSCs are now operational.

More information and detail on the JSCs and how employers and industry can engage can be found on www.dewr.gov.au/skills-reform/jobs-and-skills-councils

Skills & Training

Fee-Free TAFE

Through the Fee-Free TAFE Skills Agreement (formerly known as the 12-Month Skills Agreement), the Commonwealth Government has partnered with states and territories to deliver over \$1.5 billion funding for 500,000 Fee-Free TAFE and vocational education and training (VET) places across Australia over 2023 to 2026. Fee-Free TAFE supports training places in areas of high demand and skills need and supports students by removing financial barriers to study. Tuition-free training is prioritised across industries facing skills shortages, with opportunities to complete a short course, certificate, or diploma.

Training places are available across the care sector (aged care, childcare, health care, disability care), technology and digital, hospitality and tourism, construction, agriculture, sovereign capability (e.g. defence industries), as well as VET workforce from 2024.

Eligibility: States and territories have tailored eligibility criteria to support local needs with a focus on:

- First Nations Australians
- young people (17-24)
- people who are out of work or receiving income support payments
- unpaid carers
- women facing economic insecurity
- women undertaking study in non-traditional fields
- people with disability, and
- certain categories of visa holders.

Course and eligibility details in each state and territory are available at: www.yourcareer.gov.au/fee-free-tafe

Skills for Education and Employment

The program assists people with literacy, numeracy or digital skill needs by delivering foundation skills training, both standalone and embedded in vocational education courses.

Eligibility: People from 15 to Age Pension, registered as a person with working rights in Australia, and suitable for training without barriers that would prevent successful participation.

www.dewr.gov.au/skills-education-and-employment

VET Student Loans (VSL) Program

VSL is an income contingent loans program which assists eligible students pay tuition fees for approved vocational education and training (VET) courses at diploma level and above. Alongside state-based subsidies and other skills initiatives such as Fee-Free TAFE, VSL plays a critical role in supporting students to train in approved VSL courses that address workplace and industry needs.

Eligibility: Students must be enrolled in a VSL approved course offered by a VSL approved provider. Other student entry requirements apply, including citizenship and residency requirements.

www.dewr.gov.au/vet-student-loans

Skilled Migrants

Trades Recognition Australia

Trades Recognition Australia (TRA) is a skills assessment service for people with trade skills gained overseas or in Australia, for the purposes of migration to Australia. TRA is comprised of six skills assessment programs:

- Job Ready Program
- Provisional Skills Assessment Program
- Migrant Skills Assessment Program
- Migration Points Advice Program
- Offshore Skills Assessments Program
- Temporary Skills Shortages Program.

Eligibility: TRA skills assessments support applicants seeking permanent and temporary migration to Australia through the skilled migration stream of the migration program, managed by the Department of Home Affairs.

www.tradesrecognitionaustralia.gov.au

Jobs and Skills Australia

Labour Market Insights

Available on the Jobs and Skills Australia website, Labour Market Insights provides data and information about the Australian labour market.

Audience: Everyone.

www.jobsandskills.gov.au/data/labour-market-insights

Jobs and Skills Atlas (beta)

The Jobs and Skills Atlas combines labour market and skills data to provide new economic insights at national, state and regional level. There are two versions of the Atlas - one for internal users and Jobs and Skills Councils with additional data, and one for the general public, which uses public data sets. The internal version of Atlas is password protected.

The tools went live as beta in August 2023.

Audience: Jobs and Skills Councils, Government Departments, Public.

www.jobsandskills.gov.au/data/jobs-and-skills-atlas

Australian Apprenticeships

Australian Apprenticeships collectively describes apprenticeships and traineeships, which offer opportunities for anyone of working age through a formal employment arrangement, to simultaneously train, study and earn an income.

As a training pathway supported by employment, Australian Apprenticeships combine on-the-job and off-the-job training with employment resulting in a nationally recognised qualification.

Financial and non – financial supports are available:

The Government has provided \$6.4 billion in administered funding over five years from 2023-24 to deliver the Commonwealth Australian Apprenticeship programs.

Australian Apprenticeships Incentive System (Incentive System) Phase two

The Government is investing \$265.1 million over 4 years to provide additional targeted support under the Incentive System to support labour market needs and targeting priority areas such as, construction, housing and manufacturing.

For Employers

Phase 2 (1 July 2024 to 30 June 2025)

Employers taking on apprentices in priority occupations will be eligible for \$5,000 to help subsidise costs associated with employing an apprentice. It is paid in two instalments - \$2,000 at 6 and \$3,000 at 12 months after commencement.

For Apprentices

Phase 2 (1 July 2024 to 30 June 2025)

Apprentices undertaking training in priority occupations will continue to receive up to \$5,000 to assist with cost-of-living and incentivise them to finish their training. This payment is front-loaded with apprentices receiving \$1,750 paid at 6 months and 12 months, and \$750 paid at 18 and 24 months.

New Energy Apprentice Support Payment

Apprentices who choose to train in new energy industries will receive up to \$10,000 over the duration of the apprenticeship, paid in 5 milestone payments of \$2,000 (\$2,000 after 6 months and \$2,000 a year for up to 4 years, including on successful completion.

Note: From 1 June 2024, the program will be expanded to encourage more people into the clean energy sector. Apprentices who sign up from 1 June 2024 will be eligible for the New Energy Apprenticeship Program if their employer can demonstrate that they will undertake clean energy work and can provide meaningful **exposure, experience, and work** for apprentices in clean energy.

Living Away From Home Allowance (LAFHA)

Provides assistance to Australian Apprentices who are required to move away from their parents' or legal guardians' home for the first time to start or remain in an Australian Apprenticeship.

Disability Australian Apprentice Wage Support (DAAWS)

Provides additional assistance to employers who employ an Australian Apprentice with a disability in a Certificate II or higher-level qualification.

Australian Apprenticeship Support Loans (AASL)

Eligible Australian Apprentices can apply for an Australian Apprenticeship Support Loan (formerly Trade Support Loan) to assist with everyday costs while completing their apprenticeship.

Apprenticeship Support Loans are interest free but indexed annually in line with the consumer price index.

Australian Apprenticeship Support Network (AASN)

The Australian Apprenticeship Support Network (AASN) is a national network of providers contracted by the Australian Government to provide free support to apprentices, trainees and employers undertaking an Australian Apprenticeship.

AASNs provide advice at all points throughout the apprenticeship journey, including commencement and sign-up processes, right through to completion. This includes In-Training Support and Support for Women in Male Dominated Trades – see below for further details.

The new service delivery model will:

- Provide improved wraparound support and mentoring for key client groups including First Nations apprentices, apprentices with a disability, those who live remotely, and women in male-dominated trades.
- Continue to support all apprentices and employers who experience additional barriers to completing their apprenticeship.
- Connect employers to support services and training to improve their capacity to effectively supervise and support their apprentices in the workplace.
- Introduce Specialist Providers to support to certain cohorts of Apprentices including women in male-dominated trades, First Nations and New Energy Apprentices.
- Leverage improved technology to target communications and streamline program administration

In-Training Support (ITS)

Core services are tailored to suit peoples' individual needs These services may include, but are not limited to, pastoral care, mentoring, counselling, career guidance and referral to other specialist services and industry-specific advice.

Support for Women in Male Dominated trades

Additional support is available for women who commence in eligible trade occupations on the Priority List. This includes providing women with access to comprehensive wraparound support through the Australian Apprenticeship Support Network, such as:

- personalised advice and information on career options and apprenticeship pathways
- pastoral care
- career and industry mentoring
- access to professional networks and entrepreneurship training.

For more information about each of the supports available and the eligibility required visit:

www.australianapprenticeships.gov.au/aus-apprenticeships-incentives

Workplace Relations

Office of the Federal Safety Commissioner (OFSC)

The Office of the Federal Safety Commissioner (OFSC) acts to improve workplace health and safety (WHS) practices on building and construction sites across Australia through the administration of the Federal Safety Commissioner's Work Health and Safety Accreditation Scheme (the Scheme). Only builders that are accredited under the Scheme can enter into head contracts for building work that is funded directly or indirectly by the Australian Government, subject to certain financial thresholds and exemptions.

www.fsc.gov.au

Fair Entitlements Guarantee

Fair Entitlement Guarantee (FEG) is a legislative safety net scheme of last resort, which covers employee entitlements for eligible employees who lose their job through insolvency of their employer.

Eligibility: Subject to meeting eligibility requirements, FEG may apply to a person if their employer enters liquidation or bankruptcy, and the person has certain unpaid employment entitlements owing to them.

www.dewr.gov.au/fair-entitlements-guarantee

LABOUR MARKET FACTSHEET

Key national labour market indicators

	June 2024	Monthly Change	Annual Change
Total employment	14,406,100*	50,200	2.8%
Full-time employment	9,944,200*	43,300	1.2%
Part-time employment	4,461,800*	6,800	6.3%
Unemployment	608,200	9,700	18.7%
Unemployment rate	4.1%	0.0%pts	0.5%pts
Participation rate	66.9%	0.1%pts	0.3%pts
Underemployment	969,400	-38,700	1.6%
Underemployment rate	6.5%	-0.3%pts	-0.1%pts

Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data.

*Denotes a record high

Key youth (15-24 years) labour market indicators

	June 2024	Monthly Change	Annual Change
Youth employment	2,221,900*	22,600	2.0%
Youth full-time employment [^]	950,200	12,800	-6.9%
Youth part-time employment [^]	1,271,100*	12,000	9.6%
Youth unemployment	233,600	-3,200	23.0%
Youth unemployment rate	9.5%	-0.2%pts	1.5%pts
Youth participation rate	70.6%	0.3%pts	-0.6%pts

Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data.

*Denotes a record high

[^] Youth full-time employment and youth part-time employment will not sum up to youth total employment as the ABS seasonally adjusts the data for the three series separately.

Long-term unemployment (LTU)

	June 2024	Monthly Change	Annual Change
Long-term unemployment	111,900	-9,400	9.1%
LTU incidence [^]	18.4%	-1.9%pts	-1.6%pts
Very long-term unemployment	64,000	-5,700	17.9%

Source: ABS, Labour Force, Australia, Detailed, June 2024, seasonally adjusted data.

[^] Long-term unemployment as a proportion of total unemployment.

Recruitment conditions and staffing outlook

	June 2024	Monthly Change	Annual Change
Recruitment rate ¹	39%	-8%pts	-10%pts
Had recruitment difficulty ²	55%	-1%pt	-8%pts
Had jobs unfilled after a month ³	45%	-2%pts	-12%pts
Expect to increase staff ⁴	18%	-1%pt	-3%pts

Source: Jobs and Skills Australia, Recruitment Experiences and Outlook Survey, June 2024.

¹ % of employers currently recruiting or who recruited in the previous month.

² % of recruiting employers who had recruitment difficulty.

³ % of recruiting employers unable to fill all their vacancies within a month (excludes employers with unfilled vacancies but recruiting for less than a month).

⁴ % of employers who expect to increase staffing numbers over the next 3 months.

Employment projections, five years from May 2023 to May 2028

- All 19 industries are projected to record an increase in employment over the five years to May 2028.
- Health Care and Social Assistance is projected to make the largest contribution to employment growth over the five years to May 2028[^] (increasing by 257,300), followed by Professional, Scientific and Technical Services (116,900) and Education and Training (81,600).

Source: Projections produced by Victoria University for Jobs and Skills Australia.

[^] Note: The employment projections are based on the macroeconomic and labour market outlook provided by the Commonwealth Treasury

State and territory unemployment rates

Unemployment rates (%) – June 2024

	Overall (%)	Youth (%)
NSW	3.9	8.3
Vic	4.5	9.9
Qld	3.9	9.4
SA	3.9	9.2
WA	3.8	9.7
Tas	3.7	10.6
NT	4.6	10.5
ACT	3.0	8.8
Australia	4.1	9.5

Source: ABS, Labour Force, Australia, June 2024. Youth data for the states and territories are 12-month averages of original estimates, while all other data are in seasonally adjusted terms.

Internet Vacancy Index (IVI)

- The IVI decreased by 4.2% (or 10,100 job ads) in June 2024, to stand at 227,500 job ads.
- Recruitment activity declined in all states and territories over the month. The strongest decrease in job ads was recorded in Tasmania (down by 13.7% or 590 job ads).
- All Major Occupation groups recorded decreases in vacancies in June 2024. The strongest decrease was for Community and Personal Service Worker vacancies (down by 6.4% or 1,700 job ads).
- In June 2024, advertisements decreased across all Skill Level groups, with Skill Level 2 occupations (down by 5.6% or 1,500 job ads) recording the strongest decrease.
- Over the year to June 2024, job ads decreased across all skill levels. The strongest decline was for Skill Level 1 (down by 20.3% or 21,400 job ads).

Source: Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted, June 2024.

Employment by industry and occupation

- The largest employing industry in May 2024 was Health Care and Social Assistance (comprising 2,260,400 persons, or 15.7% of total employment), followed by Construction (1,357,700, or 9.5%), and Professional, Scientific and Technical Services (1,324,600, or 9.2%).
- Over the year to May 2024, the largest gains in employment were in Health Care and Social Assistance (up by 116,700, or 5.4%), Education and Training (up by 46,800, or 4.0%), and Construction (up by 45,900, or 3.5%).
- Over the year to May 2024, the largest decreases in employment were recorded in Financial and Insurance Services (down by 21,500, or 3.9%), Retail Trade (down by 12,500, or 0.9%), and Mining (down by 1,500, or 0.5%).
- The largest employing major occupational group in May 2024 was Professionals (comprising 3,771,800 persons, or 26.2% of total employment), followed by Technicians and Trades Workers (1,972,300, or 13.7%), and Managers (1,861,300, or 12.9%).

Source: ABS, Labour Force, Australia, Detailed, May 2024. Industry and occupation data are trended by Jobs and Skills Australia.

DEWR Closing the Gap

Key points

- The department is committed to the National Agreement on Closing the Gap (National Agreement) and to working in genuine partnership with First Nations people to achieve both the education and training, and employment targets it contributes toward.
- The department is taking a ground up approach to establishing partnerships and engagement arrangements and embedding priority reforms into the way we work.
- Engagement with the Coalition of the Peaks, Aboriginal and Torres Strait Islander peoples and organisations, and stakeholders at a range of levels is informing new programs and policies, and there will be stronger and deeper engagement progressively built into established programs.
- The department is working closely with the Department of the Treasury as it explores opportunities with the Coalition of Peaks to develop a Partnership on economic participation – a key outcome of the Jobs and Skills Summit.

