

Schools Pathways Program

FEDERATION FUNDING AGREEMENT - EDUCATION AND SKILLS

Table 1: Formalities and operation of schedule	
Parties	Commonwealth Western Australia South Australia
Duration	The Schedule is expected to expire on 30 June 2026.
Purpose	<p>This Schedule supports the states to provide young Australians with an understanding of defence industry, an understanding of the varied pathways and careers available to them in defence industry and access to industry career experiences, mentoring and networking opportunities.</p> <p>The Schedule also supports student participation and engagement in Science, Technology, Engineering and Mathematics (STEM) activities and/or subjects as well as student participation in Vocational Education and Training (VET) pathways relevant to defence industry.</p> <p>The long-term objectives of the Schools Pathways Program (SPP) are to:</p> <ul style="list-style-type: none"> (a) provide linkages, and enhance work and career pathways, for students into the Australian defence industry and address specific skills gaps in defence industry capability; and (b) expand the pool of skilled workers from which the Australian defence industry can recruit (including by supporting studies, experiences, and education endeavours in STEM for students).

<p>Estimated financial contributions</p>	<p>The Commonwealth will provide an estimated combined total financial contribution to the States of \$5.1150 million in respect of this Schedule.</p> <hr/> <p>Table 1</p> <table border="1"> <thead> <tr> <th data-bbox="438 470 726 515">Table 1 (\$ million)</th> <th data-bbox="726 470 917 515">2023-24</th> <th data-bbox="917 470 1109 515">2024-25</th> <th data-bbox="1109 470 1300 515">2025-26</th> <th data-bbox="1300 470 1428 515">Total</th> </tr> </thead> <tbody> <tr> <td data-bbox="438 526 726 560">Estimated total budget</td> <td data-bbox="726 526 917 560">1.6660</td> <td data-bbox="917 526 1109 560">1.7050</td> <td data-bbox="1109 526 1300 560">1.7440</td> <td data-bbox="1300 526 1428 560">5.1150</td> </tr> <tr> <td data-bbox="438 604 726 705">Less estimated National Partnership Payments</td> <td data-bbox="726 604 917 638">1.6660</td> <td data-bbox="917 604 1109 638">1.7050</td> <td data-bbox="1109 604 1300 638">1.7440</td> <td data-bbox="1300 604 1428 638">5.1150</td> </tr> <tr> <td data-bbox="438 750 726 784">- Western Australia</td> <td data-bbox="726 750 917 784">0.8330</td> <td data-bbox="917 750 1109 784">0.8525</td> <td data-bbox="1109 750 1300 784">0.8720</td> <td data-bbox="1300 750 1428 784">2.5575</td> </tr> <tr> <td data-bbox="438 828 726 862">- South Australia</td> <td data-bbox="726 828 917 862">0.8330</td> <td data-bbox="917 828 1109 862">0.8525</td> <td data-bbox="1109 828 1300 862">0.8720</td> <td data-bbox="1300 828 1428 862">2.5575</td> </tr> <tr> <td data-bbox="438 907 726 1008">Balance of non-Commonwealth contributions</td> <td data-bbox="726 907 917 940">0.0</td> <td data-bbox="917 907 1109 940">0.0</td> <td data-bbox="1109 907 1300 940">0.0</td> <td data-bbox="1300 907 1428 940">0.0</td> </tr> </tbody> </table>	Table 1 (\$ million)	2023-24	2024-25	2025-26	Total	Estimated total budget	1.6660	1.7050	1.7440	5.1150	Less estimated National Partnership Payments	1.6660	1.7050	1.7440	5.1150	- Western Australia	0.8330	0.8525	0.8720	2.5575	- South Australia	0.8330	0.8525	0.8720	2.5575	Balance of non-Commonwealth contributions	0.0	0.0	0.0	0.0
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<p>Additional Terms</p>	<p>States will aim to meet the following outcomes:</p> <ol style="list-style-type: none"> 1. Secondary school students, teachers and parents/caregivers have a knowledge of defence industry; 2. Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers; 3. Secondary school students are connected with defence industry and defence industry mentors; 4. Secondary school students are interested in studying STEM subjects relevant to defence industry careers; 5. Secondary school students have an aspiration to work in defence industry; and 6. The Schools Pathways Program has participation from students from under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds). 																														

