

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	18,017
Apprenticeships/traineeships	14,308
Pre-apprenticeships/Pre-traineeships	3,709

- (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	76.3	67.287	75.064	241.851
Less estimated Agreement payments	18.4	32.0	38.887	19.864	109.151
Balance of non-Commonwealth contributions	4.8	44.3	28.400	55.200	132.700

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	4895	18,017
Apprenticeships/traineeships	2900	4171	3254	3983	14,308
Pre-apprenticeships/Pre-traineeships	400	1465	932	912	3709

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"> Apprenticeships/ traineeships Pre-apprenticeships/ Pre-traineeships 	<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"> Department of Training and Workforce Development's (DTWD) Western Australian Apprenticeship Management System for apprenticeship and traineeship data DTWD's AVETMISS compliant collection for data relating to pre-apprenticeships and training with similar characteristics to an apprenticeship or traineeship. <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 annual budget for the project(s) under the Agreement at least matches the proposed Commonwealth contribution listed in this schedule. 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

Performance benchmarks/milestones	Report due	Payment
Performance Benchmark 1: Apprenticeships and Traineeships		
<p>The total performance benchmark for each financial year (baseline commencement plus additional commencement targets) for apprenticeship and traineeship commencements are as follows:</p> <ul style="list-style-type: none"> 2018-19: 16,508 commencements 2019-20: 17,779 commencements 2020-21: 14,990 commencements 2021-22: 15,720 commencements <p>Western Australia will be eligible for the full performance payment each financial year when the following commencements are achieved (67.4 per cent of the total performance benchmark for apprenticeship and traineeship commencements) between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> 2018-19: 11,126 commencements 2020-21: 10,104 commencements 2021-22: 10,595 commencements <p>In 2019-20, Western Australia will be eligible for the full performance payment when the following commencements are achieved (36.0 per cent of the total performance benchmark for apprenticeship and traineeship commencements) between 1 July and up to 31 December 2019:</p> <ul style="list-style-type: none"> 2019-20: 6400 commencements <p>Western Australia will be eligible for the minimum performance payment if the following apprenticeship and traineeship commencements are achieved between 1 July and up to 30 April, with pro rata amounts paid for commencements up to 67.4 per cent of the total performance benchmark between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> 2018-19: 7232 commencements 2020-21: 6237 commencements 2021-22: 6237 commencements <p>In 2019-20, Western Australia will be eligible for the minimum performance payment if the following apprenticeship and traineeship commencements are achieved between 1 July and up to 31 December 2019 with pro rata amounts paid for commencements between 50 per cent and 100 per cent:</p>		
	30 April 2019	\$12,727,000
	30 April 2021	\$21,662,403
	30 April 2022	\$11,175,292
	30 April 2020	\$21,856,000
	30 April 2019	\$6,364,000
	30 April 2021	\$10,831,201
	30 April 2022	\$5,587,646

Performance benchmarks/milestones	Report due	Payment
<ul style="list-style-type: none"> 2019-20: 3862 commencements 	30 April 2020	\$10,928,000
<p>Performance Benchmark 2: Pre-apprenticeships/ and Pre-traineeships</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"> 2018-19: 3756 commencements 2019-20: 4821 commencements 2020-21: 4288 commencements 2021-22: 4268 commencements <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"> 2018-19: 3230 commencements 2020-21: 3688 commencements 2021-22: 3670 commencements <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"> 2019-20: 1446 commencements <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"> 2018-19: 2100 commencements 2020-21: 2100 commencements 2021-22: 2100 commencements <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"> 2019-20: 732 commencements 	<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 \$5,558,497 \$2,729,508</p> <p>\$5,883,000</p> <p>\$1,448,000 \$2,779,249 \$1,364,754</p> <p>\$2,941,500</p>

