

# ACT 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 Minister for Skills, and the Australian Capital Territory, represented by the Minister for Education and Training.
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 ACT 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 ACT implementation

### Project Information

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	<ul style="list-style-type: none"> <li>• ACT Government funded training program requirements, including User Choice, will be revised to incorporate quality criteria for access to public subsidy funding in the ACT that align with the reform directions of this NP as outlined in clause 27 (a) and ensures RTOs have the necessary systems and capacity to deliver quality training outcomes. The criteria may also include complementary strategies such as monitoring and evaluation and publishing quality indicators and other data. The new requirements will be incorporated into the ACT Funding Agreement (ACTFA), the new contractual agreement between the ACT Education and Training Directorate (the Directorate) and RTOs from 1 January 2013.</li> <li>• The implementation of Risk Profiling of RTOs will form part of the ongoing management and monitoring of the Directorate's funded programs - to improve quality and transparency in relation to risk. The risk profile capability will be built into the new data management system. The Directorate will also develop an overarching ACT RTO Risk Modelling Plan as a tool to assist with managing risk.</li> <li>• To the extent it is also a priority for the Standing Council on Tertiary Education, Skills and Employment (SCOTESE), this reform initiative will be implemented as per SCOTESE agreed timeframes.</li> </ul>	July 2012	June 2017
External validation of RTO assessment practices	<ul style="list-style-type: none"> <li>• In conjunction with an enhanced relationship with local business and industry as outlined in clause 27 (b), the ACT will fund pilot projects that test the most effective ways of having industry</li> </ul>	July 2012	June 2017

	<p><i>independently validate RTO assessment, including that conducted in schools. This work will be incorporated into amended funded program schedules that form part of the ACTFA and may inform the development of a national model in the long term as also referred to in clause 27 (b).</i></p>		
<p>Publication of RTO quality measures through <i>My Skills</i> (under improved consumer information below)</p>	<ul style="list-style-type: none"> <li>• <i>With a view to creating a more transparent VET sector, ACT Government reforms to its own data collection and analysis capacity will be enhanced and aligned with the agreed objectives of national reform in the areas of data collection, sharing and reporting, as outlined in clause 26 (d).</i></li> <li>• <i>Through a mix of targeted, funded initiatives and revised funding requirements, RTOs will be encouraged to improve the consumer information available on their own websites, in preparation for the system requirements of the My Skills website. Information on the quality of the provider, the quality of their programs, evidence of graduate satisfaction and improved employment status after training, as well as evidence of employer satisfaction with the RTO and the quality of its graduates, will be among the data to be reported, as indicated in clause 26 (d).</i></li> <li>• <i>The Directorate will develop an enhanced communication strategy to enable more direct engagement with industry and training stakeholders and the publication of the above data.</i></li> <li>• <i>This reform initiative will be implemented as per timeframes agreed through SCOTese and as per milestones in Part A of Schedule 2 of the NP.</i></li> </ul>	<p>July 2012</p>	<p>June 2017</p>
<p>Efficiency</p>			
<p>Improved government to government information sharing</p>	<ul style="list-style-type: none"> <li>• <i>The ACT Government will work with the Commonwealth to improve information exchange through development of a shared information model, as outlined in clause 29 (a). The ACT Government's interest is in building capacity to perform more sophisticated analysis on available and new data sets, enabling more nuanced and timely responses to shifting patterns of student and employer participation in the local VET system, which would supplement the comprehensive biennial research it currently undertakes into industry and skill needs in the Territory. The development of the model will be through NSOC and its committees.</i></li> <li>• <i>Information sharing will be complemented by the existing nationally led projects, including those</i></li> </ul>	<p>July 2012</p>	<p>June 2017</p>

	<p>led through the Data and Performance Measurement Principal Committee (DPMPC). Projects including:</p> <ul style="list-style-type: none"> <li>○ VET data quality</li> <li>○ Quarterly reporting</li> <li>○ Unique Student Identifier</li> <li>○ VET data portal</li> <li>○ Total VET activity</li> <li>○ My Skills.</li> </ul> <ul style="list-style-type: none"> <li>● 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 29(a) of the NP.</li> <li>● The ACT Government will establish a Skills Reform NP Working Group to oversee the implementation of this NP</li> <li>● The ACT Government will also establish an industry liaison function to facilitate improved linkages between the ACT Government and training providers, industry, employment service providers and other stakeholders.</li> </ul>		
<p>Support public training providers</p>	<ul style="list-style-type: none"> <li>● The ACT Government will support CIT to strengthen its capacity to deliver training effectively and efficiently, in a climate of greater competition, consistent with clause 29 (b).</li> <li>● CIT will be a key partner of Government in implementing the structural reforms and delivering the training outcomes committed to under this NP through the following strategies in particular: <ul style="list-style-type: none"> <li>○ governance arrangements for public provision of VET training in the ACT will be revised to ensure the ongoing viability and effectiveness of the public provider</li> <li>○ ACT Government will undertake public consultation regarding contestability in the ACT training market to inform future policy directions and support CIT to operate more effectively in an increasingly competitive market</li> <li>○ important functions of the public provider such as servicing the training needs of industry, community and disadvantaged learners will be recognized and funded through the ACT funding agreement as per clause 29 (b)</li> <li>○ the negotiated funding agreement between the ACT Government and the public provider will reflect the role of the public provider in implementing the ACT</li> </ul> </li> </ul>	<p>July 2012</p>	<p>June 2017</p>

