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

PRELIMINARIES

1. This implementation plan is made between the Commonwealth of Australia (Commonwealth) and Victoria 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, Victoria will acknowledge the Commonwealth's contribution with the following statement: Measures to Strengthen the VET Workforce is a joint initiative between the Commonwealth and Victorian 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. Victoria will provide to the Commonwealth a traffic c 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, Victoria 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), Victoria 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.
11. 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.

MEASURES TO STRENGTHEN THE VET WORKFORCE (Clause A124 to A129 of the NSA)

A highly-skilled VET workforce is essential to help learners achieve their career goals, provide industry with the skilled workers they need, and support the delivery of key government priorities.[1] Victoria will build on activities in its first VET Workforce bilateral plan to attract more people to the VET workforce and make it easier to enter and stay in the VET workforce.

Through the NSA, Victoria will:

National VET Blueprint Opportunity: Supporting professional learning, career progression and industry currency.

1. Develop a **professional learning framework** for Victoria's VET workforce and collaborate with other jurisdictions to ensure that the framework is aligned to national priorities. The professional learning framework will build on the existing Education Excellence Framework that underpins Victoria's Educator Passport solution. The Education Excellence Framework describes the capabilities needed for high quality teaching within a VET context, aligned to the RTO Standards 2025. The new framework will be expanded to include VET education leaders, and a specific focus on future industry skills and knowledge attributes for trades educators to accelerate national priorities (Net Zero transformation and housing).

   Benefits of this initiative include:

   - Greater alignment between government, employers and VET educators/leaders regarding the priority capabilities needed for Victoria's VET workforce.
   - Increased strategic focus on capabilities required for VET education leaders.
   - Improved ability for government and employers to measure professional learning against an agreed framework of priority capabilities.

   Expected outputs include a report that highlights opportunities for alignment in professional learning frameworks at a State and national level, as well as the publication and launch of Victoria's VET workforce professional learning framework.

   Performance indicators include Victoria's publication of the professional learning framework, and adoption of the professional learning framework by employers of VET educators/leaders.

   This initiative aligns with opportunity 4 and actions 1 and 11 of the VET Workforce Blueprint.

2. Establish an **Artificial Intelligence (AI) Agent to guide VET workforce professional learning.** Building on the existing self-assessment within Victoria's Educator Passport, the AI Agent will support VET educators and education leaders to self-assess their capability against a professional learning framework, and navigate options for professional development opportunities. Through the National TAFE Network, Victoria will make the design and development documentation available to all jurisdictions so that the solution can be applied in different contexts nationally with the potential to reach over 35,000 VET educators.

   Benefits of this initiative include:

   - Automation of gap analysis between current and desired capability levels for VET educators.
   - Improved support for VET educators and education leaders in navigating the options available for professional learning.
   - Increased alignment between the professional learning options presented to VET educators and education leaders, and the professional learning framework for Victoria's VET workforce (initiative #1).

[1] Victorian Skills Plan (2025).

Expected outputs include scoping and research report to inform the development of the AI agent, the AI Agent solution, as well as communications to support the rollout of the solution.

Performance indicators include the number of VET educators and education leaders who interact with the AI Agent and satisfaction survey results for the AI Agent solution.

This initiative aligns with opportunity 3 and 4 and actions 2 and 11 of the VET Workforce Blueprint.

3. Develop and provide a tailored **regional and remote VET workforce professional development program** for educators located at regional and remote TAFE campuses with a priority focus on trades initially, and a reach of 1,500 VET educators and 150 education leaders in regional Victoria. This initiative will ensure that VET educators at regional and remote locations can access the same high-quality professional development and workforce insights as their metropolitan counterparts. Through the National TAFE Network, Victoria will make the training materials and self-paced learning available for other jurisdictions to access.

   Benefits of this initiative include:

   - VET workforce capability uplift in regional and remote locations, with a priority focus on trades courses aligned to high-demand occupations.
   - Increased connection and collaboration between regional and remote VET educators and education leaders, through communities of practice and mentoring.