DEWR's key corporate activities



Publish a Reconciliation Action Plan (RAP) in 2024



Appointed First Nations Senior Executive officers to oversee DEWR's CTG and broader First Nations policy and programs in skills and employment



Participate in Jawun Secondment and support SES to attend Garma festival



Celebrate NAIDOC and National Reconciliation Week



Greater use of Identified Positions and Affirmative Measures recruitment



Provide support through an Employee Network, and access to a Yarning Room



Appointed First Nations Champion and Reconciliation Champion



Embed First Nations staff voices into people governance committees

Recent Announcements

EMPLOYMENT AND WORKFORCE

Partnerships and shared decision-making

- The department is supporting the newly established National Indigenous Employment and Training Alliance, which is a peak body for First Nations peoples' employment and training matters. This engagement will enable formal partnerships to be established on policy development.
- The Commonwealth is providing NIETA with \$1 million per year for 3 years (shared between DEWR and DSS).

A new prison to employment program

- As announced in the 2024-25 Budget, a new prison to employment program for First Nations peoples will be implemented from 1 July 2025. This follows extensive consultations with First Nations and justice stakeholders and partners. Implementation of the new program will include building the capacity of Aboriginal Community Controlled Organisations (ACCO) to deliver this program and other employment services.
- In response to this new program, the Time to Work Employment Service (TWES) for non-remote prisons will end on 30 June 2024 in line with the end of the current program Deed. TWES in remote prisons will be extended through to 30 June 2025, in line with arrangements for the Community Development Program.

ParentsNext – New voluntary parents' program

- The government announced during the 2023-24 Budget the decision to end the ParentsNext program and replace it with a new voluntary service. From 5 May 2023, compulsory requirements for clients in ParentsNext were paused. As at 31 March 2024, First Nations parents comprised 20.5 per cent of the ParentsNext caseload (or 9,000 parents).
- As compulsory requirements have ended, ParentsNext providers are encouraged to actively engage with eligible parents to promote the benefits of participating in the program by utilising supports funded by the Participation Fund, including engagement support payments.
- As part of MYEFO, the government announced that a new pre-employment service for parents with young children will commence on 1 November 2024, with ParentsNext contracts extended to 31 October 2024.
- The department's Request for Tender for the new service closed on 30 April 2024, with tenderers asked to demonstrate in their responses, through their Indigenous Participation Plans, how they will stimulate Indigenous entrepreneurship and strengthen economic participation in line with the Indigenous Procurement Policy.

Continuity of employment services in Broome

- The Broome Employment Services will be extended until June 2027 with an investment of \$3.7 million from 2025-26.
- DEWR has been working collaboratively with First Nations people and organisations to develop a service that better suits the local context and complex needs of the local community.
- This measure has supported clients to re-engage and transition to new arrangements with a First Nations provider, supported by Australian Public Service personnel.

SKILLS AND TRAINING

Remote Training Hubs Network

- The Remote Training Hubs Network announced on 13 February 2024 makes up \$30.2 million of the \$250 million *A Better, Safer Future for Central Australia Plan* announced by the Prime Minister on 6 February 2023. Funding will be used to design and establish a network of up to seven remote training hubs to connect and enable communities to access training in the skills they need on-Country, linking training to job opportunities.

Foundation Skills

- In the 2023-24 Budget, the Government committed \$3.5 million to extend the **Foundation Skills for Your Future Remote Community Pilots** for a further 12 months while reforms to the foundation skills programs are implemented.
 - The pilots, due to cease on 30 June 2024, have been operating in 4 locations including NT, SA, WA and northern Queensland, and have been designed with, and are being delivered in, cooperation with communities and Aboriginal Controlled Community Organisations.
- As part of the 2023-24 Budget, the Government committed to providing \$436.4 million over 4 years to a redesigned **Skills for Education and Employment (SEE)** program.
 - The SEE program provides ongoing language, literacy, numeracy, and digital skills training. Indigenous participation in the SEE program increased to around 9% of all SEE participants in 2022-23, up from approximately 6% for the three previous years.
 - Commencing on 1 July 2024, a redesigned SEE program will be delivered through a mix of national and local place-based solutions to improve access and delivery.
 - This will include a specific focus on First Nations people with approximately \$46.0 million being set aside to support up to 2,000 First Nations people per year to access tailored LLND training. Training will be delivered through First Nations organisations in partnership with TAFE's and other RTOs or Adult and Community Education sector providers to better support Indigenous Australians to get the outcomes they need to achieve their goals in work, education, and life.

National Skills Agreement

- Closing the Gap is identified as a national priority in the new 5-year National Skills Agreement.
 - This means that all governments will deliver publicly available national and jurisdictional skills plans that set out how they will meet Closing the Gap outcomes in the vocational education and training (VET) system. These plans will be developed in partnership with First Nations peoples.
- The Australian Government has committed up to \$214 million over the life of the NSA to fund Closing the Gap initiatives, including:
 - around \$35.9 million to progress a nationally networked policy partnership arrangement in VET.
 - around \$166.4 million to support state and territory governments to progress priority reforms and targets in the VET system in partnership with First Nations peoples.
 - around \$11.4 million to support the delivery of Closing the Gap activities delivered by the Commonwealth.

Key facts and statistics

Vocational Education and Training (VET)						
Proportion of VET students (2022)	<ul style="list-style-type: none"> The proportion of VET students who are First Nations people increased slightly between 2018 and 2022. 					
		2018	2019	2020	2021	2022
	Number ('000s)	138.4	148.6	143.8	155.9	161.7
	% of all VET students	3.4%	3.5%	3.6%	3.6%	3.6%
	% of VET students aged 25-34	3.2%	3.4%	3.4%	3.6%	3.6%
Qualification completion rates (2017-2018 observed actual and 2019-2020 projected)	<ul style="list-style-type: none"> The gap between First Nation completion rates and the national average is expected to get worse, increasing for those commencing in 2019-2020, compared with those commencing in 2017-2018. 					
		<i>Observed</i>		<i>Projected</i>		
		2017	2018	2019	2020	
	First Nations	33.6%	34.5%	33.8%	35.8%	
	National	46.1%	47.6%	48.4%	50.5%	
Gap	12.5 p.p.	13.1 p.p.	14.6 p.p.	14.7 p.p.		
Apprenticeships in-training (30 September 2023)	<ul style="list-style-type: none"> The completion rate for First Nations apprentices in the 2018 commencing cohort is 48.7% (NCVER Completion and attrition rates for apprentices and trainees 2022), which is 7.1 percentage points below the national average. 					
		All apprentices and trainees	Trade apprentices	Non-trade apprentices		
	Number ('000s)	21.9	12.2	9.7		
	% of all apprentices	6.0%	5.2%	7.5%		
Fee-Free TAFE (31 December)	<ul style="list-style-type: none"> As at 31 December, Fee-Free TAFE has supported over 355,000 student enrolments nationally. In the same period, over 23,700 First Nations Australians enrolled in a Fee-Free TAFE course, with First Nations learners making up almost 6.7% of the 355,557 Fee-Free TAFE enrolments up to 31 December 2023 nationally. 					
		Fee-Free TAFE Priority Group	Total	Percentage		
		First Nations	23,782	6.7		
Employment, unemployment, and labour force participation rates (2021 Census)	<ul style="list-style-type: none"> 253,644 people First Nations people aged 15-64 were employed. 					
		Employment to population ratio	Unemployment rate	Labour force participation		
	First Nations	52.2%	7.4%	59.7%		
	Non-First Nations	74.6%	3.9%	78.6%		
Gap	22.4%p	3.5%p	18.9%p			

DEWR Staff

First Nations employee headcount (31 March 2024)	Level	Number (proportion of all DEWR)	Target proportion
	APS1 – APS3	4 (1.8%)	N/A
	APS4 – APS6	59 (2.9%)	5% by 2024
	EL1 – EL2	23 (1.3%)	5% by 2024
	SES	2 (1.6%)	3% by 2024
	Total headcount	88 (2.1%)	5% by 2030

*Target of 5 per cent for Total Headcount reflects a commitment by Government to increase First Nations representation in the APS by 2030, in alignment with Closing the Gap Priority Reform 3.

DEWR's Closing the Gap Targets

- DEWR shares responsibility for Targets 5, 6 and 7 with department of Education, which is responsible for schools, youth and higher education actions.
 - DEWR shares responsibility for Target 8 with the National Indigenous Australians Agency, which administers Indigenous-specific employment programs and remote area employment services.
- The Productivity Commission (PC)'s Closing the Gap dashboard update on 8 March 2023 indicates that while Target 8 is on track to be met by 2031, Targets 5, 6 and 7 are **not** on track.

	Target 5	Target 6	Target 7	Target 8
Action	Increase the proportion of First Nations people aged 20-24 years who have attained a year 12 or equivalent qualification (i.e. Cert III or above qualification)	Increase proportion of First Nations people aged 25-34 years who have completed a Certificate III and above qualification	Increase the proportion of First Nations people aged 15-24 years who are in employment, education or training	Increase the proportion of First Nations people aged 25-64 years who are employed
2031 Target	96%	70%	67%	62%
2016 Baseline (ABS Census)	63.2%	42.3%	57.2%	51%
Status as at 2021 Census (published by PC)	68.1%	47.0%	58.0%	55.7%
Estimated 2021 trajectory needed to achieve 2031 target (published by PC)	74.1%	51.5%	60.5%	54.7%

Closing the Gap Priority actions for 2024 as outlined in the 2024 Commonwealth Closing the Gap Implementation Plan

Targets 5, 6 and 7
<ul style="list-style-type: none"> Implement the new Australian Apprenticeships service delivery model by July 2024. A key focus of the model is to increase the diversity of the apprentice workforce and the type of services delivered, to ensure tailored support to specific cohorts is delivered by Specialist Providers. Implement the redesigned Skills for Education and Employment program from 1 July 2024. The redesigned SEE program will be delivered through a mix of national and local solutions to improve access and delivery, including providing specific place-based First Nations-led support for First Nations people. Establish an interim First Nations Partnership Committee, networked with state and territory partnership arrangements, which will contribute to Skills and Training policy and guide the establishment of formal partnership arrangements as part of a staged approach across the new 5-year National Skills Agreement. Scope development of a Skills and Training Sector Strengthening Plan. First Nations Australians are one of nine priority groups under the Fee-Free TAFE initiative that commenced in 2023. A further 300,000 Fee-Free TAFE places became available on 1 January 2024 to be delivered over the following 3 years. States and Territories have flexibility to engage Aboriginal Community Controlled RTOs to deliver this training.
Targets 7 and 8
<ul style="list-style-type: none"> Workforce Australia is supported by bespoke programs, including Self Employment Assistance and Time to Work Employment Service (to be replaced by a new prison to employment program in mid-2025). <ul style="list-style-type: none"> The Workforce Australia Inquiry Report was delivered in November 2023. The Government is considering the report findings. The Employment White Paper (being led by Treasury), released on 25 September 2023, included a key economic outcome to examine options for a Closing the Gap Partnership on economic participation (building on the outcome of the Jobs and Skills Summit). The Commonwealth (led by Treasury) is working with the Coalition of Peaks and the community-controlled sector experts they represent, to develop governance, membership and initial policy priorities for a potential partnership on economic participation. The department is supporting the newly established National Indigenous Employment and Training Alliance, which is a peak body for First Nations peoples' employment and training matters (and currently seeking membership of the Coalition of Peaks). The department will continue the delivery of the Launch Into Work program, including supporting the design and delivery of projects with First Nations owned businesses and those seeking to increase representation of First Nations employees in their workforce.

2. Skills and Training Portfolio: Policy and Program Overview

2.1 Strategic context for the portfolio

2.2 Vocational Education and Training – overview and funding

2.2.1 VET in Australia – key facts

2.2.2 VET funding overview

2.2.3 Commonwealth VET funding

2.3 National Skills Agreement on a page

2.4 Skills and Training Group – Functional Directory

Strategic context for the portfolio

Overall labour market

- The labour market has been very strong with unemployment at 50-year lows and participation at record highs.
- Expected softening has started, but the labour market has been more robust than most people expected.
 - Unemployment is expected to rise further (to 4.5% by June quarter 2025) but is forecast to remain below pre-COVID levels.
- The proportion of the population aged 15-64 who are employed continues to increase slowly, driven largely by an increase in female participation.
 - Disability and access to childcare remain key reasons for not actively looking for work (for those who wanted to work).
- Proportion of people changing jobs over the last year recently fell for the first time since 2021.
- Multiple job holders are increasingly becoming a feature of the labour market.
- It is important to improve the efficiency of the labour market so we can sustain low unemployment without feeding inflation. Better matching of workers with jobs is critical to that.

Skills shortages

- One third of all occupations were in shortage in 2023. For some occupational groups, all occupations are in shortage.
- The largest occupations that have been in persistent shortage since 2021 include Aged or Disabled Carer, Electrician (General), Child Care Worker, Carpenter, and Chef.
- Occupations that have a strong gender imbalance are more likely to be in shortage.

Proportion of gender-imbalanced occupations that were in shortage on the 2021-2023 SPL



Source: Jobs and Skills Australia, Skills Priority List, 2021-2023, ABS, 2021 Census of Population and Housing.

- Not all skills shortages are the same – they have different causes and require potentially different policy solutions. For some occupations, the problem is genuinely not enough people with the right skills. For others, they lack employability skills or what they are learning in the formal education system isn't what employers need. For other jobs, the problem is turnover – people are leaving as fast as they can be replaced, which suggests that the problem is job design or workplace culture and safety.

Regional labour markets

- In the post-COVID pick up in the labour market, regional areas in general did better than metro areas.
- Regional areas historically face greater difficulties in recruitment and more acute skills pressures for critical roles, particularly for higher skilled roles.
- Our analysis highlights that many regional and remote areas not only exhibit greater levels of recruitment difficulty for employers, but they also have below average or poor labour market outcomes from the jobseeker's perspective. These findings illustrate the additional challenges faced in many regional areas by both employers and jobseekers.

Future employment growth

- Over 90% of employment growth to 2033 is projected to be in occupations requiring post-school qualifications.
 - Around half (48%) will require a bachelor degree or higher qualification and
 - Around 44% will require a VET qualification.

