

Tasmanian Implementation Plan

NATIONAL PARTNERSHIP AGREEMENT ON SKILLS REFORM

Part 1: Preliminaries

1. This Implementation Plan is a schedule to the National Partnership Agreement on Skills Reform (NP) and should be read in conjunction with that Agreement. The NP will contribute to reform of the Vocational Education and Training (VET) system to deliver a productive and highly skilled workforce which contributes to Australia's economic future, and enable all working age Australians to develop the skills and qualifications needed to participate effectively in the labour market.
2. Reform of the VET sector through the NP will enable Australia to meet the challenges of changing economic conditions, maximising our productivity and prosperity in the longer term. The Commonwealth and the States are committed to a responsive, agile and equitable national training system that meets the needs of industry and students (including those from disadvantaged groups or locations) and provides pathways into and removes barriers between schools; adult and community; vocational and higher education; and employment.

Part 2: Terms of this Implementation Plan

3. This Implementation Plan will commence as soon as it is agreed between the Commonwealth of Australia, represented by the Assistant Minister for Vocational Education and Skills, and the State of Tasmania, represented by the Minister for State Growth.
4. As a schedule to the NP, the purpose of this Implementation Plan is to provide the public with an indication of how projects intend to be delivered and demonstrate Tasmania's capacity to achieve the outcomes of the NP.
5. This Implementation Plan will cease on completion or termination of the NP, including the acceptance of final performance reporting and processing of final payments against performance benchmarks or milestones.
6. This Implementation Plan may be varied by written agreement between the Commonwealth and State Ministers responsible for it under the overarching NP.
7. The Parties to this Implementation Plan do not intend any of the provisions to be legally enforceable. However, that does not lessen the Parties' commitment to the plan and its full implementation.

Part 3: Strategy for Tasmanian implementation

Project Information

[This section should provide individual project implementation summaries of how a jurisdiction is intending to contribute to the outputs specified in the NP. Note: Minimal project information sections will just include the list of project elements. More detailed project information sections will include a short description of the project elements and their target timescales.]

8. The progress made toward achievement of the national reforms outlined in Part A - clause 26 and Schedule 2 of the NP, that all states have agreed to implement, will be reported in each jurisdiction's annual performance report.
9. The planned project descriptions for the Part B structural reforms as outlined in clauses 27-29 and Schedule 2 are shown in Table 1:

Table 1: Project Descriptions

Outputs	Short description	Planned start date	Planned end date
Quality			
State criteria for access to public subsidy funding and/or complementary strategies	<p><i>Tasmania will implement an Endorsed RTO model for government subsidised training in line with clause 27a of the NP. This model will require a Tasmanian definition of quality to be met by registered training organisations (RTOs) who receive government training subsidies. The system will support the national training entitlement. The Tasmanian definition of quality will consider standards of service delivery and the Government's strategic direction on social and economic policy.</i></p> <ul style="list-style-type: none"> • <i>Development</i> • <i>Implementation</i> 	<p><i>Aug 2011</i></p> <p><i>July 2013</i></p>	<p><i>June 2013</i></p> <p><i>June 2017</i></p>
Independent validation of RTO assessment practices	<p><i>Skills Tasmania will work with RTOs and industry to develop a process to pilot independent validation of RTO assessment practices in line with clause 27b of the NP. There are already examples in Tasmania of organisations working with RTOs to validate assessments. These examples will be explored and strengthened and new approaches will be supported. Selected pilot projects and case studies will be shared within the Tasmanian and National VET systems with a view to informing the development of a national model, which meets industry's assessment outcome needs, in line with clause 27b of the NP.</i></p> <p><i>Tasmania will participate in the development of a national model through its membership on the Tertiary Education Quality and Pathways Principal Committee (TEQPPC).</i></p>		

	<ul style="list-style-type: none"> • My Skills. <p>The information which becomes available to governments under this model will facilitate the conduct of the Review of the National Partnership as referenced in clause 29a of the NP.</p>		
Support public training providers	<p><i>A review of public RTOs in Tasmania has resulted in a plan to establish a new single public RTO, TasTAFE. TasTAFE will be supported to operate effectively within a managed training market.</i></p> <p><i>The structure and employment arrangements of a quality public RTO and their important role as per clause 29B of the NP, particularly delivery of government community service obligations (CSOs), will be recognised in the funding arrangements for TasTAFE.</i></p> <p><i>Funding arrangements will include further development of a pricing strategy recognising the real fixed and variable costs of public RTOs.</i></p> <p><i>Some training under the National Entitlement will be initially guaranteed to TasTAFE.</i></p> <ul style="list-style-type: none"> • Research to inform pricing strategy • New pricing strategy agreed with stakeholders • Exploration of policies for zero fees for specific clients • Exploration of Centres of Excellence 	<p>June 2012</p> <p>2013</p> <p>January 2013</p> <p>June 2013</p>	<p>Dec 2012</p> <p>2013</p> <p>June 2013</p> <p>June 2014</p>
Review	<p>Tasmania will participate in the review of the National Partnership and will work through the DPMPC to provide data as an input into the review as outlined in clauses 54 through 58 in the NP.</p>	June 2013	Dec 2015
Access and Equity			
National entitlement	<p>Tasmania will strengthen existing entitlements through the staged implementation of a National Entitlement in line with clause 28a and Schedule 3 of the NP. This entitlement will be accessible at any public or private RTO that meets Skills Tasmania's criteria to enrol students that attract a government subsidy. The entitlement will operate as a component of a managed training market. Initially there are likely to be a specified range of qualifications in the open entitlement category, with the remainder restricted to TasTAFE. Tasmania will investigate ways to strengthen the entitlement further after 2016 based on evaluation of the impacts of an</p>		