	<i>Entitlement to Training.</i>		
Review	<ul style="list-style-type: none"> <li>The ACT Government will participate in a review of progress of structural reforms and training outcomes, to be completed by 31 December 2015, with terms of reference to be agreed by 30 April 2013.</li> </ul>	Jan 2013	Dec 2015
Access and Equity			
National entitlement	<ul style="list-style-type: none"> <li>As outlined in clause 28(a), the ACT will strengthen and increase its commitment to government subsidised training by introducing the national entitlement to training in the form of the ACT Entitlement to Training. In addition to new programs, existing ACT Government funded programs that increase access to training for disadvantaged learners will be redesigned and promoted as part of the national entitlement to training to raise the profile and community awareness of this reform, and to encourage greater participation in training.</li> </ul>	July 2012	June 2017
Increase access to ICLs.	<ul style="list-style-type: none"> <li>The ACT will work with the Commonwealth to develop a quality framework that incorporates ACT and Commonwealth quality requirements for RTOs to access income contingent loans (ICLs), as outlined in clause 28 (b). This reform initiative will be implemented as per timeframes agreed through SCOTese.</li> </ul>	July 2012	June 2017

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 the ACT Government programs.

### Relevant State or Territory Context

12. In developing this Implementation Plan, consideration has been given to the following contextual information about the ACT:

At the end of the June quarter 2011, the ACT had a population of 365,400, a 1.6% share of the national population. Over the 12 months to June 2011, the ACT recorded a 1.9% increase in population (6,800 persons) over the previous year, and recorded the largest percentage increase nationally (2.2%) in the number of children 0-14 years. The ACT has the second youngest median age in Australia (34.7 years). In the same period, the number of working age population (15-64 years) in the ACT increased 1.4%, which is higher than the national average of 1.2%. Also in the same period, the ACT recorded the country's second highest growth in the proportion of its population aged over 65 years (4.5%).

The number of students undertaking publicly funded VET programs in the ACT grew significantly between 2009-10, recording a 10.8% growth in that year from 26,500 to 29,400. This growth was influenced by the Productivity Places Program, which included a significant injection of ACT Government funds to the local VET sector.

The ACT's strategy for developing skills is *ACT Skills Future* (ACT Government, 2008). In developing this strategy the ACT Government took into account the reform directions set by COAG in relation to skills and workforce development. All of the reforms committed to under the ACT Skills Future have supported the implementation and contributed to the impact of the COAG reforms for VET and initiatives that support successful transitions from school.

The ACT has one public provider – the Canberra Institute of Technology (CIT). CIT is a statutory authority operating under the *Canberra Institute of Technology Act 1987*. The CIT Chief Executive is responsible to the ACT Minister for Education and Training. The ACT Government provides a significant proportion of VET funding for CIT and agreed outcomes are described in CIT's annual Statement of Intent which forms part of the ACT Budget.

The ACT is consistently the highest performing state or territory in the nation across a range of indicators, outputs and targets monitored under the *National Agreement for Skills and Workforce Development (NASWD) 2008-12*. In 2009, with a 1.6% population share, the ACT delivered 2.4% of Australia's completed VET qualifications.

#### Comparison with other states and territories

In both 2009 and 2010 the ACT had the:

- lowest proportion of 20 to 64 years olds without a Certificate III or above
- highest proportion of VET course completions at Certificate III or higher
- highest proportion of VET graduates employed after completing training
- lowest proportion of VET graduates unemployed after completing training
- highest proportion of VET graduates reporting improved employment status after training.

#### The ACT's performance over time

Significant changes in the ACT's performance include the:

- number of 20-64 years olds without a Certificate III or above, which decreased between May 2008 and May 2011, from 38% to 34.1%.
- number of higher qualification completions (Diplomas and Advanced Diplomas), which increased by 22 percent between 2008 and 2009.

The ACT Government is committed to reform of the ACT tertiary education sector. Over the past few years, the ACT has pursued a deliberate and targeted agenda in the VET sector, which has been backed by considerable investment, beyond Commonwealth funding agreements.

Since the commencement of the 2008-12 NASWD, the ACT Government has contributed approximately \$46 million in other budget initiatives targeting the VET sector. These initiatives covered training programs, infrastructure, student fee assistance, literacy and

numeracy support services, disability support, equipment, and services to support transitions from school to study.

Under this NP, the ACT is committing to jurisdiction-specific targets for increased training commencements by people with a disability and also, given that 35% of the ACT workforce does not have a post-school qualification, to increased qualification completions by mature age workers.

The ACT achieved all its targets under the 2008-12 NASWD. Under the revised NASWD and NP on Skills Reform, the ACT expects to contribute at least its population share (1.6%) of completions to the national targets.

This ACT Implementation Plan is designed to reflect the Territory's particular demographics and the unique circumstances of its VET sector, including the close connections between the university, school and VET sectors in the ACT.