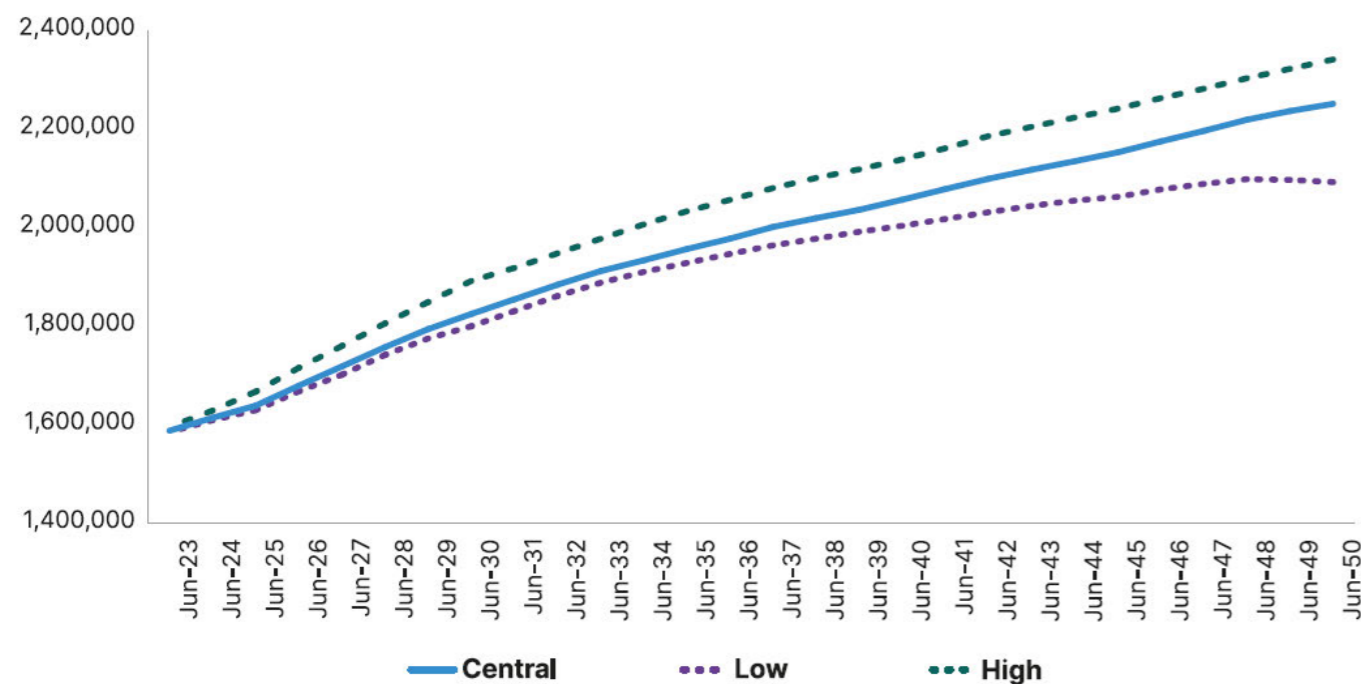
Projected employment growth to 2033 ('000), by major occupational group and skill level



Source: Projections produced by Victoria University for Jobs and Skills Australia

- The three fastest growing industries over the next ten years are:
 - Health and social assistance
 - Professional, scientific and technical services
 - Education
- Over the coming decades there are several major trends that will shape the future of the labour market,
 - Digitalisation, automation, and emergence of artificial intelligence is a key megatrend that opens up significant productivity enhancing opportunities, and brings with it a critical skills agenda.
 - The clean energy transformation opens up significant opportunities for Australia with its abundant renewable energy resources and a significant construction effort required in the near-term. It also brings with it many challenges to confront, particularly for people and communities affected by the transition away from fossil fuels.
 - The growth of the care and support economy is associated with an ageing and increasingly diverse population, a transition from informal to formal care, and increased citizens' expectations of government. This area is already experiencing skills shortages with employment in the care and support economy projected to grow strongly in future.

Demand for critical clean energy occupations to 2050



Source: Jobs and Skills Australia (2023) The Clean Energy Generation

Skills system

- A modern skills system needs to enable people of all ages and backgrounds to learn and acquire the skills they need when they need it.
- The skills system needs to be joined up and coordinated with industry (unions and business) and higher education to ensure that the skills they are learning are the highest quality and most relevant and up to date for the occupation or occupations they work in or want to work in.

- The skills system needs to join up and coordinate with schools and communities, the higher education system, employment services and migration to ensure that people are supported into the workforces of highest demand.

Foundation skills

- The ability to read, write and count is a critical foundation for meaningful work and active participation in the community.
- The commonly quoted research shows almost three million Australians lack basic literacy or numeracy skills, or both (noting the most recent national level adult data is the Program for International Assessment of Adult Competencies (PIAAC) survey from 2011/12. Jobs and Skills Australia will be undertaking a three-phase study to help fill this gap in our data).
- The Government's recently reformed service model for the Skills for Education and Employment program (commenced 1 July 2024) seeks expand access to foundation skills education, while the National Skills Agreement commits states to also expand access and governments to work together to create a non-wrong door approach to foundation education.

VET system

- The VET system is a high performing system which trains around 4.5 million people each year – a quarter of the adult population. Overall satisfaction of students and employers is very high.
- The system is federated, with the states managing their own funded training systems, and the Commonwealth playing a complementary enabling role, in particular in relation to apprenticeships.
- The key benefit of the VET system is the close connection between training and jobs – training packages are developed with extensive industry involvement (through the 10 Jobs and Skills Councils) to ensure relevance and they ensure a degree of national consistency in the training that's delivered.
- TAFE is a cornerstone of the VET system. TAFEs provide a broad range of courses and deal with a wide range of students, often supporting the most disadvantaged.
- The VET system is very diverse, with over 4,000 providers in total, many of which are specialists in either the field of education they focus on, the region they service, or the types of students.
- National standards for VET courses and provision are agreed by Ministers. Most VET is regulated by the national regulator (the Australian Skills Quality Authority), with some regulatory functions retained in Victoria and Western Australia by a state regulator.
- Further detail on the composition of the system is available in section 2.2.

The case for a more joined up tertiary education system

- The changing nature of the labour market requires a focus on lifelong learning and the role of different types of education and training at different times during people's lives. To facilitate this, consideration needs to be given to how to make the system easier to navigate for students and employers during that journey.
- A commonly used dichotomy of higher education being about knowledge and VET being about work skills is too simplistic. Both systems have strengths which could be enhanced by making them work better together.
- A more coherent system is a long-term project requiring changes to the qualification framework, regulation, funding, and delivery.
- The government has recently endorsed an 80 per cent tertiary education attainment target.

Connections between skills and employment services

- The House Select Committee on Workforce Australia Employment Services issued its final report in November 2023. The report makes a number of recommendations, including related to the connections between employment services and the training system.
- The Australian Government responded publicly in July 2024. The Government's response indicated that it will consider options to improve linkages between employment services and the skills, training, and education systems.
- The Government is contemplating reforms to the employment services system, and this is being led by the Minister for Employment and Workplace Relations.
- In looking to smooth the impact of the transition on workers, and communities to find employment outside of traditional energy production and realise the full benefits of green investment, the close alignment of skills and employment supports is required.
 - The Net Zero Economic Agency play a key role in working with the department to drive this agenda forward, linking it to government investment and regional development priorities.

Skills is a critical enabler for portfolios across government

The success of virtually every one of the Government's major reform depends on building the skills of Australia's workforce. For example:

1. *Future Made in Australia*: One of the five objectives of the Employment White Paper is to fill skills needs and build our future workforce. It identifies that 'Addressing skills shortages and proactively building a strong and skilled workforce will be fundamental to achieving full employment and productivity growth. To do this will require substantial growth in the high-skilled workforce'. For example, 140,000 additional jobs will be required in the manufacturing sector by 2033,¹ and 120,000 extra jobs in the construction sector by 2033 to meet the government's 1.2 million homes target.
2. *Net Zero Transition*: 32,000 electricians to support the clean energy workforce to enable us to meet our emissions reduction target of 43 per cent– driven by 82 per cent renewable electricity by 2030 - and net zero emissions by 2050. The clean energy workforce collectively needs to grow by around 240,000 by 2030 according to Jobs and Skills Australia.²
3. *Migration*: The importance of ensuring a strong and effective pipeline of skilled international workers is a key action in the Migration Strategy.
4. *Higher Education Reform*: The Universities Accord highlighted the need to foster greater parity of esteem and improve the connections between the higher education and the VET sectors if we are to meet our skilled workforce challenges.
5. *Care and Support Economy, including the NDIS*: The implementation of the reforms responding to both the National Disability Insurance Scheme and the Disability Royal Commission require a stable and growing sector workforce and the ability to address ongoing worker shortages. There is an estimate of 145,000 additional care workers needed to meet goals set in the National Strategy for the Care and Support Economy to 2033.³

6. *Aged Care*: Skills and Training related matters arising from the Royal Commission into Aged Care Quality and Safety.
7. *Gender Equality*: The National Strategy for Gender Equality: *Working for Women: A Strategy for Gender Equality* which includes economic equality as a central pillar. ((CN231541 refers)
8. *Closing the Gap*: Boosting participation, and working to drive up the rate of completions of First Nations Australians in VET to support the Government's Closing the Gap priorities for tertiary educational attainment.
9. *Defence*: an increase of 18,500 to grow the Department of Defence permanent workforce to over 101,000 by 2040⁴.

¹ Projected employment Growth by industry May 2023–2030 Manufacturing/Construction Sectors <https://www.jobsandskills.gov.au/data/employment-projections>

² JSA Clean Energy Capacity Study p.28,156 & 163 <https://www.jobsandskills.gov.au/publications/the-clean-energy-generation>

³ <https://www.jobsandskills.gov.au/publications/towards-national-jobs-and-skills-roadmap-p.43> – Based on projections by Victoria University for JSA

⁴ 2021-22-Defence-Annual-Report p.102 <https://www.defence.gov.au/sites/default/files/2022-11/2021-22-Defence-Annual-Report.pdf>



The Vocational Education and Training Sector Overview

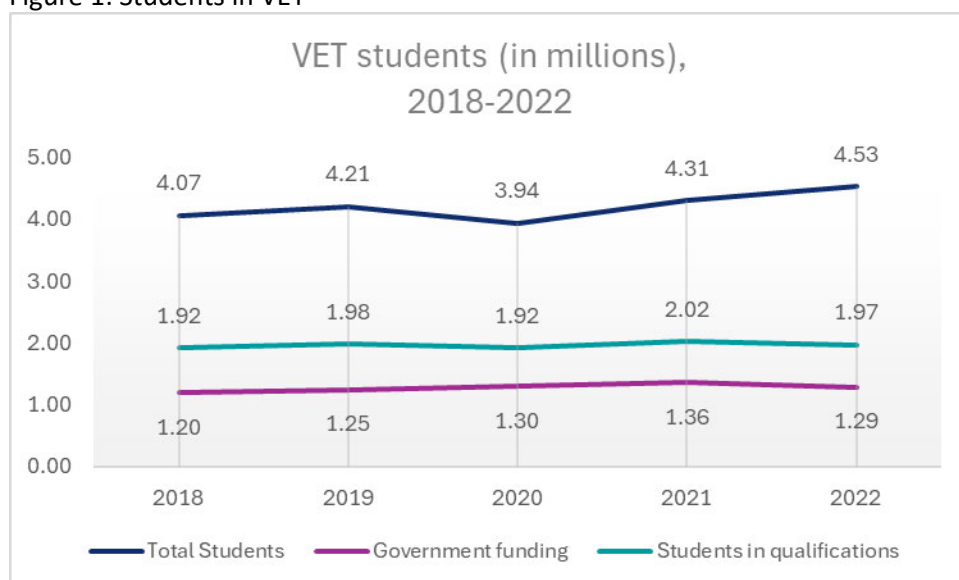
Size and scope

The Vocational Education and Training (VET) sector is large and diverse. In 2022 (the most recent year for which we have comprehensive data), around 4,000 Registered Training Organisations (RTOs) delivered VET courses to 4.5 million students, including 1.3 million who received government funding.¹ Of those who completed a qualification in 2022, 75.1 per cent studied for job related reasons. 13.2 per cent did so for personal development, and 11.7 per cent wanted to do further study².

VET covers accredited courses that are nationally recognised, preparing graduates for entry level jobs through to highly technical occupations. Spanning Certificate I to Diplomas and through to Graduate Diplomas (overlapping with higher education), VET students can undertake single subjects (units of competency) or short courses (sometimes called skill sets or micro-credentials) to meet specific skills needs, for example associated with licencing requirements. Most government-funded program enrolments, including apprentices, are at the Certificate III or IV level³.

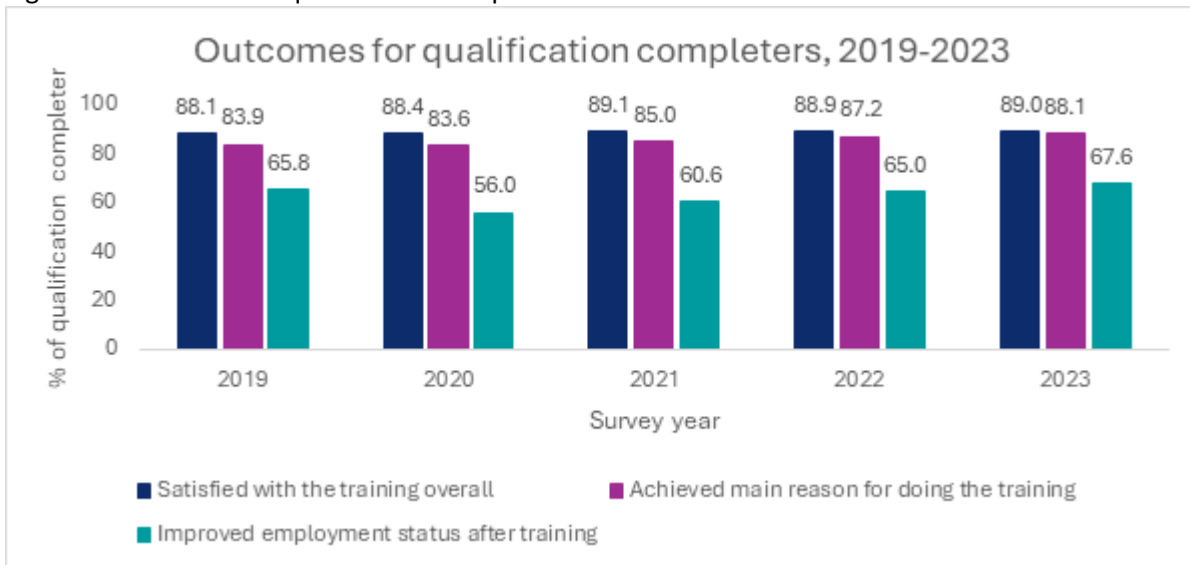
VET courses are delivered by public, private and not-for-profit providers. This includes schools offering VET for secondary students, enterprise RTOs offering training to their employees and dual sector universities offering VET in addition to higher education. Around 70 per cent of combined Commonwealth and state government VET delivery and capital funding is allocated to state-owned TAFE institutes.

Figure 1: Students in VET



Source: NCVER 2023, *Total VET students and courses 2022*, NCVER, Adelaide.

