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

PRELIMINARIES

1. This implementation plan is made between the Commonwealth of Australia (Commonwealth) and Queensland 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, Queensland will acknowledge the Commonwealth's contribution with the following statement: Closing the Gap policy initiative is a joint initiative between the Australian Government and Queensland 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. Queensland 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, Queensland 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), Queensland 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 POLICY INITIATIVE (Clause A93 to A103 of the NSA)

The Queensland Government has a strong focus on economic security for Queenslanders and developing a strong and vibrant economy, opening up workforce opportunities and enabling our businesses to grow.

The Queensland Government has been working with Aboriginal and Torres Strait Islander peoples, communities and organisations to deliver on the Closing the Gap policy initiative (clauses A93 – A103 of the NSA). This implementation plan (IP) supports national reform priorities under the National Agreement on Closing the Gap by leveraging Queensland's First Nations network of organisations supporting Aboriginal and Torres Strait Islander peoples with a strong economic development approach and a focus on skills and qualifications for employment. It will build capacity to achieve economic-related targets under the National Agreement on Closing the Gap, helping students achieve economic security and reach their full potential through further education pathways (Target 6), engaging youth in employment or education (Target 7), and drive long-term progress in economic participation and development of Aboriginal and Torres Strait Islander people and communities (Target 8).

Queensland's Aboriginal and Torres Strait Islander VET sector currently includes only two Aboriginal and Torres Strait Islander Community Controlled (ACC) Registered Training Organisations (RTOs) (both of which are Queensland Skills Assure Suppliers (SAS)), and a small number of First Nations owned [1] (FNO) RTOs, with seven also operating as SAS providers. There is opportunity for further growth and maturation across the sector. Funding allocated through this IP will build this emerging ACCs and FNO training sector, enhancing their capacity to access departmental grant programs and mainstream funding.

Realisation of the NSA's population and system level outcomes will be achieved by tackling capability and capacity challenges to deliver VET effectively across Queensland's diverse and decentralised regions. To improve outcomes for First Nations people in VET and supporting the Priority Reforms of the National Agreement on Closing the Gap, four investment actions will focus on:

- Delivering a business support program to help RTOs grow and succeed.
- Strengthening operational capacity through regionally led responses to employment and skills.
- Developing skills and workforce solutions that support employment and VET sector delivery.
- Targeting First Nations VET workforce initiatives and improving VET sector capability.

Enhancing the VET sector's contribution to the National Agreement on Closing the Gap economic-related targets will support Queensland's efforts to help First Nations students to reach their full potential through further education pathways (Target 6), engaging youth in employment or education (Target 7), and drive long-term progress in economic participation and development of Aboriginal and Torres Strait Islander people and communities (Target 8).

Approach to partnering with First Nations communities and organisations (clause A101 refers). Refer to the National Agreement on Closing the Gap Priority Reform 1 (PR1): Formal partnerships and shared decision making.

There is no independent, community-led body to represent Aboriginal and Torres Strait Islander peoples in training in Queensland. In shaping the contents of this IP, and pursuant to clause A94 of the NSA, DTET has co-developed, with First Nations partners, identified priority investment areas related to clauses A102(a) and A102(b). These priority investment areas include building on successful training pilot models and introducing new initiatives to be collaboratively implemented.

[1] FNO is guided by the Queensland Indigenous Procurement Policy.

Queensland's partnerships to date have been drawn from the former Queensland Aboriginal and Torres Strait Islander Education and Training Advisory Network (QATSIETAC), which held interim membership in the National Aboriginal and Torres Strait Island Education Corporation (NATSIEC), as well as from the First Nations Training Strategy Consultative Committee (a limited-time DTET convened committee). This committee evolved to focus on closing the gap in training and employment outcomes, with additional membership drawn from relevant areas. DTET has partnered with this group, now known as the First Nations Training, Employment and Business (FNTEB) Consultative Committee, to develop this Queensland NSA Closing the Gap IP.

The FNTEB Consultative Committee has guided investment options under the Closing the Gap policy initiative, with a strong focus on First Nations Queenslanders in the VET sector and enhancing the link to employment and entrepreneurship opportunities. The FNTEB Consultative Committee has included representatives from ACC RTOs, TAFE Queensland, former QATSIETAC, Local Government Association of Queensland (advocating for partnerships with discrete Aboriginal and Torres Strait Island community councils), private RTOs, First Nations representatives in emerging industries, the Department of Employment and Workplace Relations, and Indigenous small businesses.

