Appendix A: Bilateral Implementation Plan – National Skills Agreement Policy Initiatives

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 and the NSA Bilateral Implementation Plan Guidance.

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: Measures to strengthen the VET workforce is a joint initiative between the Australian Government and NSW Government.

REPORTING AND PAYMENTS

Reporting

1. Performance reporting will be due by 31 March and 30 September each year until the cessation of this Agreement, 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. After the initial payment, second and subsequent milestone payments will be assessed and processed in the following reporting period.

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.

MEASURES TO STRENGTHEN THE VET WORKFORCE (CLAUSE A124 TO A129 OF THE NSA)

Opportunities from the VET Workforce Blueprint will guide expansion of existing and development of new VET workforce initiatives under Stage 2 of the NSW VET Workforce Implementation Plan. NSW initiatives will align with the following Opportunities:

2. attracting people into the VET workforce, particularly teachers, trainers and assessors
3. making it easier for high-quality teachers, trainers and assessors to enter and stay in the VET workforce
4. supporting professional learning, career progression and industry currency
5. providing more support for early career teachers, trainers and assessors
6. developing and resourcing staff to support learners with diverse and complex needs and
7. reducing administrative and compliance burden.

A) PAID TO LEARN PROGRAM

1) Outline activities that will support, grow and retain a quality VET workforce (including relationship to the VET Workforce Blueprint):

Expansion of Paid to Learn (Opportunities 2,3 and 5)

The NSW VET Workforce Implementation Plan Stage 1 saw the expansion of the successful NSW Paid to Learn (PTL) VET Workforce initiative which aligns with and is highlighted as a successful case study under Opportunity 3 of the VET Workforce Blueprint.

This implementation plan supports the expansion of the Paid to Learn (PTL) Program (Stage 2). TAFE NSW will deliver the PTL Program to qualify up to 100 new VET teachers per annum (with Commonwealth matched funding) from July 2025 to June 2028.

The PTL program provides industry professionals with the opportunity to be paid to study the Certificate IV in Training and Assessment (TAE) full time – fast tracking them to be qualified to teach a TAFE NSW class within 14 weeks:

- Week 1: Orientation and onboarding, Digital Skill and Strategies for Learner Success
- Week 2: Certificate IV TAE commences
- Weeks 3 to 14:
    - Monday/Tuesday - Teacher Practicum
    - Wednesday - Capability Uplift
    - Thursday/Friday – TAE Studies

Expected Benefits of the PTL program

Since commencing with a pilot in August 2022, Paid to Learn (PTL) has proven itself to be an effective strategy to attract a high-quality VET workforce, including industry-experienced professionals, dual professionals and adult educators. This supports Opportunity 3 in the VET Workforce Blueprint to make it easier for high quality teachers to enter the VET Workforce. This also aligns with Action 9 in the Blueprint to invest in innovative VET Workforce pathways through scaling existing initiatives to uplift VET workforce capacity. The Program has demonstrated a number of positive outcomes:

- 96% Completion rate – Since launching in late 2022, 204 new teachers have been trained. Only eight teachers did not complete program.
- 96% Retention rate – TAFE NSW has retained 196 teachers out of the 204 who graduated. More than 40% of PTL teachers are from regional areas.

- Over 71,000 additional teaching hours (up to semester 1, 2024) delivered by PTL trained teachers.
- Reduced delayed apprenticeship starts from 2848 (Oct 22) to 1050 (Aug 23) in Construction & Energy Skills Excellence Network (SEN).
- 6.5% of all Paid to Learn teachers are Aboriginal compared to less than 3% of overall TAFE NSW teachers.
- 48% of all Paid to Learn teachers are regional/remote (this includes Newcastle, Central Coast, Wollongong) compared to 36.4% of TAFE NSW teachers overall.

The success of the PTL Program to date is due to the rigorous wrap around support by the PTL Capability Specialists and strategic recruitment processes, the innovative reporting system, the continuous improvement approach, and ongoing commitment to clear communication with all stakeholders.

Additionality and reach

- The Paid to Learn program will be delivered by TAFE NSW, with Commonwealth Government support, to qualify up to 100 teachers per annum from FY 25-26 to FY 27-28.

- The PTL Program will expand to other areas of national priority such as essential care services and the Net Zero transformation. The Program is currently delivered across the state with a primary focus on skills shortage areas such as plumbing, electrical, carpentry, heavy vehicles, auto electrical and manufacturing.

- The PTL Program will have a greater geographic focus on hard to fill areas including Western Sydney, Northern Beaches, and regional locations such as Broken Hill, Wagga Wagga, Tamworth and Dubbo.

Funding in Stage 2 will enable continuation of support provided to the following priority cohorts in stage 1:

- First Nations – TAFE NSW is incorporating additional one to one support from the Aboriginal Employment team, from the recruitment phase, and conducting weekly yarning circles.
- Regional /Remote – Learners are grouped in Regional HUBs which include face to face tutorial support and additional local campus wraparound support as required.
- Mature age (55+ years) – Learners are provided with Digital and Language, Literacy and Numeracy (LLN) skills support. For example, there is testing to create individual development plans tailored to learners' needs.

2) Engagement arrangements, including relevant partnerships with First Nations peoples:

Existing TAFE NSW networks and relationships with local industries are accessed for the Paid to Learn Program's engagement arrangements. TAFE NSW Industry Innovation Specialists and staff in local campuses are actively consulting with industries to identify skill shortage areas, which helps inform future teaching needs.

With this information, the PTL Program then seeks to identify and fill teaching capacity gaps in growth areas, where there are existing workload issues and hard to fill industry sectors and locations. For example, recruitment for the most recent cohort of PTL included a large number of engineering roles because this was informed by the needs of the newly established TAFE NSW Manufacturing Centre of Excellence.