	<p><i>entitlement in the first two years of implementation.</i></p> <ul style="list-style-type: none"> • <i>Design entitlement</i> • <i>Implement entitlement</i> • <i>Review outcomes of the entitlement with a view to investigate options to expand entitlement</i> 	<p><i>Sep 2011</i></p> <p><i>Jan 2014</i></p> <p><i>Nov 2015</i></p>	<p><i>Dec 2013</i></p> <p><i>Dec 2014</i></p> <p><i>Jan 2016</i></p>
Increase access to ICLs.	<p><i>Tasmania will introduce income contingent loans for Diploma and Advanced Diploma courses from 2014 in line with clause 28b and Schedule 4 of the NP. Work will be undertaken to communicate the change to the VET sector and provide resources, as required, to public RTOs to assist with implementation.</i></p> <ul style="list-style-type: none"> • <i>Assist public RTOs with implementation</i> • <i>Communicate change to clients</i> • <i>Implementation of ICLs in Tasmania</i> • <i>Evaluate impact of ICLs in Tasmania</i> 	<p><i>Sep 2012</i></p> <p><i>Mar 2013</i></p> <p><i>Jan 2014</i></p> <p><i>Nov 2015</i></p>	<p><i>June 2017</i></p> <p><i>Nov 2013</i></p> <p><i>June 2017</i></p> <p><i>Jan 2016</i></p>

10. Projects relating to transparency, as identified in Schedule 2 of the NP, will be reviewed through the annual performance report.

Risk management

11. A risk management plan is in place. Risks have been actively identified, entered into a risk log and categorised in terms of impact and likelihood. The risk management plan is subject to the usual risk management processes in place for Tasmanian Government programs.

Relevant State or Territory Context

12. Tasmania is characterised by a disadvantaged regional economy. Unemployment is high compared to other states and territories, particularly in some regional communities. Tasmania is not sharing in the resources boom occurring in some other states and territories. Large segments of previously well-established industries, such as forestry and manufacturing, are in rapid transition, and the workers leaving those industries must be supported to convert their skills to those which align with developing areas of employment opportunity.
13. Tasmania has a significant ageing population. This is more pronounced in Tasmania than in other states and territories. This creates challenges for the workforce when there are more people leaving the labour force than entering it.

14. Tasmania's demographic profile suggests there will be relatively fewer people of working age as a proportion of the total population living in Tasmania for the foreseeable future. This may lead to more competition for skills by Tasmanian employers; low productivity growth; and slower growth in consumer spending.
15. Many industries are suffering from competitive pressures and industry intelligence suggests Tasmanian employers do not have the resources to take on the same numbers of apprentices and trainees they did in past years or to hire new staff.
16. Growth in the 15 to 24 year old age group could equate to more pressure on the training system, but a decline in employment outcomes as this age cohort is highly mobile.
17. Therefore, there is a greater need to support:
 - a. Transformation, as it allows individuals to adapt to changing employment opportunities throughout their whole working life; and
 - b. Entrepreneurship, as it supports individuals to create their own employment futures leveraging from place-based assets and changes in technology. Entrepreneurship may also encourage retention of young people in the state.
18. Current economic circumstances indicate a shift towards more competition between tertiary education providers and employers. This increases the need for VET to be flexible and well connected to the higher education sector.
19. The Tasmanian government contributes approximately \$105 million (accrual) annually to the Tasmanian VET sector to support Tasmanians to gain skills to enter the workforce, up-skill to improve their careers, or re-skill to change careers. In the Tasmanian VET sector in 2011, more than 47,000 students¹ enrolled in the public VET system, at 125 VET training organisations in 495 locations.
20. The Tasmanian post-compulsory education and training sector has been undergoing structural change over the last four years. Currently, Tasmania has two major public VET training organisations: the Tasmanian Polytechnic and the Skills Institute. Colleges of the Tasmanian Academy and some district and regional high schools also provide some VET training to young Tasmanians in the 15 to 19 age group. These public providers have different structural and governance arrangements:
 - a. The Tasmanian Polytechnic is situated within the Department of Education. Its role is to provide qualifications for individuals to enable them to enter the workforce, further their skills and qualifications or enable a career change, as well as provide pathways into higher education.
 - b. The Skills Institute is a statutory authority accountable to the Minister for Education and Skills through a board. It is focussed on skills development for employees in businesses in line with industries' skills needs.
21. In late 2011, the Minister for Education and Skills commissioned a review into the role and function of Tasmania's public VET providers. The outcomes of the review were announced in June 2012, including:
 - a. The establishment of TasTAFE – a new entity that brings together the functions of the Tasmanian Polytechnic and the Skills Institute;

¹ Students aged 15 – 64 years old at May 2011. Source: Australian Bureau of Statistics, *Survey of Education and Work*, November 2011.

- b. A phased implementation of TasTAFE beginning 1 July 2013, with full implementation by 2014;
 - c. A single piece of legislation covering all VET to create an integrated and connected VET system for Tasmania; and
 - d. The transition Skills Tasmania, the State Training Authority, to become a business unit of the Department of Education from 1 July 2013.
22. These changes to the Tasmanian VET sector will be implemented concurrently with the structural reforms to the Tasmanian VET sector set out in this implementation plan. This will cause an element of uncertainty due to interdependencies between implementation plans. Uncertainties will be managed through an adaptive, consultative approach.
23. Existing projects or reforms that complement the reforms in the NP are in Table 2 below.

