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

PRELIMINARIES

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

2. The Plan gives effect to the policy initiatives contained in the National Skills Agreement, which has been guided by the vision statement and principles endorsed by National Cabinet on 31 August 2022. It gives effect to the Parties' shared commitment to high-quality, responsive and accessible vocational education and training (VET) to boost productivity and support Australians to obtain the skills they need to prosper. The Plan will support governments to work collaboratively and purposefully towards national priorities, while preserving flexibility for States and Territories to align local skills supply with demand.

3. 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).

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

5. For each policy initiative, this Plan outlines the actions to be delivered, how progress will be measured and how the actions are expected to contribute to the overarching objectives of the NSA.

6. In considering bilateral Implementation Plans, the Commonwealth recognises that states are at different starting points across the different policy initiatives. Implementation plans may be updated at any time with the written agreement of the Commonwealth and the relevant State or States, including to incorporate additional policy initiatives, or additional activities under specific policy initiatives (Clause A90 refers).

7. The implementation plan does not cover the National TAFE Network initiative, as states will jointly develop a multilateral implementation plan for this initiative for agreement with the Commonwealth (Clause A122 refers).

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

Clean Energy National TAFE Centre of Excellence

Operation of TAFE Centres of Excellence (clause A112 refers).

Priorities addressed: (a) gender equality (b) Closing the Gap (c) supporting the Net Zero transformation

The **Clean Energy National Centre of Excellence** (CENCE) will be established to build Western Australia's clean energy workforce capability and capacity and position the State at the forefront of the global clean energy transition. The clean energy investment pipeline in Western Australia is in the vicinity of $200 billion, and projections show the clean energy sector is expected to generate around 350,000 jobs from 2025 to 2050. The CENCE will complement Western Australia's current export infrastructure and large-scale project development expertise.

The CENCE will lead development of training and workforce initiatives to meet skills and workforce needs of industry in collaboration with industry, unions, TAFE, universities and key training stakeholders, including innovative solutions and programs for higher apprenticeships, curriculum, and careers advice and pathways.

Due to the size, scale and diversity of projects being developed in Western Australia, across solar, wind, hydrogen and batteries, the proposed CENCE will take an integrated approach to clean energy, aligned with industry needs and will network Western Australia's TAFEs around the State. The CENCE will network the State's TAFEs to leverage capacity and capability both geographically and operationally across the clean energy and Net Zero transition priorities for the State's industry decarbonisation, economic diversification and export strategies. This includes networking of relevant operation control centres to optimise the reach of physical and simulation capability and capacity to expand teaching and learning delivery and student access across the State.

The CENCE will collaborate with other States and Territories, the Commonwealth and industry stakeholders to join up with nationally networked Centres of Excellence to grow Australia's clean energy skills and workforce capability locally, nationally and internationally.

The CENCE will primarily focus on the 'supporting the Net Zero transformation' national priority. In addition, the CENCE will have a significant emphasis on 'gender equality', motivated by equity, diversity and necessity, given the extremely low female participation rates in electrical trades and other clean energy occupations identified in Jobs and Skills Australia's Clean Energy Workforce Capacity Study. Opportunities to engage with 'First Nations' to build student participation, economic development, and involvement in the VET Workforce will also be a priority.

Description	The CENCE will network the State's TAFEs to leverage capacity and capability both geographically and operationally across the clean energy and Net Zero transition priorities for the State's industry decarbonisation, economic diversification and export strategies. The CENCE will also network closely with national partners and other centres in the clean energy arena as they are established. The CENCE will plan, coordinate, develop and promote the capability and capacity of the Western Australian TAFE network and other relevant training organisations with a clean energy focus to deliver the skilled workforce for the transition to a clean energy economy locally, nationally and internationally. The CENCE will consider current and future skills, training and workforce needs with a focus on demand for core trades, emerging job roles related to clean energy and training and curriculum innovation including higher apprenticeships and pathways to ensure a

	core skills base as well as the higher technical and professional skills needs. This is anticipated to include VET/higher education pathways being developed in collaboration with industry, unions and other stakeholders. The CENCE will coordinate investment in facilities and activities aligned to the National Skills Agreement objectives which will deliver additional capability and capacity for clean energy skills development in Western Australia and nationally. This will be achieved through establishing a training institute under Western Australia's *Vocational Education and Training Act 1996*. The CENCE will be overseen by the Minister for Training and Workforce Development, who will: • set the functions and directions of the training institute; and • establish an advisory board and appoint Board members approved by Cabinet. Establishment of the CENCE will build on existing infrastructure, curriculum, training and education pathways, and career pathways to ensure the State's capability to meet future clean energy skills and workforce needs. It is intended for the CENCE to be established by 1 July 2024. **CENCE CORE FUNCTIONS AND ACTIVITIES** **Coordination, engagement and partnerships** • Provide a 'one stop shop' for industry and other stakeholders seeking to engage with the VET sector for skill requirements and opportunities to partner in skills development. • Consult with industry, unions, TAFE, universities, Regional Development Commissions, the Net Zero Economy Agency, Jobs and Skills Councils and other key training stakeholders as needs evolve to ensure clean energy workforce development plans and strategies are based on evidence and are responsive to skills and training needs of employers and learners; • Facilitate partnerships with schools, TAFEs, relevant specialist training providers, universities, Cooperative Research Centres and other stakeholders by agreement; **Guide investment in skills infrastructure** • Ensure infrastructure investment responds to industry need around Western Australia's major renewable energy precincts, including coordination and advice to the State Government on critical infrastructure, facilities and equipment investments through either grants or direct procurement; • Coordinate the TAFE network to ensure collaboration and utilise all the State's assets for clean energy training;