Once positions are identified for the PTL Program, roles are advertised using a range of sourcing strategies such promoting through industry partners and previous TAFE NSW student alumni to maximise the pool of industry professionals.

In addition, throughout the process the Aboriginal Employment Team will be engaged to maximise the opportunity to advertise identified and targeted First Nations positions. This aligns with the NSA's priority to grow the First Nations VET workforce (Priority Reform 3 in the Closing the Gap Agreement).

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$11,400,000	$11,400,000	1 July 2025	30 June 2028

Measures to strengthen the VET workforce - approach to matched funding arrangements (clause A126 refers) – to be reconciled over the life of the NSA.

Details of matched funding	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution	$3,700,000	$3,800,000	$3,700,000	$200,000	$11,400,000
NSW Government contribution	$3,700,000	$3,800,000	$3,900,000	-	$11,400,000
Total	$7,400,000	$7,600,000	$7,600,000	$200,000	$22,800,000

The NSW Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2024 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

TAFE NSW will commit to reporting the following quantitative indicators annually:

- Completion rate – as a percentage of the total number of teachers who start the program.
- Retention rate – the number of teachers retained after graduating the program.
- The number of additional teaching hours delivered by PTL trained teachers, since the program started in 2022
- Reduced Excess Teaching Hours – the number of excess teaching hours as a percentage of total teaching hours.
- Reduced delayed apprenticeship starts due to additional teaching capacity in all skills shortage areas – since the program started in 2022. For example, reduced from 2,848 (Oct 22) to 1,050 (Aug 23) in Construction of Energy Skills Excellence Network (SEN).

TAFE NSW will also be able to provide a breakdown of completion and retention rates for the following priority cohort students: First Nations, Regional, and mature age (55+ years).

Evaluation arrangements

Program evaluation will identify:

- What lessons were learned during implementation
- What adjustments were made along the way
- Observed results and comparison against expectations
- Whether results varied across priority cohorts including First Nations and women
- Cost-efficiency of the initiative.

To maximise the uptake and benefits of the Paid to Learn Program, findings will be shared with other TAFEs through current networks and the proposed National TAFE Network (once established).

Evaluation methodology and timing

The program will be evaluated at regular intervals by the TAFE NSW Capability Group. Qualitative & quantitative artefacts will be used to complete evaluation, including:

- Key findings from consultations with stakeholders, including:
    - Weekly surveys conducted by each scholar to assess progress and enable early intervention and risk management.
    - Post-Orientation Week surveys to gather valuable feedback from scholars and stakeholders, facilitating continuous improvement and refinement of the orientation program.
    - Monthly post-program surveys with graduated scholars to focus on early intervention and retention.
- Completion rates
- Retention rates
- The number of additional teaching hours delivered by PTL trained teachers compared to when the program started in 2022
- Reduced Excess Teaching Hours – the number of excess teaching hours as a percentage of total teaching hours compared to when the program started in 2022
- Reduced delayed apprenticeship starts due to additional teaching capacity – compared to when the program started in 2022.
- Lessons learnt summary (successes and challenges)
- Organisational evaluation of head teachers and team leaders occurs at the conclusion of each cohort to assess the impact of PTL at a section level.

MILESTONES AND PAYMENTS – MEASURES TO STRENGTHEN THE VET WORKFORCE – PAID TO LEARN

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone A1: Initial payment on agreement of bilateral implementation plan.	Bilateral implementation plan agreed with Commonwealth	$1,100,000	1 July 2025
Milestone A2: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July 2025 to 30 June 2028, with at least 45 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of: • commencing participants, and • completing participants.	$1,300,000	30 September 2025
Milestone A3: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July 2025 to 30 June 2028, with at least 90 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of: • commencing participants, and • completing participants.	$1,300,000	31 March 2026
Milestone A4: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July 2025 to 30 June 2028, with at least 135 commencing participants by the reporting date by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of: • commencing participants, and • completing participants.	$1,900,000	30 September 2026
Milestone A5: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July 2025 to 30 June 2028, with at least 180 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of: • commencing participants, and • completing participants.	$1,900,000	31 March 2027
Milestone A6: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July 2025 to 30 June 2028, with at least 225 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of: • commencing participants, and • completing participants.	$1,850,000	30 September 2027
Milestone A7: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of:	$1,850,000	31 March 2028

2025 to 30 June 2028, with at least 270 commencing participants by the reporting date.	• commencing participants, and • completing participants.		
Milestone A8: Commonwealth acceptance that NSW has implemented the Paid to Learn program from 1 July 2025 to 30 June 2028, with at least 240 completing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Paid to Learn program and includes details of: • details of commencing participants • details of completing participants, and • final outcomes and evaluation findings, including details of all performance indicators.	$200,000	30 September 2028
	Total	**$11,400,000**	

B) DIPLOMA OF ADULT EDUCATION PROGRAM

1) Outline activities that will support, grow and retain a quality VET workforce (including relationship to the VET Workforce Blueprint):

The Diploma of Adult Education (DAE) Program (Opportunity 4)
TAFE NSW will deliver a qualification-driven teacher retention and capability development program, with a focus on educational leadership. The Diploma of Adult Education (DAE) Program is a new 12-month, part-time qualification that was accredited by the Tertiary Education Quality and Standards Agency (TEQSA) in 2023. It has been specifically designed with VET teachers' capability development in mind.

With Commonwealth matched funding, the DAE Program will enable up to 160 existing TAFE NSW VET teachers to complete a Higher Education Diploma in Adult Education, over 12 months. The DAE program includes pastoral care arrangements, regular check-ins with Capability Specialists and support for teaching workloads. To further assist with balancing teaching and study workloads, TAFE NSW provides teachers to 72 hours per semester (144 hours per year) to attend classes.