Figure 2: Outcomes for qualification completers

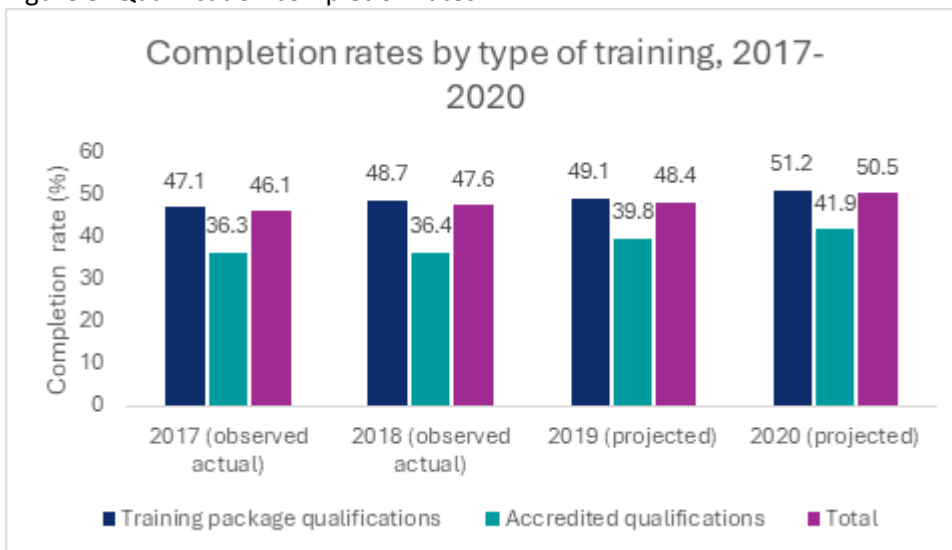


Source: NCVET 2023, *VET student outcomes 2023*, NCVET, Adelaide.

Notes:

1. The year refers to the year survey was conducted.
2. The scope includes students who completed a qualification in the previous year.
3. The scope changed in 2020 to include students aged 15 to 17 years and VET in Schools students.

Figure 3: Qualification completion rates



Source: NCVET 2023, *VET qualification completion rates 2022*, NCVET, Adelaide.

Structure of the VET system

VET is funded jointly with the States and Territories. The Skills and Workforce Ministerial Council sets standards for the VET system, including for qualifications and training provision, as well as approving the content of national training packages.

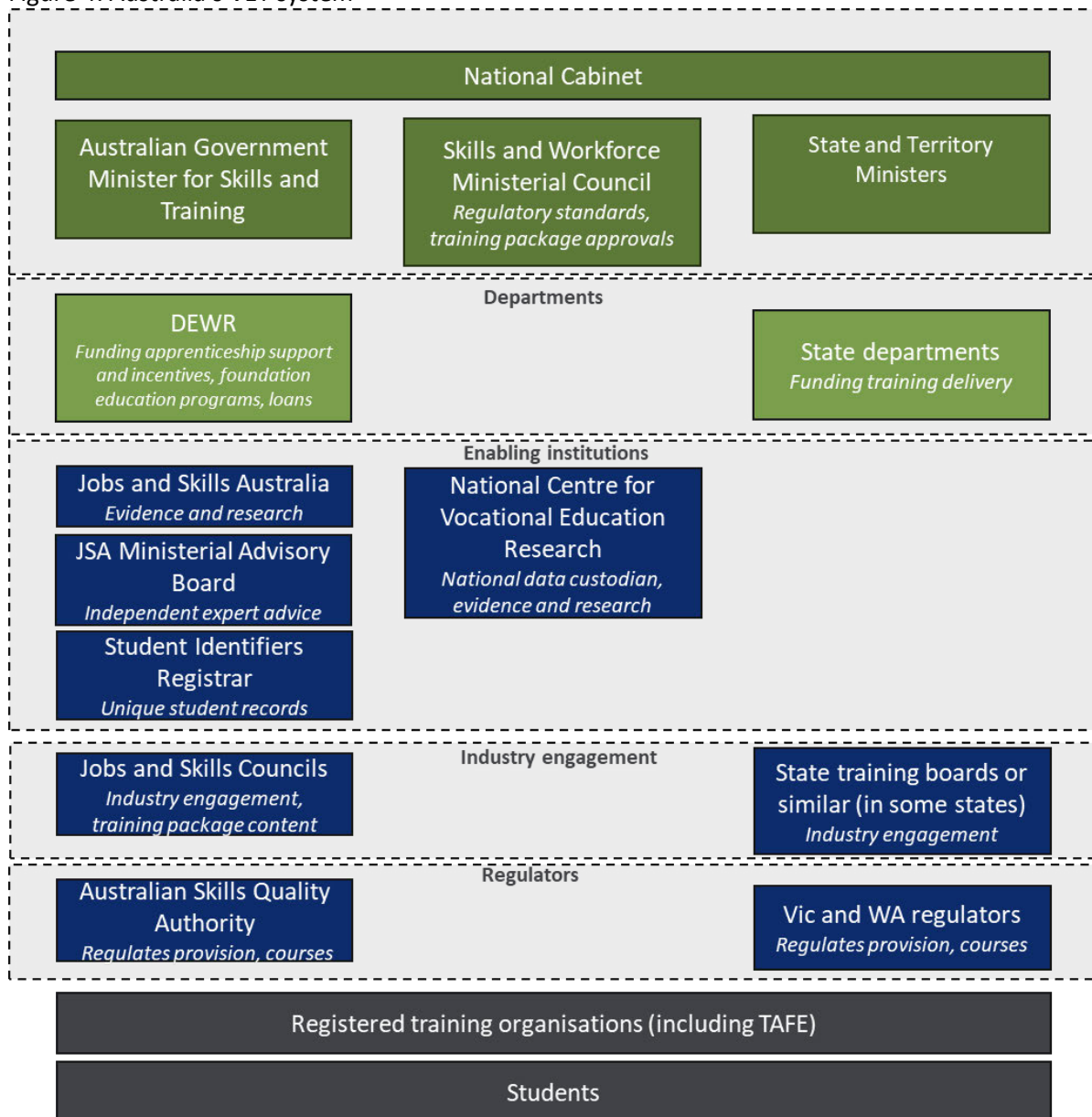
The Australian Government directly funds apprenticeship supports and incentives, foundation education programs and VET student loans. States and territories choose which training providers, courses and students will be funded. They meet the majority of these costs, supported in part by flexible funding from the Commonwealth under the National Skills Agreement. They also own TAFEs.

The VET system includes a number of enabling institutions. Australian Government legislated for and funds **Jobs and Skills Australia (JSA)** to provide a rich evidence base for decision making and the **JSA Ministerial Advisory Board** to provide independent expert advice to the Minister and JSA. The **Student Identifiers Registrar** has been established to administer the Unique Student Identifier initiative. The **National Centre for Vocational Education Research** is a company jointly owned the Commonwealth and State and Territory Ministers as the national data custodian.

The Government has also established a network of **10 Jobs and Skills Councils** which are industry-owned and industry-led and work closely with the JSA and other key stakeholders to address skills and workforce challenges for their industry. There are overseen by the department and funded through grant agreements.

The **Australian Skills Quality Agency** regulates most VET delivery and can approve accredited courses. Western Australia and Victoria retain some state-based regulation.

Figure 4: Australia’s VET system



Impact

In addition to providing the skills needed to get a job, the VET system offers flexible and industry relevant training, helping workers to become more productive while taking advantage of new opportunities in a changing economy. It also supports social inclusion.

- VET helps people earn more. In 2018-19, students who completed common VET courses experienced a median increase in their annual income of \$10,285.4
- VET helps people reskill, upskill and change careers. In 2022, approximately 69% of students were 25 or older, and 66.2% were employed at the time of enrolment.⁵ Through lifelong learning, VET supports workers to adapt and respond to structural shifts in the economy.
- VET supports workforce participation. In 2018-19, employment rates increased by 12.4 percentage points for students who completed common VET courses in the 2018-19 financial year.⁶
- VET provides social benefits. It can enable further study, improved self-confidence and improved wellbeing. These benefits can extend across all levels of qualifications – including lower-level qualifications, where financial returns are relatively lower.⁷
- VET provides language, literacy, numeracy and digital skills needed for social participation. The most recently available data indicates that one in five adult Australians do not have the English language, literacy, numeracy and digital skills (foundation skills) needed for full social participation.⁸ Support for foundation skills is woven throughout VET, with 355,630 Foundation Skills units of competency enrolled in 2022.⁹
- VET provides skills needed by a large portion of the labour market. In May 2023, 51% of employed people were in occupations where VET is the primary pathway.¹⁰ In 2022, over 60% of employment growth occurred in occupations where VET qualifications are the primary pathway.¹¹

VET Activity in Australia

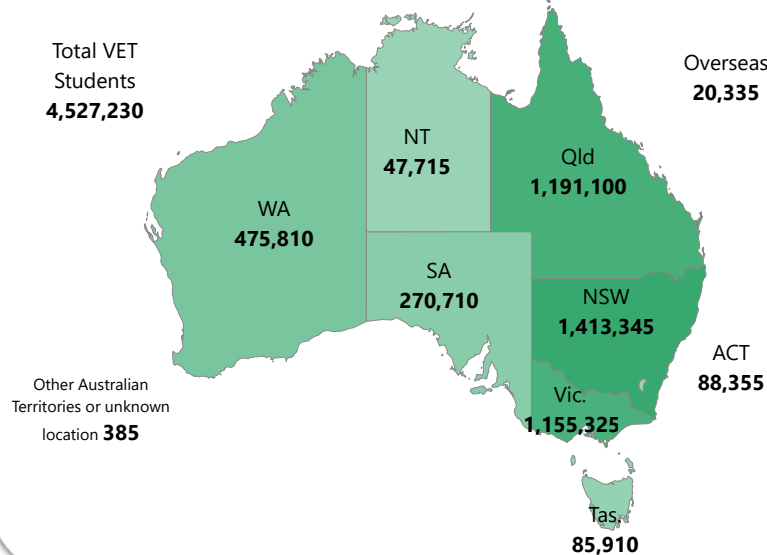
1. Estimated VET students 2022

Total estimated VET students **4,527,230**^a

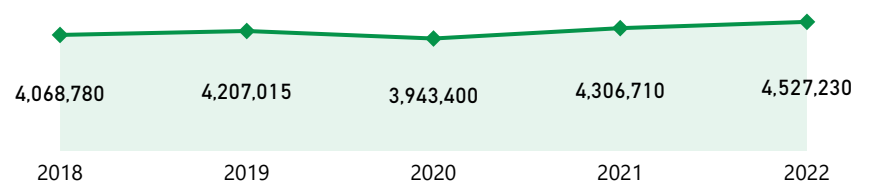
1.1 Estimated students by provider type

Provider type	% of total	Students
TAFE	15.9%	717,760
Private training provider	76.2%	3,448,945
Community education provider	10.9%	493,480
School	2.3%	103,475
Enterprise provider	2.3%	106,380
University	1.5%	67,695
Total	100.0%	4,527,230

1.2 Estimated students by delivery location



1.3 Estimated students over 5 years



1.4 Estimated students by selected characteristics

Characteristics	% of total	Students
Studying part-time	89.5%	4,053,765
Employed ^b	66.2%	2,994,840
Female	46.6%	2,111,385
Regional and remote	28.3%	1,282,630
Most socio-economically disadvantaged	16.5%	746,585
Non-English (may also speak English) ^b	14.3%	648,010
Identified as person with a disability ^b	3.9%	178,620
Identified as First Nations people ^b	3.6%	161,655

1.5 Estimated students by age group

Age group	% of total	Students
14 years and under	0.5%	22,995
15 to 24 years	30.3%	1,373,435
25 to 34 years	25.1%	1,134,660
35 to 44 years	18.7%	844,700
45 to 54 years	14.3%	647,270
55 to 64 years	8.8%	396,670
65 years and over	2.2%	98,580
Not known	0.2%	8,915
Total	100.0%	4,527,230

2. Training enrolments and completions 2022

Total program enrolments **2,765,485**

2.1 Qualification enrolments - AQF level. Total 2,525,360

Level of education	Gov-funding	Non gov-funding	Total
Diploma and above	141,005	282,525	423,525
Certificate IV	239,965	269,970	509,935
Certificate III	669,230	378,605	1,047,835
Certificate II	309,635	143,290	452,925
Certificate I	72,410	18,730	91,140

2.2 Enrolments in training outside of AQF level

Non-AQF	Gov-funding	Non gov-funding	Total
Courses *	84,760	155,360	240,120
Subject only training	350,480	6,963,235	7,313,710

*Training package skill sets and accredited courses

2.3 Program enrolments - field of education (top 5)

Field of education	Enrolments	Difference 21-22
Management and commerce	520,700	-38,760 ↓
Society and culture	475,550	-43,015 ↓
Engineering and related technologies	444,680	31,995 ↑
Architecture and building	241,525	12,260 ↑
Food, hospitality and personal services	228,640	3,425 ↑

2.4 Program completions 2022 - preliminary^c

AQF Qualifications	Non-AQF Programs
Certificate I	24,885
Certificate II	144,155
Certificate III	259,340
Certificate IV	155,165
Diploma and above	138,965
Total	722,510
Training package skill sets	46,940
Accredited courses	32,430
Total	79,370

3. RTOs delivering training in 2022

	Govt-funded ^d	Total
TAFE	23	24
Private training provider	1,142	2,884
Community education provider	163	192
School	339	349
Index provider	45	125
University	12	15
Total	1,724	3,589

^a Sum > student total, as students may enrol in >1 provider type, type of training, delivery location

^b Understated due to high percentage of "Not known" values reported

^c Additional 2022 completions will be reported in the 2023 collection

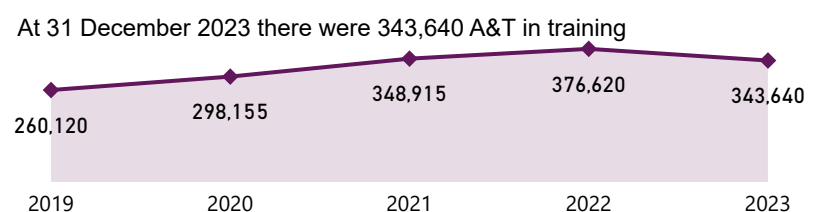
^d RTOs with at least one government-funded student

Rounded components may not sum to rounded totals

Source: sections 1-3: NCVET 2023, Total VET students and courses 2022, NCVET, Adelaide.