	Develop training products and share knowledge • Networking nationally with other Clean Energy Centres of Excellence, including collaboration, curriculum innovation, and best practice and innovation in teaching and learning • Foster applied research and development related to skills and workforce development to drive technology diffusion and innovation • Drive curriculum innovation and development and ensure it is not duplicated and includes critical partners in co-design, including from interstate industry, TAFES, and Jobs and Skills Councils, employers, unions, and learners (including priority cohorts) • Deliver training product development and applied research through direct procurement, grants, and secondments • Share training product nationally and build on nationally developed training materials • Leading curriculum innovation including for higher apprenticeships to develop training responses to clean energy technologies as they emerge over time • Working with TAFEs to innovate, pilot and implement innovative delivery models and teaching/learning practice with a focus on new technologies and applied research • Coordinate and deliver professional development in collaboration with partners and the TAFE network. **Promote clean energy careers and pathways** • Promotion and marketing activities to position CENCE and collaborating partners as world class training institutions for clean energy workforce and skill development • Promote clean energy careers, courses, and pathways including across VET and higher education pathways and for students at school **Invest to grow clean energy training capability and capacity** • Delivering skills and workforce initiatives to respond to large scale integration of energy sources and downstream applications including solar, wind, hydrogen, batteries and feed-in to the grid. This will include a focus on workforce diversity; • Ensuring training delivery in clean energy courses by TAFE and specialist training providers can be scaled in line with industry needs, especially in trade occupations already in demand across the economy • Guiding infrastructure investment to ensure the latest and most appropriate equipment and technologies are available for training, including simulated training facilities, including leveraging existing WA TAFE infrastructure and equipment across the State; **Ensure accessibility and diversity**

	• In partnership with First Nations, develop strategies for First Nations people to access economic benefits from the transition to clean energy through education and training pathways; • Develop place-based skills and workforce transition solutions to address needs for Western Australia's clean energy precincts, such as Western Green Energy Hub (Esperance), Collie Just Transitions, Kwinana 'Western Trade Coast', Geradlton - Oakajee Strategic Industrial Area and Pilbara Hydrogen Hub; • Leveraging off other NSA initiatives as they evolve, e.g. Closing the Gap, Completions, National TAFE Network. **OTHER NATIONAL SKILLS AGREEMENT OBJECTIVES FOR CENTRES OF EXCELLENCE** **1. National leadership in the delivery of education and training** Training product development will be codesigned with industry including other national centres of excellence to ensure curriculum, teaching and learning materials are fit for purpose and reflect new technology development and international best practice. The CENCE will dedicate funding to professional development and industry placements and engagement of industry specialists in training delivery. The CENCE will work with the National TAFE Network once established to drive excellence in teaching and learning and best practice in clean energy skills development by TAFEs. This will be a critical collaboration for the CENCE, and WA commits to the CENCE operating in such a way that it: • plays a national leadership role with employers, unions, universities, Jobs and Skills Councils, and other relevant stakeholders to identify, develop and deliver education and training solutions that meet industry needs across Australia, and • partnering with TAFEs and other public providers across Australia to assist them with non-financial support to build their capability and capacity to deliver clean energy related training. The CENCE will develop a community of practice locally and nationally with TAFEs and other public providers and publicly funded specialist private RTOs to disseminate research findings, practice guidance, and run workshops and symposiums to engage with the clean energy VET workforce. **2. Enriching students' learning experience, supporting industry needs and enabling applied research programs** The CENCE will administer a grants program for applied research into clean energy teaching and learning innovation. National and international collaboration will be promoted, including with other TAFEs, universities, industry and cooperative research centres,

	particularly for higher apprenticeship, degree apprenticeships, and articulation pathways. The CENCE will also collaborate through the proposed WA Centre for Teaching and Learning Innovation (WA's vehicle to coordinate, facilitate, and promote TAFE involvement in the proposed National TAFE Network). This includes developing and implementing programs informed by the National VET Completions Taskforce and local research to improve completion rates. WA's NSA funding for 'Improved Completions' policy initiative will be directed to this. A specific focus will include increasing the participation of women and First Nations people in critical renewable energy trades. The CENCE investments in infrastructure, facilities and equipment will include as a priority technologies to enhance the student learning experience, such as digital twinning and expansion of existing augmented reality training facilities. Digital integration of facilities will also expand the reach of specialist lecturers and facilities for regional communities. **3. innovative delivery of tertiary education, including development and delivery of higher apprenticeships in areas of high skills need** The CENCE will work with industry, union, education and training stakeholders to co-design and develop higher apprenticeships, noting the opportunities for a cross-cutting approach that could respond across clean energy industry and technology sectors. This work will build on experience gained through existing developments in defence industries. Research partnerships will be formed to develop innovative delivery models, including virtualisation, simulation, digital twinning, virtual-augmented reality hybrid models, and generative AI. **4. enabling organisational innovation and teaching and training excellence** The CENCE will dedicate funding to professional development and industry placements and engagement of industry specialists in training delivery. The CENCE will have critical interactions with TAFEs to innovate, pilot and implement innovative delivery models and teaching/learning practice with a focus on new technologies and applied research, as outlined above. **5. develop and leverage local industry, university and community expertise** The CENCE will be the 'front door' for industry to address clean energy skills requirements and consult on workforce development in Western Australia, networked nationally and working in partnership with industry, unions and university/higher education stakeholders.

