Appendix A: Bilateral Implementation Plan – National Skills Agreement Policy Initiative: NSW Closing the Gap Stage 2

PRELIMINARIES

1. This implementation plan is made between the Commonwealth of Australia (Commonwealth) and NSW under the 2024–2028 National Skills Agreement (the NSA) and should be read in conjunction with the NSA.

2. Once executed, this implementation plan and any updates agreed with the Commonwealth, will be appended to the NSA and will be published on the Commonwealth's Federal Financial Relations website (https://federalfinancialrelations.gov.au).

3. This implementation plan is expected to expire on 31 December 2028 (in line with the NSA), or on completion of the initiative, including final performance reporting and processing of final payments against milestones.

4. In all public materials relating to the policy initiatives, NSW will acknowledge the Commonwealth's contribution with the following statement: The NSW Closing the Gap Stage 2 Implementation Plan is a joint initiative between the Commonwealth and NSW Government in partnership with Aboriginal community organisations.

REPORTING AND PAYMENTS

Reporting

1. Performance reporting will be due by 31 March and 30 September each year until the cessation of this implementation plan, or the final payment is processed.

2. NSW will provide to the Commonwealth a traffic light status and activity summary on all policy initiatives.

3. The Commonwealth will provide templates for the purposes of reporting.

Payments

1. The Commonwealth will make payment subject to performance reporting demonstrating the relevant milestone has been met.

2. As part of the performance reporting, NSW will provide evidence of what has been delivered in the reporting period. Payments will be processed once performance reports have been assessed and accepted.

3. Where a payment is due at a reporting period (31 March and/or 30 September), NSW will complete the relevant section of the reporting template and provide the evidence required as agreed in the Milestones and Payments associated with this Implementation Plan.

4. Under A92 of the NSA, if a State is unable to expend any Commonwealth funding provided for policy initiative milestone payments, the Commonwealth may reduce a future payment by an amount equivalent to the unspent funds.

CLOSING THE GAP (Clause A93 to A103 of the NSA)

The National Skills Agreement commits to enabling investments to support Closing the Gap via skills and VET sector actions which are complementary to the suite of programs which seek to address entrenched inequality faced by First Nations people.

This submission has been prepared in the spirit of partnership with the NSW Department of Education, to support the design of an approach which meets Aboriginal community and RTO needs and aligns with government processes.

These investments will be delivered via bilateral implementation plans developed in partnership with Aboriginal communities and organisations and will include activities to:

a) expand investment in the capability, sustainability, and growth of the Aboriginal Community Controlled (ACC) and First Nations owned (FNO) training sector (Priority Reform 2 in the Closing the Gap Agreement) and
b) grow the First Nations VET workforce and boost cultural competency of mainstream RTOs (Priority Reform 3 in the Closing the Gap Agreement).

The NSW Government is working in partnership with the Aboriginal and Torres Straits Islander / First Nations organisations actively engaged in vocational education and training in NSW to design and deliverer the Closing the Gap bilateral implementation plan under the National Skills Agreement in a two-stage approach:

Stage 1 establish partnership/co-design arrangements to:

- develop the Stage 2 implementation plan, informed by foundational research to be undertaken in Stage 1 on best practice RTO sustainability and capability; and
- provide direct investment in ACC RTOs to support immediate sustainability needs and training capability needs and aspirations.

Partners agree that a number of activities from Stage 1 remain active and will be progressed in parallel with the activities under Stage 2.

Stage 2 delivery of planned activities to:

- strengthen the capability, sustainability and growth of the ACC and FNO training sector; and
- grow the First Nations VET workforce and boost cultural competency of mainstream RTOs.

This Bilateral Plan sets the terms for the Closing the Gap Implementation Plan – Stage 2.