A Pilot program with 20 students for the DAE Program is currently underway. It is being delivered virtually over 12 months and focuses on developing essential skills and attributes for educational leaders. Under the Academic Leadership Stream, participating teachers are studying the following subjects:

- Understanding Adult Learning
- Academic Leadership
- Supporting Learners
- Mentor and Support Teachers.

The Diploma of Adult Education is an AQF level 5 Higher Education qualification and a pathway for career development and progression for TAFE NSW teachers. In contrast, the Certificate IV in Training and Assessment is an AQF level 4 qualification and is the minimum level qualification required by anyone who wants to teach in TAFE NSW. The Certificate IV in Training and Assessment (TAE) is the basis of the TAFE NSW Paid to Learn Program.

The DAE program and its learning outcomes have been drawn from the robust research underpinning the TAFE NSW Professional Standards for Teachers. The program was designed to provide greater flexibility to accommodate the diverse nature of the TAFE NSW workforce, without the burden and sheer volume of assessment evidence required in a training package qualification such as the TAE Diploma.

Benefits of the Program
The DAE Program aims to increase retention of existing VET teachers and demonstrate a pathway for career progression to educational leadership (or specialised opportunities) within TAFE NSW. This support Opportunity 4 and Action 11 in the VET Workforce Blueprint, which is to develop effective strategies to support career development and career progression, including support for building capability for a high-quality VET workforce.

The expected benefits of the DAE program to the TAFE NSW VET teaching workforce are:

- Improved VET teacher retention rates – demonstrating career progression pathways to teachers and creating more motivated and effective leaders will better support incoming educators.
- Better succession planning – ensuring a pipeline of high-performing, capable leaders for organisational stability and growth.

- Professionalisation of the teaching workforce – providing teachers with the skills and knowledge to successfully lead and develop academic teams or develop additional capabilities (such as educational design, innovative practice or Language Literacy and Numeracy) increasing the diversity of teaching capabilities in TAFE NSW and consequently a higher quality learner experience in the classroom. Pilot participants are already applying new practices learnt on the program in their current course delivery.
- Stronger collaboration via a community of practice – one of the key benefits already evident from the Pilot is the sharing of learning and experience amongst the cohort, translating into enhanced practice in the classroom.

Additionality and reach

Through the DAE Program, TAFE NSW will qualify 80 teachers (20 per annum for four years from 2024-25 to 2027-28). TAFE NSW has already commenced a Pilot with the first cohort of 20 Head Teachers on 3 August 2024.

Subject to the Commonwealth Government agreeing to match TAFE NSW funding, the DAE Program could qualify up to 160 teachers in total (40 per annum from 2024-25 to 2027-28). TAFE NSW will run two cohorts of 20 teachers per annum over four years, commencing in February and July of each year.

With Commonwealth matched funding, the DAE Program could also expand the electives available to teachers beyond the Academic Leadership Stream (described above) to further support diversity in TAFE NSW's specialist teaching roles (Opportunity 6 outlined in the VET Workforce Blueprint) and enable a teacher to develop capabilities aligned to their career aspirations and progress. Other streams include:

- Educational design
- Innovative Practice
- Literacy and Numeracy in Action

The DAE program is delivered virtually, reducing location-based disadvantages and ensuring equitable access for regional staff. Additionally, TAFE NSW commits to enrolling a diverse intake where practical, across geographic locations and industry areas, supporting areas of national skills shortage and emerging industry demand.

2) Engagement arrangements, including relevant partnerships with First Nations peoples:

A Course Advisory Committee (CAC), comprising of internal stakeholders, external academics and industry representatives oversaw the development of the Course Proposal and provided feedback at regular intervals. Further, the program was peer reviewed by external subject matter experts (for example, The University of Technology Sydney).

The TAFE NSW Higher Education Academic Council (HEAC), responsible for academic governance of TAFE NSW Higher Education, was also engaged in the development of the DAE Program and approved the Program, prior to application for accreditation with the Tertiary Education Quality and Standards Agency.

In addition, the TAFE NSW Aboriginal Staff Network will be engaged to promote the DAE program to our Aboriginal Workforce to support the growth in First Nations teachers in leadership positions. This aligns with the NSA's priority to grow the First Nations VET workforce (Priority Reform 3 in the Closing the Gap Agreement).

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$1,427,280	$1,427,280	1 July 2025	30 June 2028

Measures to strengthen the VET workforce - approach to matched funding arrangements (clause A126 refers) – to be reconciled over the life of the NSA.

Details of matched funding	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution	$140,280	$409,000	$409,000	$409,000	$60,000	$1,427,280
NSW Government contribution	$356,820	$356,820	$356,820	$356,820	-	$1,427,280
Total	$497,100	$765,820	$765,820	$765,820	$60,000	$2,854,560

The NSW Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2024 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

TAFE NSW will commit to reporting the following quantitative indicators annually:

- Completion rate – as a percentage of the total number of teachers who start the program.
- Retention rate – the number of teachers retained in TAFE NSW 12 months after graduating the program.
- Career progression – tracking future roles occupied by participants 36 months after graduating the program.
- Student experience – reporting on teachers' educational expectation, skills development, peer engagement, for all participants and targeted priority cohorts

TAFE NSW will also be able to provide a breakdown of completion and retention rates for the following priority cohort students: women, with disabilities, First Nations, Regional/remote, and mature age (55+ years).

Evaluation arrangements

The program will be evaluated at regular intervals by the TAFE NSW Capability Group and Teaching Team. Qualitative data will be collected throughout and at the end of each semester from program participants, the course coordinator and leader sponsors. Impacts will be evaluated at the organisational, team and individual level. Quantitative data such as attendance rates, completion rates and feedback scores will be collected.