Queensland has also collaborated with government-funded providers, First Nations RTOs, First Nations organisations, and community-controlled peak bodies such as the Queensland Aboriginal and Islander Health Council (QAIHC) and the Queensland Aboriginal and Torres Strait Island Child Protection Peak (QATSICPP). Collectively, these dialogues guided practical investment options under this IP and identified connections and contributions to employment and workforce opportunities that can be supported through this IP.

Initiatives under NSA clauses A102 will support VET outcomes through the ACC RTO and FNO RTO sectors. This approach values the roles of the community-controlled sector alongside First Nations owned and led RTOs in delivering meaningful training outcomes.

The Queensland Government will implement refreshed governance arrangements to guide the four priority investment areas. This will embed a shared approach that aligns with Queensland's specific needs and considers measures which reflect the size and spread of the investment areas.

This IP will develop an overarching project plan by March 2026 (consistent with clause A94 of the NSA), which will include a detailed Activity Plan to step out the sequencing of all activities including governance and procurement processes Implementation oversight of the project plan will be undertaken jointly with the FNTEB Consultative Committee for new and enhanced initiatives. In addition, First Nations organisation/s with the right expertise will be engaged to shape the relevant IP actions and also leverage regional partnerships, representative groups, and relationships fostered through DTET's regional office networks, which includes seven Principal Indigenous Program Officers located around the state.

We are committed to working with our First Nations partners, including Aboriginal Community Controlled and First Nations Owned RTOs. These partnerships will represent the interests of the First Nations training sector and enable consultation about VET and skills-related matters. The partnerships structure will create more relevant and responsive governance and collaborative decision-making and strengthen First Nations leadership in the sector.

We have provisioned $2m to co-develop future place-based Closing the Gap activities with our First Nations partners, which will prioritise direct investment in the capability, sustainability, and growth of the Aboriginal and Torres Strait Islander Community Controlled (ACC) and First Nations owned (FNO) training sectors (noting this may include activities to support TAE expansion and other First Nations VET workforce initiatives).

The overall package will build the capacity of the First Nations owned and led VET sector to bid for and deliver regionally led training, whilst accessing a package of support to build their business capability to access sustainable mainstream training funding. Alongside these activities it will build capability in mainstream delivery to enhance student supports.

Evaluation will be built into the design, and an external First Nations evaluator (situated within the sector) will be engaged to assess actions delivered under the policy initiative. This approach will promote sharing of program data to improve training outcomes and establish a robust feedback mechanism to drive continuous improvement in the delivery of training and the supports provided.

Activities for expanding investment in the capability, sustainability, and growth of the Aboriginal and Torres Strait Islander Community Controlled (ACC) and First Nations owned (FNO) training sectors (clause A102a refers) and delivered in partnership with First Nations Peoples (PR1). This refers to Priority Reform 2 (PR2) of the National Agreement on Closing the Gap: Building the Community-Controlled sector.

$6.2 million to deliver a business support program to help registered training organisations (RTOs) grow and succeed

This priority action will deliver practical support for the First Nations small business training sector with business planning and improvement resources and tailored support. This focus on the economic development of the small business sector to deliver training will deliver long term, sustainable change and enable RTOs to grow and succeed.

Queensland will:

- Support First Nations organisations and RTOs delivering training and skills programs to:
    - Become an RTO (navigating establishment processes and systems).
    - Operate and grow an RTO (business support and development, human resources, governance, finance, quality, compliance).
    - Enhance delivery (product design and development, training and assessment, foundation skills delivery, and student supports).
- Facilitate collaboration and best practice innovation, aligning with Queensland NSA initiatives and national efforts to build an Aboriginal and Torres Strait Islander RTO Community of Practice.
- Support planning, regional outreach and engage an external evaluator to review the implementation of this IP, provide recommendations for continuous improvement, and refine initiatives over the remainder of the NSA, with a focus on leveraging RTO-based outcomes to enhance and transform the First Nations VET sector.