	The CENCE will build on Western Australia's initial stakeholder discussions and collaboration on functions, objectives, future partnerships and activities. A consultation plan was approved by the Minister for Training and Workforce Development in January 2024 for the CENCE, which will help deepen and expand existing relationships with stakeholders focussed on the Net Zero and economic diversification agenda, and access, inclusion and diversity. *Community* CENCE will work with the First Nations Clean Energy Network, Industry Energy Australia, and the Aboriginal Chamber of Commerce and Industry and other relevant organisations and stakeholders to develop opportunities for First Nations people. This includes potential collaborations with Government Trading Enterprises in WA, such as Horizon Power which already has training programs in place to work on and service remote locations. WA's Regional Development Commissions, Local Government and other place-based organisations will also be engaged to inform programs and other issues, such as community development, infrastructure and facility planning and design. For example, the Pilbara Hydrogen Hub and Clean Energy Training and Research Institute (CETRI) will be integrated into the CENCE. CENCE will also support existing workers being impacted by the energy transition. As an example, in response to future coal-fired power station closures the WA Government's Collie Just Transition Package includes a TAFE based Jobs and Skills Centre located in Collie to provide enhanced walk-in career counselling, job search, and training support services for workers and community members. *University* WA recognises the mutual benefits of collaboration between the VET and higher education sectors and commits the CENCE to actively engaging with relevant universities for the purpose of developing partnerships that support and deliver on its objectives. These partnerships could take different forms, and are likely to evolve over time, but could include: • university representation in CENCE governance structures; • exchanging expertise and experience in the design and delivery of education and training relevant to the CENCE, including higher apprenticeship pathways; • establishing credit recognition arrangements and entry pathways between VET and higher education for education and training relevant to the CENCE; and/or • facilitating joint opportunities for applied research relevant to the CENCE.

	The WA Department of Training and Workforce Development (DTWD) has been working with RMIT, Curtin University to put in place collaboration arrangements to develop new training products across a broad spectrum of clean energy industries (over and above the FBICRC arrangements). This will be expanded out to other WA, interstate and international universities in areas of mutual interest and expertise as opportunities and needs arise. CENCE will partner with Future Battery Industries Cooperative Research Centre (FBICRC) hosted and led by Curtin University in Western Australia to develop training programs across the AQF levels, including higher apprenticeships. CENCE will engage with the Kwinana Energy Transformation Hub (KETH), which is a University of WA led collaboration with the Future Energy Exports Cooperative Research Centre. Training programs offered through the KETH include an Associate Degree in Applied Technologies for skills to deploy Industry 4.0 technologies across manufacturing and extractive industries (co-delivered between UWA and TAFE). Additional funding will fast-track delivery of an Applied Technologies higher apprenticeship. CENCE will engage with universities nationally that are engaged in relevant clean energy activities to collaborate on development of pathway initiatives, including higher apprenticeships. *Industry* CENCE will leverage long standing partnerships with energy providers and the resources sector to design and deliver the emerging clean energy skills needed by industry. DTWD is developing a workforce strategy for the Global Advanced Industries Hub (in southern Perth) that will support a skilled workforce for advanced manufacturing, hydrogen, and the Future Battery Industry. CENCE will build upon these industry partnerships to Identify and develop emerging skill requirements for these industries, including skill sets and microcredentials for more agile skills development. The Australian Centre for Energy and Process Training (ACEPT) at South Metropolitan TAFE's Munster campus is a live works facility (one of only a few of its kind in the world). It is strategically positioned to leverage the opportunities related to process operations for hydrogen and future batteries. The ACEPT Industry Advisory Board, which includes representatives from industry partners, guides the strategic direction of future training. CENCE will leverage learnings from similar industry-focused programs, such as the WA Defence industry workforce development plan 2022-2027. A key element of the Plan is WA's unified approach based on