Program evaluation will identify:

- What lessons were learned during implementation
- What adjustments were made along the way
- Observed results and comparison against expected outcomes
- Whether results varied across priority cohorts including First Nations and women.
- Cost-efficiency of the initiative.

The evaluation will validate lessons learned, and consequent adjustments made, to maximise the uptake and benefits of the Diploma of Adult Education. Findings will be shared with other TAFEs through current networks and the proposed National TAFE Network (once established).

Evaluation methodology and timing (2024 – 2028)
Qualitative & quantitative artefacts to be used to complete evaluation including:

- Key findings from consultations with stakeholders including:
- Monthly surveys completed by each scholar to assess progress and enable early intervention and risk management.
- Completion rates
- Retention rates
- Lessons learnt summary (successes and challenges)

TAFE NSW commits to providing interim evaluation findings by 30 June 2026 and a final evaluation by 30 September 2028.

MILESTONES AND PAYMENTS – MEASURES TO STRENGTHEN THE VET WORKFORCE – DIPLOMA OF ADULT EDUCATION PILOT

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone B1: Initial payment on agreement of bilateral implementation plan.	Bilateral implementation plan agreed with Commonwealth	$140,280	N/A
Milestone B2: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot from 1 July 2024 to 30 June 2028, with at least 37 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of: • commencing participants, and • completing participants.	$204,500	30 September 2025
Milestone B3: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot from 1 July 2024 to 30 June 2028, with at least 54 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of: • commencing participants, and • completing participants.	$204,500	31 March 2026
Milestone B4: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot from 1 July 2024 to 30 June 2028, with at least 71 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of: • commencing participants, and • completing participants.	$204,500	30 September 2026
Milestone B5: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot from 1 July 2024 to 30 June 2028, with at least 88 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of: • commencing participants, and • completing participants.	$204,500	31 March 2027
Milestone B6: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of:	$204,500	30 September 2027

from 1 July 2024 to 30 June 2028, with at least 105 commencing participants by the reporting date.	• commencing participants, and • completing participants.		
Milestone B7: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot from 1 July 2024 to 30 June 2028, with at least 122 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of: • commencing participants, and • completing participants.	$204,500	31 March 2028
Milestone B8: Commonwealth acceptance that NSW has implemented the Diploma of Adult Education pilot from 1 July 2024 to 30 June 2028, with at least: • 139 commencing participants, and • 123 completing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Diploma of Adult Education pilot and includes details of: • commencing participants • completing participants, and • final outcomes and evaluation findings, including details of all performance indicators.	$60,000	30 September 2028
	Total	**$1,427,280**	

C) ADULT LITERACY AND NUMERACY TEACHING (ALANT) PROGRAM

1) Outline activities that will support, grow and retain a quality VET workforce (including relationship to the VET Workforce Blueprint):

The Adult Literacy and Numeracy Teaching (ALANT) program (Opportunity 6)
TAFE NSW will deliver the Adult Literacy and Numeracy Teaching (ALANT) Program to qualify up to 180 new Language, Literacy and Numeracy (LLN) teachers in TAFE NSW (with Commonwealth matched funding) over a five-year period. In addition, TAFE NSW will develop and deliver a Train-the Trainer program for 10 additional facilitators within NSW and 10 additional facilitators to support implementation of the program in public providers in other states.

The program seeks to create increased capacity for foundation skills teaching with an alternate pathway to traditional graduate programs. This includes targeting current VET teachers who are not qualified in literacy and numeracy teaching, including those experienced in other vocations or ESOL (English for Speakers of Other Languages).

The 6-month program will be delivered virtually in real time, modelling best practice adult teaching and learning principles and will include learner support. The structure of the program is aligned to the Four Resources Model for Literacy (by Luke and Freebody) and the Goos and Goompi models for Numeracy. The structure of the program is:

1. National literacy issues and the adult literacy learner
2. Planning learner-centred lessons
3. Teaching reading and writing skills
4. Teaching numeracy
5. Practicum with a literacy and numeracy education provider

Delivery of the program includes teaching by recognised subject matter experts. It integrates with the content of the TAE Foundation Skills Integration Skill Set (TAESS00026) and creates a pathway for ongoing professional development, including the TAFE NSW Diploma of Adult Education and credit into the Bachelor of Vocational Education at Chales Sturt University. Participants will also have access to experienced Language Literacy Numeracy and Digital (LLND) teachers as mentors during the program and after the program, building a growing network of specialised practitioners across the state.

<u>Expected Benefits of the ALANT program</u>

The ALANT program aims to increase the number of LLN teachers in TAFE NSW, which underpins the 'No Wrong Door' policy outlined in the signed Foundations Skills Bilateral Implementation Plan between the Commonwealth and NSW. The importance of the LLN workforce has been emphasised in:

- Opportunity 6 of VET Workforce Blueprint to attract and equip new foundation skills practitioners to support learners with diverse and complex needs
- one of the 3 key focus areas outlined in the 10 Year National Foundation Skills Strategy in the NSA, which is to address the critical shortage in the LLN Workforce and maximise participation in the renewed Skills for Employment (SEE) Program.

A Pilot program commenced in May 2024 for 15 existing teachers who hold a TAE in order to teach in other areas but do not have Adult Literacy and Numeracy Teaching qualifications or the TAELLN skillset (TAESS00026).

ALANT has been shown to be effective in bridging suitable candidates into supporting learning and teaching of foundation skills. From the pilot of 15 participants, the following outcomes have been observed:

- 82.5% completed the ALANT course
- 100% completed the Foundation Skills Integration Skills Set
- 4 Aboriginal participants have taken part in the pilot
- 14 participants are now suitable to be engaged in appropriate teaching roles

The ALANT program is also expected to broaden TAFE NSW's recruitment reach and renew our LLN workforce, both as succession planning and to support emerging and future needs. A number of graduates are also indicating their intention, or current plans, to move into further education in adult education including specialisation in LLN.