$29.1 million to strengthen operational capacity through regionally led responses to employment, training and skills

This action will deliver skills and training pathways that meet local workforce and employment needs with Indigenous-led training and workforce solutions. It will enable new and developing RTOs to apply approaches using the capability developed through the business support program. It will also deliver tangible skills development through training and employment outcomes relevant for local communities to improve economic security and enable more Aboriginal and Torres Strait Islanders to access workforce opportunities.

Queensland will:

- Expand grants program to support local skilling projects relevant to workforce needs and opportunities in the local area. In line with feedback from the sector, grant guidelines will be reviewed and longer-term agreements established to deliver practical outcomes.
- Eligible activities could include development of short courses, work integrated learning, developing flexible VET pathways to employment supported by local partnerships (incl. mainstream suppliers).
- Deliver workshops/webinars to support Aboriginal and Torres Strait Islander organisations to apply for grant funding, develop project concepts (including application materials) and further build organisational capacity.

- Deliver training in remote parts of Queensland by leveraging existing partnerships with remote Indigenous councils and councils with high Indigenous populations to address local priority skills, specialist training needs and emerging opportunities.
- Support young people to transition from school to work through innovative regionally based initiatives that support students at risk of not achieving positive post-school outcomes in employment and training, particularly in regional and remote areas.

The IP supports local economies by building regionally relevant training aligned with local job opportunities and expanding training delivery in growth industries or those experiencing workforce shortages, especially in rural and remote areas. It also promotes effective training practices and student support (e.g. for prac placements) that assist with completions and job outcomes.

The IP provides ACC RTOs and FNO RTOs with tailored opportunities to access NSA-funded support based on their circumstances, allowing them greater capacity in making operational decisions and forming strategic partnerships. Activities aligned with PR3 to build the First Nations VET workforce will see direct funding to ACC RTOs to build their operational capability. The approach goes beyond core VET investment to fostering tangible support, on the ground delivery of training and skills programs under this IP, and positions Aboriginal and Torres Strait Islander RTOs to access more sustainable mainstream funding.

Investment

Queensland has collaborated with First Nations partners on core aspects in the development of the IP to meet its matched funding obligations under the NSA through investment in new and expanded activities, alongside committed expenditure that contributes to clauses A102(a) and A103. The scalable nature of these activities delivered through progress monitoring, evidence-based policy making and embedded best practice, will provide a legacy of long-term outcomes and benefits for Aboriginal and Torres Strait Islander learners, regional responses, and the VET sector.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
Up to $16.1 million	Up to $19.2 million	November 2025	31 December 2028

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 Priority Reform 3 (PR3) of the National Agreement on Closing the Gap: Transforming government organisations.

$15.0 million to develop skills and workforce solutions

This action will focus on building the capacity and capability of the VET sector to deliver workforce solutions that boost employment opportunities for Aboriginal and Torres Strait Islander people in key sectors.

Queensland will:

- Enable collaborative industry engaged delivery of highly targeted initiatives which increase the employment of Aboriginal and Torres Strait Islander peoples in key sectors. This will focus on industries with high skills demand and VET pathways such as construction, child protection, health, eco-tourism, agriculture, energy/resources, marine. Delivery could be through peak bodies and/or partnerships with relevant Aboriginal and Torres Strait Islander

organisations to share expertise in learning environments that reflect Queensland's diverse geographic and cultural landscape.

$14.3 million to target First Nations VET workforce initiatives to improve VET sector capability

This action will build a responsive VET sector by increasing the number of trainers and assessors and improving completion and retention rates in VET and in pre-employment programs. Queensland will implement these actions through collaborative partnerships, including with ACC RTOs, FNO RTOs and Aboriginal and Torres Strait Islander community-controlled organisations and advisory bodies.

Queensland will:

- Create pathways to support Aboriginal and Torres Strait Islander people to become trainers and assessors. Groups of students will be trained in Certificate IV in Training & Assessment focused on regional /local VET delivery to address critical training gaps in sectors where employment growth is high, such as health and child protection.
- Directly fund ACC RTOs to build their organisational and VET workforce capacity, enabling them to broaden and enhance their training delivery. Previous similar investments have expanded operational capability and training delivery, while also delivering on PR2.
- Support improvements in completions and retention in employment through student mentors. Support that enables flexible skills and training pathways will enable greater qualification completion and retention. In addition, students will be supported to prepare for work with flexible pre-employment skills. This work will ensure that investment in training and employment pathways leads to sustainable outcomes and enhanced economic security for Aboriginal and Torres Strait Islander people.

