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

PRELIMINARIES

1. This implementation plan is made between the Commonwealth of Australia (Commonwealth) and South Australia 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, South Australia will acknowledge the Commonwealth's contribution with the following statement: The National Security Centre of Excellence is a joint initiative between the Commonwealth and South Australian Government.

REPORTING AND PAYMENTS

Reporting

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

6. South Australia will provide to the Commonwealth a traffic light status and activity summary on all policy initiatives.

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

Payments

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

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

10. Where a payment is due at a reporting period (31 March and/or 30 September), South Australia 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.

TAFE CENTRES OF EXCELLENCE (Clause A112 to A116 of the NSA)

National Security TAFE Centre of Excellence

1) Outline and priority area(s) addressed:

- The National Security TAFE Centre of Excellence (CoE) will build knowledge, skills and processes of the trade and technician workforce to enhance and protect Australia's national security.

- Establishing the CoE supports National Skills Agreement (NSA) priorities to develop Australia's sovereign capability and ensure its capacity to build sovereign manufacturing, digital and technology capabilities.

- The CoE will be located at TAFE SA's Regency Campus.
  The location leverages proximity to existing Engineering, Electronics and Electrotechnology trades and shipyard-specific training delivery accessed by Defence Industry Primes and includes planned establishment of Critical Technology Labs.

- The CoE will leverage existing partnerships with defence and space industry, education and research institutes, government agencies, Jobs and Skills Councils, and other TAFE Centres of Excellence to build sovereign capability by:

    - developing new and innovative training products that expand the range of training available to support engineering, electrotechnology and manufacturing tradespeople and technicians to understand cybersecurity, information security and foreign interference risks.
    - adapting international training approaches and applied research to develop vocational education and training (VET) to support critical technologies in the national interest, such as quantum technologies, additive manufacturing, advanced data analytics, micro and nano technologies and high-performance computing.

- The work of the CoE will support occupations such as welders, boilermakers, mechanical fitters, computer-aided designers, electricians, mechanical engineering technicians, electrical engineering technicians, electronic engineering technicians and civil engineering technicians to safeguard and protect Australia's critical industrial processes and infrastructure against both physical and digital threats.

- Australia's trade and technician workforce is largely unaware of the critical importance its infrastructure and technology knowledge to national security objectives. The CoE will build awareness of the workforce's vital role in securing national interests and actively build workforce capability to do so.

- The CoE will expand technician and trades worker (including apprentices and trainees) training to incorporate explicit capability to safeguard, establish, maintain and protect Australia's critical industrial processes and infrastructure against both physical and digital threats.

- The CoE will participate in joint governance arrangements with the Australian Government Department of Defence, relevant TAFE Centres of Excellence, and other key stakeholders for the purposes of coordinating activities to support Australia's national security interests.

The CoE will do this by:

- developing and implementing training products and programs to build a national security and information security mindset to support electrotechnology, electronics, and engineering apprenticeship and technician training.
- capacity development across critical and emerging industries will include manufacturing, electronics, energy infrastructure, water supply, defence and space industries.
- leading transfer of overseas training know-how and applied research to develop VET products to support critical technologies in the national interest and national security functions, building Australia's sovereign capability through the National TAFE Network (NTN).
- completing analysis and mapping of trade and technician transferable skills, rapid transition and bridging programs in case of disruption in critical sectors.

The CoE will also promote development of a national security mindset by meeting skills and training needs for new technologies implementation within relevant industry and in support of whole-of-government policy initiatives[1].

The CoE is designed to strengthen domestic industrial capabilities by supporting workforce growth requirements for the naval shipbuilding and sustainment enterprise, nuclear-powered submarines, guided-weapons and explosive ordnance and Australia's research and innovation sector.

The purpose of the CoE is to lead applied skills research and accredited VET product development to increase Australian trades and technical workforce capability and capacity to manufacture; install; operate; maintain; monitor; repair; and protect:

- Critical Industrial Processes and Industries
- Critical Technologies in the National Interest
- Critical Supply Chains and Supply Chain Resilience
- Critical Infrastructure
- Critical Information and Information Systems.

