

## Schedule D

# Western Australia

## NATIONAL PARTNERSHIP ON THE SKILLING AUSTRALIANS FUND

### PART 1 – PRELIMINARIES

1. This Schedule has been developed in accordance with clause 22 of the Agreement.
  - (a) It will commence as soon as it is agreed between the Commonwealth and Western Australia and expire on 30 June 2022 or on completion of agreed projects, including final performance reporting and processing of final payments against milestones.
  - (b) It may be amended in accordance with clauses 50 and 54 of the Agreement.

### PART 2 – AGREED BASELINES AND BENCHMARKS

#### Budget Benchmark

2. In accordance with clauses 23(a) and 38-40 of the Agreement, Western Australia's agreed budget benchmark is \$368.3 million, to be adjusted each year to include Commonwealth payments under the National Partnership on the Skilling Australians Fund (the Agreement) for the applicable financial year.
  - (a) The budget benchmark has the following constituent parts:
    - i. the 2016-17 Estimated Actual Grants and Subsidies, published in the Department of Training and Workforce Development's 2017-18 Budget Papers (\$422.1 million) less the 2016-17 Commonwealth payment for the National Partnership Agreement on Skills Reform (\$53.8 million).

#### Baseline commencements

3. In accordance with clause 23(c), Western Australia's agreed baseline for existing training activity (baseline commencements at Table 1) is based on the 2016-17 financial year, which has been adjusted for 2020-21 and 2021-22 to account for the impacts of the COVID-19 pandemic.

Table 1: Baseline commencements

Training activity type	Baseline - commencements
Total	15,093
Apprenticeships/traineeships	11,737
Pre-apprenticeships/Pre-traineeships	3356

- (a) The scope of Western Australia's agreed baseline commencements is defined in Attachment A and, if agreed by both parties may be reviewed annually to redefine the scope of the agreed baseline

#### Additional commencement targets

- 4 In accordance with clause 23(d), Western Australia's agreed targets for additional training activity (additional commencements) over the term of the Agreement (2018-19 to 2021-22) are in Table 2

Table 2 Additional commencement targets

Training activity type	Estimated targets - commencements
Total	18,087
Apprenticeships/traineeships	14,382
Pre-apprenticeships/Pre-traineeships	3,705

- (a) The scope of Western Australia's agreed target for additional commencements is defined in Attachment A and, if agreed by both parties may be reviewed annually to redefine the scope of the agreed targets
- (b) The number of additional commencements for training with similar characteristics (like activity) to an apprenticeship or traineeship that contributes to the achievement of the additional activity targets is capped as outlined in Attachment A

### PART 3 – PROJECTS

- 5 The following project will be delivered by Western Australia from 2018-19 through to 2021-22, in accordance with clause 11 of the Agreement

- (a) Project 1 Jobs and Skills WA (1 July 2018 to 30 June 2022)

The Jobs and Skills WA program will be expanded to include

- i. targeted assistance for employers to take on new apprentices and trainees and expand their businesses through a new employer incentive scheme, designed in consultation with industry, and focussed on workforce priorities and small business, introduced in 2019-20 (total cost \$232.4m). Costs include training delivery for all activity above the agreed baseline and the cost of employer incentives
- ii. a new Enterprise Training Program to support skills development for existing workers. The program will initially focus on workers in the social assistance and allied health sector, which includes the skills needs of the National Disability Insurance Scheme (total cost \$1.2m)
- iii. a Work Placement Program will be developed in collaboration with industry to provide employment-related training at Certificate III to VI (total cost \$8.6m)
- iv. an expanded WA Pre-apprenticeship Program to provide more opportunities for young people to do an industry-supported pre-apprenticeship or pre-traineeship (total cost \$21.7m)
- v. initiatives to assist businesses to access the skilled workforce they need to respond and recover from the economic impacts of COVID-19.

**Financial contributions**

- (b) Estimated financial contributions to Project 1 over the term of the Agreement (2018-19 to 2021-22) are in Table 3

Table 3: Estimated financial contributions (\$ million)

	2018-19	2019-20	2020-21	2021-22	Total
Estimated total budget	23.2	74.7	92.487	84.942	275.329
Less estimated Agreement payments	18.4	32.0	38.887	29.742	119.029
Balance of non-Commonwealth contributions	4.8	42.7	53.6	55.200	156.300

**Planned additional commencement targets**

- (c) Estimated additional commencements for Project 1 over the term of the Agreement (2018-19 to 2021-22) are in Table 4.