	collaboration and cooperation between industry, governments, universities, TAFE and unions. CENCE will engage with key industry stakeholders to enable rapid deployment of the CENCE. Engagement will include, for example, The Chamber of Minerals and Energy, Water Corporation, the Australian Industry Group, the Western Australian Chamber of Commerce and Industry, key power generators and retailers, and current and potential investors. *Unions* DTWD has a productive working relationship with relevant unions in the clean energy ecosystem, including the Construction, Forestry and Maritime Employees Union (CFMEU), the Australian Manufacturing Workers Union (AMWU) and the Electrical Trades Union (ETU), with ongoing formal discussions focussed on collaboration for the Net Zero transition, clean energy, training product design, higher apprenticeships (including degree apprenticeships), and the State's TAFE clean energy centre of excellence. The collaboration will include university, local and national dual sector RTOs and TAFE partners, and industry stakeholders. The continuing close engagement with these unions will assist with understanding the implications for industrial instruments and processes covering apprenticeships and traineeships. Further unions will be brought into the discussion as the scope of work expands into other operational aspects of the net zero transition, including hydrogen, transport, logistics, marketing. *Jobs and Skills Councils* DTWD has commenced discussions with Jobs and Skills Councils to provide a preliminary overview of the CENCE, discuss ways of working with and across multiple Jobs and Skills Councils and ensure linkages with national curriculum innovation for clean energy. CENCE will work with JSCs in a nationally networked approach across industry engagement arrangements with other States and Territories to ensure consistency and coherence in training product development, industry buy-in, workforce planning, and to avoid duplication of effort and training products. CENCE will also work with relevant JSCs for the purposes of: • sharing learnings on best practice and support knowledge diffusion and dissemination, and • partnering on projects of mutual interest where appropriate. **6. partner and network with stakeholders** The Department of Training and Workforce Development (DTWD) has undertaken considerable preliminary engagement with local and interstate TAFEs, universities and unions regarding participating in

	ongoing course and training product design opportunities aligned to the clean energy workforce agenda. Further targeted consultation with industry peak and advisory bodies, and State and Commonwealth Government agencies is planned to formalise working relationships with the CENCE. Operating in a local context, the CENCE will create and foster skills ecosystems for innovation, regional development, and social inclusion, while working with the Jobs and Skills Councils and Centres of Excellence in other States through collaborative networks. It will provide opportunities for the training of young people as well as the continuing up-skilling and re-skilling of adults, through flexible and timely training programs that meet the needs of a dynamic labour market. The CENCE will act as catalysts for local business development and innovation, by working closely with companies (in particular small and medium enterprises (SMEs)) on applied research projects, creating knowledge and innovation hubs, as well as supporting entrepreneurial initiatives of their learners. The CENCE will aim for "upward convergence" of VET excellence. It will be open for the involvement of providers with well-developed vocational excellence systems, as well as those in the process of developing similar approaches, aimed at exploring the full potential of VET institutions to play a proactive role in support of growth and innovation. The CENCE will engage with a wide range of stakeholders through a range of measures, including: • Formal memorandum of understanding • Invitations to collaborate on applied research and training product development • Grant arrangements for eligible partners • Portal access to training delivery products • Partnerships • Conferences/symposiums • Industry placements • Community engagement **7. Engaging with and expanding opportunities for priority cohorts** *Aboriginal communities* The CENCE will partner with regional TAFEs, the WA School of Isolated and Distance Education (building on current arrangements), and Aboriginal people across WA to co-design a range of on country opportunities, including: • Career Taster programs

	• contextualised foundation skills, including employability skills; • pre-apprenticeships; • Aboriginal School Based Traineeships; and • Other VET programs. *Women* Women have historically had unequal access to jobs in traditional trade areas, and have very low representation in clean energy jobs, particularly for electrical trades. The CENCE will develop programs and initiatives to improve female participation in clean energy jobs, including: • Career taster and pathway programs • Focus area for ongoing promotion campaign • Applied research grants to pilot female participation initiatives • Safe workplace education, awareness and promotion • Scholarships
Delivery Method	Courses will be delivered by WA TAFE colleges and relevant specialist private training providers according to their scope and capacity under existing DTWD funding arrangements. Partnership arrangements with schools, private Registered Training Organisations (RTO), universities, interstate TAFEs, interstate clean energy related centres of excellence, relevant university Cooperative Research Centres, and Group Training Organisations will be by agreement, including through grant processes, with funding and delivery arrangements established on case-by-case basis for initiatives targeted to specific needs and opportunities. Further information on Western Australia's demonstrated track record of performance in the priority area, and the scalability/reach of its offering is provided at Attachment A.

Expected reach and additionality	The CENCE will expand clean energy training delivery capacity and capability across WA and nationally. It will extend the reach of existing world class facilities and expand on this through targeted investments in equipment, facilities, teaching and learning materials and professional development. The CENCE will significantly improve access for regional students and First Nations peoples across the State. As described above, the CENCE will connect into a national network of centres of excellence, which WA expects to be established through the National Skills Agreement. This will enable development of a national collaboration framework to drive innovation across the VET sector including Jobs and Skills Australia, Jobs and Skills Councils, States and Territories and build partnerships with industry, unions and universities. The nationally networked approach will enable CENCE to collaborate nationally and enhance clean energy skills and workforce capacity and capability locally. This includes curriculum innovation and teaching and learning excellence across the State's TAFE network as well as the critical focus on workforce diversity including women and First Nations and enhancing place-based participation through a focus on foundation skills and completions in regional and remote Western Australia. The State Training Board 'Roadmap' consultation in 2025 will inform the requirements for critical sites to meet industry requirements across regions and for key clean energy investments. The CENCE will utilise and expand delivery capability and capacity across key campuses of the States extensive network of TAFE college campuses, with sites matched to critical clean energy and Net Zero transition investments, informed by the STB Roadmap. Key campuses to be explored include: Kalgoorlie Albany Bunbury Perth Geraldton Karratha Broome

Amount of investment - Commonwealth	**Amount of investment – State**	**Planned start date**	**Planned end date of Commonwealth funding**
$32.75m	$32.75	July 2024	31 December 2028

TAFE Centres of Excellence – approach to matched funding arrangements (clause A114 refers).