Investment

Queensland has collaborated with First Nations partners in the development of the IP. The approach to meet matched funding requirements is through investment in new and expanded activities that deliver on PR3 and meet clause A102 (b) and A103 of the NSA. These practical, collaboratively developed activities, grounded in proven best practice, will maximise training outcomes for First Nations learners, regions, and the VET sector.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
Up to $16.2 million	$13.1 million	November 2025	31 December 2028

Approach to matched funding arrangements (refer clauses A91 and A97)

Queensland will ensure matched funding to at least the Commonwealth investment, consistent with clauses A91 and A97 of the NSA – to be reconciled over the life of the NSA. In accordance with clause A91, the sources for the $32.3 million matched funding components from Queensland are as follows:

- $20 million new appropriation allocated to support initiatives to close the skills gap for First Nations people as part of the 2025-2026 Queensland State Budget.
- $9.3 million committed expenditure from VET funding aligned with the Queensland's 2024-2025 Jurisdictional Action Plan to work in partnership with First Nations stakeholders to identify, co-design and implement future programs and reforms. This has included proactive pilot initiatives

in 2024-2025 such as the Closing the Gap in Training pilot uplift initiative to support the capacity-building of Queensland based ACC RTOs, co-planning and VET collaborations on the First Nations Health Workforce Pilot and direct investment in First Nations organisations to tailor and deliver community-led training projects.

- Queensland will meet $3 million of its matched funding obligation through committed expenditure, consistent with clause A91. This will leverage DTET's mainstream programs, such as Skilling Queenslanders for Work which provides grant funding for community not-for-profit organisations to support vulnerable Queenslanders to gain the qualifications and skills they need to enter and stay in the workforce. This will specifically target First Nations organisations' delivering projects for Aboriginal and Torres Strait Islander Queenslanders. As training organisations build capacity, this will create pathways to deliver more training in a contested, but sustainable environment. Funding will be leveraged across the 2025/26 – 2027/28 financial years. This amount does not reflect Queensland's investment in closing the gap initiatives in training and skill development.
- Development of this IP was undertaken in collaboration with First Nations partners, who are broadly supportive of the activities. Further direct opportunities will be realised in consultation with partners during design and implementation phase.

Matched funding	**2024-25**	**2025-26**	**2026-27**	**2027-28**	**2028-29**	**Total**
State Contribution	$9,300,000	$1,000,000	$8,500,000	$8,500,000	$5,000,000	$32,300,000
Commonwealth Contribution	N/A	$10,300,000	$8,500,000	$8,500,000	$5,000,000	$32,300,000
Total	$9,300,000	$11,300,000	$17,000,000	$17,000,000	$10,000,000	$64,600,000

Queensland will provide details of its matched funding contributions at the end of each financial year, commencing from 1 July 2025 until 31 December 2028. Final payments under this IP may be reduced where the total contribution by the Queensland Government over the life of the project does not align with the Commonwealth contribution.

Performance Indicators

Queensland's jurisdictional action plan, known as Queensland's annual Training Priorities Plan, ensures the State's economy is underpinned by ensuring Queenslanders have the right skills, in the right place, at the right time. This Plan is informed by First Nations people, as outlined in Clause A34 of the NSA.

The NSA Outcomes Framework includes interim measures and indicators to reflect experiences and perspectives of First Nations learners. Queensland's actions in this IP operationalise the enabling conditions set out in the NSA Outcomes Framework, such as outcome 3 (wellbeing and inclusion) to ensure alignment with its objectives and measures. The framework recognises further work will refine the theory of change and ensure measures remain responsive to community needs and priorities. Successful delivery of VET relies on a collaborative and sustainable system, as articulated in Outcome 9 of the NSA Outcomes Framework.

Performance indicators focus on implementation of sector-led innovation, and the success of Queensland in delivering step changes in building a First Nations-led and owned VET sector. The IP will set success measures aligned with these performance indicators (see below), demonstrating practical actions that support closing the gap reforms through training and skill development. These actions will be included in the IP's overarching project plan.