Delivering in Partnership in Stage 2

A key deliverable under the NSW Stage 1 implementation plan was the establishment of a governance structure to design and deliver the NSA Closing the Gap commitments in partnership between the NSW Government and Aboriginal organisations in the training sector. This structure ensures that programs and commitments are designed to meet Aboriginal community needs, collaboration is embedded throughout the design and implementation process, and continuous improvement principles guide ongoing program development and evaluation. This governance structure will also be used to deliver on the Stage 2.

The Stage 2 Implementation Plan builds on partnerships with the Aboriginal Education Consultative Group (AECG) and NSW Aboriginal Community Controlled Registered Training Organisations (ACC

RTOs) to ensure educational services are culturally relevant and meet the needs of Aboriginal communities in New South Wales. A strategy to involve Aboriginal Owned RTOs (AO/FNO RTOs) in designated initiatives is in train to ensure that diverse community perspectives inform implementation of this reform.

NSW will define ACC RTOs and AO/FNOs in alignment with the National Agreement on Closing the Gap (July 2020):

- Clause 44 (p. 8): Aboriginal and Torres Strait Islander community control is an act of self-determination. Under this Agreement, an Aboriginal and/or Torres Strait Islander Community-Controlled Organisation delivers services, including land and resource management, that builds the strength and empowerment of Aboriginal and Torres Strait Islander communities and people and is:
    a) incorporated under relevant legislation and not-for-profit
    b) controlled and operated by Aboriginal and/or Torres Strait Islander people
    c) connected to the community, or communities, in which they deliver the services
    d) governed by a majority Aboriginal and/or Torres Strait Islander governing body.
- Under Section 12 Definitions (p.52): An Aboriginal and Torres Strait Islander organisation (other than an Aboriginal and Torres Strait Islander community-controlled organisation) is a business, charity, not-for-profit organisation, incorporated under Commonwealth, state or territory legislation, that has at least 51% Aboriginal and/or Torres Strait Islander ownership and/or directorship and is operated for the benefit of Aboriginal and Torres Strait Islander communities.

NSW is home to a number of ACC RTOs that deliver training and services to Aboriginal communities, in localities and on topics that have been identified by communities as being most critical for their needs and goals. The NSW ACC RTOs offer nationally recognised training in qualifications ranging from career entry pathways, through to specialist qualifications in health care, advocacy, leadership, business, as well as bespoke qualifications up to Advanced diploma level in skills ranging from Aboriginal professional dance performance to legal advocacy and Aboriginal studies.

NSW is also home to AO/FNO RTOs who operate under private company structures with confirmed Aboriginal control, delivering qualifications ranging from certificate II to diplomas in topics ranging from: construction, ecosystem management, horticulture, leadership, supply chain, on country management, project management and more.

1) Approach to partnering with First Nations communities and organisations (clause A101 refers). This refers to Closing the Gap Priority Reform 1: Formal partnerships and shared decision making.

The Stage 1 IP prioritised funding for NSW based Aboriginal Community Controlled (ACC) RTOs and the NSW Aboriginal Education Consultative Group (AECG) Inc. to employ dedicated staff to engage in the Community of Practice (CoP). Consistent with Stage 1, the NSW Department of Education has continued to partner with ACC RTOs and the NSW AECG to develop this Stage 2 implementation plan.

Key elements of the partnership and co-design approach are:

- **Formal partnership with the NSW AECG,** the peak advisory body for education and training, and the NSW partner in the NSW CTG implementation plan.
- **Linkage with the Employment and Economic Prosperity Sector Committee** ensures alignment with and progress on Priority Reforms in the National Agreement on Closing the Gap.
- **Maintaining and expanding the ACC RTO and NSW AECG Community of Practice (CoP),** involving a series of forums to:
    - Expand on understanding of the ongoing and emerging skills and training needs and priorities of FN communities and organisations.
    - Facilitate continuous sector collaboration to develop and refine the implementation initiatives.
    - Ensure successful delivery of commitments under both the Stage 1 and 2 implementation plans.
- **Ongoing engagement** with the Aboriginal Affairs NSW, and leaders in the Department of Education's Aboriginal Education and Communities Directorate, VET for Secondary Students and Training Services teams and TAFE NSW, to ensure NSA Closing the Gap implementation is linked to wider priorities and programs which benefit Aboriginal communities and students.
- **Support for ACCOs** to actively engage in the partnership and to deliver on the suite of commitments under the implementation plans. Dedicated staff will continue to be funded to lead and deliver on the work and support CEOs and leaders to engage.
- Where appropriate, representatives from the NSW CoP will collaborate with the national level Community of Practice and Peaks to harmonise efforts of Closing the Gap activity.