Table 2: Links with existing reforms or projects

Proposed project elements	Existing reforms or projects	Complementary nature of activities
<p>Quality</p>	<p>The ACT Government is committed to reform of the ACT tertiary education sector. Over recent years, the ACT has pursued a deliberate and targeted agenda in the VET sector, backed by considerable investment, beyond Commonwealth funding agreements. ACT Government funded reform activity includes the introduction of funded program audits, to complement the work of the national regulator, the revision of funding requirements and agreements, and the re-design and build of its VET data management system.</p> <p>The <i>ACT Skills Future (2008)</i> - supports the implementation of COAG reforms for VET and provides a long term strategy to address the shortage of skilled workers in the ACT.</p> <p>Competitive Allocation for Skills Initiatives (CASI) Contract is the current contractual arrangement between the Directorate and RTOs to deliver programs. User Choice (as included in ACT contracts with RTOs) is a national funding policy for Australian Apprenticeships promoting choice in training services provided to employers and Australian Apprentices.</p> <p>ACT Training Excellence Awards (Annual) is the premier event in the VET calendar and promotes quality in training.</p>	<p>The NP reforms provide the opportunity to further strengthen the ACT VET system.</p> <p>The development of quality criteria for RTOs to access public subsidy funding in the ACT and a risk profile capability as well as an overarching ACT RTO Risk Modelling Plan will ensure RTOs have the necessary systems and capacity to deliver high quality training outcomes as outlined in clause 27 (a) of the NP and training objectives of the NP.</p> <p>From 1 January 2013, the ACT Funding Agreement (ACTFA) will be the new contractual arrangement between the Directorate and RTOs to deliver programs to address the major objectives of the NP and the ACT VET system. Specific programs are identified through schedules for the purpose of the ACTFA.</p> <p>Further strengthening this work will be the pilot projects to test the most effective methods for industry to independently validate RTO assessment practices. Principles of effective practice will be incorporated into amended funded program schedules that form part of the ACTFA and may also inform the development of a national model as referred to in clause 27 (b).</p> <p>The ACT Government will require RTOs that wish to access government funds for training to demonstrate participation in the reform agenda.</p>



Proposed project elements	Existing reforms or projects	Complementary nature of activities
Transparency	<p>The ACT Government has made a significant investment in reform of the administration of public training funds and data management and reporting systems. This has involved upgrading the systems for collecting and reporting data on training activity delivered in the ACT.</p> <p>The ACT requires RTOs delivering in the ACT to manage the records of their training activity using a system that is AVETMISS compliant, enabling the Directorate to extract the data required for AVETMISS reporting.</p> <p>The use of VEERA Online (Vocational Education Enrolment and Reporting Application) is being phased out in line with the new requirements</p> <p>Currently VET Provider data is submitted to the State Training Authority only once per year by RTOs. Given the increased focus on more complete and more timely reporting of data to the Commonwealth, current systems, processes and timelines are being examined and functional improvements implemented to enable more frequent and automated data submission to occur.</p>	<p>Upgraded systems will result in more timely data available to support planning decisions for training delivery in the ACT and help facilitate more frequent and automated reporting of relevant data to the Commonwealth and to VET stakeholders such as students and industry, as outlined in clauses 21 (b), 26 (d) and 27 (c) of the NP and training objectives of the NP.</p> <p>AVETMISS is the nationally agreed framework for the collection of consistent and accurate data, administered by NCVET. The use, by RTOs, of AVETMISS compliant systems contributes towards an enhanced national data collection.</p>
Efficiency	<p>The ACT Government is currently engaged in a range of initiatives that will align with the skills reform agenda and deliver enhanced efficiencies. These include:</p> <ul style="list-style-type: none"> <li>• industry liaison, consultation, and comprehensive, biennial research into industry training and skill needs in the Territory</li> <li>• routine cooperative work in partnership with the public provider, particularly in regard to achieving training targets and addressing the needs of priority groups</li> <li>• liaison with the national regulator, the Australian Skills Quality</li> </ul>	<p>Improvements in the quality and transparency of the administration and delivery of government subsidised training programs (as detailed above) are expected to lead to greater efficiencies that will benefit learners, training providers and government, as outlined in clause 29 (a) and (b) of the NP and training objectives of the NP.</p> <p>The ACT Government will also:</p> <ul style="list-style-type: none"> <li>• work with the Commonwealth to improve information exchange through development of a</li> </ul>