Contact Officer: [s.22\(1\)\(a\)\(ii\)](mailto:s.22(1)(a)(ii)@det.gov.au)

4. Apprentices and trainees (A&T), December 2023



In the 12 months to 31 December 2023:

Commenced	170,370
Completed	99,885
Cancelled/Withdrew	120,985

Source: NCVET Apprentice and Trainee Collection, December quarter 2023.

In **2024-25**, the Commonwealth expenditure on VET is a projected **\$5.1 billion** (as at 2024-25 budget) Document 2

\$2.5 billion to states & territories

NASWD
\$1.7 billion

National Skills Agreement
\$707 million

Capital and Equipment Investment Fund
\$35 million

TAFE Tech Fund
\$30 million

Fee Free TAFE
\$21 million

Turbocharge the Teacher, Trainer and Assessor Workforce
\$15 million

Turbocharging TAFE Centres of Excellence
\$7 million

\$2.0 billion in Commonwealth own programs

Australian Apprenticeship Incentives System	\$977 million
Australian Apprenticeship Support Network	\$238 million
Australian Apprenticeship Incentives Program	\$227 million
Skills for Education and Employment Program	\$129 million
Jobs and Skills Council	\$114 million
Trades Recognition Australia	\$73 million
ASQA	\$52 million
National Training System COPE	\$47 million
Enhanced VET Data and Evidence	\$29 million
VET Data Streamlining	\$20 million
Supporting Women to Achieve Higher Paying Careers through VET	\$8 million
Closing the Gap	\$8 million
Industry Workforce Training	\$7 million
Remote Training Hubs Network	\$7 million
VET Workforce	\$6 million
Student Identifiers Special Account	\$6 million
Jobs and Skills Australia	\$5 million
Skills Communication Campaign	\$5 million
Foundation Skills	\$5 million
Other Programs	\$8 million

Department of Employment and Workplace Relations - Documents released under FOI - LEX 1113

\$551 million in income contingent loans
^ nominal value of loans

VET Student Loans (and VET FEE-HELP)
\$293 million
(unpublished)

Trade Support Loans
\$258 million
(unpublished)

Not included in Commonwealth figure

In 2022, states & territories also contributed **\$4.0 billion** to VET
Source: NCVET Government Funding of VET 2022

Other funding sources include:

- Training purchased by other portfolios
- Self-education tax deductions
- Income support payments

Sources:

- 2024-25 Budget. **Page 96 of 116**
- VET-FEE HELP, VET Student Loans and Trade Support Loans nominal loan values are unpublished departmental estimates current as at May 2024.

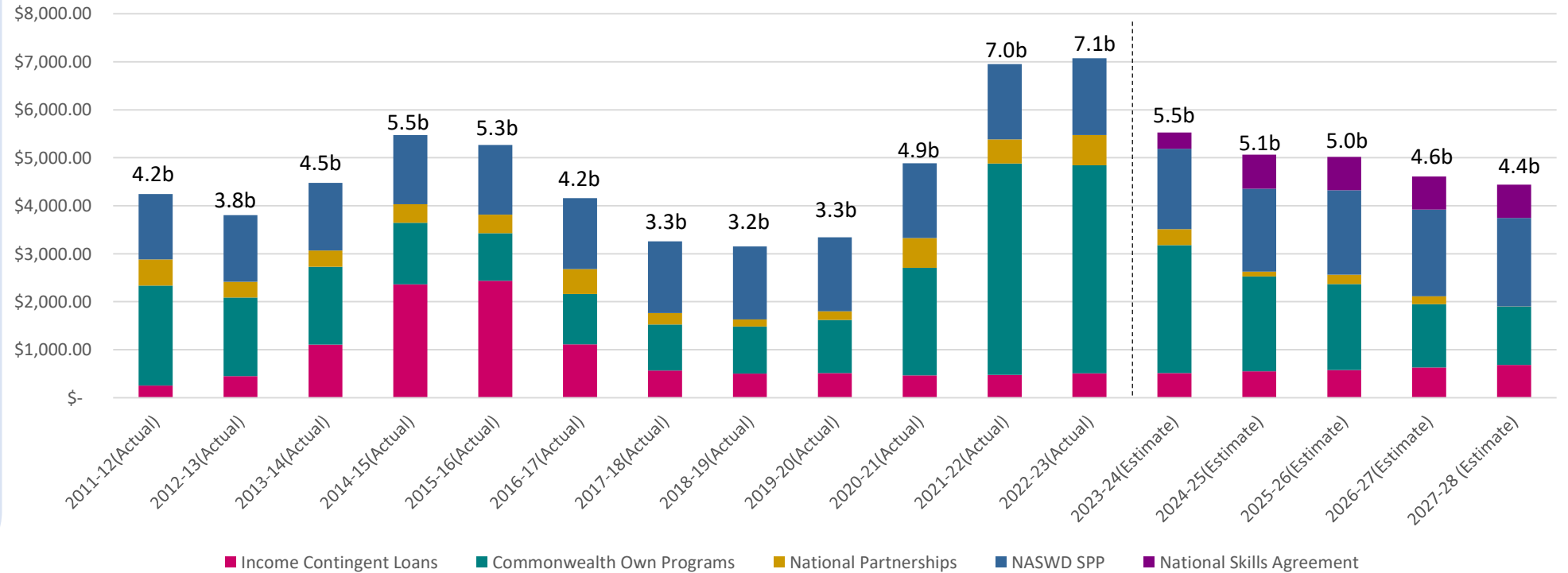
Notes: 1. The expense component of VET Student Loans and Trade Support Loan is excluded from these figures given the nominal loan value is counted in the next column. 2. Individual numbers in this sheet are rounded. Component figures may not add up to headline figures.

Commonwealth VET investment, 2011-12 to 2027-28

Commonwealth VET funding in 2022-23 was more than double the pre-COVID level. This can be attributed to an increase in Commonwealth own programs, particularly-time limited COVID response measures such as Boosting Apprenticeship Commencements introduced by the former government.

The National Skills Agreement ensures that funding will stay, on average, over \$1 billion higher per year than pre-COVID levels. Pre-COVID expenditure averaged \$3.5 billion between 2016-17 and 2019-20. From 2023-24 to 2027-28, expenditure will average \$4.9 billion.

Transfers to states peak at \$2.7 billion in 2026-27. This is primarily due to the introduction of the National Skills Agreement, which provides around \$700 million extra per financial year over the life of the agreement. Conversely, Commonwealth Own Programs will decline over the forwards, primarily due to tapering Apprenticeship programs.



	\$m	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
		(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Actual)	(Estimate)	(Estimate)	(Estimate)	(Estimate)	(Estimate)
Transfers to states	NASWD SPP	1,363.13	1,387.53	1,408.97	1,435.18	1,455.48	1,476.08	1,495.49	1,516.88	1,538.57	1,560.57	1,577.50	1,607.79	1,668.88	1,724.71	1,764.89	1,804.52	1,841.15
	National Skills Agreement <small>Includes Flexible Funding and Policy Initiative state transfers</small>													345.89	707.27	692.10	691.16	694.25
	National Partnerships	549.39	328.73	341.40	394.97	386.41	527.02	237.33	148.72	182.91	616.20	499.50	626.41	335.94	108.23	196.90	160.87	7.10
	Commonwealth Own Programs <small>From 2023-24: Includes additional NSA funding retained by the Commonwealth</small>	2,077.8	1,635.16	1,625.2	1,281.70	989.09	1,049.76	960.38	983.21	1,104.05	2,244.64	4,403.98	4,337.40	2,663.92	1,971.46	1,788.51	1,321.48	1,213.70
	Income Contingent Loans	254.95	449.32	1,103.7	2,359.95	2,436.01	1,108.65	567.25	501.92	515.30	464.84	475.37	506.03	513.95	551.25	575.32	629.85	682.36
	Total Commonwealth Investment	4,245.2	3,800.74	4,479.32	5,471.80	5,267.00	4,161.5	3,260.46	3,150.72	3,340.83	4,886.25	6,956.36	7,077.63	5,528.59	5,062.92	5,017.73	4,607.88	4,438.55

Source: 2024-25 Budget and historical records.

Five-year National Skills Agreement

Key Points

- As at July 2024, \$1,190.5 million of the National Skills Agreement's (Agreement) flexible funding has been paid to states and territories since it commenced on 1 January 2024. In addition, \$4.2 million has been transferred to states and territories for the delivery of specific policy initiatives under the Agreement.
- As at 26 July, the Commonwealth has announced \$68.9 million of the available \$325 million to establish nationally networked TAFE Centres of Excellence in partnership with states and territories. As at 26 July, four TAFE Centres of Excellence have been announced across the ACT, WA, Qld and SA with all four receiving additional funding through the Turbocharging measure. Under the Turbocharging measure the Commonwealth has allocated \$19.8 million of the available \$31.6 million in additional unmatched funding to accelerate training delivery for four TAFE Centres of Excellence and lay the groundwork for the uptake of higher and degree-equivalent apprenticeships for priority areas of net zero, care and support, and digital skills capability. States are continuing to work on their proposals and further announcements are anticipated shortly.
- Bilateral implementation plans for the other policy initiatives are under development by states and territories.
- The National Skills Plan is currently being finalised. The Plan has been developed in close collaboration with states and territories and is a key product underpinning the shared system stewardship model introduced by the Agreement. It will guide the approach to achieving the shared goals of the Agreement and skills ministers' vision for the national VET system.
- All jurisdictions, including the Commonwealth, will publish jurisdictional action plans by November 2024 outlining how they will deliver on the national plan and priorities.
- The National Skills Plan and jurisdictional action plans will be reviewed and updated on an annual basis.
- Reporting against outcomes and national targets will occur through a 'balanced scorecard' on an annual basis.

Background

- The Agreement commenced on 1 January 2024. Under the Agreement:
 - the Commonwealth will invest **up to \$12.6 billion over 5 years** to expand and transform access to the VET sector, support training providers to deliver quality education and training, and implement reforms to address critical skills needs, consisting of:
 - **\$8.9 billion** under the National Specific Purpose Payments for Skills and Workforce Development (NSPP) and
 - an **additional \$3.7 billion** (above the funding that would have been available under the projected NSPP over the same period), comprising:
 - up to **\$2.4 billion in flexible funding** to increase the capacity of state and territory skills sectors and deliver skills for critical and emerging industries and
 - up to **\$1.3 billion** to support the delivery of **policy initiatives**.
 - The Agreement is designed to deliver an uplift in funding across all states and territories. State and territory governments will need to contribute a total of **\$21.6 billion of their own funding** to access the maximum available Commonwealth funding.
 - All governments have committed to implementing these improved funding arrangements. Legislation to replace the NSPP established by the *Federal Financial Relations Act 2009* has been passed by the House of Representatives and is expected to be shortly considered by the Senate.
- The department is working closely with states and territories to implement a new shared system **stewardship** model that will maximise joint investment in VET and support coordinated delivery of agreed outcomes and national priorities while retaining flexibility for states and territories to meet local needs.

- **National priorities** are:
 - Gender equality
 - Closing the Gap
 - Supporting the Net Zero transformation
 - Sustaining essential care services
 - Developing Australia's sovereign capability and food security
 - Ensuring Australia's digital and technology capability
 - Delivering housing supply, and
 - Delivering reforms to improve the regulation of VET qualifications and quality.
- Significant work is underway with states and territories to develop bilateral implementation plans for policy initiatives under the Agreement. Commonwealth funding available for **policy initiatives** consists of:
 - \$325 million to establish nationally networked **TAFE Centres of Excellence** and strengthen collaboration between TAFEs, universities, and industry. This funding will require a matched contribution from states and territories.
 - \$100 million to support, grow and retain a quality **VET workforce**. This funding will require a \$70 million matched contribution from states and territories, with \$30 million tentatively allocated for national action.
 - \$155 million to establish a **National TAFE Network** to foster collaboration among TAFE teachers and administrators and enhance teaching and learning. This funding will require a \$148 million matched contribution from states and territories, with \$7 million tentatively allocated to support national coordination.
 - \$214 million for **Closing the Gap** initiatives to be designed in partnership with First Nations peoples and led by them. This funding will require a \$166 million matched contribution from states and territories, with the Commonwealth to retain \$47 million.
 - \$250 million to improve **VET completions** including women and others who face completion challenges. This funding will require a matched contribution from states and territories.
 - \$142 million to improve **foundation skills** training capacity, quality, and accessibility. This funding will not require a matched contribution by states and territories.
 - \$116 million to improve **VET evidence and data**. This funding will not require a matched contributions by states and territories.

What has been announced

National Skills Agreement timeline

- **16 October 2023:** Agreement endorsed by National Cabinet
- **17 October 2023:** Minister O'Connor and the Prime Minister, the Hon Anthony Albanese MP, announced that National Cabinet had endorsed the Agreement.
- **7 March 2024:** Minister O'Connor announced that \$1.2 million has been provided to the National Aboriginal Community Controlled Health Organisation (NACCHO) for a First Nations Trainer and Assessor demonstration project, to build the skills and abilities of First Nations people to deliver culturally appropriate health care services to people in community.
- **8 March 2024:** Skills ministers agreed to the inclusion of **delivering housing supply** as a national priority under the Agreement.
- **6 May 2024:** the Commonwealth announced an investment of \$9.7 million, to be matched by the ACT Government, to establish a TAFE Electric Vehicle (EV) Centre of Excellence at the Canberra Institute of Technology. The Commonwealth will invest an additional unmatched \$4.8 million under the Turbocharging measure.
- **17 June 2024:** the Commonwealth announced an investment of \$32.75 million, to be matched by the WA Government, to establish the WA Clean Energy Skills Centre of Excellence. The Commonwealth will invest an additional unmatched \$5.04 million under the Turbocharging measure.

- **17 July 2024:** the Commonwealth announced an investment of \$15 million, to be matched by the Qld Government, to establish the Queensland TAFE Centre of Excellence – Health Care and Support. The Commonwealth will invest an additional unmatched \$5 million under the Turbocharging measure.
- **24 July 2024:** the Commonwealth announced an investment of \$11.5 million, to be matched by the SA Government, to establish the Early Childhood Education and Care Centre of Excellence. The Commonwealth will invest an additional unmatched \$5 million under the Turbocharging measure.

Key Government statements

Skills and Workforce Ministerial Council Communique: Skills and Training Ministers met to discuss implementation of the new 5-year National Skills Agreement (NSA), national priorities for skills and training, and to set the agenda for the Council's national reform work in 2024.