Feedback from participants in the pilot program included that 100% felt more confident in understanding and planning for individual learners, supporting learners with reading, writing and in assessment and out of class help. All the participants also felt the program met their learning needs.

The key learnings from the success of the ALANT pilot program will be applied to the new expanded program, including:

- Integration of theory and practice, where practice is aligned to recognised educational best practice, in particular the Four Resources Model by Luke and Freebody
- Delivery by nationally recognised specialists including board member of Adult Learning Australia and the Faculty of Education at Melbourne University

Additionality and reach

Through the ALANT Program, TAFE NSW will qualify 90 teachers (for five years from 2024-25 to 2028-29).

Subject to the Commonwealth Government agreeing to match TAFE NSW funding, the ALANT Program could qualify up to 180 teachers in total (from 2024-25 to 2028-29).

With Commonwealth matched funding, TAFE NSW would also:

- Train up to 10 new ALANT facilitators to support program expansion in the TAFE NSW.
- Train up to 10 new LLND facilitators from other State and Territories' TAFEs.
- Set up a community of practice that will demonstrate an implementation at scale This would include:
    - Provision of curriculum and learning resources
    - Teaching practices
    - Sharing program learnings, implementation information and guidance with other States and Territories

To maximise the uptake and benefits of the ALANT Program, findings, and supporting curriculum, will be shared with other TAFEs through current networks and the proposed National TAFE Network (once established).

Additionally, TAFE NSW commits to expand to areas of national priority such as training additional priority cohorts, in particular prospective First Nations teachers.

2) Engagement arrangements, including relevant partnerships with First Nations peoples:

In assessing the need, and the suitability of the ALANT solution, TAFE NSW has engaged with key industry advisory groups including Adult Learning Australia and the Commonwealth's

Reading and Writing Hotline. The program design has also been supported via university specialists including from Charles Sturt University and the University of Technology, Sydney.

TAFE NSW recognises the critical need to address the disproportional low levels of LLND in Aboriginal & Torres Strait Islander communities and the impact that could be achieved by training First Nation people as LLND teachers.

The pilot program included 4 First Nations participants, who successfully completed the program. TAFE NSW will use learning form the Pilot program to increase the level of First Nations participants by ensuring cultural safety is incorporated in the design of the expanded ALANT program and the ALANT program is culturally customised for First Nations community contexts.

In addition, throughout the process the TAFE NSW Aboriginal Employment Team is engaged to maximise the opportunity to advertise identified and targeted First Nations positions. This aligns with the NSA's priority to grow the First Nations VET workforce (Priority Reform 3 in the Closing the Gap Agreement).

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$578,000	$578,000	20 January 2025	31 December 2028

Measures to strengthen the VET workforce - approach to matched funding arrangements (clause A126 refers) – to be reconciled over the life of the NSA.

Details of matched funding	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution	$54,000	$121,000	$115,000	$192,000	$96,000	$578,000
NSW Government contribution	$54,000	$121,000	$115,000	$192,000	$96,000	$578,000
Total	$108,000	$242,000	$230,000	$384,000	$192,000	$1,156,000

The NSW Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2024 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

TAFE NSW will commit to reporting the following quantitative indicators annually:

- Completion rate – as a percentage of the total number of teachers who start the program.
- Retention rate – the number of teachers retained after graduating the program.
- Train-the-trainer – the number of facilitators trained to deliver the program

TAFE NSW will commit to reporting the following qualitative indicators annually:

- Level of confidence in applying learned skills – participants will be asked to rate how confident they feel in applying the skills learned on the course.

TAFE NSW will also be able to provide a breakdown of completion and retention rates for the following priority cohort students: First Nations, Regional, and mature age (55+ years)

Evaluation arrangements

Program evaluation will identify:

- What lessons were learned for continuous improvement during implementation
- What adjustments were made along the way
- Observed results and comparison against expectations
- Whether results varied across priority cohorts including First Nations and women
- Cost-efficiency of the initiative.

Evaluation methodology and timing

Qualitative & quantitative artefacts to be used to complete evaluation including:

- Key findings from surveys with participants at the completion of each module conducted for each scholar to assess progress and enable early intervention and risk management.
- Completion rates
- Retention rates
- Lessons learnt summary (successes and challenges)

TAFE NSW commits to providing interim evaluation findings by 30 September 2026 and a final evaluation by 31 December 2028.

MILESTONES AND PAYMENTS – MEASURES TO STRENGTHEN THE VET WORKFORCE – ALANT PROGRAM

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone C1: Initial payment on agreement of bilateral implementation plan.	Bilateral implementation plan agreed with Commonwealth	$54,000	N/A
Milestone C2: Commonwealth acceptance that NSW has implemented the Adult Literacy and Numeracy Teaching (ALANT) program from 1 January 2025 to 31 December 2028, with at least 40 commencing participants (including ALANT participants and ALANT train-the-trainer participants) by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Adult Literacy and Numeracy Teaching program and includes details of: • commencing participants, and • completing participants.	$121,000	30 September 2025
Milestone C3: Commonwealth acceptance that NSW has implemented the Adult Literacy and Numeracy Teaching (ALANT) program from 1 January 2025 to 31 December 2028, with at least 77 commencing participants (including ALANT participants and ALANT train-the-trainer participants) by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Adult Literacy and Numeracy Teaching program and includes details of: • commencing participants, and • completing participants.	$115,000	30 September 2026
Milestone C4: Commonwealth acceptance that NSW has implemented the Adult Literacy and Numeracy Teaching (ALANT) program from 1 January 2025 to 31 December 2028, with at least 135 commencing participants (including ALANT participants and ALANT train-the-trainer participants) by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Adult Literacy and Numeracy Teaching program and includes details of: • commencing participants, and • completing participants.	$192,000	30 September 2027
Milestone C5: Commonwealth acceptance that NSW has implemented the Adult Literacy and Numeracy Teaching (ALANT) program from 1 January 2025 to 31 December 2028, with at least:	Report signed by relevant New South Wales senior official that outlines progress implementing the Adult Literacy and Numeracy Teaching program and includes details of: • commencing participants	$96,000	31 December 2028