Queensland will leverage existing contract management arrangements to ensure effective delivery of initiatives and ongoing oversight of actions. Evidence for reporting is subject to agreements and outsourced arrangements to demonstrate gradual impacts and measure effects of delivery.

Indicators and measures to deliver on priority investment areas per A102 and A103 of the NSA are noted below. These indicators and measures will be subject to refinement as part of the development of a measure's evaluation plan (see details per the evaluation arrangements below).

Investment objective	Enhances RTOs to grow and succeed	Builds operational capacity of First Nations owned and led training sector.	Delivers solutions in industries with high First Nations VET participation	Builds VET sector capability
Indicator	Number of ACC and FNO RTOs receiving support and adopting strategies for longer-term growth.	Evidence of partnerships between First Nations communities and organisations/ RTOs that support local VET capacity.	Production and delivery of activities.	Evidence of effectiveness of initiatives.
Measure	Number of business support initiatives and/or participants supported.	Number of grant funded projects, locations and/or participants supported through regionally led skill and training initiatives.	Number of funded projects, employer led training solutions and/or participants supported.	Number of new or expanded initiatives.
Data source	Targeted online survey	Program /initiative reporting.	Initiative reporting on training practices.	Initiative reporting on capability

Reporting Commitments:

Data reporting will be in alignment with data sovereignty principles agreed with partners. Reporting arrangements will support regular public communication and the development of policy initiatives in line with the NSA. Dissemination of learnings will occur, as appropriate, through knowledge sharing networks and emerging community of practice arrangements supporting the Closing the Gap policy initiative.

To maximise the impact of findings, results will be shared through:

- Annual reports.
- Conferences and workshops.
- Publications and online platforms.

Sharing of key performance indicators and best practice will be embedded in outsourced funding arrangements under this package of initiatives.

This implementation plan may be amended if additional time is required to establish the partnership arrangements with First Nations organisations and communities.

Evaluation Arrangements

Queensland will adopt a comprehensive evaluation method over the remainder of the NSA. An external First Nations evaluator will be engaged to assess actions taken under the Closing the Gap policy initiative. This approach will promote sharing of program data to improve equity in training outcomes and establish a robust feedback mechanism to drive continuous improvement.

Evaluation will support economic opportunities to leverage evaluation outcomes and strengthen Queensland's commitment to the National Agreement on Closing the Gap (aligned with Priority Reform 4).

The methodology will focus on each action to measure the gradual impacts against effectiveness, efficiency, and appropriateness. A measures evaluation plan, as a guide for planning and delivering evaluation, will be embedded into the design of the IP's actions to ensure insights drive continuous improvement through the NSA investment. This will include tracking RTO-based outcomes and best practices across the VET sector, which will be refined over the course of the NSA. An interim evaluation (March 2027) will capture feedback and assess performance against indicators.

The evaluation framework will draw on evidence from a mixed qualitative and quantitative approach, helping to support long-term policy and program refinements, and strengthening information sharing with the VET sector. An evaluator will refine and finalise these methods to ensure they are appropriate and culturally informed.

Quantitative analysis

- Program /initiative reporting.
- Annual tracking of completion rates, enrolment numbers, and satisfaction rates.
- Comparative analysis using historical data to identify trends and improvements, including national Closing the Gap targets.
- Cost-effectiveness assessment to evaluate resource allocation and impact.

Qualitative analysis

- Documented governance models and case studies showcasing successful organisational capacity development.
- Feedback for First Nations partners and other stakeholders to assess effectiveness, relevance and to inform continuous improvement.
- Cultural appropriateness and supported training pathways, informed by feedback from First Nations communities.
- Case studies of successful partnerships and co-developed solutions that demonstrate collaborative impact.
- Successes, challenges, and impacts from delivery partners and regions, captured through case studies.

The Final Evaluation (December 2028) will complement other NSA policy initiatives with a focus on First Nations peoples, including:

- Increasing attainment and completion of VET qualifications among First Nations learners, aligned with Outcome 3 (wellbeing and inclusion), specifically Measure 3.2 of the NSA outcome framework.
- Enhancing support structures to boost foundation skills, enabling Aboriginal and Torres Strait Islander learners to adjust effectively to training environments and engage successfully with VET.
- Attracting and supporting the next generation of VET trainers and assessors in Queensland.