Skills and Workforce Ministerial Council Communique	17 November 2023
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Ministers' Media Centre: Up to \$30 billion in funding unlocked from today in National Skills Agreement

Ministers' Media Centre	1 January 2024
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Ministers' Media Centre: The Albanese Government is forging TAFE Centres of Excellence

Ministers' Media Centre	1 March 2024
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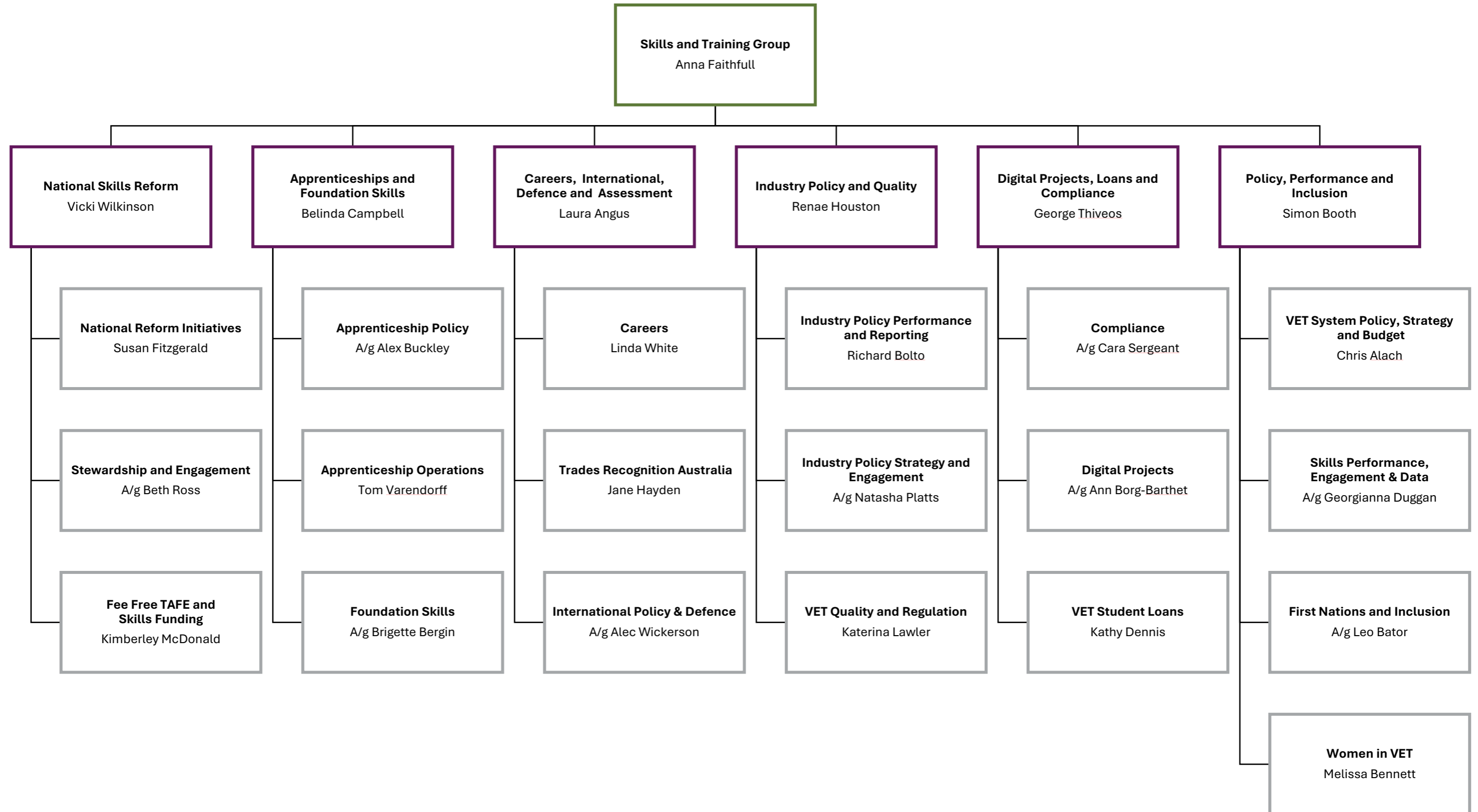
Skills and Workforce Ministerial Council Communique: Skills and Training Ministers met and agreed that delivering housing supply will be added to the national priorities identified in the National Skills Agreement and to the proposed approach for developing an outcomes framework for the 5-year National Skills Agreement.

Skills and Workforce Ministerial Council Communique	8 March 2024
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Skills and Workforce Ministerial Council Communique: Skills and Training Ministers met and discussed the inaugural National Skills Plan under the National Skills Agreement and the draft Vocational Education and Training Workforce Blueprint.

Skills and Workforce Ministerial Council Communique	24 May 2024
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Skills and Training Group Functional Structure (NB. the group has just completed a reorganisation and this structure comes into effect in early August with SES recruitment to follow)



National Skills Reform Division

Vicki Wilkinson

National Reform Initiatives

Susan Fitzgerald

Stewardship and Engagement

A/g Beth Ross

Fee-Free TAFE and Skills Funding

Kimberly McDonald

Co-design of VET Reforms

- Oversee/project manage Comm/state negotiations on NSA policy initiatives, incl Ministerial reporting.
- Lead policy/negotiations on Improved Completions policy initiative.
- Shadow/co-design function for NSA policy initiatives: CtG, Foundation Skills and VET Data Streamlining.

National Skills Policy & Planning

- Develop and implement a stewardship model to deliver on the National Skills Agreement commitment to step change in skills and training.
- Lead National Skills Plan, Jurisdictional Action Plans, including requirements for plans, development of the Commonwealth's Plan and assessment of state and territory plans.
- Lead policy on national priorities, engagement with government and non-gov partners.
- Lead National Skills Agreement policy.

Clean Energy Capital Fund & Workforce

- Clean Energy Capital Fund & Workforce program: negotiations and program delivery.
- Responsible for policy and implementation of a key 2024-25 Budget measure including \$91 million over five years to help skills Australia's clean energy workforce.

TAFE, Training System & VET Reform

- Lead policy/negotiations on TAFE Centres of Excellence policy initiative.
- Lead policy/negotiations on National TAFE Network policy initiative.
- Shadow/co-design function for NSA policy initiative: VET Workforce.

Monitoring, Evaluation & Analysis

- Lead development of the outcomes framework and the setting of targets for the delivery of the outcomes to inform the balanced score card agreed under the National Skills Agreement.
- Policy lead for target setting in VET, including Universities Accord VET attainment target and the advice on higher education and tertiary target.

Fee-Free TAFE Policy & Program

- Fee-Free TAFE program delivery/TAFE Tech Fund program delivery.
- Flagship election commitments for the Government. Delivery includes evaluation and data analysis to ascertain the impact and success of the programs to date.
- Policy owner (including developing policy and providing policy advice) on Fee-Free TAFE, including developing proposals for Budget/Cabinet processes and negotiation of 2024 Budget measure (construction)

Commonwealth-State Engagement

- Lead the Commonwealth-state relationship and strategy for skills and training.
- SWMC and SSON Secretariat: strategy, forward planning, delivery of meetings and out of session processes.

Skills Funding

- Skills funding lead including: Management of NSA payments and reporting.
- Management of VET funding information.
- National VET Funding Collection management and lead the review of the collection.

Apprenticeships and Foundational Skills Division

Belinda Campbell

Apprenticeship Policy	Apprenticeship Operations	Foundation Skills	Australian Skills Guarantee (implementation)
A/g Alex Buckley	Tom Varendorff	A/g Brigette Bergin	EL2s reporting to FAS
<p>Apprenticeship Policy and Reform</p> <ul style="list-style-type: none"> Leading policy development and design of Commonwealth Programs for Australian Apprentices and Employers. Leading policy design and Government briefing for the Apprenticeship Incentive System model and New Energy Apprenticeships Program. Leading policy, coordination and briefing on apprenticeship cohorts including women, young people, mature aged apprentices, apprentices with disability, First Nations Australians and school-based apprentices. 	<p>Apprenticeship Operations, Guidelines, Eligibility and Governance</p> <ul style="list-style-type: none"> Managing Commonwealth Apprenticeship Incentives Programs operations including the Australian Apprenticeship Incentive System, New Energy Apprenticeships Program and the grandfathered apprenticeship incentives, including development and management of the Australian Apprenticeships Priority List, guidelines, communication tools and advice to providers and key stakeholders. Management of Incentive waivers, correspondence and Ombudsman inquiries. 	<p>Foundation Skills, Finance, IT and Reporting</p> <ul style="list-style-type: none"> Managing the Foundation Skills ICT systems – including management of Workforce Australian build, establishment of Project Administration System and systems upgrades. Leading financial management and reporting for the Skills for Education and Employment Program – including costings modelling. Leading data analysis to inform policy development and program changes – including development of key reports and dashboards. 	<p>Australian Skills Guarantee – Policy</p> <ul style="list-style-type: none"> Leading policy, coordination and briefing on Australian Skills Guarantee for Whole of Government initiative. Managing development of supplementary operational guidance material and model clauses to support government Departments and suppliers to implement the skills guarantee. Supporting Commonwealth Departments to apply the Australian Skills Guarantee to key projects (National Housing Accord, 2032 Olympic and Paralympic Games and Land Transport Infrastructure Projects).
<p>Apprenticeship Legislation</p> <ul style="list-style-type: none"> Developing underpinning legislation related to the Australian Apprenticeship Incentive System. Managing any consequential amendments to Australian Apprenticeship Support Loans legislation. Key contact for Skills Legal team for legislation design and development, and communication about legals. 	<p>Apprenticeship Programs and Grants</p> <ul style="list-style-type: none"> Leading program development, implementation and management of all apprenticeship programs (includes the Incentives System, New Energy Apprenticeships Program, New Energy Apprenticeships Mentoring Program, Women in Male Dominated Trades Grants, Group Training Organisations reimbursement and Australian Apprenticeship Support Loans program). Managing and monitoring apprenticeship programs financial expenditure and performance, including program reporting and evaluation. 	<p>Foundation Skills Policy</p> <ul style="list-style-type: none"> Lead the overarching policy development and advice on Foundation Skills. Lead development and implementation of the National Skills Agreement Foundation Skills elements (including the Foundation Skills 10 year strategy). Manage Foundation Skills programs of work including the Reading Writing Hotline, Foundation Skills Policy research fund and the Government’s commitment to the Programme for the International Assessment of Adult Competencies (PIAAC). 	<p>Australian Skills Guarantee – Implementation</p> <ul style="list-style-type: none"> Leading delivery and reporting, implementation plans and risk management for the Australian Skills Guarantee. Managing governance arrangements/committees for consultation and engagement with industry, across agencies and State/Territory Governments. Leading the design and delivery of the reporting system for the Australian Skills Guarantee including preparing communications products and supports for industry
<p>Strategic review taskforce</p> <ul style="list-style-type: none"> Supporting the Strategic Review of the Australian Apprenticeships Incentive System and lead reviewers (Hon Iain Ross AO and Ms Lisa Paul AO PSM). Lead secretariat support and governance, policy and costings for review taskforce including project management of all key milestones, policy analysis, costing and finalisation of the report to Government. Lead Strategic Communications for the Strategic Review including development of communication strategies, products, drafting and development of the Review’s recommendations and final report, as well as supporting policy products. 	<p>Apprenticeship Service Delivery – Contract and performance management</p> <ul style="list-style-type: none"> Leading Provider performance management and monitoring, including compliance and fraud. Developing KPIs, program management framework and performance management development. 	<p>Foundation Skills Promotion and Engagement</p> <ul style="list-style-type: none"> Lead Foundation Skills program communications including various toolkits and promotional guidance. Manage communications to support provider engagement and lead strategic communications to enhance program take-up. Lead communications for the National Skills Agreement Foundation Skills elements. 	
<p>Apprenticeship Costing and Modelling</p> <ul style="list-style-type: none"> Supporting relevant program and policy areas by providing costings, forecasts and modelling for all Australian Apprenticeships programs including the Australian Apprenticeship Incentive System, New Energy Apprenticeships Program and all legacy Commonwealth Apprenticeship programs. Supporting the apprenticeship teams with costing, analysis, forecasting and reporting. Key contact for External Budgets and Skills, Skills finance business partner for apprenticeship programs. 	<p>Apprenticeship Service Delivery – Operations and Claims Support</p> <ul style="list-style-type: none"> Leading operational program management of the Apprentice Connect Australia Providers including roll out of new contract management and operating guidelines. Managing claim support, including special/manual claim calculations and payments, claim support and transition help lines. 	<p>Skills for Education and Employment Delivery (Stream 1)</p> <ul style="list-style-type: none"> Lead the policy delivery for General SEE Services (Stream 1) of the Skills for Education and Employment Program including stakeholder and sector engagement. Leading program delivery management including deed management, policy advice and program assurance. Lead State and Territory contract manager liaison including central coordination point and monitoring across jurisdictions. 	

Apprenticeship Data and Reporting

- Lead apprenticeship data management including reporting on data for Apprenticeship IT systems.
- Supporting design of new data models and reports for Apprenticeship Data Management System (ADMS).
- Key contact for Apprenticeship data requests and regular report on apprenticeship numbers and trends.

Commonwealth-State Apprenticeship Policy

- Leading engagement with state and territory officials and relevant stakeholders on current and future state of apprenticeships in Australia, including SSON Apprenticeships Working Group.
- Managing implementation of the apprenticeships national policy initiative under the National Skills Agreement to refresh the National Code of Good Practice for apprenticeships
- Supporting the development and negotiation of reforms to improve sharing of apprenticeship information including apprenticeship completions date.

Apprenticeship Research Advisor

- Working in partnership with the costings team, the data team and the policy team to draw insights from our data sources on trends in apprenticeships, and future forecasts.
- Managing all commissioned Apprenticeship research and key contact for
- Apprenticeship and related NCVER research projects
- Lead research advisor for the Strategic Review Taskforce.

ADMS Business Design (currently reporting to SRO)

- Leading design and policy development of ADMS business requirements as ADMS Business Owner to deliver project outcomes.
- Contribute to project management governance, overseeing delivery and recording of achievement of ADMS project benefits.
- Managing Single Touch Payroll integration in ADMS and ongoing work with the ATO.

Skills for Education and Employment First Nations Delivery (Stream 2)

- Lead the policy delivery for First Nations Services (Stream 2) of the Skills for Education and Employment Program.
- Managing all elements of the grants program including assessment of grant applications, execution and monitoring of grant agreements, and overall program assurance.
- Leading the engagement on Closing the Gap and other First Nations policy/programs for the Branch.

Skills for Education and Employment Project Delivery

- Lead the policy delivery for General SEE Services (Stream 1) Workplace Based, Complementary delivery and Resources projects.
- Manage all elements of Stream 1 project delivery including assessment of project applications, execution and monitoring of project delivery, and overall project assurance.
- Managing systems establishment and training of national and state office staff in the design, delivery and administration of projects.