Table 2: Links with existing reforms or projects

Proposed project elements	Existing reforms or projects	Complementary nature of activities
Quality	<ul style="list-style-type: none"> • <i>Tasmania has approved the establishment of an Endorsed RTO model for government subsidised training to ensure quality learning experiences and outcomes for clients. The development of this model is being facilitated through the NP to ensure alignment with clause 27a.</i> • <i>Skills Tasmania is working with industry to develop industry engagement strategies and workforce development plans to ensure training best meets industry's needs and develop industry's capacity and capability.</i> • <i>The National Reform process highlighted the need to strengthen existing strategies to improve teacher quality through professional development and industry engagement. Due to this, through executing the NP the VET Practitioners' Professional Development (PD) Program may be improved and widened in scope. This program aims to improve the skills of VET practitioners and to build capacity in the VET system.</i> • <i>Existing strategies to improve</i> 	<ul style="list-style-type: none"> • <i>An Endorsed RTO model will ensure improved quality learning experiences and outcomes for clients. It will ensure only quality RTOs are eligible to train Tasmanian students that attract government subsidies, including National Entitlement places. Endorsement will be based on evidence of performance, capability and linkages with industry and may include references to industry validation of assessments (relates to NP clauses 27a, 27b, 27c)</i> • <i>Industry engagement strategies and workforce development plans increase Industry's role in the training system. Through facilitating employers to take advantage of the training system for their business. This will increase employer's ability to capitalise on a training system characterised by an entitlement and industry programs. (relates to NP Clauses 27b, 28a)</i> • <i>The Existing VET PD program will provide existing networks and programs on which additional strategies and investments can be targeted for maximum value for money. (Relates to NP Clause 27a)</i> • <i>Redesigned competitive tender processes to allow for applications</i>

	<p>the quality of VET for clients include the redesign of competitive tender processes for VET program funding to include applications from Industry Associations, employers and employment service providers. This has encouraged partnerships between industry, employment services, industry associations and RTOs to work together to best meet learners' needs.</p>	<p>from organisation other than RTOs increase the role of industry in the training system and will complement a variety of industry focused programs rolled out in conjunction with a training entitlement in 2014. (Relates to NP Clause 27b)</p>
Transparency	<ul style="list-style-type: none"> • Tasmania has strengthened purchasing and data systems to improve transparency and timeliness of data flow. • All of Tasmania's program and grant funding, other than specific funding for partnerships, is now fully contestable to facilitate client choice and to improve transparency of Tasmania's public VET funding. 	<ul style="list-style-type: none"> • Strengthening Tasmania's purchasing and data systems will improve data quality, transparency and timeliness. Enabling improved data sharing, reporting and consumer information availability. This will complement increases in government to government information exchange, the introduction of the My Skills Website and USI and enhanced national data collections. (Relates to NP Clause 26 a, 26b, 26c, 26d)
Efficiency	<ul style="list-style-type: none"> • Tasmania's purchaser and provider were separated in 2007 with the creation of Skills Tasmania as a statutory authority with an independent Industry Board, to be the primary purchaser and advisor to the Minister on VET and skills related issues. • In 2010, after consultation with industry and employers, Tasmania sequentially lifted the quarantines on certain trade qualifications. • Tasmania began work on a comprehensive Pricing Strategy to recognise the efficient costs of public and private RTOs in September 2011. • The Minister for Education and Skills has reviewed the role and function of Tasmania's public VET providers. This review has 	<ul style="list-style-type: none"> • The separation of purchaser and provider and the sequential lifting of trade training quarantines complements supporting public providers to operate effectively in a more competitive training system, characterised by an entitlement. (Relates to NP Clause 29b) • A comprehensive pricing strategy will recognise the costs of training delivery in the public RTO and enable the TasTAFE to compete in a managed training market. . (Relates to NP Clause 29b) • The Minister's Review has taken account of recommendations that Tasmania's public RTOs should operate effectively and competitively in the local market while still fulfilling their important role in thin markets, regional areas and meeting the needs of local industry and local communities. (Relates to NP Clause

	<p><i>led to the establishment of a sole public RTO in Tasmania, TasTAFE, which will deliver greater value for money to the state, and the transition of Skills Tasmania to become a business unit within the Department of Education.</i></p>	<p>29b)</p>
<p>Access and Equity</p>	<ul style="list-style-type: none"> • <i>Through a variety of training programs, government training subsidies have been varied and additional training contributions from learners and employers, where they have the capacity to pay, has increased the number of publicly funded training places available.</i> • <i>Training entitlements for 15 to 24 year olds and retrenched workers already exist in Tasmania.</i> • <i>In July 2011, Tasmania began the development of a variable subsidy purchasing policy and mechanism, which takes into account the additional costs of training people in different qualifications and from equity groups.</i> 	<ul style="list-style-type: none"> • <i>Co-contributions from learners and employers, where they have capacity to pay, has increased the number of publicly funded training places available. This complements achieving increasing access to the training system and is a precursor to the introduction of an entitlement which includes variable government subsidies. (Relates to NP Clause 28a)</i> • <i>Existing entitlements provide a basis from which the availability of government subsidised training for a minimum of a first Certificate III qualification can be expanded to all working aged Tasmanians. (Relates to NP Clause 28a)</i> • <i>Variable subsidy purchasing will ensure that government funding is directed to students most in need and that RTOs receive the amount of funding they need to train learners, taking into consideration each student's individual circumstances. This complements increasing access to the training system and acknowledges the real cost of training clients eligible for an entitlement. (Relates to NP Clause 28a)</i>