Table 2: Performance requirements, reporting and payment summary

Outputs	Performance Milestones	Report due	Payment (\$million)
<p>Deliver the Schools Pathways Program.</p>	<p><u>2024 Calendar Year</u></p> <p>Milestone One Establishment Report – reporting period within 30 days from the signature of the agreement Commonwealth acceptance of a detailed written report identifying how the outputs of the program will be met, what activities will be undertaken, and when, how performance data will be collected to measure the key performance indicators and how the effectiveness of the program delivery and activities will be determined.</p> <p>There is no template for this report.</p> <p>Milestone Two Progress Report – reporting period 1 March to 30 April 2024 Commonwealth acceptance of a written report demonstrating progress against meeting the outputs of the program and what activities have been undertaken, and when.</p> <p>There is no template for this report.</p> <p>Milestone Three Baseline Setting Report – 1 March to 29 November 2024</p>	<p>Within 30 days from the signature of the agreement</p> <p>17 May 2024</p>	<p>\$0.5831 (SA) \$0.5831(WA)</p> <p>\$0.2499 (SA) \$0.2499(WA)</p> <p>\$0.5968 (SA) \$0.5968 (WA)</p>

Table 2: Performance requirements, reporting and payment summary

Outputs	Performance Milestones	Report due	Payment (\$million)
	<p>Commonwealth acceptance of a detailed written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>Commonwealth acceptance of a numerical report, using the template at Attachment A for the Milestone Three Baseline Setting Report, including data against each key performance indicator.</p> <p>The data provided in this report will be used as the baseline for future reports. You will need to show a 2-4% increase on your baseline data by the end of the grant period.</p> <p>The states will provide supporting caveats to accompany data where necessary especially where data is not able to be collected to the extent requested.</p>	13 Dec 2024	
	<p>2025 calendar year</p> <p>Milestone Four</p> <p>Progress Report – reporting period 1 December 2024 to 30 April 2025</p> <p>Commonwealth acceptance of a written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>There is no template for this report.</p>	16 May 2025	<p>\$0.2557 (SA)</p> <p>\$0.2557(WA)</p>

Table 2: Performance requirements, reporting and payment summary

Outputs	Performance Milestones	Report due	Payment (\$million)
	<p>Milestone Five</p> <p>Progress Report - reporting period 1 May 2025 to 30 November 2025</p> <p>Commonwealth acceptance of a detailed written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>Commonwealth acceptance of a numerical report, using the template at Attachment B for Progress Update Reports, including data against each key performance indicator.</p> <p>This data should demonstrate progress towards a 2-4% increase from the baseline data reported in the Milestone Three Baseline Setting numerical report.</p> <p>The states will provide supporting caveats to accompany data where necessary especially where data is not able to be collected to the extent requested.</p>	12 Dec 2025	<p>\$0.6104 (SA)</p> <p>\$0.6104 (WA)</p>
	<p><u>2026 calendar year</u></p> <p>Milestone Six</p> <p>Progress Report – reporting period 1 December 2025 to 30 April 2026</p> <p>Commonwealth acceptance of a written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>There is no template for this report.</p>	15 May 2026	<p>\$0.2616m (SA)</p> <p>\$0.2616m (WA)</p>

Table 2: Performance requirements, reporting and payment summary

Outputs	Performance Milestones	Report due	Payment (\$million)
	<p>Milestone Seven</p> <p>Final Report – reporting period 1 May 2026 to 30 November 2026</p> <p>Commonwealth acceptance of a detailed written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>Commonwealth acceptance of a numerical report, using the template at Attachment C for Final Report, including data against each key performance indicator.</p> <p>This data should demonstrate an increase of 2-4% from the baseline data reported in the Milestone Three Baseline Setting numerical report.</p> <p>The states will provide supporting caveats to accompany data where necessary especially where data is not able to be collected to the extent requested.</p>	11 Dec 2026	N/a

*

The Parties have confirmed their commitment to this agreement as follows:

*Signed for and on behalf of the Commonwealth
of Australia by*



The Honourable Pat Conroy MP

Minister for Defence Industry

23 February 2024

*Signed for and on behalf of the
State of South Australia by*



The Honourable Blair Boyer MP

Minister for Education, Training and Skills

22 April 2024

*Signed for and on behalf of the
State of Western Australia by*

The Honourable Dr Tony Buti

Minister for Education, Aboriginal Affairs,
Citizenship and Multicultural Interests

2024

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2024

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The Honourable Dr Tony Buti
Minister for Education, Aboriginal Affairs,
Citizenship and Multicultural Interests

2024

Milestone Three – Baseline Setting Report

Attachment A

Where cell is greyed-out no data is required.