• 164 commencing participants (including ALANT participants and ALANT train-the-trainer participants), and • 146 completing participants (including ALANT participants and ALANT train-the-trainer participants) by the reporting date.	• completing participants, and • final outcomes and evaluation findings, including details of all performance indicators.		
	Total	**$578,000**	

D) INDUSTRY ACCELERATOR PROGRAM

1) Outline activities that will support, grow and retain a quality VET workforce (including relationship to the VET Workforce Blueprint):

Industry Accelerator Program (Opportunities 4 and 7)
To skill the workforce of the future, the National Skills Agreement and the VET Workforce Blueprint highlight the need to strengthen the VET sector and invest in attracting and retaining high-quality teachers.

This means that VET teachers will need to have access to targeted development programs to facilitate world-leading delivery in priority skills areas. As such, TAFE NSW is creating four development tracks for teacher professional growth: Emerging Educator, Expert Educator, Leading Educator, and Educational Stewardship.

A key feature of the Expert Educator track is the new **Industry Accelerator Program.** With Commonwealth support, the Industry Accelerator Program will deepen the expertise of at least 200 VET teachers through direct industry exposure gained in work placement, with a 'pay it forward' component into the wider TAFE NSW teacher workforce.

VET teacher industry currency is a key component of the quality outcome "VET Workforce" under the revised Standards for Registered Training Organisations. Allowing educators to stay current with industry practices, the Industry Accelerator Program ensures VET students are trained, assessed and supported by teachers who are qualified, skilled and committed to professional development.

Industry Accelerator Program Overview

Phase 1 – Industry placement: Educators are placed with an industry partner for 10 days to expose teachers to practical challenges, real life scenarios and application of technologies relevant to their teaching area. This provides opportunity to upskill in new and emerging skills and specialisations as work practices change. Where possible, access to collaborative projects will be encouraged that can be completed over a period. A further 2 days of industry professional development is built in, allowing educators to participate in conferences and targeted professional development sessions.

Phase 2 – Pay it Forward: Building on the success of our internal discipline-based communities of practice, TAFE NSW will establish a Pay it Forward program with two key elements. The first element is the creation of a peer-learning circle, where program participants will meet regularly to share experiences, learning, and insights. Each participant will invite a colleague who has not been part of the program but could benefit from the shared learning experiences. The second element is for participants to share their learnings at team meetings and TAFE wide professional development events such as the TAFE NSW Festival of Learning and Teaching.

Further, learning from industry placements is shared with students, Communities of Practice within TAFE, teams developing learning and assessment materials and the National TAFE Network once established.

Additionality and reach

As a proof of concept, TAFE NSW will launch an initial pilot from July 2025 to June 2026, aligning with broader objectives of the NSW Government to rebuild the NSW's domestic manufacturing

sector. With Commonwealth support, this pilot will involve up to 40 VET teachers working in the 3 new Manufacturing Centres of Excellence (MCoE), engaging in targeted upskilling specifically in the renewables sector, a key priority area of the National Skills Agreement.

Beyond the pilot, it is expected that the Industry Accelerator Program will support up to an additional 80 teachers (with Commonwealth support) across the life of the National Skills Agreement.

If successful, Commonwealth matched funding will support the program to expand into other national priority areas including skills shortage and emerging skills areas, such as digital and STEM.

Benefits of the program

The Industry Accelerator Program is expected to support Opportunity 4 in the VET Workforce Blueprint to support professional learning and industry currency and Opportunity 7 to implement strategies to reduce the admin burden associated with professional development. This also aligns with Action 9 in the Blueprint to support and retain people in VET workforce careers and Action 11 to implement targeted professional learning to address key industry priorities.

The Industry Accelerator Program will deliver several expected benefits including:

- a pipeline of high-performing industry current educators and educational leaders to support succession planning
- more aligned curriculum as educators can update their course content based on industry insights, translating into enhanced practice in the classroom
- increased teacher retention through enhanced credibility of TAFE NSW as an RTO, gained through deeper connections with industry and employers
- reduced administrative burden associated with professional development as evidence of currency is organised and captured for educators as part of the industry placement.
- improved engagement with industry, strengthening relationships with industry professionals leading to future collaboration opportunities

2) Engagement arrangements, including relevant partnerships with First Nations peoples:

Designed to be an innovative learning model, the Industry Accelerator Program will be co-designed with TAFE NSW and the industries aligned to the TAFE NSW Manufacturing Centre of Excellence (MCoEs) to ensure it's a contemporary, future-focused learning experience. The program approach will be further informed by learnings from TAFE Western Australia's successful College Lecturer Industry Placement Program (CLIP).

Industry placements will forge robust partnerships with industry leaders, enhancing the contextualisation of course content delivered in the CoEs. These placements will also provide access to specialised expertise, capabilities, resources, and equipment. This collaborative effort supports TAFE NSW's goal of becoming the national leader in Advance Manufacturing training and aligns with Action 5 of the VET Workforce Blueprint, which advocates for increased industry involvement in addressing workforce challenges.