Table 4: Estimated additional commencement targets

Training activity type	2018-19	2019-20	2020-21	2021-22	Total
Total commencements	3300	5636	4186	4965	18,087
Apprenticeships/traineeships	2900	4171	3254	4057	14,382
Pre-apprenticeships/Pre-traineeships	400	1465	932	908	3705

## Data / evidence

- (d) Data/evidence to be used to measure achievement of the performance benchmarks and/or milestones for Project 1 are in Table 5

Table 5 Data/evidence used to measure performance requirements

Performance requirements	Data/evidence to be used for reporting
Performance benchmarks <ul style="list-style-type: none"> <li>• Apprenticeships/ traineeships</li> <li>• Pre-apprenticeships/ Pre-traineeships</li> </ul>	<p>The measurement of commencements in all categories in scope of Western Australia's project(s) under the Agreement will be based on</p> <ol style="list-style-type: none"> <li>Department of Training and Workforce Development's (DTWD) Western Australian Apprenticeship Management System for apprenticeship and traineeship data</li> <li>DTWD's AVETMISS compliant collection for data relating to pre-apprenticeships and training with similar characteristics to an apprenticeship or traineeship</li> </ol> <p>Data will be reported 1 July up to 30 April each financial year to support 30 April reporting</p> <p>The carrying forward of commencements above the total performance benchmark will require data to be reported on 30 April for the period 1 July to 30 June in the preceding financial year</p> <p>Any commencements counted are not intended to duplicate training efforts under the JobTrainer program</p> <p>All data will be signed-off as a true and accurate record of achievement by the Director General of Department of Training and Workforce Development (DTWD) or an authorised senior officer</p>
Milestones	<p>Short report outlining what has been achieved including how the activities have been undertaken and completed and who has been engaged in delivering the activities to achieve the milestones</p> <p>The report is to include evidence for the completion of milestones (e.g. publicly available materials, references to published website links, and internal records or reports)</p> <p>All milestones will be signed off as true and accurate record of achievement by the Director General of DTWD or an authorised senior officer</p>
Matched funding	<p>A statement that Western Australia's budget for the project(s) at least matches the proposed Commonwealth contribution over the term of the Agreement. This is to be signed by the Chief Financial Officer (CFO) or an equivalent authorised senior officer</p>
Budget benchmark	<p>A statement that Western Australia's annual budget for vocational education and training at least equals their budget benchmark calculated using the same methods in clause 2 of this schedule. This is to be signed by the CFO or an equivalent authorised senior officer</p>

PART 4 - PERFORMANCE BENCHMARKS AND/OR MILESTONES,  
REPORTING AND PAYMENTS

6. The total performance benchmark is the addition of the baseline commencement plus the additional commencement target for a given training activity type.
7. Table 6 summarises the performance benchmarks and milestones for agreed projects, relevant reporting dates and expected payments to be made.

Table 6: Performance benchmarks, milestones, reporting and payment summary

[illegible]



Performance benchmarks/milestones	Report due	Payment
<p><b>Performance Benchmark 2: Pre-apprenticeships/ and Pre-traineeships</b></p> <p>The total performance benchmark for each financial year (baseline commencement plus additional commencement targets) for pre-apprenticeship and pre-traineeship commencements are as follows:</p> <ul style="list-style-type: none"> <li>2018-19: 3756 commencements</li> <li>2019-20: 4821 commencements</li> <li>2020-21: 4288 commencements</li> <li>2021-22: 4264 commencements</li> </ul> <p>Western Australia will be eligible for the full performance payment each financial year when the following commencements are achieved (86.0 per cent of the total performance benchmark for pre-apprenticeship/pre-traineeship commencements) between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> <li>2018-19: 3230 commencements</li> <li>2020-21: 3688 commencements</li> <li>2021-22: 3667 commencements</li> </ul> <p>In 2019-20, Western Australia will be eligible for the full performance payment when the following commencements are achieved (30.0 per cent of the total performance benchmark for pre-apprenticeship/pre-traineeship commencements) between 1 July and up to 31 December 2019:</p> <ul style="list-style-type: none"> <li>2019-20: 1446 commencements</li> </ul> <p>Western Australia will be eligible for the minimum performance payment each financial year if the following pre-apprenticeship and pre-traineeship commencements are achieved between 1 July and 30 April with pro rata amounts paid for commencements up to 86 per cent of the total performance benchmark between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> <li>2018-19: 2100 commencements</li> <li>2020-21: 2100 commencements</li> <li>2021-22: 2100 commencements</li> </ul> <p>In 2019-20, Western Australia will be eligible for the minimum performance payment if the following pre-apprenticeship and pre-traineeship commencements are achieved between 1 July and 31 December 2019 with pro rata amounts paid for commencements between 50 per cent and 100 per cent:</p> <ul style="list-style-type: none"> <li>2019-20: 732 commencements</li> </ul>	<p>30 April 2019 30 April 2021 30 April 2022</p> <p>30 April 2020</p> <p>30 April 2019 30 April 2021 30 April 2022</p> <p>30 April 2020</p>	<p>\$2,896,000 \$5,558,000 \$3,879,000</p> <p>\$5,883,000</p> <p>\$1,448,000 \$2,779,000 \$1,939,000</p> <p>\$2,941,500</p>