   Expected outputs include a training needs analysis for Victoria's regional and remote VET workforce, professional learning program tailored to the needs of regional and remote VET workforce; and implementation of communities of practice.

   Performance indicators include the number of regional and remote VET educators and education leaders who participate in professional learning; satisfaction results from delivery of professional learning and other activities; as well as commencement and completion rates of professional learning programs and evidence of implementation of communities of practice.

   This initiative aligns with opportunity 3 and 4 and actions 10 and 11 of the VET Workforce Blueprint.

4. **Expand the VET Educator Passport to all Victorian TAFE Institutes,** by leveraging the Victorian case study highlighted in the national VET Workforce Blueprint. Victoria's existing Educator Passport technology solution easily maps and tracks educators' professional learning and maintenance of industry currency. The application is both a self-assessment tool for teachers, trainers and assessors to track professional development, as well as a planning tool to support workforce capability uplift.

   Benefits of this initiative include:

   - Shared technology platform that all Victorian TAFE institutes can utilise.
   - Reduced duplication of systems and uplift in quality of monitoring for VET educator capability and vocational currency compliance.
   - Consistent approach to assessing VET educator professional learning needs.
   - Improved availability of data for government agencies regarding Victorian VET workforce capability.

   Expected outputs include the existing Educator Passport solution being deployed to all Victorian TAFE Institutes including the onboarding of an additional 5 TAFE Institutes.

   Performance indicators include the number of active users interacting with the Educator Passport and reporting of the vocational currency points of participating VET educators.

   This initiative aligns with opportunity 3 and4 and actions 3 and 11 of the VET Workforce Blueprint.

5. Victoria will build on a previous pilot to **expand the VET Educator Passport for secondary schools**. The initiative will reach up to 500 VET educators who deliver in secondary schools (VDSS). This is a significant increase from Victoria's initial pilot which included 73 VET educators across government, independent and Catholic schools. The initiative will target trade educators as an initial priority, with the establishment of a Community of Practice for trades educators. Victoria will report on the progress and outcomes of the expanded pilot through the National TAFE Network. This initiative also supports *Blueprint Opportunity 2: Attracting people into the VET workforce* (including VET for Secondary Students) and action 8.

   Benefits of this initiative include:

   - Consistent approach to assessing VET educator professional learning needs in secondary schools.
   - Improved availability of data for government agencies regarding Victorian VET workforce capability in secondary schools.
   - Reduced manual systems and uplift in quality of monitoring for VET educator capability and vocational currency compliance in secondary schools.
   - Increased connection and collaboration between VET educators and education leaders through communities of practice.

   Expected outputs include onboarding of additional secondary schools to the Educator Passport solution to reach up to 500 VET educators, a pilot evaluation report, and a report of options that will be shared with jurisdictions.

   Performance indicators include the number of secondary schools participating in the expanded pilot and satisfaction survey results from VET educators participating in the pilot.

6. Victoria will collaborate with other jurisdictions to design a **scalable model to map and track VET educator professional learning and maintenance of industry currency**. Expected outputs include a developed and costed product roadmap to inform broader collaboration, as well as documentation of technology enhancements identified through consultation. Outputs will be made accessible through the National TAFE Network, so that jurisdictions have options to build on Victoria's Educator Passport solution, or use the outputs to expand their existing solution.

   A key benefit of this initiative includes mapping and analysing compliance and administrative burden across jurisdictions *(action 13 of National VET Blueprint)* and identification of strategies to reduce manual processes (where applicable).

   Expected outputs include a developed and costed product roadmap to inform broader collaboration and documented technology enhancements.

   Performance indicators include the number and breadth of stakeholders consulted with to develop expected outputs, documentation of technological enhancements and reporting of educator uptake.

This initiative aligns with opportunity 4 and 7, and actions 10 and 13 of the VET Workforce Blueprint.

National VET Blueprint Opportunity: Making it easier for high-quality teachers, trainers and assessors to enter and stay in the VET workforce; and providing more support for early career teachers, trainers and assessors.

