

Schools Pathways Program

FEDERATION FUNDING AGREEMENT - EDUCATION AND SKILLS

Table 1: Formalities and operation of schedule

| | |
|----------|---|
| Parties | Commonwealth Western Australia South Australia |
| Duration | The Schedule is expected to expire on 30 June 2026. |
| Purpose | <p>This Schedule supports the states to provide young Australians with an understanding of defence industry, an understanding of the varied pathways and careers available to them in defence industry and access to industry career experiences, mentoring and networking opportunities.</p> <p>The Schedule also supports student participation and engagement in Science, Technology, Engineering and Mathematics (STEM) activities and/or subjects as well as student participation in Vocational Education and Training (VET) pathways relevant to defence industry.</p> <p>The long-term objectives of the Schools Pathways Program (SPP) are to:</p> <ul style="list-style-type: none">(a) provide linkages, and enhance work and career pathways, for students into the Australian defence industry and address specific skills gaps in defence industry capability; and(b) expand the pool of skilled workers from which the Australian defence industry can recruit (including by supporting studies, experiences, and education endeavours in STEM for students). |

Estimated financial contributions

The Commonwealth will provide an estimated combined total financial contribution to the States of \$5.1150 million in respect of this Schedule.

| Table 1 (\$ million) | 2023-24 | 2024-25 | 2025-26 | Total |
|--|----------------|----------------|----------------|---------------|
| Estimated total budget | 1.6660 | 1.7050 | 1.7440 | 5.1150 |
| Less estimated National Partnership Payments | 1.6660 | 1.7050 | 1.7440 | 5.1150 |
| - Western Australia | 0.8330 | 0.8525 | 0.8720 | 2.5575 |
| - South Australia | 0.8330 | 0.8525 | 0.8720 | 2.5575 |
| Balance of non-Commonwealth contributions | 0.0 | 0.0 | 0.0 | 0.0 |

Additional Terms

States will aim to meet the following outcomes:

1. Secondary school students, teachers and parents/caregivers have a knowledge of defence industry;
2. Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers;
3. Secondary school students are connected with defence industry and defence industry mentors;
4. Secondary school students are interested in studying STEM subjects relevant to defence industry careers;
5. Secondary school students have an aspiration to work in defence industry; and
6. The Schools Pathways Program has participation from students from under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds).

Table 2: Performance requirements, reporting and payment summary

| Outputs | Performance Milestones | Report due | Payment (\$million) |
|--|---|--|--|
| <p>Deliver the Schools Pathways Program.</p> | <p><u>2024 Calendar Year</u></p> <p>Milestone One</p> <p>Establishment Report – reporting period within 30 days from the signature of the agreement.</p> <p>Commonwealth acceptance of a detailed written report identifying how the outputs of the program will be met, what activities will be undertaken, and when, how performance data will be collected to measure the key performance indicators and how the effectiveness of the program delivery and activities will be determined.</p> <p>There is no template for this report.</p> <p>Milestone Two</p> <p>Progress Report – reporting period 1 March to 30 April 2024</p> <p>Commonwealth acceptance of a written report demonstrating progress against meeting the outputs of the program and what activities have been undertaken, and when.</p> <p>There is no template for this report.</p> <p>Milestone Three</p> <p>Baseline Setting Report – 1 March to 29 November 2024</p> | <p>Within 30 days from the signature of the agreement</p> <p>17 May 2024</p> | <p>\$0.5831 (SA) \$0.5831(WA)</p> <p>\$0.2499 (SA) \$0.2499(WA)</p> <p>\$0.5968 (SA) \$0.5968 (WA)</p> |

Table 2: Performance requirements, reporting and payment summary

| Outputs | Performance Milestones | Report due | Payment (\$million) |
|---------|---|-------------|--|
| | <p>Commonwealth acceptance of a detailed written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>Commonwealth acceptance of a numerical report, using the template at Attachment A for the Milestone Three Baseline Setting Report, including data against each key performance indicator.</p> <p>The data provided in this report will be used as the baseline for future reports. You will need to show a 2-4% increase on your baseline data by the end of the grant period.</p> <p>The states will provide supporting caveats to accompany data where necessary especially where data is not able to be collected to the extent requested.</p> | 13 Dec 2024 | |
| | <p>2025 calendar year</p> <p>Milestone Four</p> <p>Progress Report – reporting period 1 December 2024 to 30 April 2025</p> <p>Commonwealth acceptance of a written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>There is no template for this report.</p> | 16 May 2025 | <p>\$0.2557 (SA)</p> <p>\$0.2557(WA)</p> |