As at September 2025, members of the CoP include the NSW Aboriginal Education Consultative Group Inc (AECG), the NSW Department of Education (the department), and seven NSW based ACCOs, including: NSW Child, Family and Community Peak Aboriginal Corporation (AbSec), the Aboriginal Health and Medical Research Council (AH&MRC), Birrang Enterprise Development Co Ltd. (Birrang), Booroongen Djugun Ltd, NAISDA, Regional Enterprise Development Institute (REDIE), and Tranby Aboriginal Co-operative Ltd. (Tranby).

The partnership process is designed to prioritise ensuring a genuine and ongoing say in the design and delivery of this groundbreaking reform.

CoP participants will be funded for their partnership engagement until December 2028. This will include contributing to the various deliverables and reporting milestones under this agreement.

Timeline
A CoP was initiated as a first priority under Stage 1. Ongoing engagement has informed the design of initiatives under Stage 2 implementation plan.
CoP participants will be funded for their partnership engagement until December 2028.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$4.5 million	$4.5 million	1 October 2025	31 December 2028

2) Activities for expanding investment in the capability, sustainability, and growth of the Aboriginal Community Controlled (ACC) and First Nations owned (FNO) training sector (clause A102a refers), delivered in partnership with First Nations Peoples. This refers to Closing the Gap Priority Reform 2: Building the Community-Controlled sector.

Expanding investment in the capability, sustainability, and growth of the Aboriginal Community Controlled (ACC) and First Nations owned (FNO) training sector

Expanding investment in the capability, sustainability and growth of the ACC RTOs and FNO training sector will enable these organisations to expand their responsiveness to student and local community needs. For students, this will increase their access to culturally appropriate VET opportunities and contribute to increasing VET qualification attainment for Aboriginal students.

The NSW VET review 2023-24 noted the positive outcomes that ACCOs play in providing culturally appropriate support to Aboriginal students. It noted the importance of continuing to build the capacity within ACCOs and ACC RTOs to provide the culturally appropriate support needed by Aboriginal students to succeed.

The NSW VET Review also found that ACCOs can be hampered in their ability to access government funding due to their inexperience in navigating complex government commissioning processes. Similarly, it found that ACCOs who have a desire to become RTOs within the NSW VET system, like other providers, can struggle to navigate the associated administrative and regulatory requirements.

The NSW VET review recommended an increase in provider capacity, particularly for Aboriginal Community-Controlled Organisations (ACCOs) and Aboriginal-owned registered training organisations (RTOs). This recommendation included providing support for interested ACCOs to become RTOs, such as financial support for registration, business mentoring and guidance on regulatory requirements.

The NSW VET Review also noted that to improve equity and access, we need to increase and enhance targeted wrap-around supports by building capacity in existing support organisations, such as Aboriginal Community-Controlled Organisations, while shifting the focus of support resources to meet individual student needs.

ACC RTOs in NSW are uniquely placed to promote relevant training to Aboriginal students in culturally safe and supportive environments, with appropriate connections to culture and community as well as in localities and on topics identified by community as central to their needs and goals. Investing in their stability validates the strong ties that ACC RTOs have to these communities and recognises that through their training delivery these organisations play a pivotal role in skilling and building the sector's workforce.

The Stage 1 implementation plan co-designed and agreed by the NSW ACC RTOs included a series of actions that supported immediate RTO sustainability and training capacity needs and helped build the long-term capacity of ACC RTOs.