Targeted occupations include:

- Welders
- Boilermakers
- Mechanical fitters
- Computer-aided designers
- Electricians
- Mechanical engineering technicians
- Electrical engineering technicians
- Electronic engineering technicians
- Civil engineering technicians
- Non-destructive testing (NDT) technicians.

The approach will upskill tradespeople and technicians to work with technologies aligned to sectors, infrastructure, and activity undertaken to support the national interest, protect supply chains, counter foreign interference and cyberattacks.

Further benefits of derivatives of this work can be adapted to support protection of vulnerable cohorts from bad actors undermining national security through online fraud, cybercrime, and extremism.

The CoE will collaborate closely with other TAFE Centres of Excellence nationally and the NTN. once established, the CoE will leverage work and synergies across defence, clean energy and advanced manufacturing, to share research findings and, where relevant partner to deliver projects, products and pathways to limit duplication.

The approach will build on the work TAFE SA has undertaken to engage and form partnerships with the National Security College at the Australian National University, strong engagement with the Australian Submarine Agency and Naval Shipbuilding and Sustainment Group, visits to US defence prime and supply chain stakeholders, the professional upskilling of seven Australian VET educators in the United States, and work considering countering foreign interference in the VET sector.

The CoE will be located at the TAFE SA Regency Campus. The campus is central to TAFE SA's training delivery to defence industry apprentices and students aiming to work in engineering, electronics and electrical job roles in the defence, advanced manufacturing, and space industries.

In addition, research to identify requirements for supporting delivery of critical industrial capabilities will be documented to support training and pilot programs delivered through upgraded workshop facilities at the TAFE SA Regency campus. Opportunities to pilot programs at other TAFE SA campuses and or industry sites (metropolitan and regional), and interstate locations will also be considered, where they best support industry stakeholders.

2) Functions and activities of the TAFE Centre of Excellence:

The CoE will support Australia's security, prosperity and sovereignty through:

- providing national leadership in the delivery of VET by leading the development of industry and evidenced-based, research-informed training products and methods.
- supporting other TAFEs to implement these products within their jurisdictions.
- enriching student learning experiences, supporting industry needs and enabling applied research programs to incorporate industry specific content that supports skills development in new and emerging technologies.
- innovating the delivery of tertiary education including consideration of opportunities to develop Vocational Degree programs for engineering technicians and technologists as required by industry.
- enabling organisational innovation and teaching and training excellence and supporting members of the NTN through VET educator upskilling to enhance delivery of new VET products throughout Australia.

Resulting in:

- new development of skills and training products
- new pathways
- industry co-delivery
- workplace-based delivery and assessment
- research linkages between skills development and sovereign capability requirements
- transfer of training know-how from overseas technology and education institutions, and
- disseminating preferred practice throughout the NTN.

TAFE SA is ready to achieve and roll out new national security and information security product development in its first 12 months, while concurrently conducting research and scoping to inform critical technologies product development and priorities over the mid to long term.

Future work will be guided and prioritised through engagement with industry and government agencies and communicated to the Department of Employment and Workforce Relations (DEWR) through a six-monthly Activity Plan.

[1] i.e. the 2024 National Defence Strategy, Integrated Investment Program, Naval Shipbuilding and Sustainment Plan, Future Made in Australia, the National Reconstruction Fund, and The Australian Guided Weapons and Explosive Ordnance Plan

Initial activities of the CoE will be grouped in the following key areas:

- supporting engineering, electrotechnology and manufacturing trades, and the public, to understand cybersecurity, information security, and foreign interference risks through:
  - development of cyber and information security awareness training for engineers, trades, technicians and administration support roles.
  - countering foreign interference, intellectual property and security training for engineers, trades and technician roles.
  - development of anti-fraud training including artificial intelligence awareness training to support the safety of vulnerable groups including First Nations Australians.
  - enhanced foundation skills and digital literacy training for VET learners and educators to promote online safety and security awareness. The CoE will explore opportunities to develop pathways from Foundation Skills, AMEP and SEE programs into the manufacturing and energy sectors expanding the overall manufacturing workforce capability to support national security workforce requirements.
  - where required, explore mapping of international CRBN (Chemical Radiological, Biological and Nuclear) standards to Australian training standards, developing new training products that enhance the interoperability of international training systems, and ensuring Australian skills meet the standards of different nations to allow transfer of technology.
- leading transfer of overseas training know-how and applied research to develop VET to support critical technologies in the national interest and national security functions:
  - Advanced aerospace technologies
  - Micro and nano technologies
  - Quantum technologies
  - Photonics
  - Semiconductors
  - High-performance computing
  - Guided-weapons and explosive ordnance (GWEO).
  - Additive manufacturing
  - High-specification machining
  - Non-destructive testing.
- transfer of training know-how may also have flow on support benefits to:
  - Nuclear technologies
  - Ammunition and armaments manufacture
  - Directed-energy technologies
  - Advanced composite materials
  - Advanced optical communications
  - Advanced data analytics
  - Advanced radiofrequency communications

TAFE SA has existing capability and relationships in these areas having conducted training needs analysis and recommendations for the development of technicians for the Australian National Fabrication Facility, and multiple space and defence industry needs analyses to support workforce development for emergent skills requirements. It will:

- develop content based on emerging European Union strategies to improve cyber resilience of Internet of Things (IoT) systems used by Tradespeople and Technicians in the following priority sectors:
  - Power grid and solar / renewable systems and infrastructure
  - Transportation including electric vehicle charging networks.
  - Water supply
  - Communication networks

- Healthcare systems.

- undertake analysis and mapping of trade and technician transferable skills, rapid transition and bridging programs in case of disruption in critical sectors.
- contextualise and develop training to address national security and defence priorities to support AUKUS Pillars 1 and 2 through guidance of Defence and the Australian Submarine Agency.

Building a National Security and Information Security Mindset

To immediately support the national security of Australia's work in defence, space, and critical infrastructure, the CoE will prioritise development of learning resources to embed within trade, technician and relevant administrative support qualifications, covering:

- cyber awareness (including ethical and secure use of AI) training
- safeguarding intellectual property
- countering foreign interference
- physical and information security awareness
- gaps in knowledge and skills within the existing workforce.

Within the development of learning resources, the CoE will identify and develop delivery models to ensure training methodologies meet industry needs, and may include:

- polysynchronous and blended learning and assessment.
- workplace-based learning and assessment.
- recognition programs and gap training for those already working in defence and security sectors.
- professional development opportunities.

Further phases of work to support the national security mindset will be prioritised in consultation with Australia's National Intelligence Community and national and local policing agencies, likely to include a focus on:

- working with universities and the NTN to embed content into Degree (Honours) and Associate Degree level qualifications in engineering disciplines. Enriching learner experiences through linkages to industry and providing awareness of the crucial role they play in national security.
- protecting vulnerable Australians from cybercrime and fraud through VET for care workers and digital literacy foundation programs.
- export control requirements for critical technologies for industry sectors.

Applied research and analysis to support skills development for critical technologies in the national interest

TAFE SA is significantly experienced in conducting training needs analysis and developing plans and processes for transfer of technology and training know-how in the defence and space industry sectors. This experience will be applied to identifying training and product development requirements to support and adopt critical technologies in the national interest.

- early priorities will build on TAFE SA's existing analysis of nano-fabrication processes and technical skills needs, which will support industry requirements in advanced manufacturing and materials technologies.
- utilise TAFE SA's relationships with US Colleges and Universities in the field of quantum technologies to determine vocational education requirements in Australia.
- conduct needs analysis to support test and evaluation processes including the use of vacuum chambers, clean rooms and laboratory processes.