Performance benchmarks/milestones	Report due	Payment
<p><b>Milestone 1: Design of an Employer Incentive Scheme, implementation of the Enterprise training program, expansion of pre-apprenticeship program, and commenced work on new work placement program</b></p> <p>Western Australia will be eligible for the milestone payment when the following deliverables are met:</p> <ul style="list-style-type: none"> <li>1.1 Completes extensive industry consultation to design the incentive scheme and Enterprise Training Program.</li> <li>1.2 Announces that an incentive scheme for apprenticeships and traineeships will be implemented in 2019.</li> <li>1.3 Introduces legislation to the Western Australian Parliament to facilitate implementation of the incentive scheme for apprenticeships and traineeships.</li> <li>1.4 Consults with industry on target occupations for the pre-apprenticeship program.</li> <li>1.5 Announces the new Enterprise Training program and the expansion of the Pre-apprenticeship program.</li> </ul>	30 April 2019	\$2,757,000
<p><b>Milestone 2: Implementation of an employer incentive scheme, update to Enterprise training program and pre-apprenticeship program and development of the work placement program</b></p> <p>Western Australia will be eligible for the milestone payment when the following deliverables are met:</p> <ul style="list-style-type: none"> <li>2.1 Passes legislation to facilitate implementation of the employer incentive scheme for apprenticeships and traineeships.</li> <li>2.2 Makes the necessary systems and administrative changes to implement the new incentive scheme.</li> <li>2.3 Communicates the new incentive program to industry and relevant providers.</li> <li>2.4 Updates the eligibility and priorities, as required, for the Enterprise Training Program in consultation with industry to ensure continued relevancy with changing employer demands in Western Australia.</li> <li>2.5 Expands the Pre-apprenticeship Program to ensure continued relevancy to changing employer demands in Western Australia.</li> <li>2.6 Development of the Work Placement Program for training with similar characteristics (like activity) to an apprenticeship or traineeship that includes consultation with industry on its design.</li> </ul>	30 April 2020	\$4,261,000



Performance benchmarks/milestones	Report due	Payment
<p><b>Milestone 3: Update on eligibility/industry priorities for the employer incentive scheme, pre-apprenticeship program and work placement program</b></p> <p>Western Australia will be eligible for the milestone payment when the following deliverables are met:</p> <ul style="list-style-type: none"> <li>3.1 Delivers the Employer Incentive Scheme and reports on the operation and outcomes of the program for the 12 months to 31 March 2021.</li> <li>3.2 Updates the eligibility and priorities, as required, for the Employer Incentive Scheme in consultation with industry to ensure continued relevancy with changing employer demands in Western Australia.</li> <li>3.3 Expands the Jobs and Skills WA Employer Incentive to include a re-engagement incentive for employers that employ an apprentice or trainee whose training contract was terminated or cancelled by a previous employer after March 2020.</li> <li>3.4 Implements a helpline and other information to support apprentices, trainees, employers and registered training organisation impacted by COVID-19.</li> <li>3.5 Announces a defence industry package that includes a \$20,000 incentive for employers of apprentices and trainees, and two new scholarship programs to encourage women and Defence veterans to take up a career in the defence manufacturing industry.</li> <li>3.6 Support for displaced apprentices and trainees whose contract was terminated or cancelled after March 2020 to receive six months of free training.</li> <li>3.7 Reduces course fees by half for a range of apprenticeships, traineeships, pre-apprenticeships, and pre-traineeships.</li> <li>3.8 Updates the eligibility and priorities, as required, for the Enterprise Training Program in consultation with industry to ensure continued relevancy with changing employer demands in Western Australia.</li> <li>3.9 Updates the eligibility and priorities, as required, for the Pre-apprenticeship Program in consultation with industry to ensure continued relevancy with changing employer demands in Western Australia.</li> <li>3.10 Implements adjustments to the work practice requirements for pre-apprentices in response to COVID-19, including enabling work practice to be undertaken through simulated work environments and lowering the minimum hours for work practice.</li> <li>3.11 Implements the Work Placement Program for training and reports on the operation and outcomes of the program for the 12 months to 31 March 2021.</li> </ul>	30 April 2021	\$11,666,000



