

Schedule E

Tasmania

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 Tasmania 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.
 - (c) The Tasmanian Skilling Australians Fund project complements the Project Agreement on Energising Tasmania.

PART 2 – AGREED BASELINES AND BENCHMARKS

Budget benchmark

2. In accordance with clauses 23(a) and 38-40 of the Agreement, Tasmania's agreed budget benchmark is \$92.63 million, to be adjusted each year to include annual Skilling Australians Fund payment from the Commonwealth.
 - (a) The budget benchmark has the following constituent parts:
 - i. includes funding allocated to the overall management of vocational education and training (VET) in Tasmania
 - ii. excludes depreciation and amortisation
 - iii. excludes funding from the Commonwealth under the former National Partnership on Skills Reform and funding for VET delivered in schools
 - iv. includes funding from the Commonwealth under the National Agreement on Skills and Workforce Development (NASWD).

It is supported by public budget documentation, namely the Tasmanian 2016-17 State Budget Paper Number 2 Volume 1, output group expense summary for 1.3 Skills Development.

Baseline commencements

3. In accordance with clause 23(c), Tasmania'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	3,633
Apprenticeships/traineeships	2,737
Pre-apprenticeships/traineeships	438
Higher apprenticeships	458

- (a) The scope of Tasmania's agreed baseline commencements are defined in Attachment A, and, if required, subject to annual review with the Commonwealth to redefine the scope of the agreed baseline.

Additional commencement targets

4. In accordance with clause 23(d), Tasmania'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	4,157
Apprenticeships/traineeships	3,188
Pre-apprenticeships/traineeships	693
Higher apprenticeships	276

- (a) The scope of Tasmania's agreed targets for additional commencements, are defined in Attachment A and, if required, subject to annual review with the Commonwealth 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 achievement of the targets is capped as outlined in Attachment A.
- (c) The profile over the four years of the Agreement is phased to allow for the outcomes of project interventions in early years to be reflected in later year outcomes and is outlined in Table 4.

PART 3 – PROJECTS

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

- (a) Project 1 - Building Tasmania's Skills (1 July 2018 to 30 June 2022)

The Building Tasmania's Skills project is a multi-year program of initiatives, focusing on increasing the number of apprentices and trainees and employment-related training opportunities in Tasmania in areas of industry need. It will respond to demand in key areas of priority through the following activities.

- i. Engaging Industry to support the uptake of apprentices and trainees:
 1. 2018-19: understanding the barriers faced by industry, businesses and regions to employing apprentices and trainees through additional targeted

- consultations with employers, industry and apprentices and trainees and using this feedback to address barriers through a range of new innovative programs.
2. From 2019-20: strategic forums across priority industry sectors to drive key industry initiatives and grant programs.
- ii. Encouraging businesses and supporting employers from 2018-19 to employ apprentices and trainees in priority industries such as health, ageing, community and social services; building and construction; tourism and hospitality; and manufacturing through the expansion of a range of existing programs and the development of new programs and initiatives, including:
1. the Payroll Tax Rebate Scheme
 2. the Targeted Apprentice and Trainee Grant for Small Business program
 3. the Wool Harvesting Training Tasmania project
 4. the Growing Apprenticeships and Traineeships: Industry and Region Led Solutions Program (GATIRS), which funds innovative projects that address barriers to employers taking on apprentices and trainees
 5. the Launceston Apprenticeship Pipeline Project
 6. targeted Skills Fund grants to support skill set and full qualification training opportunities for existing employees (supporting productivity outcomes) in areas of skills demand in priority industries
 7. providing additional opportunities through the Apprentice and Trainee (User Choice) Training Fund.
 8. the Mentoring for Success program to increase apprenticeships and traineeships and improve completions through expanded use of group training organisations
- iii. Increasing engagement with pre-apprenticeships and pre-traineeships in 2018-19 through establishment of eight new Training and Work Pathways projects and expansion of existing Work Preparation programs. The latter includes the Whitelion Work Ready Program, Beacon Foundation and The Employment Partnerships – the Jobs Action Package, all of which promote pathways to apprenticeships, traineeships and employment.
- iv. Support learners into employment through the Rapid Response: Caring Careers with Individual Support initiative to qualify learners for employment from 2020-2021.
- v. Promote the value of VET and the opportunities available through apprenticeships and traineeships:
1. 2018-19: The design phase of a promotional campaign
 2. 2019-20: Undertake social research to identify barriers to the uptake of VET in Tasmania to provide intelligence for a campaign that will promote the value of VET and build on the 2018-19 industry barriers research and campaign design work.
 3. 2020-21 to 2021-22: Rollout of a targeted campaign that generates increased interest in, or enquiry about, VET, with a particular focus on apprenticeships, traineeships, pre-apprenticeship and higher apprenticeships.