Estimated Costs

24. The maximum financial contribution to be provided by the Commonwealth for each structural reform project to the jurisdiction is \$25.4 million payable in accordance with milestones set out in Part 5, and detailed in Schedule 2 of the NP. Payments linked to training outcomes will be based on achievement of agreed improvements against performance measures in years four and five of the Agreement. All payments are exclusive of GST.
25. The Commonwealth's estimated financial contribution to Tasmania's VET structural reform and training (exclusive of GST) is set out in Table 3 (a breakdown by state is at Schedule 5 of the NP). The Commonwealth contribution can only be moved between years with the agreement of the Commonwealth. The budget is indicative only and Tasmania retains the flexibility to move funds between components as long as outcomes are not affected.
26. Tasmania's financial contributions to skills training and reform are set out in the Tasmanian budget papers.

Table 3: Estimated Commonwealth financial contributions to Tasmania

Administered item expenses (\$millions)		2012-13	2013-14	2014-15	2015-16	2016-17	Totals
National Partnership:							
65%	In advance payments 20%	3.9	3.9				7.8
	Structural reform milestones 45%	1.4	1.4	8.4	3.2	3.2	17.6
	Total structural reform payments	5.3	5.3	8.4	3.2	3.2	25.4
35%							
	Training outcomes 35%				5.3	8.4	13.7
	Total Reform National Partnership	5.3	5.3	8.4	8.4	11.6	39.1

27. Table 4 represents the estimated Commonwealth financial contributions for VET structural reforms and the proportion of funding that would be withheld if the milestones for projects under the structural reform categories are not met as indicated in clause 51 of the NP.

Table 4: Structural Reform Payments

Outputs	2012-13	2013-14	2014-15	2015-16	2016-17	Total
	\$m	\$m	\$m	\$m	\$m	\$m
Quality (20%)						
<ul style="list-style-type: none"> • State criteria for access to public subsidy funding and/or complementary strategies • Independent validation of RTO assessment practices • Publication of RTO quality measures through My Skills (under improved consumer information below) 						
Completion of one project (40%)	0.11	0.11	0.68	0.25	0.25	3.52
Completion of two projects (100%)	0.28	0.28	1.69	0.63	0.63	
Transparency (10%)						
<ul style="list-style-type: none"> • Enhanced National data collections • Improved and agreed timelines • Improved consumer information • Unique Student Identifier 						
Completion of one project (20%)	0.03	0.03	0.17	0.06	0.06	1.76
Completion of two projects (40%)	0.06	0.06	0.34	0.13	0.13	
Completion of three projects (60%)	0.09	0.09	0.51	0.19	0.19	
Completion of four projects (100%)	0.14	0.14	0.84	0.32	0.32	
Efficiency (10%)						
<ul style="list-style-type: none"> • Improved government to government information sharing • Support public training providers • Review 						
Completion of one project (40%)	0.06	0.06	0.34	0.13	0.13	1.76
Completion of two projects (60%)	0.09	0.09	0.51	0.19	0.19	
Completion of three projects (100%)	0.14	0.14	0.84	0.32	0.32	
Access and equity (60%)						
<ul style="list-style-type: none"> • National Entitlement • Increase access to ICLs 						
Completion of one project (40%)	0.34	0.34	2.03	0.76	0.76	10.56
Completion of two projects (100%)	0.85	0.85	5.06	1.89	1.89	
Total Structural Reform Payment	1.42	1.42	8.44	3.15	3.15	17.59

28. In accordance with Clause 49 of the NP, and in the event a structural reform project annual milestone is not completed, 25% of the structural reform payment relevant to that project will be payable for completion of the relevant interim milestone. This payment will be subject to evidence of completion of the interim milestone being provided and assessed through the annual performance report and payable at that time.

PART 4: PERFORMANCE AND REPORTING ARRANGEMENTS

Milestones

29. The general performance and reporting arrangements are outlined in the NP. Performance and reporting arrangements that are specific to Tasmania are included as Attachments to this Implementation Plan.

Structural reform

30. **Attachment A** includes the agreed project milestones for the jurisdictionally flexible outputs of the NP.

Training outcomes

31. Tasmania is committed to improving training outcomes in the VET sector. Tasmania's specific objectives under the NP are to deliver increases in:
- qualification completions, to contribute to the national target of 375,000 additional completions nationally over the life of the agreement;
 - completions of higher level qualifications;
 - qualification completions by Indigenous Australians;
 - qualification completions by students from low socio-economic (SES) backgrounds (measured as Socio-economic Index for Areas (SEIFA) Index of Relative Socio-economic Disadvantage (IRSD) Quintile 1); and
 - completions of selected qualifications crucial to Tasmanian economic development. These are selected qualifications from agriculture, aquaculture and community services industry sectors and selected qualifications which support the implementation of the National Broadband Network (NBN) in Tasmania.
32. **Attachment B** includes the agreed training outcomes targets for Tasmania and technical specifications.
33. In accordance with clause 47 of the NP, training outcomes payments will be distributed between the five outcomes targets as follows:

Table 5: Training Outcomes Performance Targets

Outcomes target	Proportion	2015-16 (\$ million)	2016-17 (\$ million)	Total (\$ million)
Aggregate completions	20%	1.06	1.68	2.74
Higher level qualification completions (Cert III and above)	15%	0.80	1.26	2.06
Indigenous completions	25%	1.33	2.10	3.43
Low SES completions	25%	1.33	2.10	3.43
Completions of selected agriculture, aquaculture, community services and NBN qualifications	15%	0.80	1.26	2.06
Total	100%	5.3	8.4	13.7

Reporting

34. Tasmania will report annually on the achievement of project milestones (including partial achievement), during the life of the Agreement. Annual performance reports will be submitted to the Commonwealth by 30 April each year.