Analysis processes will include mapping skills needs to determine gaps in existing engineering,

trade, and technician qualifications to inform the CoE to develop skill sets and rapid transition programs to enable workers to transfer from industries that may be in decline to growth industries, or to meet the needs of critical industries in times of disruption. Further areas of analysis and

prioritisation will be determined through consultation with industry, relevant Jobs and Skills Councils (JSCs), including the Manufacturing Industry Skills Alliance, Powering Skills Organisation and Public Skills Australia, universities (including TAFE SA's existing relationships with the National Security College / Australian National University, Line Zero / Flinders University, and Australian Defence Technologies Academy / Adelaide University), the Department of Industry, Science and Resources (DISR), Department of Defence, Australian Submarine Agency, Department of Home Affairs, the Skills and Training Academy and Department of State Development and Office of the Chief Information Officer.

Priority areas will be communicated to DEWR via the six-monthly workplan.

Training Product Development, Pilot, Delivery and Evaluation

The CoE will develop training product and delivery methodologies based on the outcomes and recommendations of research and analysis activities that consider new technology requirements aligned to the government agency and industry prioritisation.

High quality products will be developed through structured and efficient engagement with relevant JSCs to manage potential duplication of effort and shared throughout the NTN, with the guidance of relevant security agencies.

Prioritisation of product development will include consideration of the need for new training products to support:

- Commonwealth national security, sovereign capability, and defence priorities.
- South Australian and Western Australian priorities in support of major defence acquisition and sustainment projects.
- other Australian jurisdictions supporting major defence acquisition and sustainment projects.
- training package updates under consideration or being actioned by relevant JSCs, including Manufacturing Industry Skills Alliance, Powering Skills Organisation, and Public Skills Australia.
- advanced engineering and manufacturing requirements of South Australian organisations that support Australian capability in key enabling critical technology fields which have a high impact on Australia's national interest.

Development principles will include consideration of:

- workplace-based delivery and assessment to ensure regional accessibility and appropriate security environments.
- Universal Design for Learning and accessibility.
- recognition of prior learning.
- use of shared manufacturing or technology centres.

The CoE will:

- establish its own development team, supplemented by industry and university expertise and relevant experts from the NTN and global education partners. The development team will work in close consultation with relevant JSCs (particularly the Manufacturing Industry Skills Alliance, Powering Skills Organisation and Public Skills Australia) and key stakeholders identified below.
- boost TAFE SA's research capability, and VET educator capability via the NTN, through participation in transfer of overseas training know-how and needs analysis.
- support publicly owned VET providers to maintain sovereign capability in critical technology sectors.
- pilot and deliver new training programs.

New training products will be supported by investments in critical technologies infrastructure, plant and equipment at TAFE SA's Regency Campus.

Critical technologies infrastructure will support new programs that strengthen quality control, and test and evaluation processes in advanced manufacturing that are essential for critical technologies. Industry and government agencies will inform the design and fitting, but technologies expected to be incorporated include:

- Dimensional control and coordinate measuring machines
- Non-destructive testing (dye penetrant and magnetic particle)
- Clean room technologies incorporating vacuum chambers and printed circuit board technologies.

Upgraded infrastructure critical to support the work of the CoE includes:

- Redesign of existing TAFE SA ageing classrooms to establish a design centre with high speed wi-fi capability, where development and piloting of learning resources to support Australia's national security will occur. This includes training in Internet-of-Things (IoT) device security for Engineering, Electronics and Electrotechnology tradespeople.
- Redesign of existing TAFE SA, fixed, separate brick classrooms into open, multipurpose collaborative workspaces that are reflective of contemporary advanced manufacturing industry, and support the inclusion of new machinery and training equipment identified through the industry needs research conducted by the CoE. This will support classroom, practical and digital training needs in critical technologies, training capabilities that do not yet exist in this region and in many cases do not exist in the VET system nationally.
- Outfitting existing TAFE SA infrastructure with technologies to support pathways into critical trade and technology programs. This will include augmented reality and robotic welding simulators, desktop computer numerical control (CNC) mills, career pathways and security mindset collateral, and mobile equipment to support regional and remote, high school students and job seekers.