Proposed project elements	Existing reforms or projects	Complementary nature of activities
	<p>Authority (ASQA), particularly in regard to information sharing and complementary audit activity</p> <ul style="list-style-type: none"> <li>• accessing independent, external advice, including from the Learning Capital Council, which has been established to advise Government on structural and policy reform of tertiary education in the ACT.</li> <li>• organising Training and Tertiary Education Forums (quarterly) to provide an opportunity for stakeholders to engage with the Directorate about current and future vocational education and training activities and related matters.</li> </ul> <p>The Canberra Institute of Technology (CIT) Advisory Council consists principally of representatives of industry and commerce and provides high level strategic advice to the Chief Executive, CIT and through the Chief Executive to the Minister. During 2011 the CIT Advisory Council developed a charter and implemented a Governance Strengthening Plan. Both were designed to maximise its contribution to the directions of CIT and prepare the CIT Advisory Council for a possible future as a governing, rather than advisory body.</p> <p>One of CIT's strengths is its links with industry, and the variety of ways in which industry views feed into the planning framework. The CIT Advisory Council and industry representative advisory committees for each of CIT's Teaching and Learning Centres play important roles in this process</p>	<p>shared information model, as outlined in clause 29 (a) of the NP</p> <ul style="list-style-type: none"> <li>• seek to enter into an memorandum of understanding (MoU) with ASQA</li> <li>• establish an industry liaison function within ACT Government to facilitate improved linkages and collaboration between the ACT Government and training providers, industry, employment service providers and other stakeholders.</li> <li>• supplement the industry research it currently undertakes with improved data collection, analysis and reporting.</li> <li>• establish an ACT Skills Reform NP Working Group to guide the implementation, reporting and review of this NP. The Working Group will include a representative from CIT as an acknowledgement of their role as a key stakeholder in this process.</li> </ul> <p>In support of clause 29 (b) of the NP the ACT Government in consultation with CIT will develop and implement revised governance arrangements for CIT, building upon the Governance Strengthening Plan implemented in 2011 by the CIT Advisory Council. It is envisaged these new arrangements will give the CIT a more business-orientated governance structure, making the institution more flexible, responsive and competitive with clear lines of responsibility.</p>

Proposed project elements	Existing reforms or projects	Complementary nature of activities
		<p>The ACT Government will undertake a public consultation regarding contestability in the ACT training market to inform future policy directions and assist with the development of strategies to provide support for CIT to operate effectively in a more competitive market.</p>
<p>Access and Equity</p>	<p>The ACT currently meets the training needs of disadvantaged people by making them priority groups in existing funded programs including the Priorities Support Program, Joint Group Training Program and ACT Adult Community Education Grants Program. Disadvantaged learners also access concessions available through the public provider.</p> <p>The <i>ACT Young People's Plan 2009-2014</i> aims to ensure young people in Canberra reach their full potential.</p>	<p>Existing ACT Government funded programs that facilitate access to training for disadvantaged learners will be redesigned and promoted as part of the national entitlement to training, as outlined in clause 28 (a) and 28 (b) of the NP.</p> <p>Further work being undertaken to support clause 28 of the Skills Reform NP is outlined in Table 1: Project Descriptions and Attachment A: Project Milestones of this IP</p>

## Estimated Costs

13. The maximum financial contribution to be provided by the Commonwealth for structural reform projects to the ACT is \$18.2 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.
14. ACT financial contributions to skills training and reform are set out in their budget papers.
15. The Commonwealth's estimated financial contribution to the ACT'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 the ACT retains the flexibility to move funds between components as long as outcomes are not affected.

**Table 3: Estimated Commonwealth financial contributions to the ACT**

Administered item expenses (\$millions)		2012-13	2013-14	2014-15	2015-16	2016-17	Totals
<b>National Partnership:</b>							
65%	In advance payments 20%	2.80	2.80	0.00	0.00	0.00	5.60
	Structural reform milestones 45%	1.02	1.02	6.05	2.26	2.26	12.61
	<b>Total structural reform payments</b>	<b>3.82</b>	<b>3.82</b>	<b>6.05</b>	<b>2.26</b>	<b>2.26</b>	<b>18.21</b>
35%	Training outcomes 35%	0.00	0.00	0.00	3.79	6.02	9.80
<b>Total Reform National Partnership</b>		<b>3.82</b>	<b>3.82</b>	<b>6.05</b>	<b>6.05</b>	<b>8.28</b>	<b>28.01</b>

16. Table 4 represents the estimated Commonwealth financial contribution 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
<b>Quality (20%)</b>						
<ul style="list-style-type: none"> <li>• State criteria for access to public subsidy funding and/or complementary strategies</li> <li>• External validation of RTO assessment practices</li> <li>• Publication of RTO quality measures through <i>My Skills</i> (under improved consumer information below)</li> </ul>						
Completion of one project (40%)	0.08	0.08	0.48	0.18	0.18	2.52
Completion of two projects (100%)	0.20	0.20	1.21	0.45	0.45	
<b>Transparency (10%)</b>						
<ul style="list-style-type: none"> <li>• Enhanced National data collections</li> <li>• Improved and agreed timelines</li> <li>• Improved consumer information</li> </ul>						
						1.26

• Unique Student Identifier						
Completion of one project (20%)	0.02	0.02	0.12	0.05	0.05	
Completion of two projects (40%)	0.04	0.04	0.24	0.09	0.09	
Completion of three projects (60%)	0.06	0.06	0.36	0.14	0.14	
Completion of four projects (100%)	0.10	0.10	0.60	0.23	0.23	
<b>Efficiency (10%)</b>						
• Improved government to government information sharing						
• Support public training providers						
• Review						
Completion of one project (40%)	0.04	0.04	0.24	0.09	0.09	
Completion of two projects (60%)	0.06	0.06	0.36	0.14	0.14	
Completion of three projects (100%)	0.10	0.10	0.60	0.23	0.23	1.26
<b>Access and equity (60%)</b>						
• National Entitlement						
• Increase access to ICLs						
Completion of one project (40%)	0.24	0.24	1.45	0.54	0.54	
Completion of two projects (100%)	0.61	0.61	3.63	1.36	1.36	7.56
<b>Total Structural Reform Payment</b>	<b>1.02</b>	<b>1.02</b>	<b>6.05</b>	<b>2.26</b>	<b>2.26</b>	<b>12.61</b>

17. 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

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

### Structural reform

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

### Training outcomes

20. The ACT is committed to improving training outcomes in the VET sector. The ACT'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;
  - higher level qualification commencements;
  - higher level qualification commencements by Indigenous Australians;

- d. qualification commencements by people with a disability; and
- e. qualification completions by mature age workers.