Table 2: Performance requirements, reporting and payment summary

| Outputs | Performance Milestones | Report due | Payment (\$million) |
|---------|--|--------------------|---|
| | <p>Milestone Five</p> <p>Progress Report - reporting period 1 May 2025 to 30 November 2025</p> <p>Commonwealth acceptance of a detailed written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>Commonwealth acceptance of a numerical report, using the template at Attachment B for Progress Update Reports, including data against each key performance indicator.</p> <p>This data should demonstrate progress towards a 2-4% increase from the baseline data reported in the Milestone Three Baseline Setting numerical report.</p> <p>The states will provide supporting caveats to accompany data where necessary especially where data is not able to be collected to the extent requested.</p> | <p>12 Dec 2025</p> | <p>\$0.6104 (SA)</p> <p>\$0.6104 (WA)</p> |
| | <p><u>2026 calendar year</u></p> <p>Milestone Six</p> <p>Progress Report – reporting period 1 December 2025 to 30 April 2026</p> <p>Commonwealth acceptance of a written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>There is no template for this report.</p> | <p>15 May 2026</p> | <p>\$0.2616m (SA)</p> <p>\$0.2616m (WA)</p> |

Table 2: Performance requirements, reporting and payment summary

| Outputs | Performance Milestones | Report due | Payment (\$million) |
|---------|--|--------------------|---------------------|
| | <p>Milestone Seven</p> <p>Final Report – reporting period 1 May 2026 to 30 November 2026</p> <p>Commonwealth acceptance of a detailed written report demonstrating how the outputs of the program have been met and what activities have been undertaken, and when.</p> <p>Commonwealth acceptance of a numerical report, using the template at Attachment C for Final Report, including data against each key performance indicator.</p> <p>This data should demonstrate an increase of 2-4% from the baseline data reported in the Milestone Three Baseline Setting numerical report.</p> <p>The states will provide supporting caveats to accompany data where necessary especially where data is not able to be collected to the extent requested.</p> | <p>11 Dec 2026</p> | <p>N/a</p> |

*

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

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



The Honourable Pat Conroy MP
Minister for Defence Industry

23 February 2024

*Signed for and on behalf of the
State of South Australia by*

The Honourable Blair Boyer MP
Minister for Education, Training and Skills

2024

*Signed for and on behalf of the
State of Western Australia by*



The Honourable Dr Tony Buti
Minister for Education, Aboriginal Affairs,
Citizenship and Multicultural Interests

2024

Milestone Three – Baseline Setting Report

Attachment A

Where cell is greyed-out no data is required.

| Participation Data | Total | By year level (i.e. Year 7, Year 8 etc.) | By gender (i.e. Male, female, other not specified) | By location (metro, rural or regional) |
|--|-------|--|--|--|
| Number of individual students who participated in the Schools Pathways Program | | | | |
| Number of individual teachers who participated in the Schools Pathways Program | | | | |
| Number of parents/caregivers who participated in the Schools Pathways Program | | | | |
| Number of schools that participated in the Schools Pathways Program | | | | |
| Number of defence industry businesses which participated in the Schools Pathways Program | | | | |
| Number of defence industry mentors who participated in the Schools Pathways Program, broken down by gender | | | | |