Facility and equipment enhancements will also allow for the development of new pathway programs at Certificate II and III level supporting qualifications for Australia's new and existing critical technology, advanced manufacturing, and defence and space industries.

Where required, the CoE will consider development of accredited VET courses.

Where new curriculum or training content is required, the CoE will develop it in a format that supports the transition of curriculum from non-accredited to training package content, working with relevant JSCs to ensure product format and evaluation processes can be included in wider qualification reviews.
The CoE will conduct pilot delivery using all newly developed training products, utilising NTN partners and industry stakeholders, where appropriate.

Training products and delivery methodologies will be evaluated and improved before wider roll-out throughout the NTN.

3) Partnerships and engagement:

Proposed / Current Partners	**Proposed role in the CoE**
Australia's National Intelligence Community, State policing agencies, South Australian Office of the Chief Information Officer, and SA Department of the Premier and Cabinet.	Provide validation of national security training products developed by the CoE. Provide guidance on prioritisation of further training product development to support national security interests.
The Chief Scientist, Policy and Performance Team within the Department for State Development.	Support the CoE through expertise in encouraging, commissioning and conducting evaluation of research, technology and innovation strategies, plans, programs and activities. Provide the CoE insights through the monitoring of performance and trends of the state's research, technology and innovation system. Connect the CoE with further international relationships of benefit to the work of the CoE.
Industry stakeholders and unions, including but not limited to: • Defence Primes • Defence and Space industry supply chain partners • Australian Council of Trade Unions • Australian Manufacturing Workers' Union • Electrical Trades Union • United Workers Union	TAFE SA has strong relationships with defence industry primes and supply chain organisations that support continuous naval shipbuilding, submarine sustainment and construction, and the space industry. TAFE SA has experience in the development and delivery of contextualised training and assessment resources to support defence and space industries. Industry stakeholders provide input into applied research and needs analysis activities that inform recommendations for training product development. Industry stakeholders will be engaged to provide specialised subject matter expertise to support training development and will validate product. Industry partners will be identified for pilot delivery and evaluation activities.

Department for Industry, Science and Research, Australian Submarine Agency, Department of Defence, Naval Shipbuilding and Sustainment Group, Department of Employment and Workforce Relations, Department of State Development and Defence SA.	TAFE SA has longstanding relationships providing trusted advice on workforce development programs and vocational education matters to the Department of Defence, Naval Shipbuilding and Sustainment Group, and Australian Submarine Agency. Alignment of CoE workplan with actions under the Commonwealth and SA partnering arrangements around the Defence Skills Taskforce. TAFE SA will seek guidance on workforce priorities relating to AUKUS Pillar 1 and Pillar 2. Commonwealth and State agencies will provide connections into UK and US industry and educational partners to support the transfer of training know-how to build the workforce to support critical technologies in the national interest.
Universities with a national security or defence focus.	Partnerships with universities will be developed to support applied research projects, including an understanding of where critical technologies have an impact on the vocationally trained workforce (trade / technician). Programs to support engineering students to understand national security implications. Engagement of subject matter expertise to support development of training product.
Relevant Jobs and Skills Councils including: • Manufacturing Industry Skills Alliance • Powering Skills Organisation • Public Skills Australia.	Identification of opportunities to develop learning and assessment resources and tools to support updated training package product to support implementation by the National TAFE Network. Sharing of aspects of the CoE that involve the development of new content or curriculum. Collaboration to identify pathways to expedite conversion of non-accredited training product into training package content.
National TAFE Network and aligned TAFE Centres of Excellence: • WA Defence TAFE Centre of Excellence • Clean Energy Skills National Centre of Excellence • Canberra Institute of Technology Electric Vehicle Centre of Excellence	Partnerships in the development of training materials including codesign or contextualisation of product developed by TAFE Centres of Excellence. Pilot and evaluation of programs developed by the National Security TAFE CoE to ensure applicability in other jurisdictions.