21. **Attachment B** includes the agreed training outcomes targets for the ACT and technical specifications.
22. 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	40%	1.52	2.41	3.92
Higher level qualification commencements (Cert III and above)	15%	0.57	0.90	1.47
Indigenous commencements (Cert III and above)	15%	0.57	0.90	1.47
Qualification commencements by people with a disability	15%	0.57	0.90	1.47
Qualification completions by mature age workers	15%	0.57	0.90	1.47
<b>Total</b>	<b>100%</b>	<b>3.79</b>	<b>6.02</b>	<b>9.80</b>

## Reporting

23. The ACT 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.
24. The ACT agrees to provide an annual performance report to the Commonwealth based on the agreed template.
25. The final annual performance report will include achievements against milestones over the life of the Agreement.
26. Circumstances may give rise to additional reporting being sought from the ACT. 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

27. 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:

Signed for and on behalf of the Australian Capital Territory by

Signature



Date

3/9/12

2012

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Dr Chris Bourke MLA  
Minister for Education and Training

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Signed for and on behalf of the Commonwealth of Australia by

Signature



Date:

6/11/12

2012

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Senator the Hon Chris Evans  
Minister for Tertiary Education, Skills, Science and Research

# 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.

## 2012 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p><b>Quality:</b> Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> <li>• Development of strengthened quality criteria for ACT Government Funding Agreement (ACTFA) which:               <ul style="list-style-type: none"> <li>○ align requirements with principles of skills reform and evidence of ACT industry training needs</li> <li>○ are supported by a communication strategy for informing stakeholders of changes and progress</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• New quality criteria for ACT Funding Agreement (ACTFA) published</li> <li>• Products of communication strategy (including news bulletins and FAQ sheets) complete</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholders consulted to develop quality criteria for new ACT Funding Agreement (ACTFA)</li> </ul>
<p><b>Quality:</b> Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> <li>• Tender selection process commenced for pilot projects of independent, industry validation of RTO assessment practices to inform future requirements of government funded training programs</li> </ul>	<ul style="list-style-type: none"> <li>• Request for Tender issued for pilot projects</li> </ul>	<ul style="list-style-type: none"> <li>• Request for Tender drafted</li> </ul>



<p><b>Access &amp; Equity:</b> Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> <li>• ACT Entitlement to Training modelling commenced, including access to Language, Literacy and Numeracy (LLN) and Foundation Skills programs, as outlined in Schedule 3 of the NP</li> </ul>	<ul style="list-style-type: none"> <li>• Progress on ACT VET system modifications and modelling of ACT Entitlement to Training reported to DIISRTE through the Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• ACT VET system modifications to manage entitlement investigated and scoped</li> </ul>
<p><b>Access &amp; Equity:</b> Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> <li>• ACT Government and public provider work together on the initial expansion of ICLs and agree on cost modelling</li> <li>• ACT model for ICL implementation drafted as per Schedule 4 of the NP</li> </ul>	<ul style="list-style-type: none"> <li>• Progress on system modifications and draft ACT model for ICL implementation reported to DIISRTE in Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• ACT VET system modifications to manage ICLs investigated and scoped</li> </ul>
<p><b>Efficiency:</b> Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> <li>• Structure of information sharing model agreed by National Senior Officials Committee (NSOC)</li> <li>• ACT Skills Reform NP Working Group is established to guide implementation, reporting and review of NP</li> <li>• Information on the ACT Education and Training Directorate's website improved to facilitate information exchange</li> </ul>	<ul style="list-style-type: none"> <li>• Information sharing model scope agreed and developed with timeline for implementation. Progress to be reported to DIISRTE through the Annual Performance Report</li> <li>• ACT Skills Reform NP Working Group Terms of Reference established</li> <li>• Functionality and quality of information on the ACT Education and Training Directorate's website tested using qualitative and quantitative methods</li> </ul>	<ul style="list-style-type: none"> <li>• Terms of Reference drafted for ACT Skills Reform NP Working Group</li> </ul>