35. Tasmania agrees to provide an annual performance report to the Commonwealth based on the agreed template.
36. The final annual performance report will include achievements against milestones over the life of the Agreement.
37. Circumstances may give rise to additional reporting being sought from Tasmania. Such requests should be kept to the minimum for the effective assessment of the project or reform. Requests should not place an undue reporting burden on jurisdictions and portfolio agencies.

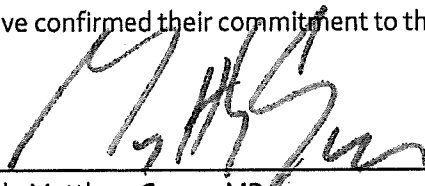
Review and Evaluation

38. The Implementation Plan will be reviewed in conjunction with the review of the NP by 31 December 2015 about progress made by the Parties in respect of achieving the agreed outcomes.

Sign off

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

Signature

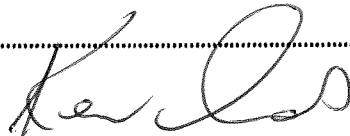


Date

6/2/17

The Honourable Matthew Groom MP
Minister for State Growth

Signature



Date

23.3.17

The Honourable Karen Andrews MP
Assistant Minister for Vocational Education and Skills

ATTACHMENT A: PROJECT MILESTONES

National reforms are outlined in clause 26 on the national structural reforms of the NP, and Schedule 2 sets out the relevant milestones and processes for these reforms for this Implementation Plan.

Jurisdictionally flexible reforms are referred to in clauses 27-29 of the NP and are outlined below.

Transparency milestones have been included as per Table 4 and the National Partnership Agreement on Skills Reform (Schedule 2).

2012 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p>Quality: Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> Develop Endorsed RTO model, including consultation with RTOs. 	<ul style="list-style-type: none"> Endorsed RTO model approved by Skills Tasmania Board. Progress as documented through a sub-committee of SCOTSE. 	<ul style="list-style-type: none"> Develop criteria for model application and evaluation processes.
<p>Quality: Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> Develop strategy to pilot independent validation of RTO assessments for agreement with Commonwealth. 	<ul style="list-style-type: none"> Strategy developed. 	
<p>Access & Equity: Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> Design and development of Tasmanian entitlement through: <ul style="list-style-type: none"> Extensive modelling to determine the potential impacts the entitlement may have on the demand for training and the impacts to the budget; Strengthening and expanding state-based activity-based payment systems; Strengthening and expanding 	<ul style="list-style-type: none"> Entitlement approach agreed by Skills Tasmania Board. 	

	<p>variable subsidy purchasing policy mechanism; and</p> <ul style="list-style-type: none"> ➤ Development of a communication strategy. • Consultation with RTOs, with added emphasis on consultation with public RTOs. • Through consultation with public and private RTOs investigate impact of ICLs application processes on providers in Tasmania. • Participate in development and implementation of model. • Structure of information sharing model agreed by National Senior Officials Committee (NSOC). 		
<p>Access & Equity: Supporting the expansion of the Commonwealth's ICLs scheme</p>		<ul style="list-style-type: none"> • Report on impacts is developed. 	<ul style="list-style-type: none"> • Information sessions for RTOs.
<p>Efficiency: Improvements in government to government information exchange</p>		<ul style="list-style-type: none"> • Confirmation of participation in the development and implementation through the DPMPC reported to DIISRTE. • Information sharing model scope agreed and developed with timeline for implementation. • Progress to be reported to DIISRTE through the Annual Report for the National Partnership. 	<ul style="list-style-type: none"> • Agree protocols for data collection, reporting and cross government sharing of data and information and participate in the implementation of a data sharing model.
<p>Efficiency: Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>	<ul style="list-style-type: none"> • Develop strategies to support public RTOs in Tasmania based on the outcomes of the review. 	<ul style="list-style-type: none"> • Development of strategies confirmed. 	<ul style="list-style-type: none"> • Investigate the real fixed and variable costs of public and private RTOs to inform a new VET purchasing and cash flow model.

2013 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p>Quality: Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> Implement Endorsed RTO model. 	<ul style="list-style-type: none"> Endorsed RTO model implemented. Contracts with RTOs reviewed and amended as required. Communicate changes with RTOs, learners and employers, including information sessions. 	
<p>Quality: Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> Projects piloted. 	<ul style="list-style-type: none"> Pilot projects underway and reported to DIISRTE. 	<ul style="list-style-type: none"> Consultation with industry and RTOs to determine pilot projects.
<p>Access & Equity: Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> Model for Tasmanian entitlement finalised and communicated to RTOs and clients. 	<ul style="list-style-type: none"> Details of the model reported to DIISRTE. Programs and strategies for training not included under the entitlement designed. Contracts with public and private RTOs for non-entitlement training negotiated. Pricing strategy is developed. 	
<p>Access & Equity: Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> Prepare Tasmanian VET system for ICLs. 	<ul style="list-style-type: none"> Strategy to implement and manage ICLs in Tasmania developed. Tasmanian RTOs are prepared for ICLs to be implemented January 2014. System to manage ICLs implemented at the public RTO. 	