Advanced manufacturing focused TAFE Centres of Excellence (existing and emerging).	Sharing of training materials and methodologies developed through the CoE. Professional development of VET educators.

Engagement

The CoE will work with the NTN once established to drive excellence in teaching and learning and best practice in skills development by TAFEs. This is a critical collaboration for the CoE, and South Australia commits to the CoE operating to:

- play a national leadership role with employers, unions, universities, JSCs, and other relevant stakeholders to identify, develop and deliver education and training solutions that meet industry needs across Australia.
- partner with TAFEs and other public providers across Australia to assist them with non-financial support to build their capability and capacity to deliver responsive skills training for industries.

South Australia recognises the mutual benefits of collaboration between the VET and higher education sectors and commits this CoE to develop partnerships to support and deliver its objectives, including with universities, JSCs, employers and unions. These partnerships may take different forms, but could include:

- university representation in the CoE governance structures.
- exchanging expertise and experience in the design and delivery of education and training relevant to the CoE governance, including higher apprenticeship pathways.
- establishing credit recognition arrangements and entry pathways between VET and higher education for education and training relevant to the CoE.
- facilitating joint opportunities for applied research relevant to the CoE.

South Australia acknowledges there is the potential for duplication of effort between the CoE and relevant JSCs. South Australia is committed to working with Commonwealth to maximise the collective benefit for the skills and training system through the CoE, and commits to early and regular engagement with relevant JSCs on all CoE activities for the purposes of:

- minimising potential for duplication of effort.
- sharing learnings on best practice and support knowledge translation.
- partnering on projects of mutual interest where appropriate.

The CoE will support and partner with other TAFEs across Australia (including dual-sector universities), including through the NTN, to build capability, share curriculum and best-practice, and improve teaching and learning outcomes.

Commonwealth Investment ($)	State Investment ($)	Planned Start Date	Planned End Date
$14,070,000	$14,070,000	01 July 2025	31 December 2028

TAFE Centre of Excellence – approach to matched funding arrangements (clause A114 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	$4,268,000	$5,208,000	$3,413,000	$1,181,000	**$14,070,000**
State Contribution	$4,268,000	$5,208,000	$3,413,000	$1,181,000	**$14,070,000**
Total	$8,536,000	$10,416,000	$6,826,000	$2,362,000	**$28,140,000**

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

Performance Indicators

Monitoring and evaluation will be conducted to evaluate the effectiveness of training delivery during pilot and evaluation, delivery, and when implemented by members of the National TAFE Network. Quantitative indicators and qualitative evidence will be collected by:

- tracking the number of students undertaking training developed by the CoE, including:
    - participation in security mindset training products.
    - participation in new training products developed to support critical technologies in the national interest.
    - participation of priority cohorts in delivery of training products developed by the CoE.
    - successful completion of security mindset training products.
    - successful completion of security mindset training products by priority cohorts,
    - successful completion of new training products developed by the CoE.
    - successful completion of new training products developed by the CoE by priority cohorts.
- examining the extent to which priority cohorts are accessing training. Priorities include cohorts outlined in the National Skills Agreement.
- surveying students to ensure that training is meeting their needs and expectations, and that they are achieving their desired outcomes from training. The CoE will develop case studies and vignettes to highlight the learning and benefit of learners undertaking new training product and delivery methods developed by the CoE.
- surveying employers (including government agencies) to ensure their training is meeting their skills needs and satisfaction with training received by new and existing employees.
- training products will be evaluated by monitoring the appropriate uptake by members of the NTN. Example case studies and processes demonstrating the support for implementation within other TAFEs will be collated.
- training products developed will align with the needs of industry and government agencies. This will include case studies, vignettes, and testimonials (where appropriate based on national security requirements).

Performance Indicators will be reported as per the Evaluation arrangements.