Stage 2 will build on these actions to provide more stability and support to NSW ACC RTOs, enhancing their ability to deliver quality training that meets the unique needs of Aboriginal communities in alignment with Closing the Gap Priority Reform 2 (Building the Aboriginal Community Controlled Sector). Expanded offerings by the sector will aim to meet community needs, respond to emerging industry needs and drive better outcomes including a skilled workforce as well as boosting first nations workforce in areas of government priority. Strategic scoping and planning projects will be co-designed through the CoP in response to priority themes identified by the sector. Regular updates on an activity plan developed by the CoP (from March 2026 as part of milestone reporting) will provide more granular funding breakdowns for each activity.

Funding will also support designated programs to support expanding the capability, sustainability, and growth of the First Nations Owned (FNO) training sector, focusing on priority areas identified by the communities.

Activity Name	Proposed outcomes	Total Funding
Activity 1: Quality Provision (including strengthening student supports; compliance and regulatory support and strengthen ACCO Business models)	**Enhance needs-based student supports by ACC RTOs through both direct and indirect activities**: ACC RTOs deliver improved student training outcomes by focusing on student needs and providing targeted support. Actions under this area will drive sector-wide capability building of ACC RTOs around quality student support by focusing on enhancing access to student-centred, needs-based, and culturally responsive training provision. ACC RTOs will be supported to expand their needs-based training programs which are culturally responsive and at the right scale with a focus on broader Aboriginal community outcomes. Direct – • Expanding access to needs-based wrap-around supports • Strengthening cultural mentoring and/or case management for students • Establishing identified outreach/student support roles Indirect – • Enhancing technological and system infrastructure supports. • Building e-learning capacity and curriculum, training and assessment • Support for designing, developing and sharing culturally responsive training, assessment and curriculum resources • Creating culturally safe learning environments. **Implement compliance and regulatory support to ensure quality training delivery** The Community of Practice has identified significant costs in developing robust compliance systems for registration,	$42.00mil

	reporting, auditing and program re-scoping. Investing in workforce capability and regulatory compliance will deliver efficiencies to ensure the long-term sustainability and growth of the sector. Funding will support emerging compliance needs. The NSW COP will identify opportunities to enhance and expand training provision including via shared compliance tools, staff resourcing, and evidence-based assessment systems. **Strengthen ACCO business models** Investing through the NSA will have an enduring impact on professional and organisational capability of ACCOs by fostering systems and knowledge that support individual and organisational success over time. Co-design and implement activities at the business level to support business capacity: • Strategy, long-term planning and governance arrangements • Business development opportunities • Training portfolio expansion and workforce development including professional development and upskilling tailored and unique to ACC RTOs. These actions could be amplified by advocacy on Government's role in supporting the sector via targeted procurement policies in line with NSW Aboriginal Procurement Policy.	
Activity 2: Innovation Fund (to support region-based outreach activities)	A strength of ACC RTOs is their ability to be responsive to unique local Aboriginal community considerations. The Community of Practice has advocated for a fund to deliver additional projects that support place-based outreach and student engagement activities that respond to emerging Closing the Gap priorities. These may include innovation in culturally competent training development and delivery, and vitally, increased capacity to deliver inclusive training in regional, rural and remote locations to cater to diverse community needs and priorities across NSW. NSW in partnership with the CoP will establish an innovation fund to support: • placed based activities that support engagement, outreach and innovative service models • training courses (short, non-accredited, pathway enabling). • culturally safe learning environments. In line with the guiding principle of self-determination, detailed guidelines will be developed through the CoP	$36.4mil

	prioritising an application process that prioritises a needs-driven approach, equity, and transparency. Note: Designated funding will additionally support FNOs and ACC RTOs to deliver suitable programs/activities under this Fund with guidelines to be jointly developed.	
Activity 3: Research and Evaluation	The evaluation model from Stage 1, will be expanded to cover the entire NSA period. This will also include capacity for external consultants if required and agreed to by the CoP. Evaluation will be undertaken with alignment to NSW's '*Re-imagining Evaluation: A Culturally Responsive Evaluation Framework*'. This framework recognises that traditional evaluation models often fail to capture the lived experiences, cultural strengths, and self-determined aspirations of Aboriginal communities. By embedding Aboriginal led methodologies, this process strengthens self-determination, accountability, and continuous improvement. Data reported will involve performance indicators developed with the help of the CoP to match what the community wants and the goals of Closing the Gap. This way, the measures of success will be meaningful and respectful of Aboriginal cultures.	$5.00mil