- vi. Boosting capacity of the Tasmanian training system:
1. through the establishment of new centres of excellence in tourism and hospitality, trades and water, and agriculture to increase commencements of apprenticeships, traineeships, pre-apprenticeship and higher apprenticeships across Tasmania.
 2. Skilled Workforce to Meet Industry Demand initiative in 2019-20 and 2020-21, which will expand VET system training capacity through boosting pre-vocational training to construction industry apprentices, and by boosting capacity to deliver the Diploma of Nursing in direct response to workforce demands.
- vii. Supporting adult learners from 2019–20 through the Adult Learning Fund, which focuses on pre-employment, training support services, skill sets and full qualification training for Tasmanian jobseekers to help individuals gain employment. The program has two streams:
1. Jobseeker, which is for individuals who are ready to pursue employment opportunities. The training will prepare them for a specific job outcome, targeting skills shortages in priority industries such as tourism, hospitality, building and construction, ICT, aged and disability services.
 2. Pre-jobseeker, which is for individuals facing barriers that prevent them from accessing employment opportunities but are on an active pathway to further training opportunities towards employment, including pre-employment and training support services.

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	12.25	27.2	21.542	18.444	79.436
Less estimated National Partnership payments	6.100	6.800	6.342	2.544	21.786
Balance of non-Commonwealth contributions	6.15	20.4	15.200	15.900	57.650

Planned additional commencement targets

- (c) Estimated annual additional commencements to 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	894	1,176	1,369	718	4,157
Apprenticeships/traineeships	685	902	1,050	551	3,188
Pre-apprenticeships/traineeships	149	196	229	119	693
Higher apprenticeships	60	78	90	48	276

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 •	<p>The measurement of commencements in all categories in scope of Tasmania's Project under the Agreement will be based on Primary data source:</p> <ol style="list-style-type: none"> 1) Internal Skills Tasmania AVETMISS compliant data reports from Tasmanian Apprenticeship Information System (TAPIS) for training contract data; and 2) Internal Skills Tasmania AVETMISS compliant data reports from the LAUREL database for non-training contract data. <p>Data will be reported from 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>All data will be signed off as a true and accurate record of achievement (as reported by Registered Training Organisations and Apprenticeship Network Providers) by the General Manager Skills Tasmania or equivalent 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 General Manager Skills Tasmania or equivalent authorised senior officer.</p>
Matched funding	<p>A statement that Tasmania's annual budget for project(s) at least matches the proposed Commonwealth contribution over the term of the Agreement. This is to be signed by the General Manager Skills Tasmania or equivalent authorised senior officer.</p>
Budget benchmark	<p>A statement that Tasmania's annual budget for vocational education and training at least equals the budget benchmark calculated using the same methods in clause 2 of this schedule. This is to be signed by General Manager Skills Tasmania or 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 commencements plus the additional commencement target for a given training activity type.
7. Table 6 summarises the performance benchmarks and milestones for agreed project, relevant reporting dates and expected payments to be made.

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

Performance benchmarks/milestones	Report due	Payment
<p>Performance Benchmark 1: Apprenticeships and Traineeships</p> <p>The total performance benchmark for each financial year (baseline commencements plus additional commencement targets) for apprenticeship and traineeship commencements are as follows:</p> <ul style="list-style-type: none"> • 2018-19: 4,975 commencements • 2019-20: 5,192 commencements • 2020-21: 3,787 commencements • 2021-22: 3,288 commencements. <p>Tasmania will be eligible for the full performance payment each financial year when the following commencements are achieved (63.5 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: 3,159 commencements • 2019-20: 3,297 commencements • 2020-21: 2,405 commencements • 2021-22: 2,088 commencements. <p>Tasmania will be eligible for the minimum performance payment each financial year 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 63.5 per cent of the total performance benchmark between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> • 2018-19: 2,942 commencements • 2019-20: 3,010 commencements • 2020-21: 2,071 commencements • 2021-22: 1,913 commencements. 	<p>30 April 2019</p> <p>30 April 2020</p> <p>30 April 2021</p> <p>30 April 2022</p>	<p>\$2,600,000</p> <p>\$2,981,787</p> <p>\$2,432,000</p> <p>\$976,000</p> <p>\$1,300,000</p> <p>\$1,490,894</p> <p>\$1,216,000</p> <p>\$488,000</p>