Performance benchmarks/milestones	Report due	Payment
<p><b>Milestone 4: review of the employer incentive scheme, pre-apprenticeship program and work placement program and updates as necessary</b></p> <p>Western Australia will be eligible for the milestone payment when the following deliverables are met:</p> <p>4.1 Provides a short report on the operation of the Employer Incentive Scheme that includes data for the 12 months to 31 March 2022.</p> <p>4.2 Updates the priorities for the Employer Incentive Scheme in consultation with industry to ensure continued relevancy with changing employer demands in Western Australia and to ensure outcomes are being achieved as planned.</p> <p>4.3 Delivers the Pre-apprenticeship Program, and reports on the operation and outcomes of the program for the 24 months to 31 March 2022.</p> <p>4.4 Updates the priorities for the Pre-apprenticeship program consultation with industry to ensure continued relevancy with changing employer demands in Western Australia and to ensure outcomes are being achieved as planned.</p> <p>4.5 Provides a short report on the operation of the Enterprise Training Program which includes data for the 24 months to 31 March 2022.</p> <p>4.6 Updates the priorities for the Enterprise Training program in consultation with industry to ensure continued relevancy with changing employer demands in Western Australia and to ensure outcomes are being achieved as planned.</p> <p>4.7 Provides a short report on the operation of the Work Placement Program which includes data for the 24 months to 31 March 2022.</p> <p>4.8 Expands the Work Placement Program for training with similar characteristics (like activity) to an apprenticeship or traineeship and reports on the operation and outcomes of the program for the 12 months to 31 March 2021.</p>	30 April 2022	\$8,923,000

#### Performance benchmark part-payments

8. The calculation of pro rata performance payments will be on the following basis

(a)  $\text{Pro-rata payment} = (1 + (A - B)/C) * D$

Where

A is the number of commencements reported on the 30 April

B is the number of commencements required to receive the minimum performance payment at 30 April

C is the difference between the number of commencements required to receive the full performance payment at 30 April and the number of commencements required to receive the minimum performance payment at 30 April

D is the minimum performance payment.

#### Carrying forward commencements above the total performance benchmark

9. In accordance with clause 11 of the Agreement, Western Australia may carry forward commencements achieved above the total performance benchmark in a financial year to contribute to performance benchmark(s) in following financial years for the duration of the National Partnership.

(a) The number of commencements are to be confirmed through final, validated data for the period 1 July to 30 June.

(b) The confirmed number of commencements are to be reported in the 30 April annual report in the financial year in which the commencements are to count towards any identified performance benchmark(s).

(c) The confirmed commencements can only be counted towards the same training activity, or an alternative training activity as determined in Attachment A of this schedule

(d) Any confirmed commencements can only be used once

(e) Any confirmed commencements in a given year that are not used, may be retained for future years of the National Partnerships.

(f) Any 'like activity' commencements are treated as for other commencements, with the exception that

i. any annual caps, identified in Attachment A of this schedule, applies

ii any commencements achieved beyond the cap cannot be retained for future years.

#### Reporting

10. The Commonwealth will accept a final report with draft data up to 30 April of the reporting year

(a) Validated Western Australia data must be received by the Commonwealth within two weeks following this date

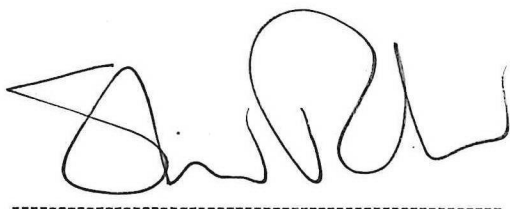
(b) Where Western Australia is seeking to count any commencements from a previous financial year, those commencements are to be included in the 30 April report.

11. Full financial year data for each training category is to be provided to the Commonwealth by the end of September, to assist in reporting national performance

## PART 5 – SIGN OFF

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

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

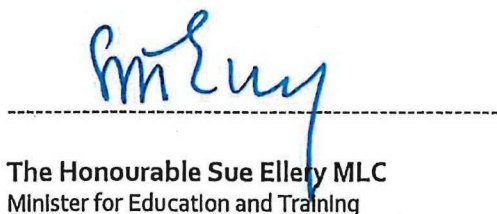


**The Hon Stuart Robert MP**  
Minister for Employment, Workforce, Skills, Small and Family Business

21/1/22

Dated

*Signed for and on behalf of Western Australia by*



**The Honourable Sue Ellery MLC**  
Minister for Education and Training

6/1/22

Dated