

# Annual Report 2023-24

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The background of the entire page is a high-angle, close-up photograph of a construction site. It shows several thick, grey concrete beams laid out on a sandy, uneven ground. In the center-right, three construction workers wearing orange safety vests and white hard hats are standing together, looking down at something in their hands. Long, dark shadows of the workers and the beams are cast across the sand, indicating a low sun position. The overall scene is one of active construction work.

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# About NCVER



## OUR VISION

Informing and influencing policy and practice in VET to support a skilled and capable Australian workforce and a strong economy.



## OUR MISSION

To deliver world class research, intelligent analytics and highly accessible data that is timely, relevant and trusted by our stakeholders.

## WHAT WE DO

The National Centre for Vocational Education Research (NCVER) is the national professional body responsible for collecting, managing, analysing and communicating research and statistics on the Australian VET sector.

## OUR SERVICE QUALITY STANDARDS

- ✓ **Effective partnerships** - We are highly responsive to our stakeholders' needs through partnering with them to deliver organisational goals and objectives.
- ✓ **Leading products and services** - We contribute to policy, practice and VET system through products and services that are trusted, authoritative and highly valued.
- ✓ **Efficient practices and processes** - We maximise effective information flows through adopting leading practices and technologies.
- ✓ **Sound governance standards** - We safeguard private information by upholding the highest standards of privacy, security and data integrity.
- ✓ **High quality work** - We produce high quality, timely and relevant work using leading and contemporary techniques.
- ✓ **Impactful communication** - We communicate widely and effectively with the VET sector and our messaging is tailored to the needs of stakeholders.

# Chair's message



The financial year 2023-24 saw significant developments in tertiary education that will have profound impacts on NCVER. The signing of the new National Skills Agreement, which started on 1 January 2024, adopts a stewardship model of the skills system. The Australian Government has committed to establish an Australian Tertiary Education Commission as a steward of Australia's tertiary education system. Both developments depend on timely and robust data, research and evidence from NCVER.

Central to the Enhanced VET Data and Evidence policy initiative in the National Skills Agreement is the **VET Data Streamlining Program (VDS)**.

The Program is a partnership between the Commonwealth, state and territory training authorities and NCVER that will drive generational change to data collection and reporting functionality. It includes a new VET Information Standard, led by NCVER, to support more consistent data reporting nationally, and a new reporting system, referred to as the Student and Training Activity Reporting Systems (STARS).

In collaboration with the Commonwealth and the states and territories, NCVER developed and tested the new **VET Information Standard** with the sector in 2023-24. The first complete version of the new Standard was endorsed by Ministers, marking the successful delivery of this key milestone. The Standard will continue to be refined to accommodate the development of the new reporting system.

To optimise the opportunities from this significant program, NCVER has progressed planning for the integration of the new Standard and STARS technology into existing business processes, technology and its working environment.

Providing a secure, reliable and high performing **IT platform** that supports key VET sector priorities and NCVER business activities is paramount. In 2023-24 NCVER began replacing its ageing IT platform with a new private cloud environment. The project will be completed early in the next financial year. NCVER also continues to invest in cybersecurity and proactively manage cybersecurity risks.

Maximising the value and use of NCVER data holdings, research and analytical products and services continued in 2023-24. A key achievement was the launch of NCVER's **DataHub**, an online platform providing secure access to tailored data products for diverse groups of users, including registered training organisations (RTOs). The DataHub enables RTOs to access and interrogate their RTO's student and VET data and compare

their RTO with groups of like RTOs. In the coming year, NCVER will include RTO data from the national Student Outcomes Survey, which will expand the data RTOs can access about their business to assess their own performance.

Other key achievements over the financial year include the release of **Employers' use and views of the VET system interactive time series**, enabling further engagement with the survey data and visual representation of trends by different types of training and employer characteristics over ten survey periods. The online national **Student Outcomes Survey data dictionary** was developed and implemented, enabling stakeholders to readily find and export information.

**"A key achievement was the launch of NCVER's DataHub, an online platform providing secure access to tailored data products for diverse groups of users, including registered training organisations (RTOs)"**

The content management systems underpinning the **NCVER Portal** and the internationally renowned VET research database, **VOCEDplus**, were successfully updated. The Portal was migrated to a new digital experience platform with significant new functionality aimed at improving customer experience. The VOCEDplus database transition was completed, and new features implemented that enhance users' experience, such as My profile, search history, saved searches and improved navigation.