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

Performance benchmarks/milestones	Report due	Payment
<p>Milestone 3: Update on eligibility/industry priorities for the employer incentive scheme, pre-apprenticeship program and work placement program</p> <p>Western Australia will be eligible for the milestone payment when the following deliverables are met:</p> <ul style="list-style-type: none"> 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. 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. 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. 3.4 Implements a helpline and other information to support apprentices, trainees, employers and registered training organisation impacted by COVID-19. 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. 3.6 Support for displaced apprentices and trainees whose contract was terminated or cancelled after March 2020 to receive six months of free training. 3.7 Reduces course fees by half for a range of apprenticeships, traineeships, pre-apprenticeships, and pre-traineeships. 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. 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. 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. 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. 	30 April 2021	\$11,666,100

Performance benchmarks/milestones	Report due	Payment
<p>Milestone 4: review of the employer incentive scheme, pre-apprenticeship program and work placement program and updates as necessary</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	\$5,959,200

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 another total 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



Senator the Honourable Michaelia Cash
Minister for Employment, Skills, Small and Family Business

05 / 01 / 2021

[day / month / year]

Signed for and on behalf of Western Australia by



The Honourable Sue Ellery MLC
Minister for Education and Training

31/12/20

[day / month / year]

ATTACHMENT A – SCOPE OF AGREED BASELINE AND TARGETS

This attachment to the Schedule defines the scope of activity agreed between the Commonwealth and Western Australia that contributes toward the agreed baseline of existing training activity and targets for additional training activity types.

PART 1 – APPRENTICESHIPS AND TRAINEESHIPS

Contracts of training

A commencement contributes to this component of the activity baseline and additional activity target if:

- (a) it was for a nationally recognised qualification at:
 - i. Australian Qualifications Framework Level I
 - ii. Australian Qualifications Framework Level II
 - iii. Australian Qualifications Framework Level III
 - iv. Australian Qualifications Framework Level IV
 - v. Australian Qualifications Framework Level V, or
 - vi. Australian Qualifications Framework Level VI, and
- (b) it was delivered through a training contract as defined under Part 7 of the *Vocational Education and Training Act 1996* (WA), and
- (c) the trainee is:
 - i. not an existing worker as defined under the Commonwealth Government's Australian Apprenticeships Incentive Programme, or
 - ii. is an existing worker as defined under the Commonwealth Government's Australian Apprenticeships Incentive Programme and the qualification is contained within the Community Services Training Package or the Health Training Package.

Commencements above the performance benchmark

Where Western Australia's apprenticeships and traineeship commencements for a given financial year are above the performance benchmark at 30 April, Western Australia may elect for those commencements to be counted towards the pre-apprenticeship training activity type performance benchmark in the same financial year.

Training activity with similar characteristics (like activity)

A commencement contributes to this component of the activity baseline and additional activity target if:

- (a) it was for a nationally recognised qualification at:
 - i. Australian Qualifications Framework Level III
 - ii. Australian Qualifications Framework Level IV
 - iii. Australian Qualifications Framework Level V, or

- iv. Australian Qualifications Framework Level VI, and
- (b) it was subsidised by the Government of Western Australia with a specific requirement for the inclusion of a work placement or experience component as a condition of the subsidy, and
- (c) it was not delivered through a training contract as defined under Part 7 of the *Vocational Education and Training Act 1996* (WA).

The contribution of commencements for training with similar characteristics will be capped at 15 per cent over the term of the Agreement, as in Table 1. These numbers represent the total number of these types of commencements in each financial year.

Table 1: Number of commencements cap

Cap - commencements	2018-19	2019-20	2020-21	2021-22
Apprenticeship and traineeship training with similar characteristics	n.a.	626	488	598

PART 2 – PRE-APPRENTICESHIPS AND PRE-TRAINEESHIPS

A commencement contributes to this component of the activity baseline and additional activity target if:

- (a) it was for a nationally recognised qualification, and
- (b) it was subsidised by the Government of Western Australia for the specific purpose of leading to a training contract as defined under Part 7 of the *Vocational Education and Training Act 1996* (WA), and
- (c) it was not delivered through a training contract as defined under Part 7 of the *Vocational Education and Training Act 1996* (WA).