Evaluation arrangements

The department will undertake evaluations of the Centres of Excellence initiatives, using qualitative and quantitative data to measure the effectiveness and impact with regard to the measures described above.

Within each report of progress against Activity Plans, submitted in March and September of each year, the CoE will provide reports on the evaluation of any initiatives that have been piloted, are being delivered, or implemented across the NTN.

An Evaluation Report on the National Security TAFE CoE will be provided by 31 March 2028 and will report against the Performance Indicators and other relevant stakeholder feedback.

MILESTONES AND PAYMENTS – TAFE CENTRES OF EXCELLENCE

Milestone	Evidence	Payment Value Up To (Commonwealth funded)	Commonwealth reporting period
Milestone 1: Initial payment on agreement of bilateral implementation plan	Bilateral implementation plan agreed with Commonwealth	$1,067,000	N/A
Milestone 2: Commonwealth acceptance that South Australia has established the National Security TAFE Centre of Excellence, to be demonstrated by: • development of an Activity Plan for the National Security TAFE Centre of Excellence that specifies deliverables to be achieved over the life of the NSA until 31 December 2028 • initial stakeholder consultation and engagement • established governance of the National Security TAFE Centre of Excellence, including developing and executing robust engagement with Australian Government and policing agencies • commenced national security and information security mindset training development • commenced applied research planning, training needs analysis and curriculum development, and • commenced preparations for the pilot and roll out of new national security training products.	Report signed by relevant South Australian Senior Skills Official that provides an update on progress of and / or attaches: • the Activity Plan (for approval by the Commonwealth), outlining core functions to build a national information security mindset, undertake applied research and analysis for critical technologies, and undertake training product development, piloting and delivery including: ○ a Stakeholder Communication and Engagement plan ○ analysis of outcomes of initial stakeholder engagement and evidence of pre-existing or emerging partnerships ○ Terms of Reference and membership for the National Security TAFE Centre of Excellence Advisory Committee as a governance mechanism ○ evaluation of any initiatives undertaken by the National Security TAFE Centre of Excellence, and ○ an update on the status of the capital works activities.	$1,067,000	30 September 2025

Milestone 3: Commonwealth acceptance of the National Security TAFE Centre of Excellence's continued operation, to be demonstrated by: • ongoing stakeholder consultation and engagement (including Government and policing agencies, employers, unions, universities, and Jobs and Skills Councils) • progress on delivering national security and national information mindset training • progress on applied research, development of innovative curriculum and learning resources, training pathways, and professional development programs, and • progressed roll-out of new national security and information security product development and pilot.	Report signed by a relevant South Australian Senior Skills Official that outlines key activities of the National Security TAFE Centre of Excellence to 31 March 2026, which attaches: • an outline of progress against the deliverables specified in the Activity Plan to 31 March 2026, and • an updated activity plan (for approval by the Commonwealth), outlining core functions to build a national information security mindset, undertake applied research and analysis for critical technologies, and undertake training product development, piloting and delivery.	$2,134,000	31 March 2026
Milestone 4: Commonwealth acceptance of the National Security TAFE Centre of Excellence's continued operation, to be demonstrated by: • ongoing stakeholder consultation and engagement (including Government and policing agencies, employers, unions, universities, and Jobs and Skills Councils) • progress on delivering national security and national information mindset training • progress on applied research, development of innovative curriculum and learning resources, training pathways, and professional development programs, and	Report signed by a relevant South Australian Senior Skills Official that outlines key activities of the National Security TAFE Centre of Excellence to 30 September 2026, which attaches: • an outline of progress against the deliverables specified in the Activity Plan to 30 September 2026, and • an updated activity plan (for approval by the Commonwealth), outlining core functions to build a national information security mindset, undertake applied research and analysis for critical technologies, and undertake training product development, piloting and delivery.	$2,604,000	30 September 2026