| Outcome | Key Performance Indicators | Total |
|---|---|-------|
| Outcome One - Secondary school students, teachers and parents/caregivers have a knowledge of defence industry | KPI 1.1 - Number of students who can correctly define defence industry | |
| | KPI 1.2 - Number of teachers who can correctly define defence industry | |
| | KPI 1.3 - Number of parents/caregivers who have been provided with information about defence industry | |
| Outcome Two - Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers | KPI 2.1 - Number of students who can correctly identify the skills and other requirements for defence industry careers | |
| | KPI 2.2 - Number of teachers who can correctly identify the skills and other requirements for defence industry careers | |
| | KPI 2.3 - Number of parents/caregivers who have been provided with information about the skills required for defence industry careers | |
| | KPI 2.4 - Number of students who can correctly identify the secondary and post-secondary school pathways relevant to defence industry | |
| | KPI 2.5 - Number of teachers who can correctly identify the secondary and post-secondary school pathways relevant to defence industry | |
| | KPI 2.6 - Number of parents/caregivers who have been provided with information on secondary and post-secondary schools pathway relevant to defence industry | |
| Outcome Three - Secondary school students are connected with defence industry and defence industry mentors | KPI 3.1 - Number of students connected with defence industry | |
| | KPI 3.2 - Number of students in a defence industry mentoring arrangement | |
| | KPI 3.3 - Number of students who have completed work experience with a defence industry business | |
| Outcome Four - Secondary school students are interested in studying STEM subjects relevant to defence industry careers | KPI 4.1 - Number of students who can identify the STEM subjects relevant to defence industry careers | |
| | KPI 4.2 - Number of students who indicate they are interested in studying STEM relevant to defence industry careers | |
| Outcome Five - Secondary school students have an aspiration to work in defence industry | KPI 5.1 - Number of students who aspire to work in defence industry | |
| | KPI 5.2 - Number of students who intend to undertake university education related to defence industry | |
| | KPI 5.3 - Number of students who intend to undertake an apprenticeship, internship or work/study combination relevant to defence industry | |

| Outcome | Key Performance Indicators | Total |
|--|---|-------|
| <p>Outcome Six - The Schools Pathways Program has participation from students from under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds).</p> | <p>KPI 6.1 – Number of students participating in the SPP Program who identify as First Nations people</p> <p>KPI 6.2 - Number of students participating in the SPP Program who identify as female</p> <p>KPI 6.3 - Number of students participating in the SPP Program who identify as a person with a disability</p> <p>KPI 6.4 – Number of students participating in the SPP Program who identify as a person from a culturally and linguistically diverse background</p> | |

Milestone Five Progress Report

Attachment B

Where cell is greyed-out no data is required.

| Participation Data | | Total | By year level (i.e. Year 7, Year 8 etc.) | By gender (i.e. Male, female, other not specified) | By location (metro, rural or regional) |
|---|---|-------|--|--|--|
| Number of individual students who participated in the Schools Pathways Program | | | | | |
| Number of individual teachers who participated in the Schools Pathways Program | | | | | |
| Number of parents/caregivers who participated in the Schools Pathways Program | | | | | |
| Number of schools that participated in the Schools Pathways Program | | | | | |
| Number of defence industry businesses which participated in the Schools Pathways Program | | | | | |
| Number of defence industry mentors who participated in the Schools Pathways Program, broken down by gender | | | | | |
| Outcome | Key Performance Indicators | Total | | | Growth progress (%) |
| Outcome One - Secondary school students, teachers and parents/caregivers have a knowledge of defence industry | KPI 1.1 - Number of students who can correctly define defence industry | | | | |
| | KPI 1.2 - Number of teachers who can correctly define defence industry | | | | |
| | KPI 1.3 - Number of parents/caregivers who have been provided with information about defence industry | | | | |
| Outcome Two - Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers | KPI 2.1 - Number of students who can correctly identify the skills and other requirements for defence industry careers | | | | |
| | KPI 2.2 - Number of teachers who can correctly identify the skills and other requirements for defence industry careers | | | | |
| | KPI 2.3 - Number of parents/caregivers who have been provided with information about the skills required for defence industry careers | | | | |
| | KPI 2.4 - Number of students who can correctly identify the secondary and post-secondary school pathways relevant to defence industry | | | | |
| | KPI 2.5 - Number of teachers who can correctly identify the secondary and post-secondary school pathways relevant to defence industry | | | | |
| | KPI 2.6 - Number of parents/caregivers who have been provided with information on secondary and post-secondary schools pathway relevant to defence industry | | | | |
| Outcome Three - Secondary school students are connected with defence industry and defence industry mentors | KPI 3.1 - Number of students connected with defence industry | | | | |
| | KPI 3.2 - Number of students in a defence industry mentorship arrangement | | | | |
| | KPI 3.3 - Number of students who have completed work experience with a defence industry business | | | | |
| Outcome Four - Secondary school students are interested in studying STEM subjects relevant to defence industry careers | KPI 4.1 - Number of students who can identify the STEM subjects relevant to defence industry careers | | | | |
| | KPI 4.2 - Number of students who indicate they are interested in studying STEM relevant to defence industry careers | | | | |
| Outcome Five - Secondary school students have an aspiration to work in defence industry | KPI 5.1 - Number of students who aspire to work in defence industry | | | | |
| | KPI 5.2 - Number of students who intend to undertake university education related to defence industry | | | | |
| | KPI 5.3 - Number of students who intend to undertake an apprenticeship, internship or work/study combination relevant to defence industry | | | | |
| | KPI 6.1 - Number of students participating in the SPP Program who identify as First Nations people | | | | |
| Outcome Six - The Schools Pathways Program has participation from students from | KPI 6.2 - Number of students participating in the SPP Program who identify as female | | | | |
| | KPI 6.3 - Number of students participating in the SPP Program who identify as a person with a disability | | | | |