Details of matched funding ($millions)	2024-25	2025-26	2026-27	2027-28	2028-29	Total
WA's contribution is all new funding dedicated to its **Clean Energy National Centre of Excellence.** The Western Australian State Government has also made a significant in-kind contribution which is not reflected in this table.	$6.25	$10.00	$10.00	$6.00	$0.50	$32.75

The WA Government will provide details of their matched funding contributions at the end of each financial year, commencing 1 July 2024 until 31 December 2028. Final payments under this implementation plan may be reduced where the total contribution, including financial commitments made under the terms of this agreement extending beyond 31 December 2028 *(subject to agreement from the Commonwealth)*, by the WA Government over the life of the project does not align with the Commonwealth contribution.

TAFE Centres of Excellence – reporting

Key quantitative measures to be reported include:

- Scholarships
- Enrolments in renewable energy higher apprenticeships
- Enrolments in renewable energy courses
- Completions in renewable energy courses
- Volume and quality of wrap-around support
- Participation in career taster experiences
- *all metrics broken down for women and First Nations students with exception of Career Taster Program

Additional qualitative and quantitative measures may be identified and agreed with the Commonwealth through the development of the evaluation plan, where these are necessary for the efficient, effective and transparent operation and evaluation of the CENCE. Acceptance of the evaluation plan will not be unreasonably withheld.

TAFE Centres of Excellence – contribution to the goals of the NSA

effective supports

- Wrap around support services for higher apprenticeships, with support for both apprentices and employers.

effective pathways and transitions

- Training and education pathways included in development of higher apprenticeships.
- Career taster programs to drive senior secondary VET pathway courses, particularly in pre-apprentices and pre-traineeships, to build a pipeline of students and enhance transitions, consistent with Completions Taskforce Findings.
- The CENCE will work with industry and other partners to develop a clean energy pre-apprenticeship cluster to build the clean energy workforce pipeline. This will be based on WA's successful and long-standing pre-apprenticeship program for both school students as part of their senior secondary certificate program and for adult learners.
- The CENCE, in partnership with industry and other TAFE centres of excellence, will lead development of a 12-month traineeship program, offering hands on training and experience through work placements and TAFE training across a range of clean energy related disciplines, along the lines of the defence industry pathways program.

relevant and transferable skills and knowledge, up-to-date courses

- Co-design of training products, including unions, TAFEs, Universities, JSCs, First Nations stakeholders and extensive industry consultation
- Agile training product development working closely with industry partners.

industry engaged with education and training delivery

- Industry representation on CENCE Board of Governance to guide VET and HE investments in courses leading to jobs in clean energy related industries.
- CENCE drives industry collaboration and partnerships, such as lecturer – industry placements.
- Work integrated learning, practice placements and employment-based training (formal apprenticeships and traineeships).

high-quality RTOs and training and education, expert educators and trainers

- WA will continue its strong focus on funding training delivery in TAFEs and quality private training providers.
- Infrastructure, facility and equipment investments will be informed through industry led consultation to ensure world class training environment.
- Professional development and industry placements will enhance quality and promote a culture of relevance and up to date VET Workforce expertise.
- Policy and delivery linkage with the National TAFE Network and other relevant local, national and international centres of excellence.

collaboration between governments and other stakeholders

- The CENCE will collaborate nationally with other Net Zero transformation centres of excellence established by States and Territories, Jobs and Skills Australia, Jobs and Skills Councils, unions, TAFEs and universities, the Net Zero Economy Agency, First Nations Clean Energy Network, Industry Energy Australia.
- International linkages developed.
- Policy and delivery linkages across National Skills Agreement policy initiatives including Closing the Gap, completions, foundation skills and the National TAFE Network.

TAFE Centres of Excellence - evaluation arrangements

A formative evaluation of the CENCE will be undertaken in 2026 to inform future policy. A summative evaluation will be undertaken in 2028 and take into account all aspects of the operation of the CENCE and the extent to which it has met the key objectives. A mixed method approach is proposed and will take into account quantitative data, such as student enrolment metrics and qualitative data, including student experience, stakeholder engagement and perspectives on national collaboration. A full evaluation framework will be submitted at Milestone 2 for 2024-25.

GENERAL PROVISIONS

This section sets out considerations for implementation arrangements across all relevant Policy Initiatives under Part 6 of the NSA. States are to outline how the following apply across all relevant Policy Initiatives:

Linkages

Programs implemented under **Improving Completions** and the National TAFE Network will intersect with the State's **Clean Energy National Centre of Excellence**. This includes through initiatives to increase participation and completions for women in critical renewable energy trades.