For this program, TAFE NSW commits to a diverse intake of participants, prioritising where practical, the engagement, retention, and completion of key equity groups supporting women in non-traditional industries, the mature aged workforce, employees with disabilities, First Nations People and CALD communities.

Recognising the intersectionality across these groups is crucial to creating pathways that support the entire student community in achieving strong educational outcomes and careers in the manufacturing sector.

The program will leverage the reach of the internal staff networks including the TAFE NSW Aboriginal Staff network and TAFE Ability to engage and promote the Industry Accelerator program to diversity groups. This aligns with the National Skills Agreement priority to grow the First Nations VET workforce (Priority Reform 3 in the Closing the Gap Agreement).

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$1,400,000	$1,400,000	01 July 2025	31 December 2028

Measures to strengthen the VET workforce - approach to matched funding arrangements (clause A126 refers) – to be reconciled over the life of the NSA.

Details of matched funding	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution	$444,000	$387,000	$402,000	$167,000	$1,400,000
NSW Government contribution	$444,000	$387,000	$402,000	$167,000	$1,400,000
Total	$888,000	$774,000	$804,000	$334,000	$2,800,000

The NSW Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2024 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

TAFE NSW will commit to reporting the following quantitative indicators annually:

- Completion rate – as a percentage of the total number of teachers who start the Industry Accelerator program.
- Retention rate – the number of teachers retained in TAFE NSW 12 months after completing Industry Placement.

TAFE NSW will also be able to provide a breakdown of completion and retention rates for the following priority cohort students: women, with disabilities, First Nations, Regional/remote, and mature age (55+ years).

Evaluation arrangements

The program will be evaluated at regular intervals by the TAFE NSW Capability Group and Manufacturing COE. Qualitative data will be collected throughout and at the end of each Industry placement from participants and leader sponsors. Impacts will be evaluated at the organisational, team and individual level. Quantitative data such as attendance rates, completion rates and feedback scores will be collected.

Pilot Industry Placement Program evaluation will identify:

- What lessons were learned during implementation
- What adjustments were made along the way
- Observed results and comparison against expected outcomes
- Whether results varied across priority cohorts including First Nations and women.
- Cost-efficiency of the initiative.

Findings will be shared with other TAFEs through current networks and the proposed National TAFE Network (once established).

Evaluation methodology and timing (2024 – 2028)

Qualitative & quantitative artefacts to be used to complete evaluation including:

- Completion rates
- Retention rates
- Lessons learnt summary (successes and challenges)

TAFE NSW commits to providing interim evaluation findings by 30 September 2027 and a final evaluation by 31 December 2028.

MILESTONES AND PAYMENTS – MEASURES TO STRENGTHEN THE VET WORKFORCE – INDUSTRY ACCELERATOR PROGRAM

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone D1: Initial payment on agreement of bilateral implementation plan (1 July 2025)	Bilateral implementation plan agreed with Commonwealth	$140,000	1 July 2025
Milestone D2: Commonwealth acceptance that NSW has implemented the Industry Accelerator Program from 1 July 2024 to 30 June 2028, with at least 36 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Industry Accelerator Program and includes details of: • commencing participants, and • completing participants.	$304,000	31 March 2026
Milestone D3: Commonwealth acceptance that NSW has implemented the Industry Accelerator Program from 1 July 2024 to 30 June 2028, with at least 67 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Industry Accelerator Program and includes details of: • commencing participants, and • completing participants.	$387,000	31 March 2027
Milestone D4: Commonwealth acceptance that NSW has implemented the Industry Accelerator Program from 1 July 2024 to 30 June 2028, with at least 97 commencing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Industry Accelerator Program and includes details of: • commencing participants, and • completing participants.	$402,000	31 March 2028
Milestone D5: Commonwealth acceptance that NSW has implemented the Industry Accelerator Program from 1 July 2024 to 31 December 2028, with at least: • 112 commencing participants, and • 99 completing participants by the reporting date.	Report signed by relevant New South Wales senior official that outlines progress implementing the Industry Accelerator Program and includes details of: • commencing participants • completing participants, and • final outcomes and evaluation findings, including details of all performance indicators.	$167,000	31 December 2028
	Total	$1,400,000	

E. Innovative initiatives (Opportunities (2-7)

1) Outline activities that will support, grow and retain a quality VET workforce (including relationship to the VET Workforce Blueprint):

Innovative VET Workforce Initiatives (Opportunities 2 to 7)

The NSW Department of Education will seek expressions of interest to deliver innovative initiatives which strengthen the NSW VET Workforce. Up to $1,134,720 will be directed to selected initiatives which support the VET workforce and that align specifically with opportunities 2-7 of the VET Workforce Blueprint.

NSW-based registered training organisations (RTOs) with demonstrated capacity and experience required to deliver the proposed initiatives may seek funding to implement initiatives ranging from $100,000 to $1 million.

Criteria for evaluation of proposed initiatives will include:

- how it addresses a sector/industry identified need,
- how it will ensure industry/RTO buy-in,
- how it represents value for money, and
- how it contributes to increasing, retaining or supporting teacher, trainer and assessor workforce.

Proposals developed in partnership with local industry/employers and Jobs and Skills Councils (JSCs) are encouraged.

Expected Benefits

By funding innovative initiatives from across the RTO sector, NSW maximises opportunities to grow workforce retention and attraction approaches, provide tailored solutions to meet local circumstances and expand on practices that are already in use by high-performing RTOs.

The VET Workforce Blueprint will guide expressions of interest and proposals for funding, with particular consideration of Opportunities 2 to 7:

2) Attracting people into the VET workforce, particularly teachers, trainers and assessors
3) Making it easier for high-quality teachers, trainers and assessors to enter and stay in the VET workforce
4) Supporting professional learning, career progression and industry currency
5) Providing more support for early career teachers, trainers and assessors
6) Developing and resourcing staff to support learners with diverse and complex needs
7) Reducing administrative and compliance burden.