Performance benchmarks/milestones	Report due	Payment
<p>Performance benchmark 2: Pre-apprenticeships and Pre-traineeships</p> <p>The total performance benchmark for each financial year (baseline commencements plus additional commencement targets) for pre-apprenticeship and pre-traineeship commencements are as follows:</p> <ul style="list-style-type: none"> • 2018-19: 1,058 commencements • 2019-20: 960 commencements • 2020-21: 667 commencements • 2021-22: 557 commencements <p>Tasmania will be eligible for the full performance payment each financial year when the following commencements are achieved (63.5 per cent of the total performance benchmark for pre-apprenticeship and pre-traineeship commencements) between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> • 2018-19: 672 commencements • 2019-20: 610 commencements • 2020-21: 424 commencements • 2021-22: 354 commencements. <p>Tasmania 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 up to 30 April with pro rata amounts paid for commencements up to 63.5 per cent of the total performance benchmark between 1 July and up to 30 April:</p> <ul style="list-style-type: none"> • 2018-19: 625 commencements • 2019-20: 547 commencements • 2020-21: 351 commencements • 2021-22: 316 commencements 		
	30 April 2019	\$640,000
	30 April 2020	\$565,196
	30 April 2021	\$530,000
	30 April 2022	\$211,000
	30 April 2019	\$320,000
	30 April 2020	\$282,598
	30 April 2021	\$265,000
	30 April 2022	\$106,000

Performance benchmarks/milestones	Report due	Payment
<p>Milestone 1</p> <p>Tasmania will be eligible for the milestone payment when the following Apprentice and Trainee deliverables are met:</p> <ol style="list-style-type: none"> 1.1. Extend the Payroll Tax Rebate, including establishment of administrative procedures, legislation, and systems. 1.2. Deliver the Targeted Apprentice and Trainee Grants for Small Businesses, including establishment of consultation processes, and ongoing strategic engagement. 1.3. Industry consultation, including establishment of consultation processes, and ongoing strategic community engagement. 1.4. Develop, announce and release Skills Fund special release program (at the Australian Qualifications Framework Levels III and IV). 1.5. Design, launch and promote Growing Apprenticeships and Traineeships: Industry and Regional-led Solutions (GATIRS) program. 1.6. Establish VET promotional campaign, including development and implementation of a campaign plan. 1.7. Establish Launceston Apprenticeship Pipeline Program, including announcement of tender process and assessment of applications. 	30 April 2019	\$2,080,000
<p>Milestone 2</p> <p>Tasmania will be eligible for the milestone payment when the following pre-apprentice and pre-trainee deliverables are met: Establish training and work pathways projects, including consultation, advertising funding round, assessing applications, and agreeing grant deeds.</p> <ol style="list-style-type: none"> 2.2 Employment Partnership – the Jobs Action Package including consultation, workshops, forums, research and trials to connect job seekers with training and employment in specific regions. 2.3 Consultation, design and expansion of Beacon Schools Partnership Program, including agreement of the grant deed, 	30 April 2019	\$600,000

Performance benchmarks/milestones	Report due	Payment
monitoring expansion into schools' outcomes.		
<p>Milestone 3</p> <p>Tasmania will be eligible for the milestone payment when the following higher apprentice and higher trainee deliverable is met:</p> <p>3.1 Develop, announce and release Skills Fund special release program (Diploma and Advanced Diploma) including establishing program guidelines, assessing applications, agreeing grant deeds and monitoring activity.</p>	30 April 2019	\$80,000
<p>Milestone 4</p> <p>Tasmania will be eligible for the milestone payment when the following deliverables are met:</p> <p>4.1 Fund a series of new grants through the Targeted Apprentice and Trainee Grant for Small Business program.</p> <p>4.2 Undertake social research on barriers to the uptake of VET in Tasmania to provide intelligence for the development of a campaign targeting different audiences.</p> <p>4.3 Establish a series of new innovative projects through the Growing Apprenticeships and Traineeships: Industry and Region-led Solutions program.</p> <p>4.4 Undertake work to establish new centres of excellence designed to provide employment related training for additional apprentices and trainees, including engagement with key industries and announcement of the centres.</p> <p>4.5 Administer the 2019-20 Tasmanian Government Budget initiative Skilled Workforce to Meet Industry Demand initiative.</p> <p>4.6 Extend into 2019-20 a range of Tasmania's 2018-19 SAF project elements to meet current industry and employer demand, including Payroll Tax Exemption, Launceston Apprenticeship Pipeline Program, and the Training and Work Pathways Programs.</p>	30 April 2020	\$3,050,000