Timeline

NSW ACC RTOs and FNOs will deliver on their individual activity commitments based on a schedule dependent on the nature and complexity of the individual commitments. The NSW CoP will play a central role in guiding and overseeing project implementation. Further details including a final governance structure will be set out in a detailed activity plan (see milestones).

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$41.7 million	$41.7 million	1 October 2025	31 December 2028

3) Approach for contributing to activities to grow the First Nations VET workforce and boost cultural competency of mainstream RTOs (refer clause A102b). This refers to Closing the Gap Priority Reform 3: Transforming government organisations.

Activities to grow the First Nations VET workforce, and boost cultural competency of mainstream RTOs, and support the growth of ACCOs (and FN/AO RTOs) are introduced in this Stage 2 implementation plan.

Consultation with ACCOs has identified challenges in attracting and retaining staff, including trainers and operational staff. Further work is required to understand the current status, strengths and barriers behind this challenge. Work will be done to understand the status of the NSW Aboriginal VET workforce and recommend approaches which will support building the ACC RTOs and FNO workforce.

NSW acknowledges that the ACCOs are experts in Aboriginal health, aged care, dance, culture, rights and wellbeing, employment, and community programs. They are also experts in designing and delivering culturally responsive training tailored to Aboriginal students. Similarly, the FNO sector plays an integral role in training delivery for Aboriginal students. Collectively NSW acknowledges the important role that both categories of providers play in ensuring culturally safe and appropriate training for Aboriginal students.

Other RTOs, including TAFE NSW, will continue to play an important role in delivering training to Aboriginal students. The NSW ACCOs/FNO RTOs have the capacity and expertise to support the cultural competency of mainstream RTOs and government organisations, in particular when those RTOs and organisations are operating in the field of expertise demonstrated by ACCOs/FNOs, such as Aboriginal health, child protection, and justice.

This Stage 2 implementation plan commits to support the positioning of the NSW ACC RTOs as leading providers in cultural competency and culturally safe practise training. This may include an extension of services, for example Fee for Service offerings and growing the First Nations VET workforce. This will be supplemented with boosting of cultural competency capacity across mainstream RTOs. This will be done in collaboration with mainstream RTOs including TAFE NSW.

Specific activities could include cultural induction delivery, immersion placement programs and cultural competency licensing (in line with Indigenous Cultural and Intellectual Property).

Designated funding will support FNOs to contribute to boosting the cultural competency of mainstream RTOs – in line with guidelines that will subsequently be developed.

By prioritising Aboriginal-led education solutions, workforce development, and cultural competency and culturally safe practise training, the Stage 2 Implementation Plan directly supports the transformation of mainstream training providers and government institutions, in line with Closing the Gap Priority Reform 3.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$3.75 million	$3.75 million	1 October 2025	31 December 2028

Closing the Gap - approach to matched funding arrangements (clauses A97 and A102 refers) – to be reconciled over the life of the NSA.

Details of matched funding ($million)	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution	$9.995	$15.000	$20.000	$4.956	$49.951
NSW contribution	$9.995	$15.000	$20.000	$4.956	$49.951
Total	$19.990	$30.000	$40.000	$9.912	**$99.902**

The NSW Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2025 until 31 December 2028. Final payments under this

implementation plan may be reduced where the total contribution by the NSW Government over the life of the project does not align with the Commonwealth contribution.