<p><b>Efficiency:</b> 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"> <li>• Governance arrangements for public provision of VET training in the ACT investigated to make the public provider more flexible, responsive and competitive</li> </ul>	<ul style="list-style-type: none"> <li>• Results of investigation of governance arrangements reported to DIIRTE through the Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings held to explore appropriate governance arrangements including investigating good practice guidelines and examples from other jurisdictions</li> </ul>
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### 2013 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p><b>Quality:</b> Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> <li>• Risk profiling of RTOs introduced into ACT Government management of funded programs to improve quality and transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Risk profile capability built into new data management system</li> </ul>	<ul style="list-style-type: none"> <li>• Risk profiling tools developed and piloted</li> </ul>
<p><b>Quality:</b> Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> <li>• Contracts awarded for pilot projects</li> <li>• Pilot programs are conducted, completed and reported on by RTOs and industry partners</li> </ul>	<ul style="list-style-type: none"> <li>• Outcomes from pilot projects published on ACT Education and Training Directorate's website</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot programs commence and participating RTOs and industry partners deliver progress reports at quarterly Training and Tertiary Education Forums</li> </ul>
<p><b>Access &amp; Equity:</b> Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> <li>• Elements of ACT Entitlement to Training are piloted, prior to full implementation in July 2014, as outlined in Schedule 3 of the NP</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluation reports based on pilot projects received and published on ACT Education and Training Directorate's website</li> </ul>	<ul style="list-style-type: none"> <li>• Forum held to discuss staged introduction of ACT Entitlement to Training</li> </ul>
<p><b>Access &amp; Equity:</b> Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> <li>• ACT model for ICLs included eligibility criteria finalised ready for implementation in 2014</li> <li>• Implementation strategy is prepared</li> </ul>	<ul style="list-style-type: none"> <li>• Eligibility criteria for ICLs is advertised in publicity material, including course guides, for 2014</li> <li>• Details of ACT model for ICLs and implementation strategy as measured against</li> </ul>	<ul style="list-style-type: none"> <li>• ACT Skills Reform NP Working Group consulted regarding ACT model for ICLs including eligibility criteria and an implementation strategy</li> </ul>

		Schedule 4 of the NP reported to DIISRTE in Annual Performance Report	
<p><b>Efficiency:</b> Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> <li>• ACT and Commonwealth collect, analyse and exchange data as agreed in the model</li> <li>• Industry liaison function established within ACT Government in line with scoped requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Progress on data exchange to be reported to DIISRTE through Annual Performance Report</li> <li>• Publication of industry liaison activities and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Industry liaison function scoped to facilitate linkages and improve collaboration between the ACT Government, training providers, industry, employment service providers and other stakeholders</li> </ul>
<p><b>Efficiency:</b> 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"> <li>• Based on findings from investigations draft revised governance arrangements for public provider developed</li> <li>• Identify implications of increasing contestability in the ACT training market</li> </ul>	<ul style="list-style-type: none"> <li>• Draft revised governance reported to DIISRTE in Annual Performance Report</li> <li>• Results of public consultation regarding implications of increasing contestability of ACT training market published on ACT Education and Training Directorate's website</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings held with stakeholders regarding implications of increasing contestability in ACT training market; and consultations with CIT re governance arrangements are undertaken</li> </ul>
<p><b>Review</b></p>	<p>Terms of reference for Review of the Agreement agreed by 30 April 2013, as per clause 57</p>		

## 2014 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p><b>Quality:</b> Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> <li>• ACT RTO Risk Modelling Plan implemented</li> <li>• Revised funding model and ACTFA schedules are implemented</li> </ul>	<ul style="list-style-type: none"> <li>• ACT RTO Risk Modelling Plan published</li> <li>• Revised ACTFA schedules published on ACT Education and Training Directorate's website</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholders consulted in review of ACTFA, design of risk modelling plan and industry training needs</li> </ul>
<p><b>Quality:</b> Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> <li>• Findings from pilots of independent validation of RTO assessment practices incorporated into program requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Updated ACTFA schedules include industry validation of assessment as a mandatory minimum service requirement</li> </ul>	<ul style="list-style-type: none"> <li>• Findings and recommendations of pilots presented to ACT Skills Reform NP Working Group for approval</li> </ul>
<p><b>Access &amp; Equity:</b> Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> <li>• ACT Entitlement to Training commences July 2014, as outlined in Schedule 4 of the NP</li> <li>• Professional development available to RTOs in the Foundation Skills Training Package, in order to grow system capacity to meet learner needs under the ACT Entitlement to Training</li> </ul>	<ul style="list-style-type: none"> <li>• Promotional material relating to ACT Entitlement to Training in place</li> <li>• Numbers of teachers and trainers who have participated in LLN and Foundation Skills training reported to DIIRTE in Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• High quality professional development in the Foundation Skills Training Package sourced and advertised to RTO teachers and trainers</li> </ul>
<p><b>Access &amp; Equity:</b> Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> <li>• ICLs scheme commences in the ACT, in line with finalised model, including advertised eligibility criteria and the implementation strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Integration of ICLs into VET system in ACT is reviewed against Schedule 4 of the NP and reported to DIIRTE in Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• ACT Government, ACT Skills Reform NP Working Group and public provider monitor and report on uptake of ICLs to inform improvements that may be required to the</li> </ul>

				administration of ICLs
		<ul style="list-style-type: none"> <li>• ACT and Commonwealth collect, analyse and exchange data as agreed in the model</li> <li>• Continuous review of information exchange in conjunction with the Commonwealth</li> <li>• Requirements regarding data supply are incorporated into ACTFA</li> </ul>	<ul style="list-style-type: none"> <li>• Results of the review of information exchange to be reported to DIISRTE through the Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• Information exchange is reviewed in conjunction with Commonwealth, non-Government and other stakeholders</li> </ul>
<p><b>Efficiency:</b> Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> <li>• Draft governance arrangements agreed and finalised by ACT Government (for implementation in 2015) and incorporate contestability findings</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation strategy for public provider Governance arrangements reported to DIISRTE</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings held between ACT Government and public provider to agree on revised governance arrangements</li> </ul>	
<p><b>Efficiency:</b> Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>				