Performance benchmarks/milestones	Report due	Payment
<p>4.7 Extend into 2019-20 the Skills Fund special release training opportunities targeting areas of skills demand in priority industries.</p> <p>4.8 Establish the Adult Learning Fund with a focus on skills development and training for pre-employment outcomes and open the fund for applications from registered training organisations.</p>		
<p>Milestone 5</p> <p>Tasmania will be eligible for the milestone payment when the following deliverables are met:</p> <p>5.1 Expand the capacity and scope of new grants through the Apprentice and Trainee Grant for Small Business program to all industry sectors.</p> <p>5.2 Deliver a VET promotional campaign.</p> <p>5.3 Deliver apprenticeship, traineeship and employment-related training in the new centre of excellence in one or more priority industries.</p> <p>5.4 Deliver year 2 of the Skilled Workforce to Meet Industry Demand initiative.</p> <p>5.5 Deliver a range of Tasmania’s SAF project elements to meet current industry and employer demand, including Payroll Tax Rebate, Launceston Apprenticeship Pipeline Program, and the Training and Work Pathways Program.</p> <p>5.6 Deliver the Skills Fund special release training opportunities targeting areas of skills demand in priority industries.</p> <p>5.7 Review the Adult Learning Fund design as part of ongoing continuous improvement and amend guidelines and program if required.</p> <p>5.8 Establish the Rapid Response: Caring Careers with Individual Support initiative to qualify learners for employment.</p> <p>5.9 Update the Tasmanian Government’s Building and Construction Policy to clarify expectations, and to broaden its scope.</p> <p>5.10 Develop Mentoring for Success program to increase apprenticeships and traineeships</p>	30 April 2021	\$3,171,000

Performance benchmarks/milestones	Report due	Payment
and improve completions through expanded use of group training organisations.		
<p>Milestone 6</p> <p>Tasmania will be eligible for the milestone payment when the following deliverables are met:</p> <p>6.1 Fund a series of new grants through the Small Business Grants to Support Apprentices and Trainees program.</p> <p>6.2 Extend the VET campaign to new cohorts.</p> <p>6.3 .</p> <p>6.4 Review the new centres of excellence to test whether they are increasing the uptake of apprenticeships, traineeships and employment-related opportunities and meeting industry needs.</p> <p>6.5 Deliver a range of Tasmania’s SAF project elements to meet current industry and employer demand, including Payroll Tax Rebate, and the Training and Work Pathways Program.</p> <p>6.6 Review the Adult Learning Fund design as part of ongoing continuous improvement and amend guidelines if required. Open further round(s) of the Fund.</p>	30 April 2022	\$1,272,000

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 30 April.

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

C the difference between the number of commencements required to receive the full performance payment at 30 April and the number 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, Tasmania may carry forward any 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 Partnership.

(f) Any 'like activity' commencements are treated as such 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 Tasmanian data must be received by the Commonwealth within two weeks following this date.

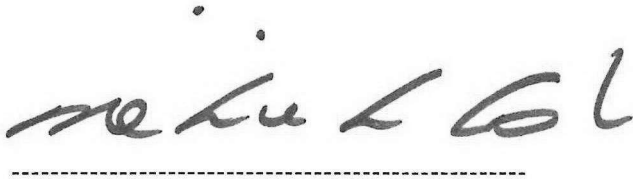
(b) Where Tasmania is seeking to count any commencements from a previous financial year, those commencements are to be included in the 30 April report.

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

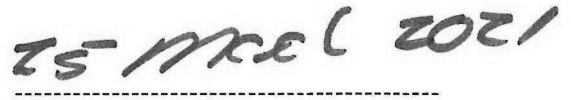
12. The Parties have confirmed their commitment to this agreement as follows:

Signed for and on behalf of the Commonwealth of Australia by



Handwritten signature of Michaelia Cash in black ink, consisting of stylized cursive letters.