Closing the Gap programs will enable priority access to First Nations providers to be involved in clean energy professional development and other VET workforce initiatives.

First Nations RTOs seeking to participate in renewable energy training delivery will have free access to training products and resourcing to engage in and deliver career taster programs.

Dependencies

Key dependencies include:

- Timeliness of proposed changes to NVETR 2011 to for VET delivery of AQF Level 7 courses.
- Tri-partite agreement of training delivery products, particularly higher apprenticeships
- Fair Work Australia and industrial parties' agreement to apprenticeship arrangements
- Scale, scope and timing of industry investment in clean energy projects

Student Experience

The CENCE will make grants and procurement contracts for training products contingent on student engagement in co-design processes along lines of WA Foundation Skills Policy Review, Framework and Roadmap **(numerous documents, supplied on request).**

The evaluation framework for the CENCE will include case studies and in-depth focus group discussions on issues such as cultural safety, access. Specific focus will include wrap around support initiatives to promote successful higher apprenticeship outcomes. Articulation arrangements and joint delivery of programs by universities and TAFEs will also be evaluated to identify program improvements needed for a seamless student (and employer) experience.

Engagement arrangements

Initial consultation plan is at **Attachment B.**

Reporting

The Parties will work to develop reporting arrangements on the progress of implementation, information to support public communication on policy initiatives, and deliverables/milestones.

To be developed in collaboration with the Commonwealth post-commencement of the SPI, with appropriate adjustments to reflect Turbocharging implementation requirements.

MILESTONES AND PAYMENTS

The Commonwealth will make payment subject to the performance report demonstrating the relevant milestone has been met. After the initial payment, second and subsequent milestone payments will be assessed and processed annually. By the end of September each year, and in accordance with NSA clause A69(d), WA will provide evidence of what has been delivered in the previous financial year, with the exception of deliverables due between 1 July 2028-31 December 2028 where milestone payments may be assessed and processed earlier than September 2029.

2024-25

Policy initiative	Milestone	Evidence	Payment Value up to (Commonwealth funded)
Clean Energy National Centre of Excellence (CENCE)	MILESTONE 1: 1 JULY 2024 Initial payment on agreement of bilateral implementation plan (indicative date)	Bilateral implementation plan agreed with Commonwealth	$3.25 million
Clean Energy National Centre of Excellence (CENCE)	MILESTONE 2: 30 SEPTEMBER 2024 Commonwealth acceptance that WA has established the Clean Energy National Centre of Excellence (CENCE) by 30 September 2024, to be demonstrated by: • establishing the Industry Advisory Board (IAB) and appointing a Chair • commencing recruitment for positions in the CENCE • leasing and fitting out premises • finalising a provisional operational plan which has been approved the WA Minister and the Commonwealth, and • finalising an industry / stakeholder engagement program (including other TAFEs, employers, unions, universities and Jobs and Skills Councils).	Report signed by WA senior official with responsibility for skills that outlines key activities of the CENCE in the reporting period and: • attaches the terms of reference and membership of the IAB • attaches the CENCE organisational structure and recruitment status of positions • confirms premises have been leased and fitted out • attaches the approved provisional operational plan, and • attaches the approved industry / stakeholder engagement program.	$1 million
	MILESTONE 3: 15 DECEMBER 2024 Commonwealth acceptance the Clean Energy National Centre of Excellence (CENCE) commenced operations by 15 December 2024, to be demonstrated by: • Implementation of promotion program • Stakeholder consultation and engagement, and evidence of pre-existing or emerging partnerships (including other TAFEs, employers, unions, universities and Jobs and Skills Councils) • Developing an evaluation plan in consultation with stakeholders • Scoping of clean energy course delivery linkage between publicly funded providers commenced • ICT business case development commenced	Report signed by WA senior official with responsibility for skills that outlines key activities of the CENCE in the reporting period and: • provides approved creative content documents • provides secure access to website content and linkages and demonstrates agreed attribution of Commonwealth co-investment in the CENCE (consistent with A35 of the National Skills Agreement) • attaches report on analysis and outcomes of stakeholder consultation and engagement, and status of partnership development (including details of engagement with other TAFEs, employers, unions, universities and Jobs and Skills Councils) • attaches the evaluation plan • provides, if applicable, evidence the Commonwealth were consulted on the nature and content of any events, announcements, promotional activity or publicity elated to the CENCE.	$1 million
	MILESTONE 4: 15 JUNE 2025		$1 million

	Commonwealth acceptance that WA has established the Clean Energy National Centre of Excellence (CENCE) grant program by 15 June 2025, to be demonstrated by:
	
	• developing a grant program/s in consultation with stakeholders (including other TAFEs, employers, unions, universities and Jobs and Skills Councils)
	• in consultation with the Commonwealth Minister, announcing and publishing the grant program intent, scope, eligibility and conditions of grant
	• implementing grant program procedures, including:
	  o Grant evaluation and decision processes
	  o Grant management
	  o Evaluation framework including relationship with Jurisdictional Action Plan outcomes framework
	• Providing process for publishing and announcing grants awarded, including attribution of parties to the National Skills Agreement
		Report signed by WA senior official with responsibility for skills that outlines implementation and operation of the CENCE grants program for the reporting period and:
		