Participation Data	Total	By year level (i.e. Year 7, Year 8 etc.)	By gender (i.e. Male, female, other not specified)	By location (metro, rural or regional)
Number of individual students who participated in the Schools Pathways Program				
Number of individual teachers who participated in the Schools Pathways Program				
Number of parents/care givers who participated in the Schools Pathways Program				
Number of schools that participated in the Schools Pathways Program				
Number of defence industry businesses which participated in the Schools Pathways Program				
Number of defence industry mentors who participated in the Schools Pathways Program, broken down by gender				

Outcome	Key Performance Indicators	Total
Outcome One - Secondary school students, teachers and parents/caregivers have a knowledge of defence industry	KPI 1.1 - Number of students who can correctly define defence industry	
	KPI 1.2 - Number of teachers who can correctly define defence industry	
	KPI 1.3 - Number of parents/caregivers who have been provided with information about defence industry	
Outcome Two - Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers	KPI 2.1 - Number of students who can correctly identify the skills and other requirements for defence industry careers	
	KPI 2.2 - Number of teachers who can correctly identify the skills and other requirements for defence industry careers	
	KPI 2.3 - Number of parents/caregivers who have been provided with information about the skills required for defence industry careers	
	KPI 2.4 - Number of students who can correctly identify the secondary and post-secondary school pathways relevant to defence industry	
	KPI 2.5 - Number of teachers who can correctly identify the secondary and post-secondary school pathways relevant to defence industry	
	KPI 2.6 - Number of parents/caregivers who have been provided with information on secondary and post-secondary schools pathway relevant to defence industry	
Outcome Three - Secondary school students are connected with defence industry and defence industry mentors	KPI 3.1 - Number of students connected with defence industry	
	KPI 3.2 - Number of students in a defence industry mentoring arrangement	
	KPI 3.3 - Number of students who have completed work experience with a defence industry business	
Outcome Four - Secondary school students are interested in studying STEM subjects relevant to defence industry careers	KPI 4.1 - Number of students who can identify the STEM subjects relevant to defence industry careers	
	KPI 4.2 - Number of students who indicate they are interested in studying STEM relevant to defence industry careers	
Outcome Five - Secondary school students have an aspiration to work in defence industry	KPI 5.1 - Number of students who aspire to work in defence industry	
	KPI 5.2 - Number of students who intend to undertake university education related to defence industry	
	KPI 5.3 - Number of students who intend to undertake an apprenticeship, internship or work/study combination relevant to defence industry	

Outcome	Key Performance Indicators	Total
Outcome Six - The Schools Pathways Program has participation from students from under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds).	KPI 6.1 – Number of students participating in the SPP Program who identify as First Nations people	
	KPI 6.2 - Number of students participating in the SPP Program who identify as female	
	KPI 6.3 - Number of students participating in the SPP Program who identify as a person with a disability	
	KPI 6.4 – Number of students participating in the SPP Program who identify as a person from a culturally and linguistically diverse background	

Milestone Five Progress Report

Attachment B

Where cell is greyed-out no data is required.

Participation Data	Total	By year level (i.e. Year 7, Year 8 etc.)	By gender (i.e. Male, female, other not specified)	By location (metro, rural or regional)
Number of individual students who participated in the Schools Pathways Program				
Number of individual teachers who participated in the Schools Pathways Program				
Number of parents/care givers who participated in the Schools Pathways Program				
Number of schools that participated in the Schools Pathways Program				
Number of defence industry businesses which participated in the Schools Pathways Program				
Number of defence industry mentors who participated in the Schools Pathways Program, broken down by gender				