Additionality and reach

Funding will enable between three (3) to five (5) initiatives which will support training providers to attract, retain and develop their workforce, especially in areas of need and will also target priority cohorts. Key deliverables will include recruitment plans that demonstrate a strategic approach to targeting areas of need and priority cohorts. Underserved and untapped cohorts, and regions where there is an unmet need, will be prioritised.

Potential initiatives would be guided by the VET Workforce Blueprint, such as Opportunity 4, supporting VET teachers through professional learning, career progression and industry currency, including:

- attainment of higher-level adult education qualifications;
- specialisation in delivery of foundation skills and academic leadership; and

- industry work placements, with a particular focus on rapidly changing and critical industries.

Funding distribution
While noting NSW intention to target areas of need and priority cohorts, funding distribution will also depend upon the quality, number and type of proposals received through the EOI process. The department will finalise evaluation criteria before the call for Expressions of Interest and will provide draft evaluation criteria and EOI Guidelines to the Commonwealth as per milestone 2 in the milestones and payments table below.

1. Engagement arrangements, including relevant partnerships with First Nations peoples:

Engagement on Innovative VET workforce initiatives
The Department will engage with public and private RTOs including ACCOs and industry to maximise the opportunities to fund innovative initiatives from across the NSW VET sector. This will include information sessions and workshops where partnership opportunities can be discussed.

Performance Indicators

Innovative VET Workforce Initiatives
To be determined once initiatives for funding are selected, but will include where appropriate:

- Completion rates for professional development courses.
- Teacher quantitative and qualitative outcome measures – including the number of new teachers recruited, the number of teachers completing professional development courses, and measures of job satisfaction before and after implementation of initiatives.
- Teacher vacancies before and after implementation of attraction and retention strategies.

Evaluation arrangements

Innovative VET workforce initiatives evaluation

There will be an annual evaluation of initiatives funded under this IP. The evaluation methodology will be determined based on the initiatives selected but is likely to include pre and post surveys administered to participating teachers (e.g. professional development, industry placement), and cost benefit analysis of new initiatives compared to current attraction and retention strategies, if relevant. Recruitment planning will be updated based on the findings each year.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$1,134,720	$1,145,000	1 July 2024	31 December 2028

Measures to strengthen the VET workforce - approach to matched funding arrangements (clause A126 refers) – to be reconciled over the life of the NSA.

Details of matched funding	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution		366,180	256,180	256,180	256,180	1,134,720
NSW Government contribution	229,000	229,000	229,000	229,000	229,000	1,145,000
Total	229,000	595,180	485,180	485,180	485,180	2,279,720

The NSW Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2024 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.

NSW will match Commonwealth contribution via funding allocated for measures which strengthen the VET Workforce in the Adult and Community Education (ACE) sector in NSW. The ACE Teaching and Leadership program provides funding for initiatives that will increase the ability of ACE Providers to delivery quality teaching and leadership outcomes, such as increasing or improving the capability of VET workforce, provision of professional development and collaboration, information sharing and increased capacity and capability for the delivery of educational programs via innovative methods.

The program attributes of the ACE Teaching and Leadership program align closely with the VET Workforce Blueprint, in particular Opportunities 4, 5, 6 and 7 listed on page 25.

MILESTONES AND PAYMENTS – MEASURES TO STRENGTHEN THE VET WORKFORCE – INNOVATIVE INITIATIVES

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone E1: Initial payment on agreement of bilateral implementation plan	Bilateral implementation plan agreed with Commonwealth	$110,000	1 July 2025
Milestone E2: Commonwealth acceptance that NSW commenced delivery of the Innovative VET Workforce Initiatives, to be demonstrated by Commonwealth approval of Innovative VET Workforce Initiatives Guidelines	Report signed by relevant senior NSW skills official that provides an update on progress and attaches approved final Innovative VET Workforce Initiatives Guidelines.	$128,090	30 September 2025
Milestone E3: Commonwealth acceptance that NSW has: • advertised Expressions of Interest for Innovative VET Workforce Initiatives, and • identification of projects to be funded.	Report signed by relevant senior NSW skills official that provides evidence of Expression of Interest advertisement and projects identified for funding.	$128,090	31 March 2026
Milestone E4: Commonwealth acceptance that NSW has continued to deliver the Innovative VET Workforce Initiatives to 30 September 2026 to be demonstrated by progress implementing identified projects in line with deliverables specified in milestone E3.	Report signed by relevant senior NSW skills official that provides an update on progress and attaches or includes details of funded projects (including associated deliverables).	$256,180	30 September 2026
Milestone E5: Commonwealth acceptance that NSW has continued to deliver the Innovative VET Workforce Initiatives to 30 September 2027 to be demonstrated by progress implementing identified projects in line with deliverables specified in milestone E4.	Report signed by relevant senior NSW skills official that provides an update on progress and attaches or includes details of funded projects (including associated deliverables).	$256,180	30 September 2027
Milestone E6: Commonwealth acceptance that NSW has continued to deliver the Innovative VET Workforce Initiatives to 30 September 2028 to be	Report signed by relevant senior NSW skills official that provides an update on progress and attaches or includes details of funded projects (including	$256,180	30 September 2028

demonstrated by progress implementing identified projects in line with deliverables specified in milestone E5.	associated deliverables), final outcomes and evaluation findings.		
	Total	**$1,134,720**	

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

10 / 3 / 2025

Signed *for and on behalf of the*

The Honourable Steve Whan MP
Minister for Skills, TAFE and Tertiary Education

07 / 03 / 2025