		• outlines details of stakeholder consultation and engagement, and involvement of partners (including other TAFEs, employers, unions, universities and Jobs and Skills Councils)
		• attaches public statements and/or public facing documents (including website links) showing intent, scope, eligibility, conditions of grant, and agreed attribution statements for parties to the National Skills Agreement
		• attaches the approved grants evaluation assessment framework (to inform decision and awarding of grants)
		• attaches grant management plan
		• attaches grant evaluation framework
		• attaches communications process for publishing and announcing grants awarded which includes attribution statements for parties to the National Skills Agreement	

2025-26

Policy initiative	**Milestone**	**Evidence**	**Payment Value up to (Commonwealth funded)**
Clean Energy National Centre of Excellence (CENCE)	MILESTONE 1: 15 DECEMBER 2025 Commonwealth acceptance that WA Clean Energy National Centre of Excellence (CENCE) has progressed operations 15 December 2025, to be demonstrated by: • Awarding of competitive grants: • A clean energy workforce strategy for WA and roadmap outlining infrastructure, facilities and equipment needs • Infrastructure, facilities and equipment business cases approved by State government • A report on consultations and other engagement activities with Aboriginal stakeholders • An operational web portal providing free teaching and learning products • Implementation of a Clean energy VET Practitioner Capability Plan co-designed with other TAFE Centres of Excellence and/or the National TAFE Network • Ongoing operations	Report signed by WA senior official with responsibility for skills that outlines ongoing operations and key activities of the CENCE for the reporting period and: • attaches a list and summary of grants awarded, evidence of signed grant agreements, and evidence the Commonwealth were consulted on the nature and content of events, announcements, promotional activity or publicity in relation to the CENCE • attaches workforce strategy and roadmap report • attaches communication showing State government approval of business cases • attaches Aboriginal stakeholder engagement report • providing secure access to web portal • attaches the Clean Energy VET Practitioner Capability Plan	$4 million

	MILESTONE 2: 15 JUNE 2026 Commonwealth acceptance that WA Clean Energy National Centre of Excellence (CENCE) has progressed operations to 15 June 2026, to be demonstrated by: • Stakeholder consultation and engagement, and evidence of partnerships (including other TAFEs, employers, unions, universities and Jobs and Skills Councils) • Management of grants • Implementation of marketing and promotion campaign • Maintaining a community of practice with other TAFE centres of excellence, including delivery of professional development • Hosting a National Clean Energy symposium • Implementing a VET pathways program • infrastructure, facilities and equipment business cases approved by State government (if applicable) • implementing higher apprenticeships	Report signed by WA senior official with responsibility for skills that outlines ongoing operations and key activities of the CENCE for the reporting period and: • attaches report on analysis and outcomes of stakeholder consultation and engagement, and status of partnership development (including details of engagement with other TAFEs, employers, unions, universities and Jobs and Skills Councils) • attaches marketing campaign documents • attaches marketing campaign evaluation report • provides, if applicable, evidence the Commonwealth were consulted on the nature and content of any events, announcements, promotional activity or publicity elated to the CENCE. • attaches outcomes from co-design & consultation processes with Aboriginal stakeholders for VET pathways program • attaches career taster experience materials, pre-apprenticeship unit outline, State Training Board pathways traineeships 'notice of intent' and/or program outline • attaches relevant documentation for higher apprenticeship which may include any of the following as appropriate: o evidence of enrolments o course outline o application for course accreditation o State Training Board notice of intent for establishment (declaration) of an apprenticeship o Industry co-design status report	$6.0 million

Policy initiative	Milestone	Evidence	Payment Value up to (Commonwealth funded)
Clean Energy National Centre of Excellence (CENCE)	MILESTONE 1: 15 DECEMBER 2026 Commonwealth acceptance that WA Clean Energy National Centre of Excellence (CENCE) has progressed operations and is delivering against core functions to 15 December 2026.	Report signed by WA senior official with responsibility for skills that outlines ongoing operations and key activities against core functions of the CENCE for the reporting period and: • Attaches relevant Memoranda of Understanding in place with partners • Attaches proceedings from conferences/symposiums held during reporting period • provides evidence the Commonwealth were consulted on the nature and content of any events, announcements, promotional activity or publicity elated to the CENCE. The Report is to include: • Summary of key promotional activities • Website activity • Campaign activity, reach and early evaluation overview • Updates on new training curriculum and teaching and learning products, and higher apprenticeship pathways developed • List and purpose of Memoranda of Understanding in place with partners (WA and national) • Partnerships and collaboration activities	$4 million