Performance Indicators

Performance measures (including qualitative insights) will be co-designed and developed through the CoP to ensure alignment with community priorities and Closing the Gap commitments. This approach will ensure metrics of success are meaningful, culturally responsive, and reflective of the impact on Aboriginal communities.

Collaborative design through the Community of Practice (CoP)

The CoP, in partnership with representatives from the FNO sector, NSW Government, Aboriginal peak bodies, and other key stakeholders, will lead the development of performance indicators. A series of workshops and consultations will be held to identify priority outcomes, ensuring measures capture both quantitative data (enrolments, completions, workforce growth) and qualitative insights (student experiences, cultural competency impact, community benefits).

Ensuring Cultural Relevance and Community Alignment

Performance measures will reflect Aboriginal definitions of success, acknowledging that economic participation, self-determination, and cultural identity are core aspects of VET sector outcomes. Indicators will be designed to track progress against Priority Reforms in the Closing the Gap Agreement, ensuring that initiatives strengthen the community-controlled sector and demonstrate efforts to transform government organisations.

Incorporating Flexibility for Continuous Improvement

The CoP will establish a review framework to regularly assess and refine performance indicators, ensuring they remain responsive to emerging needs and changing policy landscapes. Annual reporting and evaluation cycles will allow for continuous improvement measures to ensure effectiveness and sustainability.

Evaluation arrangements

Evaluation arrangements will be co-designed and developed through the CoP to ensure they are aligned with project objectives, community priorities, and Closing the Gap commitments.

How Evaluation Will Be Structured:

Community Driven Evaluation Design

The CoP will oversee the development of evaluation frameworks, ensuring they incorporate both quantitative and qualitative measures. The AECG's role will focus on ensuring cultural integrity in evaluation methods and capturing community feedback. The Department's Centre of Education Statistics and Evaluation (CESE's) role will focus on data analysis, impact measurement, and reporting, ensuring robust evidence-based assessments.

Multi-Layered Evaluation Approach

- Outcome Based Evaluation: Tracking progress against Closing the Gap Priority Reforms 2 and 3, including growth of the First Nations VET workforce, capacity building of the ACC RTOs and FNOs and improvements in cultural competency within mainstream RTOs.
- Process Evaluation: Assessing the effectiveness of co-design processes, governance structures, and partnerships including the CoP to inform continuous improvement (PR1).
- Community-Led Reflection and Feedback: Regular consultations with the ACC RTOs and FNOs, Aboriginal communities, and key stakeholders to ensure the evaluation process remains relevant, inclusive, and actionable.

Ensuring Sustainability and Accountability

Evaluation findings will be reported through the CoP and incorporated into annual performance reviews to inform policy adjustments and funding decisions where necessary. The evaluation outcomes will support consistent tracking, analysis, and reporting, strengthening evidence-based decision-making for future program iterations. The evaluation framework will be adaptive, allowing Stage 2 activities to evolve based on data insights and emerging community needs.

NSW will undertake evaluation in alignment with NSW's '*Re-imagining Evaluation: A Culturally Responsive Evaluation Framework*'. This framework recognises that traditional evaluation models often fail to capture the lived experiences, cultural strengths, and self-determined aspirations of Aboriginal communities. By embedding Aboriginal led methodologies, the process is designed to strengthen self-determination, accountability, and continuous improvement.

The evaluation process will be supported with an FTE position (0.5 AECG, 0.5 CESE) from state matched contribution. This role established under Stage 1 actions, will provide specialist evaluation support to measure the effectiveness and impact of Stage 2 initiatives.