Careers, International, Defence & Assessment Division

Laura Angus

Careers

Linda White

Trades Recognition Australia

Jane Hayden

International Policy & Defence

A/g Alec Wickerson

Careers Policy

- National Careers policy including development and costing of new policies to support recommendations of the House of Representatives Report 'Shared vision, equal pathways', the Universities Accord and Evaluation of the NCI.
- Clean Energy Skills Careers Advocacy to promote opportunities for new and emerging careers in the transition to net zero.
- Commonwealth Prac Payments policy in concert with Higher Education Tertiary policy team including legislation, finalising policy, developing and consulting on program guidelines for implementation on 1 July 2025.
*NCI Advisory Board governance
*Co-ordinating the Government response

TRA Provisional Skills Assessment

- Service delivery of the assessments for Provisional Skills Assessment (PSA) program - international student graduate's identity and Australian qualification.

Defence NPSP Taskforce

- Provide advice on utilising Australia's skills and training system to support the workforce requirements of the nuclear submarine program.
- Work in partnership with the Department of Defence and DoE, industry, JSCs and state and territory governments.

Your Career

- Your Career operations including managing the website, developing and co-ordinating content, data transfer and data analytics, supporting information for Fee Free TAFE, managing external reference group and communications, working with Jobs and Skills Councils, Jobs and Skills Australia and the ABS on developing career pathways evidence and information.
- National Skills Passport including working in a virtual team with the Department of Education to develop the Combined Pass Business Case.
- Digital roadmap to investigate and analyse tertiary websites for potential future merging into Your Career to enable a better.

TRA Job Ready Program

- Administer employment-based skills assessments for onshore international students with an eligible VET qualification.
- TRA Enquiry Line.

International Policy

- Manage delivery of the department's international responsibilities for VET.
- Lead - development and implementation of international skills partnerships, policy input and advice on the skills aspects of international programs, economic and education strategies, and free trade agreements.
- Support Australia's bilateral relationships and foreign policy objectives.
- Support engagement by the Minister for Skills and Training and the department with international partners both in Australia and overseas.
- MoU DEWR/DoE.
- International apprentices.
- International students' strategic framework.

Awards Promotion and Alumni

- Managing WorldSkills and Adult Learners Week grants programs.
- Australian Training Awards including judging, event management and liaison with State and Territory Awards program officials.
- Australian VET Alumni including promotion, profiles and bookings.
- VET and Career Partnerships under the VET Information Strategy, for example, National Skills Week.

TRA Skills Assessment and Support

- Temporary Skills Shortage Skills Assessment Program (TSS).
- Offshore Skills Assessment Program (OSAP).
- Migration Skills Assessment Program (MSA).
- Migration Points Advice Program (MPA).
- TRA-specific IT systems and projects, including the TRADES II online portals and the external TRA website.
- Financials and cost recovery model.
- Data management and reporting.

International Support and Assistance

- OECD VET projects/works.
- Support for engagement with key international bodies including the OECD, International Labour Organization (ILO), ASEAN and G20, on skills priorities.
- International Minister travel support.
- Policy in relation to, and oversight of, the skilled migration assessing authority sector, including sector engagement, support to the Minister for Skills and Training in determining which bodies to approve as assessing authorities.
- Automatic Mutual Recognition.

VET Information Systems

- Manage and provide support to internal and external users of the:
- National Register for the VET sector (training.gov.au - "TGA")
- VET document repository (vetnet.gov.au - "VETNet")
- Training Package Content Management System for training package publishing (TPCMS).

Industry, Policy & Quality Division

Renae Houston

Industry Policy Performance and Reporting

Richard Bolto

Industry Policy Strategy and Engagement

A/g Natasha Platts

International Policy & Defence

Kat Lawler

Sovereign Capability and Food Security

- Leading industry skills policy related to manufacturing, including Future Made in Australia, and agriculture.
- Leading skills involvement in related cross-government work such as National Reconstruction Fund, Aviation White Paper and Agricultural Workforce Forum.
- Responsible for relationship with two JSCs: Manufacturing Industry Skills Alliance (manufacturing sectors) and Skills Insight (agribusiness sectors).

EVs, Critical Minerals and Housing

- Lead responsibility for industry skills policy related to construction, electric vehicles and critical minerals.
- Leading industry skills policy for cross-Government priorities relating to Housing Accord, National Electric Vehicle Strategy and Critical Minerals Strategy.
- Responsible for management of two JSCs BuildSkills Australia (building, construction, water and property services) and Mining and Automotive Skills Alliance.

VET Integrity Policy Team

- Anchor forward agenda of further integrity and quality measures: policy development and advice to Government on a range of potential legislative and non-legislative measures to bolster integrity and quality **s 47C(1)**
- Lead work on recognition of TAFE at the Heart in legislation and broader policy associated with Quality and Integrity **s 47C(1)**

Digital, Tech and Business

- Leading industry skills policy related to digital, business and finance sectors.
- Leading skills involvement in related cross-government initiatives and digital and tech-related outcomes of the Jobs and Skills Summit. This includes the Digital Skills Compact, Artificial Intelligence and Cyber Security, Quantum and Robotics Strategies.
- Responsible for relationship with Future Skills Organisation JSC (finance, technology and business).

Stakeholder Networks and Engagement

- Lead strategic communications to support industry engagement arrangements e.g. media, comms, events.
- Coordinate strategic engagement with JSCs e.g. JSA, Apprenticeships Review, Qualifications Reform, National Skills Plan.
- Manage stakeholder networks and industry forums including CEO Network, JSC Network, Strategic Industry Advisory Committee, SSON VET Reforms Working Group, IEQD Policy and Planning Forum, TAE/FSK Technical Reference Group

VET Quality Policy

- Policy responsibility for issues impacting on the quality of RTOs, including policy responsibility for the Standards for RTOs 2015.
- Responsible for key elements of the quality reform agenda including revising the Standards for RTOs and development of initiatives and tools to improve RTO quality, including the development of a framework to support RTO quality improvement.
- Leading strategic policy work to support excellence in training delivery and continuous improvement, supporting the broader VET reform agenda.

Net Zero Transformation

- Leading industry skills policy related to energy and net zero transition.
- Leading strategic policy, engagement and coordination across skills and training, and intersections across government.
- Delivery of New Energy Training Pathways initiative election commitment and a First Nations Clean Energy Workforce research project.
- Responsible for relationship with the Powering Skills Organisation JSC (energy, gas and renewables sectors).

Industry Engagement Policy and Strategy

- Lead industry engagement policy e.g. JSC governance including Integrity Framework, Training Package Organising Framework, intersections with NSA priorities e.g. Closing the Gap, Ensuring Foundation Skills and VET Workforce. Whole of JSC program strategic oversight with a focus on continuous improvement e.g. best practice guidance, operational policy, TPOF requirements e.g. SRO, state and territory touchpoints.
- Support system stewardship with national stakeholders on industry engagement arrangements e.g. states and territories, industry peaks and Ministers.
- Lead work on interim and long-term arrangements for TAE/FSK.

VET Regulation Policy

- Responsible for oversight of national VET regulation policy, including regulation of the sector under the National Vocational Education and Training Regulator Act 2011 (NVETR Act).
- Responsible for legislative amendments to the NVETR Act, NVETR (Charges) Act, and Instruments including the Standards for VET Regulators and NVETR Regulations and the NVETR fees and charges framework.
- Liaison with the National VET Regulator and the Victorian and Western Australian Regulators on VET policy issues.
- Managing statutory Appointment processes for the National VET Regulator and the NVETR Advisory Council.

Program Management Office

- Responsible for JSC program financial management, risk and reporting frameworks and processes.
- Supporting ongoing review and rationalisation of JSC program administrative, assessment and reporting arrangements.
- Leading development of JSC grant agreement variations and related arrangements as required.

National Culture and Visitor Economy

- Cross-government lead for industry skills policy relating to the Visitor Economy Strategy and National Cultural Policy.
- Intradepartmental skills lead to support Employment and Workforce Group and Workplace Relations Group connectivity.
- Responsible for the management of the Services and Creative Skills Australia JSC with the largest sector coverage (five industries – arts/culture, retail, personal services, tourism, and hospitality).

JSC Performance and Evaluation

- Leading development and implementation of a JSC performance framework and formative evaluation strategy (including theory of change).
- Ensuring JSC program architecture and performance aligns with wider skills policy and programs, including NSA and JSA activities.

Care and Support Economy

- Leading industry skills policy related to the care and support economy including cross-government work on the aged care and disability royal commissions, aged care worker registration scheme, and the care and support sector, nursing, allied health, mental health and First Nations health national workforce priorities
- Leading Skills Group engagement and support with PM&C in relation to the National Strategy for the Care and Support Economy.
- Responsible for relationship with HumanAbility (JSC responsible for the aged care, disability support, children's education and care, health, community services and sports and recreation sectors).

Supply Chains and Public Resilience

- Leading industry skills policy related to government priorities including leading skills responses on Maritime Strategic Fleet, Rail Interoperability, Transport Infrastructure, National Freight and Supply Chain Strategy, National Electric Vehicle Strategy – First Responders.
- Responsible for relationship with the Industry Skills Australia (Transport and Logistics JSC) and Public Skills Australia JSC (Public Safety and Government JSC).

Digital Projects, Loans and Compliance Division

George Thiveos

Skills Programs Compliance and Assurance

A/g Cara Sergeant

Digital Projects

A/g Ann Borg-Barthet

VET Student Loans

Kathy Dennis

Compliance Intelligence

- Provides an intelligence function to support the Group's investment in Skills programs. This includes data driven targeting and leads generation to better direct limited compliance resources.

Apprenticeships Modernisation Program

- Responsible for the delivery of core projects that support the pathway toward a contemporary, connected experience for the apprenticeship sector. This continues to support enhancements for the ADMS as well as development of functionality for new policies such as the Australian Skills Guarantee and Paid Placements.

VSL IT Management and Projects

- The VSL IT Management and Projects team oversees the management of VSL IT platforms and projects that relate to the VET Student Loans (VSL) program. The team is the coordination point within the VSL Branch for the VSLConnect project, manages enhancements and maintenance of the VSL IT systems, and is the conduit between the VSL Branch and the Digital Solutions Division (DSD) and the Tertiary Collection of Student Information (TCSI).

Skills Compliance Delivery

- Skills Compliance Delivery conducts operational compliance activities involving Skills programs, including desktop analysis and monitoring, targeted compliance reviews, tip-offs and referrals, and investigations of serious non-compliance.

VSL Connect

- Responsible for the delivery of a new digital solution to support the efficient and effective administration of the Vet Student Loan program. Digital projects lead the collaboration through the Senior Responsible Officer model between VET Data, Loans and Compliance Division (VDLC) as the policy owner and DSD as the delivery partner.

VSL Policy and Students

- The VET Student Loans (VSL) Policy and Students team develops and provides policy advice to Minister, executive and other teams across and outside the Branch on policy issues, new policy measures and improvements for the VSL program. The team also undertakes research and data analysis and consulting with VSL stakeholders to support the VSL policy development and program improvements work. In addition, the team is responsible for managing and supporting students' engagement with the VET Student Loans (VSL) program and former VET FEE-HELP (VFH) scheme (excluding VFH Student Redress Measures) and works to ensure students are informed program participants.

VFH Student Redress

- The VET FEE-HELP (VFH) Student Redress program administers the Redress Measures, which are currently transitioning to closure on 31 December 2024.

National Training Register Reform

- Responsible for the enhancement of the National Training Register (NTR), training.gov.au. The project includes changes required to support new training package development arrangements, supporting the Jobs and Skills Councils (JSCs), and providing increased transparency of the process.
- Support system stewardship with national stakeholders on industry engagement arrangements e.g. states and territories, industry peaks and Ministers.

VSL Program Governance and Integrity

- The VSL Program Governance and Integrity (PGI) team manages VSL financial modelling and reporting, Branch Budget, monitors strategic risks, analyses emerging trends, and ensures ongoing performance is measured. The team maintains the integrity of the program through monitoring provider behaviour commensurate to the level of risk.

Skills Programs Assurance Risk and Compliance

- Responsible for strategic compliance, compliance risk assessments and assurance plans, targeted testing to inform risk levels and assurance. Engagement with stakeholders to educate, promote and advise on compliance risks, controls and activities.

VET Data Streamlining

- Responsible for implementing the new VDS ICT system to enhance VET data collection. The VDS team works closely with DSD, NCVER, ASQA and state and territory training authorities to develop and seek agreement to the new VET Information Standard and IT infrastructure.

VET Payments, Data and Reporting

- The VSL Payments, Data and Reporting team is responsible for ensuring VSL payments and offsetting of VSL and VFH debts occurs monthly. The team manages VSL debts and assists providers with payment related enquiries and supports VFH debt recovery with analysis. The data and reporting function manage legislated reporting of VSL data each 6 months as well as annual reporting against PBS VSL performance measures and provision of data to NCVER.

Change Management Office

- The CMO deliver change management services to support projects in the Skills Group. The section is responsible for ensuring a structured approach to change management is applied to all projects by managing stakeholder relationships and delivering a repeatable and scalable change management service to enhance user adoption of project outputs.

VSL Providers and Engagement

- The VSL Provider Operations and Engagement team is responsible for end-to-end management of VSL providers and providing support to them through issues resolution and education. The team is also responsible for communications and stakeholder engagement.

Project Management Office

- Responsible for proving project support for agreed Skills and Training Group's digital projects. Project support services include financial management and procurement activities, project planning and delivery

monitoring, assurance, risk and benefit management, as well as governance and secretariat support.

Policy, Performance & Inclusion Division

Simon Booth

Training Package Assurance

The Training Package Assurance function is responsible for conducting compliance assessments of national training package products developed by JSCs and for recommending endorsement of compliant training package products to Skills Ministers. Compliance is assessed against the Training Package Organising Framework (TPOF) which comprises the standards and policies set by Skills Ministers. The Training Package Assurance team undertakes an assessment of each training package product submitted by JSCs.