| Outcome | Key Performance Indicators | Total | Growth progress (%) |
|--|---|-------|---------------------|
| <p>under-represented groups (i.e. First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds).</p> | <p>KPI 6.4 – Number of students participating in the SPP Program who identify as a person from a culturally and linguistically diverse background</p> | | |

Milestone Seven Final Report

Attachment C

Where cell is greyed-out no data is required.

| Participation Data | Total | By year level (i.e. Year 7, Year 8 etc.) | By gender (i.e. Male, female, other not specified) | By location (metro, rural or regional) |
|--|-------|--|--|--|
| Number of individual students who participated in the Schools Pathways Program | | | | |
| Number of individual teachers who participated in the Schools Pathways Program | | | | |
| Number of parents/caregivers who participated in the Schools Pathways Program | | | | |
| Number of schools that participated in the Schools Pathways Program | | | | |
| Number of defence industry businesses which participated in the Schools Pathways Program | | | | |
| Number of defence industry mentors who participated in the Schools Pathways Program, broken down by gender | | | | |

| Outcome | Key Performance Indicators | Total | Overall Growth (%) |
|---|--|-------|--------------------|
| Outcome One - Secondary school students, teachers and parents/caregivers have a knowledge of defence industry | KPI 1.1.1 - Number of students who can correctly define defence industry KPI 1.1.2 - Number of teachers who can correctly define defence industry KPI 1.1.3 - Number of parents/caregivers who have been provided with information about defence industry | | |
| Outcome Two - Secondary school students, teachers and parents/caregivers have a knowledge of the skills and other requirements and the secondary and post-secondary pathways relevant to defence industry careers | KPI 2.1 - Number of students who can correctly identify the skills and other requirements for defence industry careers KPI 2.2 - Number of teachers who can correctly identify the skills and other requirements for defence industry careers KPI 2.3 - Number of parents/caregivers who have been provided with information about the skills required for defence industry careers KPI 2.4 - Number of students who can correctly identify the secondary and post-secondary school pathways relevant to defence industry KPI 2.5 - Number of teachers who can correctly identify the secondary and post-secondary school pathways relevant to defence industry KPI 2.6 - Number of parents/caregivers who have been provided with information on secondary and post-secondary schools pathway relevant to defence industry | | |
| Outcome Three - Secondary school students are connected with defence industry and defence industry mentors | KPI 3.1 - Number of students connected with defence industry KPI 3.2 - Number of students in a defence industry mentoring arrangement KPI 3.3 - Number of students who have completed work experience with a defence industry business | | |
| Outcome Four - Secondary school students are interested in studying STEM subjects relevant to defence industry careers | KPI 4.1 - Number of students who can identify the STEM subjects relevant to defence industry careers KPI 4.2 - Number of students who indicate they are interested in studying STEM relevant to defence industry careers | | |
| Outcome Five - Secondary school students have an aspiration to work in defence industry | KPI 5.1 - Number of students who aspire to work in defence industry KPI 5.2 - Number of students who intend to undertake university education related to defence industry KPI 5.3 - Number of students who intend to undertake an apprenticeship, internship or work/study combination relevant to defence industry | | |
| Outcome Six - The Schools Pathways Program has participation from students from | KPI 6.1 - Number of students participating in the SPP Program who identify as First Nations people KPI 6.2 - Number of students participating in the SPP Program who identify as female KPI 6.3 - Number of students participating in the SPP Program who identify as a person with a disability | | |

| Outcome | Key Performance Indicators | Total | Overall Growth (%) |
|--|--|-------|--------------------|
| under-represented groups (i.e., First Nations peoples, females, people with a disability and people from culturally and linguistically diverse backgrounds). | KPI 6.4 – Number of students participating in the SPP Program who identify as a person from a culturally and linguistically diverse background | | |