MILESTONES AND PAYMENTS – CLOSING THE GAP

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone 1: Initial payment on agreement of bilateral implementation plan	Bilateral implementation plan agreed with Commonwealth	$4,995,100	N/A
Milestone 2: Commonwealth acceptance that NSW has developed an activity plan for NSA Closing the Gap measures in partnership with First Nations communities and organisations that specifies the deliverables to be achieved and associated timeframes.	Implementation update signed by NSW senior official with responsibility for skills that includes details of progress, or attaches: • An activity plan developed to support implementation, for Commonwealth approval • Evidence of First Nations communities and organisations engagement in developing and support for the activity plan • Sector guidelines and application process for priority support for capability capacity and growth • Guidelines for the innovation fund including for funding designated to First Nations organisations • Establishment of position(s) within AECG and the NSW department of Education Centre of Education Statistics and evaluation unit (as part of state matched contribution) • Co-design of workforce development activities • Agreed performance indicators • Commitment to publication of an activity plan, once approved	$5,000,000	31 March 2026
Milestone 3: Commonwealth acceptance that NSW is implementing measures to 30 September 2026 against the following priorities in accordance with an approved activity plan: • Partnering • Capability, sustainability and growth	Implementation update signed by NSW senior official with responsibility for skills that includes details of progress made, or attaches: • Progress update on evaluation of outcomes from Stage 1 • Evaluation framework agreed with CoP • Listing of CoP participating organisations and results of CoP activities • Listing of FNO participating organisations and activities funded under designated streams e.g. the innovation fund and cultural competency initiatives	$5,000,000	30 September 2026

• Innovation fund • Research and evaluation • Workforce development	• Workforce development activities planned or in progress and number of engaged or expected participants		
Milestone 4: Commonwealth acceptance that NSW is implementing Closing the Gap measures to 31 March 2027 against the following priorities in accordance with an approved activity plan: • Partnering • Capability, sustainability and growth • Innovation fund • Research and evaluation • Workforce development.	Implementation update signed by NSW senior official with responsibility for skills that includes details of progress made, or attaches: • Final evaluation of outcomes from Stage 1 and details of what improvements are recommended for ongoing IP activities • Report on results of CoP activities • Updates on organisations and activities funded under this IP including the innovation fund • Workforce development activities in progress and number of engaged participants	$10,000,000	31 March 2027
Milestone 5: Commonwealth acceptance that NSW is implementing Closing the Gap measures to 30 September 2027 against the following priorities in accordance with an approved activity plan: • Partnering • Capability, sustainability and growth • Innovation fund • Research and evaluation • Workforce development.	Implementation update signed by NSW senior official with responsibility for skills that includes details of progress made, or attaches: • Report on results of CoP activities • Organisations and activities funded under the innovation fund • Workforce development activities in progress and number of engaged participants.	$10,000,000	30 September 2027
Milestone 6: Commonwealth acceptance that NSW is	Implementation update signed by NSW senior official with responsibility for skills that includes details of progress made towards:	$10,000,000	31 March 2028

implementing Closing the Gap measures to 31 March 2028 against the following priorities in accordance with an approved activity plan: • Partnering • Capability, sustainability and growth • Innovation fund • Research and evaluation • Workforce development.	• Report on results of CoP activities, organisations and activities funded under the innovation fund • Workforce development activities in progress and number of engaged participants.		
Milestone 7: Commonwealth acceptance that NSW has implemented Closing the Gap measures to 31 December 2028 against the following priorities in accordance with an approved activity plan: • Partnering • Capability, sustainability and growth • Innovation fund • Research and evaluation • Workforce development.	Report signed by NSW senior official with responsibility for skills that provides a finalised summary of implemented NSA Closing the Gap measures to 31 December 2028 and includes details of, or attaches: • Report on results of CoP activities Reporting on each engaged FN organisation, funded outcomes and impacts across community • Organisations and activities funded under innovation fund • Workforce development activities in progress and number of engaged participants • Final Evaluation Report	$4,955,900	31December 2028
	Total	**$ 49,951,000**	

The Parties have confirmed their commitment to this implementation plan as follows:

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

The Honourable Andrew Giles MP
Minister for Skills and Training
5 / 11 / 2025

Signed *for and on behalf of the State of NSW by*

The Honourable Steve Whan MP
Minister for Skills, TAFE and Tertiary
30 / 9 / 2025