<p>Efficiency: Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> • Participate in DPMPC. • Within state-based budget constraints, build and amend systems to meet protocols developed through SCOTSE. • Collect and analyse data according to agreed SCOTSE model. • Tasmania and Commonwealth collect data, analyse, and exchange data as agreed in the model. • Implement strategies to support public RTOs. 	<ul style="list-style-type: none"> • Strategies are developed and agreed through SCOTSE. • Information sharing model scope agreed and developed with timeline for implementation. • Progress to be reported to DIIRTE through the Annual Report for the National Partnership. 	
<p>Efficiency: Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>		<ul style="list-style-type: none"> • Strategies implemented. • New single public RTO is established in Tasmania, subject to passage of legislation. 	<ul style="list-style-type: none"> • Investigate: <ul style="list-style-type: none"> ➢ the introduction of Centres of Excellence in the new public RTO; and ➢ options for introducing zero fees for specific clients.
<p>Review</p>	<ul style="list-style-type: none"> • Terms of Reference to the review of the National Partnership to be agreed by all jurisdictions by 30 April 2013 as per clause 57 of the NP 		

2014 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p>Quality: Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> • Endorsed RTO model is operational. 	<ul style="list-style-type: none"> • Confirmation reported to DIIRTE. 	
<p>Quality: Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> • Review and evaluate pilot projects, as agreed with the Commonwealth. 	<ul style="list-style-type: none"> • Report on review of and outcomes of the pilot projects. 	

<p>Access & Equity: Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> • Implement entitlement. 	<ul style="list-style-type: none"> • Confirmation that the entitlement has been implemented reported to DIISRTE. 	
<p>Access & Equity: Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> • ICLs implemented in Tasmania. 	<ul style="list-style-type: none"> • Progress for ICLs availability for Diploma and Advanced Diploma students in Tasmania reported to DIISRTE. 	
<p>Efficiency: Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> • Review and evaluate model of government to government information exchange. • Tasmania and Commonwealth collect data, analyse, and exchange data as agreed in the model. • Continuous review of information exchange in conjunction with the Commonwealth. 	<ul style="list-style-type: none"> • Confirmation of review and evaluation reported to DIISRTE. • Results of the review of information exchange to be reported to DIISRTE through the Annual Report for the National Partnership. 	
<p>Efficiency: Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>	<ul style="list-style-type: none"> • Ongoing implementation of strategies. 	<ul style="list-style-type: none"> • Progress of strategies reported to DIISRTE. 	<ul style="list-style-type: none"> • TasTAFE is the only state-based public RTO operating in Tasmania.
<p>Review</p>	<ul style="list-style-type: none"> • Participation in consultations to contribute to the review of the National Partnership 	<p>as outlined in Part 6 of the NP.</p>	

2015 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p>Quality: Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> Endorsed RTO model is operational and improvements identified through continuous review are implemented in the system. 	<ul style="list-style-type: none"> Confirmation reported to DIISRTE. 	
<p>Quality: Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> Implement lessons learned from independent validation pilot into Tasmania's Industry Advice Framework, workforce development and program design. 	<ul style="list-style-type: none"> Report to the Commonwealth as to how lessons learned have been embedded in the Tasmanian training system. 	
<p>Access & Equity: Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> Entitlement is operational. 	<ul style="list-style-type: none"> Confirmation reported to DIISRTE. 	
<p>Access & Equity: Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> ICLs for Diploma and Advanced Diploma qualifications are operational. 	<ul style="list-style-type: none"> Confirmation reported to DIISRTE. 	
<p>Efficiency: Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> DPMPC are progressing this work and Tasmania will participate. Tasmania and Commonwealth collect data, analyse, and exchange data as agreed in the model including any refinements. Continuous review of information exchange in conjunction with the Commonwealth. 	<ul style="list-style-type: none"> As advised by SCOTESE. Evidence of improvements in the quality and quantity of government to government information exchange to be reported to DIISRTE through the Annual Report for the National Partnership. 	

<p>Efficiency: Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>	<ul style="list-style-type: none"> Ongoing implementation of strategies. 	<ul style="list-style-type: none"> Progress reported to DIISRTE. 	
<p>Review</p>	<ul style="list-style-type: none"> Review completed by 31 December 2015 as per clauses 54 – 58 of the National Partnership. 		

2016 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p>Quality: Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> Endorsed RTO model operational. 	<ul style="list-style-type: none"> Confirmation reported to DIISRTE. 	
<p>Quality: Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> Formal advice from Strategic Industry and Community Partners is embedded into workforce development and training strategies based on the independent validation model, and specifically assessment validity and appropriateness, and where appropriate, extending the range of strategic partners that provide advice on industry needs and training. 	<ul style="list-style-type: none"> Published protocols for advice on assessment validity based on the consensus model between the Department of State Growth and Strategic Industry and Community Partners in relation to workforce development and training strategies, and specifically assessment validity and appropriateness. Additional evidence of extension of Strategic Advice Framework - MOUs signed in 2015 and MOUs under development and negotiation during 2016 for future signing. 	