7. Scale **VET workforce earn and learn pathways.** This initiative will build on the Victorian example highlighted in the national VET Workforce Blueprint whereby the Certificate IV in Training and Assessment is contextualised to a specific industry so that students can complete their qualification while teaching with the support of a dedicated mentor and supervision. This initiative will build a common model and suite of materials with a priority focus on trades courses (aligned to the Net Zero transformation and housing national priorities) and will establish a consistent and structured

earn and learn pathway across the Victorian TAFE Network. The number of VET educators that participate in the pathway will be subject to TAFE institute workforce planning. Through the National TAFE Network, Victoria will make its pathway model and contextualised training materials available to other jurisdictions to access.

Benefits of this initiative include:

- Promotion of a consistent pathway to become a VET educator in Victoria while earning and learning.
- Increased collaboration between Victorian TAFE Institutes and other jurisdictions to expand earn and learn pathways.

Expected outputs include the commencement of the Victorian VET workforce earn and learn pathway aligned to Net Zero transformation and housing national priorities, a report providing a model that can be scaled more broadly and implementation strategies, as well as program materials that can be shared nationally.

Performance indicators include delivery of the Victorian VET workforce earn and learn pathway in Victorian TAFE institutes, and the number of VET educators that participate in the program (subject to TAFE workforce planning), including completions, participant outcomes and feedback.

This initiative aligns with opportunity 3 and 5, and actions 10 and 12 of the VET Workforce Blueprint.

8. To support the **retention of high quality leaders in the VET workforce**, Victoria will undertake a state-wide analysis of training needs of VET leaders. The training needs analysis will inform the design of contextualised professional development for up to 350 VET education leaders and establishment of a community of practice. Through the National TAFE Network, Victoria will make the training materials and self-paced learning available for other jurisdictions to access.

   Benefits of this initiative include:

   - VET education leader workforce capability uplift.
   - Increased connection and collaboration between VET education leaders, through communities of practice and mentoring.

   Expected outputs include a training needs analysis report, as well as delivery of a professional leadership development program and community of practice.

   Performance indicators include participation of Victorian VET education leaders in the program, satisfaction surveys following completion of professional learning, self-assessments of VET leader capability, and reporting on retention rates of participants in the VET workforce.

   This initiative aligns with opportunity 1 and 3, and actions 2 and 10 of the VET Workforce Blueprint.

9. To promote ongoing practitioner development and VET workforce retention, Victoria will **expand options for VET teachers to study vocational undergraduate or postgraduate qualifications** in VET educator practice. The qualification's design will align to the shared professional learning framework to be established through this bilateral implementation plan (refer to initiative #1). Utilising Victoria's shared courseware governance model, this initiative will support the development of a high-quality and consistent pathway that TAFE Institutes and universities can deliver (subject to regulatory approval/accreditation where applicable). Through the National TAFE Network, Victoria will make the courseware available for other jurisdictions to access.

   Benefits of this initiative include:

   - Increased options for VET educators to continue their development through higher qualifications.
   - Enhanced experience for VET educators through high-quality courseware.

Expected outputs include consultation report to inform development of preferred pathway and qualification, courseware for preferred pathway and qualification, and evidence of outputs being shared nationally.

Performance indicators include evidence of development of the training product and associated deliverables of 'courseware'.

This initiative aligns with opportunity 3 and 5, and actions 10 and 12 of the VET Workforce Blueprint.

National VET Blueprint Opportunity: Attracting people into the VET workforce.

10. To support Victoria in collaborating effectively to progress national VET workforce priorities, Victoria will launch a **TAFE Academy for VET Educators** that provides a core team and associated supports that can scale and promote the initiatives outlined in this bilateral implementation plan. The Academy will unify Victoria's TAFE Network and build effective partnerships nationally. Communications to launch the Academy are expected to reach over 4,000 educators employed by Victorian TAFE Institutes, as well as VET educators employed by secondary schools, and future VET educators.

    Benefits of this initiative include:

    - Increased promotion and awareness of VET workforce as a career choice.
    - Increased promotion and awareness of professional development opportunities and supports available to VET educators.
    - Through increased promotion and awareness, this initiative is expected to indirectly support the implementation of other initiatives outlined in this implementation plan.