Outcome	Key Performance Indicators	Total	Growth progress (%)
Outcome One - Secondary school students, teachers and parents/caregivers have a knowledge of defence industry	KPI 1.1 - Number of students who can correctly define defence industry		
	KPI 1.2 - Number of teachers who can correctly define defence industry		
	KPI 1.3 - Number of parents/caregivers who have been provided with information about defence industry		
Outcome Two - Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers	KPI 2.1 - Number of students who can correctly identify the skills and other requirements for defence industry careers		
	KPI 2.2 - Number of teachers who can correctly identify the skills and other requirements for defence industry careers		
	KPI 2.3 - Number of parents/caregivers who have been provided with information about the skills required for defence industry careers		
	KPI 2.4 - Number of students who can correctly identify the secondary and post-secondary school pathways relevant to defence industry		
	KPI 2.5 - Number of teachers who can correctly identify the secondary and post-secondary school pathways relevant to defence industry		
	KPI 2.6 - Number of parents/caregivers who have been provided with information on secondary and post-secondary schools pathway relevant to defence industry		
Outcome Three - Secondary school students are connected with defence industry and defence industry mentors	KPI 3.1 - Number of students connected with defence industry		
	KPI 3.2 - Number of students in a defence industry mentoring arrangement		
	KPI 3.3 - Number of students who have completed work experience with a defence industry business		
Outcome Four - Secondary school students are interested in studying STEM subjects relevant to defence industry careers	KPI 4.1 - Number of students who can identify the STEM subjects relevant to defence industry careers		
	KPI 4.2 - Number of students who indicate they are interested in studying STEM relevant to defence industry careers		
Outcome Five - Secondary school students have an aspiration to work in defence industry	KPI 5.1 - Number of students who aspire to work in defence industry		
	KPI 5.2 - Number of students who intend to undertake university education related to defence industry		
	KPI 5.3 - Number of students who intend to undertake an apprenticeship, internship or work/study combination relevant to defence industry		
Outcome Six - The Schools Pathways Program has participation from students from	KPI 6.1 - Number of students participating in the SPP Program who identify as First Nations people		
	KPI 6.2 - Number of students participating in the SPP Program who identify as female		
	KPI 6.3 - Number of students participating in the SPP Program who identify as a person with a disability		

Outcome	Key Performance Indicators	Total	Growth progress (%)
under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds).	KPI 6.4 – Number of students participating in the SPP Program who identify as a person from a culturally and linguistically diverse background		

Milestone Seven Final Report

Attachment C

Where cell is greyed-out no data is required.

Participation Data	Total	By year level (i.e. Year 7, Year 8 etc.)	By gender (i.e. Male, female, other not specified)	By location (metro, rural or regional)
Number of individual students who participated in the Schools Pathways Program				
Number of individual teachers who participated in the Schools Pathways Program				
Number of parents/caregivers who participated in the Schools Pathways Program				
Number of schools that participated in the Schools Pathways Program				
Number of defence industry businesses which participated in the Schools Pathways Program				
Number of defence industry mentors who participated in the Schools Pathways Program, broken down by gender				

Outcome	Key Performance Indicators	Total	Overall Growth (%)
Outcome One - Secondary school students, teachers and parents/caregivers have a knowledge of defence industry	KPI 1.1 - Number of students who can correctly define defence industry		
	KPI 1.2 - Number of teachers who can correctly define defence industry		
	KPI 1.3 - Number of parents/caregivers who have been provided with information about defence industry		
Outcome Two - Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers	KPI 2.1 - Number of students who can correctly identify the skills and other requirements for defence industry careers		
	KPI 2.2 - Number of teachers who can correctly identify the skills and other requirements for defence industry careers		
	KPI 2.3 - Number of parents/caregivers who have been provided with information about the skills required for defence industry careers		
	KPI 2.4 - Number of students who can correctly identify the secondary and post-secondary school pathways relevant to defence industry		
	KPI 2.5 - Number of teachers who can correctly identify the secondary and post-secondary school pathways relevant to defence industry		
	KPI 2.6 - Number of parents/caregivers who have been provided with information on secondary and post-secondary schools pathway relevant to defence industry		
Outcome Three - Secondary school students are connected with defence industry and defence industry mentors	KPI 3.1 - Number of students connected with defence industry		
	KPI 3.2 - Number of students in a defence industry mentoring arrangement		
	KPI 3.3 - Number of students who have completed work experience with a defence industry business		
Outcome Four - Secondary school students are interested in studying STEM subjects relevant to defence industry careers	KPI 4.1 - Number of students who can identify the STEM subjects relevant to defence industry careers		
	KPI 4.2 - Number of students who indicate they are interested in studying STEM relevant to defence industry careers		
Outcome Five - Secondary school students have an aspiration to work in defence industry	KPI 5.1 - Number of students who aspire to work in defence industry		
	KPI 5.2 - Number of students who intend to undertake university education related to defence industry		
	KPI 5.3 - Number of students who intend to undertake an apprenticeship, internship or work/study combination relevant to defence industry		
Outcome Six - The Schools Pathways Program has participation from students from	KPI 6.1 - Number of students participating in the SPP Program who identify as First Nations people		
	KPI 6.2 - Number of students participating in the SPP Program who identify as female		
	KPI 6.3 - Number of students participating in the SPP Program who identify as a person with a disability		

Outcome	Key Performance Indicators	Total	Overall Growth (%)
under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds).	KPI 6.4 – Number of students participating in the SPP Program who identify as a person from a culturally and linguistically diverse background		