<p>Access & Equity: Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> • Evaluation and review of entitlement completed. 	<ul style="list-style-type: none"> • Report on outcomes of the first two years of entitlement completed. 	
<p>Access & Equity: Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> • Evaluate ICLs in Tasmania. 	<ul style="list-style-type: none"> • Impact of ICLs for Diploma and Advanced Diploma qualifications in Tasmania completed and reported to DIISRTE. 	
<p>Efficiency: Improvements in government information exchange</p>	<ul style="list-style-type: none"> • DPMPC are progressing this work and Tasmania will participate. • Implement any recommendations of the Review of the national Partnership which may impact on the usefulness of the information sharing model. • Tasmania and Commonwealth collect data, analyse, and exchange data as agreed in the model including any refinements. 	<ul style="list-style-type: none"> • As advised by SCOTese. • Evidence of improvements in the quality and quantity of government information exchange to be reported to DIISRTE through the Annual Report for the National Partnership. 	
<p>Efficiency: Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>	<ul style="list-style-type: none"> • Ongoing implementation of strategies. 	<ul style="list-style-type: none"> • Progress reported to DIISRTE. 	

ATTACHMENT B: TRAINING OUTCOMES TARGETS

This Attachment specifies the training outcomes targets for Tasmania under the NP.

Training outcome 1: Aggregate qualification completions

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline (average 2008 and 2009)	9,989	-	-
2012	9,958	-31	-31
2013	10,174	185	154
2014	10,397	408	562
2015	10,629	640	1,202
2016	10,629	640	1,842

Training outcome 2: Completion of higher level qualifications (Certificate III and above)

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline	7,237	-	-
2012	7,565	328	328
2013	7,273	36	364
2014	7,231	-6	358
2015	7,278	41	399
2016	7,033	-204	195

Training outcome 3: Qualification completions by Indigenous Australians (all qualifications)

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline	342	-	-
2012	363	21	21
2013	370	28	49
2014	378	36	85
2015	385	43	128
2016	393	51	179

Training outcome 4: Qualification completions by students from low socio-economic status areas (SEIFA IRSD Quintile 1)

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline	3160	-	-
2012	3,353	193	193
2013	3,420	260	454
2014	3,489	329	783
2015	3,559	399	1,181
2016	3,630	470	1,651

Training outcome 5: Completion of selected qualifications from agriculture, aquaculture, community services and NBN industry sectors

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline	625	-	-
2012	663	38	38
2013	677	52	90
2014	690	65	155
2015	704	79	234
2016	718	93	327

Technical specifications

	AVETMISS specifications	Primary data source	Secondary data source (if primary unavailable)
Target 1	<ul style="list-style-type: none"> Year Program completed 	NCVER provider collection – qualifications completed by state	
Target 2	<ul style="list-style-type: none"> Qualification/course level of education identifier, values: 211 – Graduate Diploma 221 – Graduate Certificate 411 – Advanced Diploma 421 – Diploma 511 – Certificate IV 514 – Certificate III 	NCVER provider collection – qualifications completed by state	
Target 3	<ul style="list-style-type: none"> Indigenous status identifier, values: 1 Yes, Aboriginal 2 Yes, Torres Strait Islander and 3 Yes, Aboriginal AND 	NCVER provider collection – qualifications completed by state and indigenous status	

	Torres Strait Islander.		
Target 4	<p>The information is derived by the NCVER using the "Student SLA" field from the "Client" file of the Provider Collection. The SLAs included (in the Tasmanian data) are:</p> <p>605050410 Brighton (M) 605051511 Derwent Valley (M) - Pt A 605052610 Glenorchy (C) 620050611 Burnie (C) - Pt A 620051610 Devonport (C) 620055411 Waratah/Wynyard (M) - Pt A 620155610 West Coast (M) 620103210 Kentish (M) 620105412 Waratah/Wynyard (M) - Pt B 615104013 Launceston (C) - Pt C 615104612 Northern Midlands (M) - Pt B 615052211 George Town (M) - Pt A 615150210 Break O'Day (M) 615151810 Dorset (M) 615152010 Flinders (M) 610051010 Central Highlands (M) 610051512 Derwent Valley (M) - Pt B 610052410 Glamorgan/Spring Bay (M) 610055010 Southern Midlands (M) 610055210 Tasman (M)</p>	NCVER provider collection – qualifications completed by state and SEIFA IRSD Quintile 1	
Target 5	<p>The information is derived from the "qualification/course identifier" field from the "Qualifications Completed" file of the Provider Collection. The following identifiers were used to compile the data:</p> <p>RTE20103; RUA20198; AHC20110; AHC20210;</p>	NCVER provider collection – qualifications completed by state and specified qualifications by industry skills council	

	RTE30103; RUA30198; AHC30110; AHC32010; RTE50103; RUA50198; AHC50110; AHC50210; AHC50213; SFI30100; SFI30104; SFI30111; ICT20197; ICT20202; ICT20208; ACT20210; ACT20213; ICT20315; ICT30197; ICT30202; ICT30208; ICT30210; ICT30213; ICT30515; CHC50302; CHC60202; CHC60208; CHC30102; CHC30208; CHC30212; CHC33015; CHC40302; CHC40308; CHC40312; CHC43115; CHC50102; CHC50108; CHC40902; CHC40708; CHC42015; CHC41102; CHC40508; CHC40512; CHC43315; CHC50302; CHC50908; CHC50113; CHC60202; CHC60208; CHC60308; CHC60312; CHC62015.		
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Cost –sharing arrangements for JSA/DES clients referred to training under an entitlement model

Preliminaries

1. Based on the cost sharing principles agreed by SCOTese, the Commonwealth and jurisdictions have agreed a mechanism whereby the costs of providing access to subsidised accredited training for clients of Commonwealth employment services providers are shared between the two jurisdictions. This schedule outlines how this agreement will be implemented.