## 2015 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p><b>Quality:</b> Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> <li>• ACTFA schedules reviewed and updated in line with maturing policies and stakeholder consultation</li> </ul>	<ul style="list-style-type: none"> <li>• Updated ACTFA schedules published on ACT Education and Training Directorate's website</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholders are consulted in review of ACTFA schedules and advised of Industry Training Needs 2015-16</li> </ul>

<p><b>Quality:</b> Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> <li>Industry validation of RTO assessment practices is promoted to non-participating RTOs and to industry</li> </ul>	<ul style="list-style-type: none"> <li>Findings from sharing of independent validation of RTO assessment practices are incorporated into ACTFA schedules as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Good practice industry validation of RTO assessment practices shared at Training and Tertiary Education Forums and on RTO websites</li> </ul>
<p><b>Access &amp; Equity:</b> Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> <li>Evaluation of first 12 months of ACT Entitlement to Training is conducted</li> </ul>	<ul style="list-style-type: none"> <li>Report on evaluation of ACT Entitlement to Training published on ACT Education and Training Directorate's website</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholders invited to participate in evaluation of entitlement in the ACT</li> </ul>
<p><b>Access &amp; Equity:</b> Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> <li>Results from consultation on expansion of ICLs scheme are incorporated into the ACT ICL model and eligibility criteria</li> </ul>	<ul style="list-style-type: none"> <li>ACT Government publishes results of consultation on further extension to ICL access through private providers</li> <li>Updated publicity material developed for 2016 expansion of ICLs scheme to private providers</li> <li>Integration of ICLs into VET system in ACT is reviewed against Schedule 4 of the NP and reported to DIISRTE in Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>ACT Skills Reform NP Working Group, public and private providers are consulted regarding further extension to ICL access</li> </ul>
<p><b>Efficiency:</b> Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> <li>ACT and Commonwealth collect, analyse and exchange data as agreed in the model, including any refinements</li> <li>Continuous review of information exchange in conjunction with the</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of improvements in the quality and quantity of government to government information exchange reported to DIISRTE through the Annual Performance</li> </ul>	<ul style="list-style-type: none"> <li>Key business, industry and government stakeholders are consulted as part of review of information exchange</li> </ul>

<p><b>Efficiency:</b> Strategies which enable public providers to operate effectively in an environment of greater competition, recognising their important functions</p>	<p>Commonwealth</p> <ul style="list-style-type: none"> <li>Governance arrangements for public provision of VET training in the ACT implemented</li> </ul>	<p>Report</p> <ul style="list-style-type: none"> <li>Results from implementation of revised governance arrangements for public provision of VET training in the ACT reported to DIISRTE</li> </ul>	<ul style="list-style-type: none"> <li>ACT Government monitors progress of implementation of governance arrangements through regular reporting and consultation with the public provider</li> </ul>
<p>Review completed by 31 December 2015, as per clauses 54-57</p> <p><b>Review</b></p>			

### 2016 milestones

OUTPUT	MILESTONE	EVIDENCE OF COMPLETION	INTERIM MILESTONE/S
<p><b>Quality:</b> Implementation of criteria specific to each state for access to public subsidy funding and complementary strategies</p>	<ul style="list-style-type: none"> <li>Risk profiling of RTOs and ACT RTO Risk Modelling plan reviewed</li> </ul>	<ul style="list-style-type: none"> <li>Recommendations from review of Risk profiling of RTOs and ACT RTO Risk Modelling plan implemented</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholders consulted as part of review of Risk profiling of RTOs and ACT RTO Risk Modelling plan</li> </ul>
<p><b>Quality:</b> Development and piloting of independent validation of RTO assessment practices</p>	<ul style="list-style-type: none"> <li>Review of industry validation of RTO assessment practices complete</li> </ul>	<ul style="list-style-type: none"> <li>Findings from review incorporated in ACTFA and used to inform a national model</li> </ul>	<ul style="list-style-type: none"> <li>Review of industry validation of RTO assessment commenced and stakeholders at Training and Tertiary Education Forums consulted.</li> </ul>
<p><b>Access &amp; Equity:</b> Introducing and strengthening a national entitlement to a government subsidised training place</p>	<ul style="list-style-type: none"> <li>ACT Entitlement to Training further refined according to findings of 2015 evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Promotional material relating to revised ACT Entitlement to Training in place</li> <li>Refinements to ACT Entitlement to Training</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder forum advised of refinements to entitlement criteria</li> </ul>