VET System Policy, Strategy and Budget Chris Alach	Skills Performance, Engagement & Data A/g Georgianna Duggan	First Nations Inclusion A/g Leo Bator	Women in VET Mel Bennet
<p>Policy Projects</p> <ul style="list-style-type: none"> Specific project-based policy work, with a defined scope, objectives, and deliverables. Manage the business requirements for the rebuild of the National Skills Platform (formally the National Training Register). 	<p>Data Policy</p> <ul style="list-style-type: none"> Responsible for the legislative and policy framework supporting VET data reforms, including the VET Data Streamlining (VDS) Program and other project commitments under the NSA Enhanced VET Data and Evidence Initiative (e.g. the VET Data Reform Blueprint and Investment Roadmap). Responsible for oversight, maintenance and updating policy and legislation associated VET Unique Student Identifier (USI). Responsible for working with the NCI and Department of Education to scope a National Skills Passport, advising on the legislative framework required to support scoped options and any potential amendments. Support the expansion and operation of the USI in Schools. 	<p>First Nations Partnerships and Implementation</p> <ul style="list-style-type: none"> The team leads work in support of Closing the Gap Priority reform one – establish national partnership and engagement arrangements in VET. The team will design and undertake engagement with key First Nations stakeholders as part of the phased approach to partnership and engagement. The Central Australia Training Hubs is leading and implementing a Skills and Training Group place-based measure under the Whole-of-Government Central Australia response, the Remote Training Hubs Network (training hubs). The measure, announced by the Prime Minister on 13 February 2024, will allocate \$30.2 million over five years under Phase Two of ‘A better, safer future for Central Australia Plan’ to establish up to seven training hubs to co-design and establish training hubs in remote Central Australia. The team work to strengthen relationships with state and territory governments and commonwealth government departments and agencies. Also, aims to influence and assist the Skills Group’s internal and external efforts towards Closing the Gap priority reforms one to four. 	<p>Women in VET</p> <ul style="list-style-type: none"> Managing the Budget comeback and policy advice on opportunities to support women to achieve higher paying careers through vocational education and training. Managing contract of Academic Partner, including deliverables and outputs. Research and data analysis to support policy development, implementation, and consideration of future initiatives. Consulting with internal and external stakeholders about policy advice and Budget comeback. Monitoring issues and priorities related to policy implementation informing program of work. Managing women’s-related data governance. Working with Office for Women on the NextGEN project, including instilling Gender Responsive Budgeting across DEWR and pulling together case studies
<p>Skills Budget Strategy and Oversight</p> <ul style="list-style-type: none"> Whole-of-group advice on budget matters and fiscal settings for internal stakeholders, including the Executive and Minister. The team manages the coordination of key budget submissions and other publications for the Skills Group. The team also supports whole-of-group strategic policy development and advice. Identify and action plans to lift capability in policy development and budget processes and frameworks in the Skills and Training Groups. 	<p>Program Collaboration and Engagement</p> <ul style="list-style-type: none"> The Skills Project Portfolio Office (SkillsPPO) supports governance, reporting and management of the Skills and Training Group’s program of work including supporting the implementation of the Government’s Skills priorities. Skills Stakeholder Engagement supports the Skills and Training Group to engage more efficiently and effectively with Skills (non-government) stakeholders. The team is responsible for a range of activities designed to achieve a more integrated, holistic view of Skills stakeholders and support the Government’s commitment to tripartite engagement. 	<p>First Nations Policy</p> <ul style="list-style-type: none"> The First Nations Policy Team leads and influences policy reform to support First Nations and Closing the Gap skills initiatives. We work with our First Nations partners on the design and delivery of skills proposals that affect them. The team collaborates with internal and external stakeholders to inform policy advice and support delivery of the First Nations skills policy reform agenda. The team provides guidance, advice, and advocates for a whole of governments approach to designing, implementing, monitoring, and evaluating skills policy in partnership with First Nations peoples. 	
<p>Tertiary Policy</p> <ul style="list-style-type: none"> Lead policy development on connections between VET and higher education, including pathways between the two sectors and governance arrangements. Lead and contribute to briefings for officials and Ministers on tertiary policy. 	<p>Portfolio Entities</p> <ul style="list-style-type: none"> Manages the relationship between DEWR and its portfolio entities, including JSA, NCVER and OSIR including: <ul style="list-style-type: none"> o Appointments of statutory office holders o Ministerial Advisory Board appointments o Memoranda of Understanding between DEWR and entities (where needed) 	<p>Student Pathways and Inclusion</p> <ul style="list-style-type: none"> The Student Pathways and Inclusion Team leads and influences policy and advice for VET delivered to Secondary Students. The team’s focus is on the development of a National VET for Secondary Students Strategy and Skills for Secondary Students Framework. 	

- Contact point for the Australian Universities Accord process from a VET perspective, including leading the policy direction of the response to Accord recommendations in relation to the VET sector.
- o Work Plan approval processes
- o Reviews of entity operations
- o Oversight of funding arrangements
- o Assist to develop and coordinate relevant Budget proposals,
- o Providing advice to government on the role and functions of portfolio entities.
- o Coordination of internal and external national VET research priorities across the Department.
- The Student Pathways and Inclusion Team represents the Skills and Training Group on VET for secondary students related working groups including Australasian Curriculum, Assessment and Certification Authorities (ACACA) VET Sub-group and supporting consideration of VFSS issues at key forums like Skills Senior Officials' Network (SSON).

VET System Policy

- Policy development on qualification reform including intersections with quality reforms, foundation skills and awards.
- VET systems and cross-cutting policy work such as VET sector funding, the training market, the size and effectiveness of the VET sector and skills and pathways analysis.

Skills Performance and Evaluation

- Develop a skills group approach to monitoring and evaluation, including the development of a Skills Group evaluation plan, which ensures evidence informed decision making in the Group.
- Provide regular reports to the Minister, senior leadership and the group on system performance.
- Undertake strategic and programmatic evaluation activity.
- Provide expert advice and support the development of evaluation capability.
- Develop relationship with relevant stakeholders and partners, such as the Australian Centre for Evaluation.
- Support the delivery of priority reform 4 under the NSA CtG to enable shared access to location specific data and information for Aboriginal and Torres Strait Islander communities and organisations.

VET Data Analytics

- The VET Data Analytics Team are the key area in the Group with responsibility for overarching Skills data including VET activity data analysis and products including fact sheets and electorate reports.
- Provides oversight, analysis, briefing materials, advice, and various other products actively and respond to data queries in the context of national VET activity and surveys.
- Provides a group coordination point for departmental data projects, where VET activity data is required

3 Legislation and Appointments

3.1 Appointments

3.2 Legislation you administer

Appointments

Skills and Training

Appointments – Boards and Entities

Australian Skills Quality Authority (National Vocational Education and Training Regulator) |

Statutory entity

Position	Appointee	Start Date	End Date
Chief Executive Officer	Ms Saxon Rice	1 January 2021	31 December 2025

Jobs and Skills Australia | Statutory body

Position	Appointee	Start Date	End Date
Commissioner	Prof Barney Glover AO	15 April 2024	14 April 2029
Deputy Commissioner	Vacant		
Deputy Commissioner	Vacant		

Jobs and Skills Australia Ministerial Advisory Board | Statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Ms Cath Bowtell	25 March 2024	24 March 2027
Deputy Chair	Ms Megan Lilly	25 March 2024	24 March 2026
Deputy Chair	Mr Liam O'Brien	25 March 2024	24 March 2026
Member	Ms El Gibbs	25 March 2024	24 March 2026
Member	Ms Natalie Heazlewood	25 March 2024	24 March 2026
Member	Mr Bran Black	25 March 2024	24 March 2026
Member	Mr Andrew Dettmer	25 March 2024	24 March 2026
Member	Ms Correna Haythorpe	25 March 2024	24 March 2026
Member	Ms Annie Butler	25 March 2024	24 March 2026
Member	Mr Luke Achterstraat	25 March 2024	24 March 2026
Member	Prof Rachel Cooper AO	25 March 2024	24 March 2026
Member	Prof Jack Beetson	25 March 2024	24 March 2026
Member	Ms Nyadol Nyuon OAM	25 March 2024	24 March 2026
Member	Ms Lill Healy	25 March 2024	24 March 2026
Member	Ms Jodie Wallace	25 March 2024	24 March 2026

National Careers Institute Advisory Board | Minister-established, non-statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Ms Michelle Ayyuce	11 December 2023	10 December 2025
Member	Vacant		
Member	Mr David Carney	21 August 2023	21 August 2024
Member	Mr Saxon Phipps	21 August 2023	21 August 2024
Member	Ms Charlene Davison	29 August 2022	28 August 2024

Member	Ms Laura Angus	1 August 2022	Determined by the appointer
Member	Prof Barney Glover AO	15 April 2024	Determined by the appointer
Member	Ms Marie Persson	21 August 2023	21 August 2024
Member	Mr Corey Tutt OAM	11 December 2023	10 December 2025
Member	Prof Erica Smith	11 December 2023	10 December 2025
Member	Mr Rob Bonner	15 November 2023	14 November 2025

National Vocational Education and Training Regulator Advisory Council |

Statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Mr. Peter Costantini OAM	6 April 2022	6 April 2025
Member	Prof. Valerie Braithwaite	6 April 2022	6 April 2025
Member	Ms. Renee Hindmarsh	6 April 2022	6 April 2025
Member	Dr. Grant Klinkum	6 April 2022	6 April 2025
Member	Ms. Adrienne Nieuwenhuis	6 April 2022	6 April 2025
Member	Mr. Neil Quarmby	6 April 2022	6 April 2025
Member	Dr. Don Zoellner	6 April 2022	6 April 2025

Qualification Reform Design Group | Minister-established, non-statutory advisory structure

Position	Appointee	Start Date	End Date
Chair	Mr Craig Robertson	22 August 2023	31 December 2024
Member	Dr Margot McNeill	22 August 2023	31 December 2024
Member	Mr Mathew Pearson	22 August 2023	31 December 2024
Member	Ms Helen Cooney	22 August 2023	31 December 2024
Member	Ms Sarah Brunton	22 August 2023	31 December 2024
Member	Ms Megan Lilly	22 August 2023	31 December 2024
Member	Mr Geoff Gwilym	22 August 2023	31 December 2024

Student Identifiers Registrar | Independent Statutory Office supported by DEWR staff

Position	Appointee	Start Date	End Date
Student Identifiers Registrar	Mr Craig Ward	15 January 2024	14 January 2029

Appointments - Other

National Centre for Vocational Education Research

The National Centre for Vocational Education Research is a company owned by the Skills Ministers from each of the 9 Governments in the federation. The term of the chair expires at the end of this year. You will be briefed in August on options for how to proceed on this matter.



Legislation you administer

Skills and Training

Australian Apprenticeship Support Loans Act 2014

Higher Education Support Act 2003, insofar as it relates to VET FEE-HELP assistance and VET student loans

Jobs and Skills Australia Act 2022

Mutual Recognition Act 1992, Part 3 and Part 3A

National Vocational Education and Training Regulator Act 2011

National Vocational Education and Training Regulator (Charges) Act 2012

National Vocational Education and Training Regulator (Transitional Provisions) Act 2011

Student Identifiers Act 2014, except to the extent administered by the Minister responsible for Education

Student Loans (Overseas Debtors Repayment Levy) Act 2015, insofar as it relates to vocational education and training

Trans-Tasman Mutual Recognition Act 1997, insofar as it relates to occupations

VET Student Loans Act 2016

VET Student Loans (Charges) Act 2016

VET Student Loans (Consequential Amendments and Transitional Provisions) Act 2016

VET Student Loans (VSL Tuition Protection Levy) Act 2020

4. Supporting your office

Supporting Your Office Snapshot: First Day, First Week, First Month

First Day	First Week	First Month
The Department of Employment and Workplace Relations will:		
<ul style="list-style-type: none"> <input type="checkbox"/> Provide Departmental Liaison Officers (DLOs) and Interim Advisers (If required) <input type="checkbox"/> Establish departmental IT accounts and issue IT equipment 	<ul style="list-style-type: none"> <input type="checkbox"/> Provide business card and envelope templates for consideration <input type="checkbox"/> Provide briefing, submission and correspondence templates for consideration <input type="checkbox"/> Ensure you have security containers for classified materials <input type="checkbox"/> Meet with you to discuss media services <input type="checkbox"/> Establish PDMS access for Ministerial Staff (including advisers) <input type="checkbox"/> Liaise with the Department of the Prime Minister and Cabi7net (PM&C) to set up a CabNet Terminal for managing Cabinet material <input type="checkbox"/> Add staff to the WINC account (stationery ordering) for the Parliament House office <input type="checkbox"/> Reach out to your office to ensure there are appropriate whitegoods and small appliances (e.g. a kettle) <input type="checkbox"/> Supply broader guidance document outlining entitlements, support services offered by the department and details on parliamentary processes 	<ul style="list-style-type: none"> <input type="checkbox"/> Send responses to your congratulatory letters <input type="checkbox"/> Provide training for PDMS (if requested) <input type="checkbox"/> Brief you with suggested legislation bids and draft letter to the Prime Minister submitting bids <input type="checkbox"/> Prepare Question Time Briefs (QTBs) prior to the first sitting day
You need to:		
	<ul style="list-style-type: none"> <input type="checkbox"/> Note outstanding Estimates Questions on Notice ahead of the 1 August tabling date <input type="checkbox"/> Approve standard words for congratulatory letters <input type="checkbox"/> Contact COMCAR and provide required details, if required <input type="checkbox"/> If required, register for media monitoring alerts 	<ul style="list-style-type: none"> <input type="checkbox"/> Send all invoices for expenses aligned with Ministerial duties (COMCAR, Lease vehicle) to Ministerial Office Support Team <input type="checkbox"/> Approve the letter template, and any standard wording <input type="checkbox"/> Provide the Minister's e-signature (optional) <input type="checkbox"/> Advise the Security Team if you would like a security briefing <input type="checkbox"/> Approve proposed QTB titles

Key support contacts

Premier Support

The Premier Support team provides IT support for your office.

Key services include:

- **Support staff** – Designated team providing ongoing IT support.
- **Responsive** – calls to the hotline are prioritised and resolved as quickly as possible.
- **Daily support** – The Premier Support team make daily in person contact with your office.
- **24/7 technical support** – On call 24-hour access to IT support.

Information Technology (IT)	
Frances McNamara	Acting Assistant Secretary, IT Workplace Environment and Customer Support s 22(1)(a)(ii)
s 22(1)(a)(ii)	Acting Director, IT Workplace Support s 22(1)(a)(ii)
s 47E(d)	

Departmental Parliamentary Support

The Parliamentary and Governance Branch provides the central link between our department and our Ministers' offices.

Key services include:

- **Office set up** – Central contact for setting up your office and day-to-day support.
- **Process support** – Services key parliamentary and Cabinet deliverables
- **Staffing** – Organises DLOs and interim advisers, if required

Parliamentary and Governance Branch	
Name	Position and Contact Details
Penny Edwards	Assistant Secretary, Parliamentary and Governance Branch s 22(1)(a)(ii)
s 22(1)(a)(ii)	Director, Parliamentary Operations and Ministerial Support s 22(1)(a)(ii)
s 22(1)(a)(ii)	s 22(1)(a)(ii)
s 22(1)(a)(ii)	Acting Director, Parliamentary Services s 22(1)(a)(ii)
s 47E(d)	
s 47E(d)	