Objective

2. To equitably apportion the costs of delivering accredited training to eligible job seekers who are referred to training by Job Services Australia providers (JSAs) or other Australian Government employment services as part of their employment pathway, without treating these job seekers differently.

Principles

3. The following high level principles underpin the model of funding for clients of employment service providers under the national entitlement provisions of the NP:
 - a. We share a goal to achieve the best outcomes for job seekers. This includes employment services providers' support for training where it facilitates employment outcomes in both the short and long term for job seekers and RTOs' objective to facilitate course completions by students.
 - b. There should be equity in regards to the total price (fees, subsidies and other charges) of training charged for eligible job seekers (i.e. it should be the same price if the job seeker is engaged with, and referred by, a JSA / DES or if they enrol directly in training).
 - c. Employment services providers will work with clients to determine the best pathway for them. These providers will contribute towards the cost of training by meeting any gap payment if the price of a course selected exceeds the state subsidy and student concessional tuition fee, so long as the cost complies with Principle b. However, employment services providers will not be compelled to nominate training pathways or refer clients to courses they judge to be poor value.
 - d. States determine subsidies and concession policies for RTOs they fund, sometimes directly, sometimes through parameters applying to RTOs setting fees in a market. States will advise the Commonwealth on full fee prices, subsidies and other funded support, noting that these vary between and within jurisdictions, so employment services providers and Governments can judge value for money for the Employment Pathway Fund (EPF).
 - e. Employment services providers will continue to identify job seekers' vocational and non-vocational barriers to employment and negotiate how those barriers might best be addressed. RTOs will continue to provide learner support in order to assist students to complete their training and achieve their qualification, drawing on the principle that these students should not be treated differently

because they are employment service clients (COAG equity principle). Employment and training officials will work together to encourage effective collaboration and information sharing at local levels in meeting these needs, including identifying suitable training plans and non-attendance at training by the job seeker.

4. The following sections detail how the principles will be implemented.

Commonwealth implementation arrangements

5. Where an employment services provider does refer their eligible job seeker to training that is subsidised under state concession arrangements and the state subsidy only covers part of the full student price of the training course, the employment services provider and/or the job seeker will cover the gap. Where there is no gap because the state fully subsidises the qualification, the employment service provider will cover the equivalent to the gap based on agreed cost benchmarks.
 - a. The Commonwealth will, in consultation with jurisdictions, issue guidance to Australian government employment service providers about the new requirement to meet any gap fees for concessional clients referred to a government subsidised training place. This will include amendments to the EPF guidelines to advise JSAs of the practical implications of this model.

State Implementation arrangements

6. States will ensure that their funding rules, for RTOs contracted to deliver subsidised accredited training, do not allow the RTO to charge the individual client of an employment services provider a higher fee than a comparable job seeker because they have been referred to training from an employment services provider.
7. States will ensure there are provisions in Service Agreements and related Guidelines that require RTOs to allow concessions on tuition fees to all eligible students.
8. States will, in consultation with the Commonwealth, issue guidance to contracted RTOs that they should discuss the cost of the training at the time of referral. The JSA or job seeker will pay the concession fee and the JSA will pay any gap between the concession fee and the full student price. The RTO should then directly invoice the job seeker and /or the referring Australian government employment service provider for the agreed training fees.
9. States will provide guidance to the Commonwealth on total prices charged for government subsidised courses (including subsidy rates and tuition fees charged by RTOs). This information will assist the Commonwealth and employment service providers to compare prices (both subsidy and tuition fees) charged, via publication on the My Skills website, as agreed under the Skills Reform National Partnership.

Joint arrangements

10. It is expected that RTOs and Job Services Australia providers will use the agreed referral form for eligible job seekers who are enrolled in a course through these arrangements.
11. Where either State or Commonwealth officials are concerned about predatory pricing practices or other potential manipulation of the arrangement by either RTOs or employment service providers or at a system level, there will be immediate escalation to head of agency level for resolution.

12. Jurisdictions and the Commonwealth will encourage employment services providers and RTOs to share relevant information on the job seeker, which will assist both service providers to better address the learning needs of job seekers and ensure job seekers meet their participation requirements through the provision of attendance and non-attendance information.
13. The arrangements outlined above will take effect from a date bilaterally agreed, and will continue until the end of the National Partnership or as otherwise agreed in writing between the Commonwealth and State.

Agreed Milestones

Year	Action
2012	<p>Joint milestones:</p> <ol style="list-style-type: none"> 1. Release complementary guidance material to JSAs and RTOs explaining the new cost-sharing arrangements 2. Monitor compliance with these arrangements and notify the other party should concerns emerge. <p>State milestone:</p> <ol style="list-style-type: none"> 1. Amend the state training policy as necessary to allow the new arrangement to take effect from when the Tasmanian Implementation Plan for the National Partnership Agreement on Skills Reform is signed. <p>Commonwealth milestone:</p> <ol style="list-style-type: none"> 1. Amend the Employment Pathway Fund Guidelines as necessary to allow the new arrangement to take effect from when the Tasmanian Implementation Plan for the National Partnership Agreement on Skills Reform is signed.