This evaluation approach will contribute to Queensland's overarching NSA evaluation framework, which engages an independent evaluator (not funded under this IP) to assess the effectiveness of all initiatives under the NSA. The framework will consider how First Nations-specific initiatives contribute to broader policy goals, and their significance within the VET system.

Queensland actions will measure student satisfaction and contribute to Outcome 2 (labour supply), Outcome 6 (student needs), Outcome 7 (responsive courses) and Outcome 8 (quality delivery) of the NSA outcomes framework.

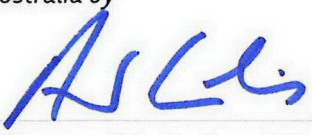
MILESTONES AND PAYMENTS – CLOSING THE GAP POLICY INITIATIVE

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone 1: Initial payment on agreement of bilateral implementation plan	1: Bilateral implementation plan agreed with Commonwealth	$2,800,000	N/A
Milestone 2: Commonwealth acceptance that Queensland has operated measures to support the Closing the Gap policy initiative to 31 March 2026.	Performance report signed by a Queensland senior official with responsibility for skills that outlines progress of the Closing the Gap policy initiative package in the reporting period (to 31 March 2026) containing the traffic light status of each focus area and including where applicable: • an overarching project plan which will establish governance, planning and procurement processes, with success measures agreed upon by First Nations partners • an Activity Plan developed in partnership, including timeline and sequencing of future activities for each action with agreed performance indicators, for approval by the Commonwealth • commitment to publish summary details of the Activity Plan, once approved by the Commonwealth, and • NSA Closing the Gap measures evaluation plan.	$7,500,000	31 March 2026
Milestone 3: Commonwealth acceptance that Queensland has operated measures to support the Closing the Gap policy initiative to 31 March 2027	Performance report signed by a Queensland senior official with responsibility for skills that outlines key progress of the Closing the Gap policy initiative package in accordance with the published Activity Plan in the reporting period (to 31 March 2027) containing the traffic light status of each focus area and including where applicable: • evidence of First Nations communities and organisations engagement in planning for the Activity Plan • an updated Activity Plan of timeline and sequencing of future activities for each action with agreed performance indicators, for Commonwealth approval and subsequent publication (if required). • demonstrated delivery evidenced by grant program data (including but not limited to number of projects, anticipated reach of investment, total investment), and key learnings.	$8,500,000	31 March 2027

Milestone 4: Commonwealth acceptance that Queensland has operated measures to support the Closing the Gap policy initiative to 31 March 2028.	Performance report signed by a Queensland senior official with responsibility for skills that outlines key progress of the Closing the Gap policy initiative package in the reporting period (to 31 March 2028) containing the traffic light status of each focus area and including where applicable: • evidence of First Nations communities and organisations engagement interim evaluation • an updated Activity Plan of timeline and sequencing of future activities for each action with agreed performance indicators for Commonwealth approval and subsequent publication (if required). • demonstrated delivery evidenced by grant program data (including number of projects, anticipated reach of investment, total investment).	$8,500,000	31 March 2028
Milestone 5: Commonwealth acceptance of a final evaluation report and Commonwealth acceptance that Queensland has operated measures to support the Closing the Gap policy initiative to 31 December 2028.	Performance report signed by a Queensland senior official with responsibility for skills that provides a finalised summary of the Closing the Gap policy initiative package in the reporting period (to 31 December 2028) and includes: • final evaluation report including progress of the Closing the Gap policy initiative package against agreed performance indicators, key learnings, and future steps to continue embedding learnings.	$5,000,000	31 December 2028
	Total	**$32,300,000**	

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

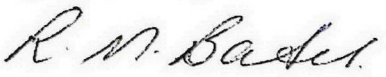
Signed *for and on behalf of the Commonwealth of Australia by*



The Honourable Andrew Giles MP
Minister for Skills and Training

4/12/ 2025

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



The Honourable Rosslyn (Ros) Bates MP
Minister for Finance, Trade, Employment and Training

04/12/2025