<p><b>Access &amp; Equity:</b> Supporting the expansion of the Commonwealth's ICLs scheme</p>	<ul style="list-style-type: none"> <li>• Access to ICLs in the ACT is further expanded to include private providers in line with advertised eligibility criteria</li> <li>• ACT implementation of agreed quality and transparency measures completed for courses for which ICLs are available</li> </ul>	<p>reported to DIISRTE in Annual Performance Report</p> <ul style="list-style-type: none"> <li>• ICL scheme extended to private providers</li> <li>• Assurance provided to DIISRTE — in Annual Performance Report—about the quality of training provided through the ICL scheme</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation with ACT Skills Reform NP Working Group, public and private providers regarding extension of ICL access</li> </ul>
<p><b>Efficiency:</b> Improvements in government to government information exchange</p>	<ul style="list-style-type: none"> <li>• ACT implements any agreed recommendations of the Review of the National Partnership which may impact on the usefulness of the information sharing model</li> <li>• Data collected, analysed and exchanged by ACT and Commonwealth as agreed in the model, including any refinements</li> </ul>	<ul style="list-style-type: none"> <li>• All collection and submission data is AVETMISS and USI compliant</li> <li>• Evidence of improvements in the quality and quantity of government to government information exchange reported to DIISRTE through the Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• Key business, industry and government stakeholders are consulted about recommendations of the Review of the National Partnership which may impact on the usefulness of the information sharing model</li> </ul>
<p><b>Efficiency:</b> 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"> <li>• Review and evaluation of governance arrangements for public provision of VET training in the ACT conducted</li> </ul>	<ul style="list-style-type: none"> <li>• Results of review and evaluation incorporated into governance arrangements for public provision of VET training in the ACT and reported to DIISRTE through the Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholders invited to make submissions to review of governance arrangements for public provision of VET training in the ACT</li> </ul>



## ATTACHMENT B: TRAINING OUTCOMES TARGETS

This Attachment specifies the training outcomes targets for the ACT under the NP. Note that totals may not add due to rounding.

**Training outcome 1: Aggregate qualification completions** (Growth in base activity of approximately 1.9% pa - funded under the NASWD - is shown in green, and additional completions above baseline in purple.)

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline (average 2008 and 2009)	8,234	-	-
2012	8,693	460	460
2013	8,858	624	1,084
2014	9,029	795	1,879
2015	9,206	972	2,851
2016	9,389	1,156	4,007

**Training outcome 2: Commencements of higher qualifications (Cert III and above)** (3% pa growth)

	Aggregate commencements	Commencements above baseline	Target (cumulative above baseline)
Baseline (average 2008 and 2009)	14,379	-	-
2012	15,712	1,333	1,333
2013	16,184	1,805	3,183
2014	16,669	2,290	5,428
2015	17,169	2,790	8,218
2016	17,684	3,305	11,524

**Training outcome 3: Commencements of higher qualifications by Indigenous Australians** (4% pa growth)

	Aggregate commencements	Commencements above baseline	Target (cumulative above baseline)
Baseline (average 2008 and 2009)	262	-	-
2012	295	33	33
2013	307	45	77
2014	319	57	134

2015	332	70	203
2016	345	83	286

**Training outcome 4: Qualification commencements by people with a disability (3% pa growth)**

	Aggregate commencements	Commencements above baseline	Target (cumulative above baseline)
Baseline (average 2008 and 2009)	1233	-	-
2012	1347	114	114
2013	1387	155	269
2014	1429	196	465
2015	1472	239	704
2016	1516	283	988

**Training outcome 5: Qualification completions by mature age workers (3% pa growth)**

	Aggregate completions	Completions above baseline	Target (cumulative above baseline)
Baseline (average 2008 and 2009)	1138	-	-
2012	1244	106	106
2013	1281	143	248
2014	1319	181	430
2015	1359	221	650
2016	1400	262	912

**Technical specifications**

	AVETMISS specifications	Primary data source	Secondary data source (if primary unavailable) <sup>1</sup>
Target 1	Course enrolments 2002-2010 Counting: Course enrolments Layer: Year Filters: State/territory.(Australian Capital Territory), Commencing course.(A commencing course),	NCVER Provider Collection	N/A

<sup>1</sup> NCVER data collections will be used to assess performance and discussions will be held between the officials to agree on appropriate methodology in the event that data is not available in time for assessments

	Current qualification level = Cert III or Cert IV or Diploma and above		
<b>Target 2</b>	Counting: Course enrolments Layer: Year Filters: State/territory.(Australian Capital Territory), Commencing course.(A commencing course), Indigenous status.(Indigenous), Current qualification level = Cert III or Cert IV or Diploma and above	NCVER Provider Collection	N/A
<b>Target 3</b>	Counting: Course enrolments Layer: Year Filters: State/territory.(Australian Capital Territory), Disability (including impairment or long term condition).(With a disability), Commencing course.(A commencing course), Current qualification level.(AQF qualification)	NCVER Provider Collection	N/A
<b>Target 4</b>	Counting: Course enrolments Layer: Year Filters: State/territory.(Australian Capital Territory), Disability (including impairment or long term condition).(With a disability), Commencing course.(A commencing course), Current qualification level.(AQF qualification)	NCVER Provider Collection	N/A
<b>Target 5</b>	Counting: Awards Layer: Year Filters: State/territory.(Australian Capital Territory), Age.(40 and over), Labour force status = EMPLOYED	NCVER Provider Collection	N/A