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



Handwritten date '25 APR 2021' in black ink, written in a cursive style.

Dated

Signed for and on behalf of Tasmania by

The Honourable Jeremy Rockliff MP
Deputy Premier
Minister for Education and Training
Minister for Infrastructure
Minister for Advanced Manufacturing and Defence Industries

Dated

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

Dated

Signed for and on behalf of Tasmania by



The Honourable Jeremy Rockliff MP
Deputy Premier
Minister for Education and Training
Minister for Infrastructure
Minister for Advanced Manufacturing and Defence Industries

17 MARCH 2021

Dated

ATTACHMENT A – SCOPE OF AGREED BASELINE AND TARGETS

This Attachment to the Schedule defines the scope of activity agreed between the Commonwealth and Tasmania that contributes towards 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 is 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 is delivered through a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas).

Commencements above the performance benchmark

Where Tasmania's apprenticeship and traineeship commencements for a given financial year are above the performance benchmark at 30 April, Tasmania may elect for those commencements to be counted towards the performance benchmark for higher apprenticeship and/or pre-apprenticeship commencements in the same financial year.

Training with similar characteristics (like activity)

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

- (a) it is for a nationally recognised qualification at
 - i. Australian Qualifications Framework Level III, or
 - ii. Australian Qualifications Framework Level IV, and
- (b) it is either:
 - i. subsidised by the Tasmanian Government with a specific requirement for the inclusion of a work placement or experience component as a condition of the subsidy, or
 - ii. the learner is currently employed in the industry relevant to the qualifications, and
- (c) it was not delivered through training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas).

The contribution of commencements for training with similar characteristics will be capped over the term of the Agreement at 20 per cent of the additional activity target 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

Commencements	2018-19	2019-20	2020-21	2021-22
Apprenticeship and traineeship training with similar characteristics	137	180	210	110

PART 2 - PRE-APPRENTICESHIPS AND PRE-TRAINEESHIPS

A commencement contributes to this component of the activity baseline and additional activity target if the qualification is on the Tasmanian Pre-apprenticeship and Traineeship List and the qualification meets the following criteria.

Full qualifications

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

- (a) it is for a nationally recognised qualification at
 - i. Australian Qualifications Framework Level I, or
 - ii. Australian Qualifications Framework Level II, and
- (b) it is subsidised by the Tasmanian Government for the specific purpose of leading into:
 - i. further study, or
 - ii. employment, or
 - iii. a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas), and
- (c) is not delivered through a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas).

Where the commencement involves delivery of a full qualification that is not a nominated full qualification (as previously agreed with the Commonwealth), the contribution of these commencements to the target will be capped at 10 per cent of the additional activity target each financial year as in Table 9. These numbers represent the total number of these types of commencements in each financial year.

Table 2: Number of commencements cap

Commencements	2018-19	2019-20	2020-21	2021-22
Full qualification (excluding nominated full qualification)	n/a	20	23	12

Commencements above the performance benchmark

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

Accredited training

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

- (a) it includes nationally accredited training, and
- (b) it is subsidised by the Tasmanian Government for the specific purpose of leading into:
 - i. further study, or
 - ii. employment, or
 - iii. a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas), and
- (c) is not delivered through a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas).

Work preparation/work readiness

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

- (a) it includes a unit of competency from the vocational education and training sector, and
- (b) it is subsidised by the Tasmanian Government for the specific purpose of achieving work ready skills to lead into:
 - i. further study, or
 - ii. employment, or
 - iii. a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas); and
- (c) is not delivered through a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas).

PART 3 - HIGHER APPRENTICESHIPS

A commencement contributes to this component of the activity baseline and additional activity target if the qualification is on the Skills Tasmania Higher Apprenticeship List and the qualification meets the following criteria.

Full Qualifications

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

- (a) it is for a nationally recognised qualification at:
 - i. Australian Qualifications Framework Level V, or
 - ii. Australian Qualifications Framework Level VI, and
- (b) is subsidised by the Tasmanian Government with a specific requirement for the inclusion of a work placement or experience component as a condition of the subsidy and is not delivered through a training contract as defined under section 4 of the *Training and Workforce Development Act 2013* (Tas).

Commencements above the performance benchmark

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