    Expected outputs include a TAFE Academy for VET Educators media announcement and event, communications materials, an online presence (website page and social media), as well as an acquittal report outlining promotion activities completed.

    Performance indicators include the number of website views and social media reach, VET educator awareness of the Academy and the participation of VET educators in information/awareness events.

This initiative aligns with opportunity 2 and actions 4 of the VET Workforce Blueprint.

These initiatives will uplift VET workforce quality at a cost of $10.447 million over the life of the NSA.

Investment

Commonwealth Investment	State Investment	Planned Start Date	Planned End Date
$5,370,000	$5,076,500	December 2025	31 December 2028

Engagement arrangements, including relevant partnerships with First Nations peoples

The TAFE Academy for VET Educators will be hosted by Chisholm Institute. The Academy will operate within the Victorian TAFE Network and collaborate nationally with employers of VET educators, including TAFE Institutes. The Academy will be governed by a steering committee comprising representatives from metropolitan and regional employers of VET educators, alongside key stakeholders such as government and the National TAFE Network. This governance model ensures that priorities are collectively set, that programs remain accessible and relevant across diverse contexts, and the decisions deliver benefits aligned with national strategic objectives.

This approach reflects the current collective leadership of the Victorian TAFE Network, which has worked collaboratively to create, pilot and scale initiatives that address well known national workforce challenges.

Partnering relationships for First Nations peoples are embedded in Victoria's existing policy and governance arrangements, including a formal partnership with the Victorian Aboriginal Education Association Inc. (VAEAI) for the Wurreker strategy. Consultation includes regular meetings and ongoing committees facilitating direct and genuine community consultation including with stakeholders from the VET Workforce. The model will also align with the Marrung Aboriginal Education Plan.

Investment details (remaining funding under VET Workforce policy initiative)

Measures to strengthen the VET workforce — approach to matched funding arrangements (clause A126 and A91 refer) — to be reconciled over the life of the NSA.

Matched funding	2024-25	2025-26	2026-27	2027-28	2028-29	Total
Commonwealth contribution	$0	$268,500	$1,795,000	$2,508,750	$797,750	**$5,370,000**
Victorian contribution	$2,204,852	$2,335,225	$268,212	$268,211	$0	**$5,076,500**
Total	**$2,204,852**	**$2,603,725**	**$2,063,212**	**$2,776,961**	**$797,750**	**$10,446,500**

Note: A further $293,500 has been recognised as a Victorian matched funding contribution in the Victorian NSA Measures to Strengthen the VET Workforce Stage 1 implementation plan. The above Victorian contribution does not limit additional Victorian expenditure over and above this Stage 2 Implementation Plan.

The Victorian Government will provide details of its 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 Victorian Government over the life of the project does not align with the Commonwealth contribution.

Performance Indicators

Victoria will leverage its existing robust monitoring and evaluation regime to monitor the effectiveness of training delivery as a whole, including VET Workforce interventions. Performance indicators will vary at different stages of the implementation process and will be specified further in the evaluation plan, set out in Milestone 2.

High-level quantitative and qualitative indicators have been specified per initiative in the bilateral implementation plan. These indicators include a range of output-focused indicators, as well as outcome-focused indicators.

Evaluation arrangements

Victoria has robust evaluation arrangements in place with Victoria's TAFEs and other contracted training providers to monitor the VET Workforce. This includes data collection at TAFE institutes through the Victorian Public Sector Commission, contract compliance and audit activity by DJSIR of RTOs, and sector engagement and consultation by the VSA.

Victoria will undertake an evaluation of this initiative, with **a detailed evaluation plan to be included as a deliverable for Milestone 2**. The evaluation will include both quantitative and qualitative measures to assess the effectiveness of interventions to attract, retain and improve the quality of the VET workforce. The evaluation findings will guide future decisions on scaling and refining activities, ensuring a robust and evidence-based framework for improving and supporting the VET Workforce.