• progressed roll-out of new national security and information security product development and pilot.			
Milestone 5: Commonwealth acceptance of the National Security TAFE Centre of Excellence's continued operation, to be demonstrated by: • ongoing stakeholder consultation and engagement (including Government and policing agencies, employers, unions, universities, and Jobs and Skills Councils) • progress on delivering national security and national information mindset training • progress on applied research, development of innovative curriculum and learning resources, training pathways, and professional development programs, and • progressed roll-out of new national security and information security product development and pilot.	Report signed by a relevant South Australian Senior Skills Official that outlines key activities of the National Security TAFE Centre of Excellence to 31 March 2027, which attaches: • an outline of progress against the deliverables specified in the Activity Plan to 31 March 2027, and • an updated activity plan (for approval by the Commonwealth), outlining core functions to build a national information security mindset, undertake applied research and analysis for critical technologies, and undertake training product development, piloting and delivery.	$2,604,000	31 March 2027

Milestone 6: Commonwealth acceptance of the National Security TAFE Centre of Excellence's continued operation, to be demonstrated by: • ongoing stakeholder consultation and engagement (including Government and policing agencies, employers, unions, universities, and Jobs and Skills Councils) • progress on delivering national security and national information mindset training • progress on applied research, development of innovative curriculum and learning resources, training pathways, and professional development programs, and • progressed roll-out of new national security and information security product development and pilot.	Report signed by a relevant South Australian Senior Skills Official that outlines key activities of the National Security TAFE Centre of Excellence to 30 September 2027, which attaches: • an outline of progress against the deliverables specified in the Activity Plan to 30 September 2027, and • an updated activity plan (for approval by the Commonwealth), outlining core functions to build a national information security mindset, undertake applied research and analysis for critical technologies, and undertake training product development, piloting and delivery.	$1,707,000	30 September 2027
Milestone 7: Commonwealth acceptance of the National Security TAFE Centre of Excellence's continued operation, demonstrated by: • ongoing stakeholder consultation and engagement (including Government and policing agencies, employers, unions, universities, and Jobs and Skills Councils)	Report signed by a relevant South Australian Senior Skills Official that outlines key activities of the National Security TAFE Centre of Excellence to 31 March 2028, which attaches: • an outline of progress against the deliverables specified in the Activity Plan to 31 March 2028, and	$1,706,000	31 March 2028

• progress on delivering national security and national information mindset training • progress on applied research, development of innovative curriculum and learning resources, training pathways, and professional development programs • progressed roll-out of new national security and information security product development and pilot, and • evaluation and reporting on the outcomes of all deliverables to date.	• an updated activity plan (for approval by the Commonwealth), outlining core functions to build a national information security mindset, undertake applied research and analysis for critical technologies, and undertake training product development, piloting and delivery, and • an evaluation report for the National Security TAFE Centre of Excellence.		
Milestone 8: Commonwealth acceptance of the National Security TAFE Centre of Excellence's continued operation, demonstrated by: • ongoing stakeholder consultation and engagement (including Government and policing agencies, employers, unions, universities, and Jobs and Skills Councils) • progress on delivering national security and national information mindset training • progress on applied research, development of innovative curriculum and learning resources, training pathways, and professional development programs • progressed roll-out of new national security and information security product development and pilot, and • finalising a Future Activity Plan for the National Security TAFE Centre of Excellence outlining plans for the continuation of the National Security TAFE Centre of Excellence beyond 31 December 2028.	Report signed by a relevant South Australian Senior Skills Official that outlines key activities of the National Security TAFE Centre of Excellence to 31 December 2028, which attaches: • an outline of progress against the deliverables specified in the Activity Plan to 31 December 2028, and the future Activity Plan beyond 31 December 2028, which details stakeholder engagement, professional development, curriculum and product development, curriculum and product development, applied research and training delivery including final recommendations to the Commonwealth for continued training delivery.	$1,181,000	31 December 2028
	Total	**$14,070,000**	

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

/ / 2025

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

The Honourable Blair Boyer MP
Minister for Education Training and Skills

/ / 2025