		• Infrastructure, facilities and equipment progress update – identified, in progress, delivered, operational • Linkages with other NSA Specific Policy Initiatives, including Improving Completions, Foundation Skills, Closing the Gap, National TAFE Network • Conference and symposiums held • Courses and programs delivered by WA TAFE network (including assessment of additionality) and achievements for priority cohorts	
	MILESTONE 2: 15 JUNE 2027 Commonwealth acceptance that WA Clean Energy National Centre of Excellence (CENCE) has progressed operations and is delivering against core functions to 15 June 2027, including: • Stakeholder consultation and engagement, and evidence of partnerships (including other TAFEs, employers, unions, universities and Jobs and Skills Councils)	Report signed by WA senior official with responsibility for skills that outlines ongoing operations and key activities against core functions of the CENCE for the reporting period and: • Attaches proceedings from conferences/symposiums held during reporting period • Attaches report on analysis and outcomes of stakeholder consultation and engagement, and status of partnership development (including details of engagement with other TAFEs, employers, unions, universities and Jobs and Skills Councils) The Report is to include: • Summary of key promotional activities • Website activity • Campaign activity, reach and early evaluation overview • Updates on new training curriculum and teaching and learning products, and higher apprenticeship pathways developed • List and purpose of Memoranda of Understanding in place with partners (WA and national) • Partnerships and collaboration activities • Infrastructure, facilities and equipment progress update – identified, in progress, delivered, operational • Linkages with other NSA Specific Policy Initiatives, including Improving Completions, Foundation Skills, Closing the Gap, National TAFE Network • Conference and symposiums held • Courses and programs delivered by WA TAFE network (including assessment of additionality) and achievements for priority cohorts • provides, if applicable, evidence the Commonwealth were consulted on the nature and content of any events, announcements, promotional activity or publicity elated to the CENCE.	$6 million $6 million

2027-28

Policy initiative	Milestone	Evidence	Payment Value up to (Commonwealth funded)
Clean Energy National Centre of Excellence (CENCE)	MILESTONE 1: 15 DECEMBER 2027 Commonwealth acceptance that WA Clean Energy National Centre of Excellence (CENCE) has progressed operations and is delivering against core functions to 15 December 2027, including: • Stakeholder consultation and engagement, and evidence of partnerships (including other TAFEs, employers, unions, universities and Jobs and Skills Councils)	Report signed by WA senior official with responsibility for skills that outlines ongoing operations and key activities against core functions of the CENCE for the reporting period, and: • Attaches proceedings from conferences/symposiums held during reporting period • attaches report on analysis and outcomes of stakeholder consultation and engagement, and status of partnership development (including details of engagement with other TAFEs, employers, unions, universities and Jobs and Skills Councils) The Report is to include: • Summary of key promotional activities • Website activity • Campaign activity, reach and early evaluation overview • Updates on new training curriculum and teaching and learning products, and higher apprenticeship pathways developed • List and purpose of Memoranda of Understanding in place with partners (WA and national) • Partnerships and collaboration activities • Infrastructure, facilities and equipment progress update – identified, in progress, delivered, operational • Linkages with other NSA Specific Policy Initiatives, including Improving Completions, Foundation Skills, Closing the Gap, National TAFE Network • Conference and symposiums held • Courses and programs delivered by WA TAFE network (including assessment of additionality) and achievements for priority cohorts • provides, if applicable, evidence the Commonwealth were consulted on the nature and content of any events, announcements, promotional activity or publicity elated to the CENCE.	$6 million

2028-29

Policy initiative	Milestone	Evidence	Payment Value up to (Commonwealth funded)
Clean Energy National Centre of Excellence (CENCE)	MILESTONE 1: 15 DECEMBER 2028 Commonwealth acceptance that WA Clean Energy National Centre of Excellence (CENCE) has progressed operations and is delivering against core functions to 15 December 2028, including: • Stakeholder consultation and engagement, and evidence of partnerships (including other TAFEs, employers, unions, universities and Jobs and Skills Councils)	Report signed by WA senior official with responsibility for skills that outlines ongoing operations and key activities against core functions of the CENCE for the reporting period and: • Attaches final evaluation report • Attaches proceedings from conferences/symposiums held during reporting period • Attaches report on analysis and outcomes of stakeholder consultation and engagement, and status of partnership development (including details of engagement with other TAFEs, employers, unions, universities and Jobs and Skills Councils) The Report is to include: • Summary of key promotional activities • Website activity • Campaign activity, reach and early evaluation overview • Updates on new training curriculum and teaching and learning products, and higher apprenticeship pathways developed • List and purpose of Memoranda of Understanding in place with partners (WA and national) • Partnerships and collaboration activities • Infrastructure, facilities and equipment progress update – identified, in progress, delivered, operational • Linkages with other NSA Specific Policy Initiatives, including Improving Completions, Foundation Skills, Closing the Gap, National TAFE Network • Conference and symposiums held • Courses and programs delivered by WA TAFE network (including assessment of additionality) and achievements for priority cohorts • provides, if applicable, evidence the Commonwealth were consulted on the nature and content of any events, announcements, promotional activity or publicity elated to the CENCE.	$0.5 million

The Parties have confirmed their commitment to this schedule as follows:

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

The Honourable Brendan O'Connor MP
Minister for Skills and Training

Thursday 6 June 2024

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

The Honourable Simone McGurk MLA
Minister for Training and Workforce Development

Thursday 6 June 2024