MILESTONES AND PAYMENTS – MEASURES TO STRENGTHEN THE VET WORKFORCE

Milestone *See p. 3 for detail of project components*	Evidence	Commonwealth payments (up to)	Commonwealth reporting period
Milestone 1 Initial payment on agreement of bilateral implementation plan	Bilateral implementation plan agreed with Commonwealth	$268,500	N/A
Milestone 2 Commonwealth acceptance that Victoria has operated measures to support the VET workforce to 31 July 2026, including development of: • TAFE Academy to promote VET workforce • Victorian VET Educator Earn and Learn Pathways • Professional Learning Framework • Expanding VET Educator Passport to all Victorian TAFE Institutes	Report signed by relevant Victorian senior official that outlines progress towards implementing measures to support the VET workforce to 31 July 2026 and includes details of: • Project timelines and updates including relevant supporting/collateral materials and project management documents • Evidence of VET Educator Earn and Learn Pathways project commencement • Scoping and preliminary research to design the Professional Learning Framework • Evidence of commencement of expanding Educator Passport solution to all Victorian TAFE Institutes • Detailed evaluation plan including specific performance indicators and evaluation arrangements.	$1,795,000	30 September 2026

Milestone *See p. 3 for detail of project components*	Evidence	Commonwealth payments (up to)	Commonwealth reporting period

Milestone 3
Commonwealth acceptance that Victoria has operated measures to support the VET workforce to 31 July 2027, including:
• development of:
  ○ a regional and remote VET educator workforce program
  ○ a VET education leader professional development program
  ○ the AI Agent for VET workforce professional learning
  ○ the Educator Passport Expansion
  ○ a Scaled pilot for VET educators in secondary schools, and
• launch / completion and promotion of:
  ○ TAFE Academy to promote VET workforce
  ○ Higher qualification for VET Educator Practice
  ○ Expansion of Educator Passport to all Victorian TAFE Institutes
  ○ the Professional Learning Framework, and
  ○ Victorian VET Educator Earn and Learn Pathways.
	Report signed by relevant Victorian senior official that outlines progress towards implementing measures to support the VET workforce to 31 July 2027 and includes details of:
	• Evidence of development work and interim products:
	  ○ Training needs analysis for regional and remote VET educator workforce
	  ○ Training needs analysis for VET education leader professional development
	  ○ Scoping and research conducted for the AI Agent for VET workforce professional learning
	  ○ Developed and costed product roadmap for Educator Passport Expansion
	  ○ Commencement of expanded pilot for VET educators in secondary schools, and
	• Evidence of completion:
	  ○ Higher qualification for VET Educator Practice acquittal report with curriculum resources for use by TAFEs nationally
	  ○ Consultation report for Professional Learning Framework
	  ○ Professional learning framework (including competencies) launch event or promotion
	  ○ TAFE Academy media announcement; ministerial event; online presence (website pages including Victorian Government)
	  ○ Expansion of Educator Passport to all Victorian TAFE Institutes
	  ○ Final report on VET Educator Earn and Learn Pathways including implementation strategy and model, and
	  ○ Detailed evaluation plan including specific performance indicators and evaluation arrangements.
		$2,508,750	30 September 2027

Milestone *See p. 3 for detail of project components*	Evidence	Commonwealth payments (up to)	Commonwealth reporting period
Milestone 4 Commonwealth acceptance that Victoria has operated measures to support the VET workforce to 31 July 2028, including launch / completion and promotion of: • Regional and remote VET workforce program • Leadership development • AI Agent for professional learning • Educator Passport Expansion • Scale pilot for VET educators in secondary schools	Report signed by relevant Victorian senior official that outlines progress implemented measures to support the VET workforce to 31 July 2028 and includes details of: • Regional and remote professional learning program is deployed and community of practice established for VET workforce • Contextualised VET education leader professional leadership development program and community of practice established • A professional learning tool driven by AI and communication materials • Documentation of technology enhancements as per roadmap • Final VET educators in secondary schools report • Performance indicators for all measures • Final evaluation report and outcomes	$797,750	30 September 2028
	Total	**$5,370,000**	

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 Victoria by*

The Honourable Gayle Tierney MP
Minister for Skills and TAFE

1 / 12 / 25