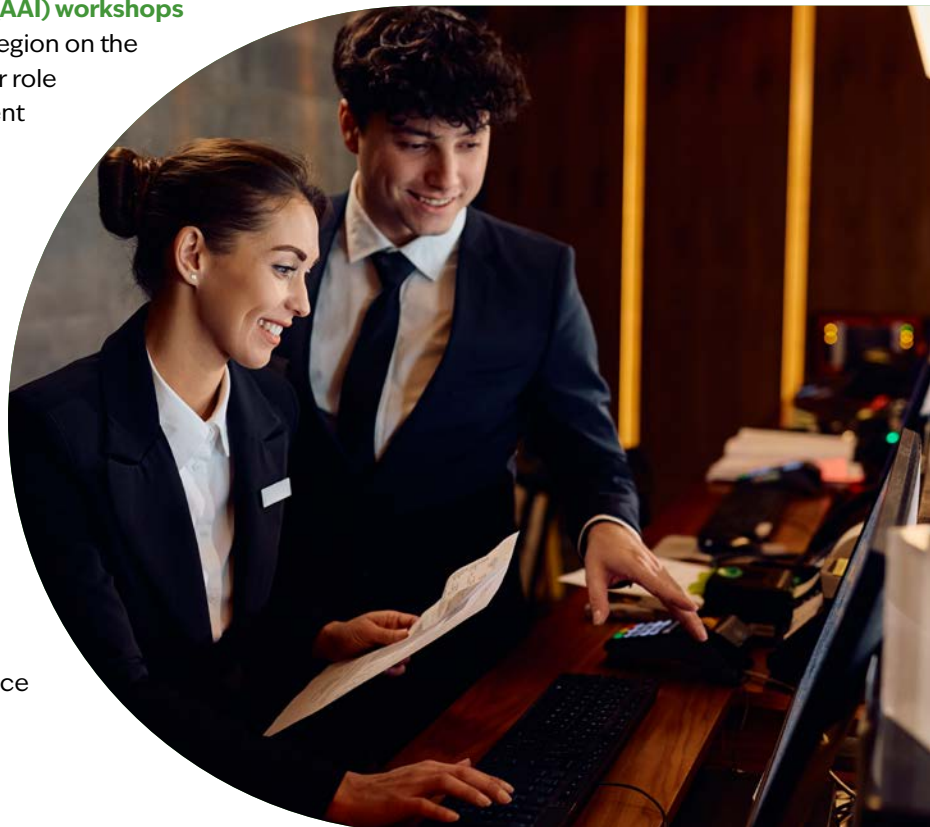
NCVER continued to explore the **application of advanced analytic techniques**, including machine learning and the application of a longitudinal data construct based on the Unique Student Identifier to elicit greater insights into student pathways and outcomes.

Assuring the quality and integrity of NCVER's data and research products and services remains paramount. In 2023-24 NCVER worked with the **Apprenticeships Working Group** to deliver improved apprenticeship individual completion rate methodology and longitudinal linking of apprentice and trainee data. NCVER also continued to work collaboratively with stakeholders across the VET system to support quality data submissions.

**Stakeholder engagement** and consultation were also a key focus in 2023-24, engaging strongly with Skills Senior Officials and implementing a new comprehensive stakeholder engagement plan to build new or strengthen existing relationships and expand others. Through consultation with key VET stakeholders at a national VET Research Roundtable, **new research priority areas** were identified for endorsement by Skills Senior Officials.

NCVER hosted the **32nd National Vocational Education and Training Research Conference 'No Frills'** in Melbourne with co-host RMIT in mid-July 2023. Well-known for its collegiate atmosphere, 'No Frills' 2023 returned to its popular face-to-face format and sold-out. The theme: *Skilling Australia's current and future workforce* explored strategies for constructing a resilient VET sector capable of tackling skill shortages and preparing for future challenges. Separately, NCVER also presented four major **Australia Awards International (AAI) workshops** to skills leaders and officials in the ASEAN region on the topic of skills anticipation systems and their role in informing national workforce development planning.

Internally, work continued with the **Workforce Capability Framework**, which articulates a shared understanding of the employee capabilities NCVER requires to deliver its key business priorities. During the year, all position descriptions were reviewed, and core, leadership and specialist competencies were included in all roles. NCVER completed a **Databricks pilot project** to develop internal capability and position the company for future growth data analytics using Azure, Python, Databricks and GitHub. NCVER also hosted a diverse and engaging **in-house seminar** series to enhance VET knowledge across the company.



In January 2024, we welcomed on board **Serryn O'Regan**, Chief Executive Officer of Equinim College. Serryn has 30 years' experience in law and business and has a strong commitment to quality in the vocational education and training sector.

In May 2024, we farewelled **Bec Curtain** who undertook this role with distinction since October 2002 as the small state and territory representative. I personally appreciated Bec's candour, sound counsel and professionalism during her time on the NCVER board. In June 2024 we were very pleased to welcome **Madeline Richardson**, Head of Skills SA onto the Board to fill a casual vacancy until 31 December 2026. Madeline is an experienced senior executive in the South Australian public service. She has held a wide range of positions across the public sector spanning health, industrial relations, economic development and community engagement.

In addition, we bid farewell to **Simon Walker**, Managing Director, and thanked him for his stewardship and leadership of the company over the last six years. Simon's achievements are many and included managing through the difficult years of COVID and swiveling the company quickly and effectively to hybrid working while continuing to deliver our high levels of service and quality. When Simon took the helm of NCVER in October 2018, VDS was still only a concept. Through his careful navigation, we are now working with our key partners to progress the build of this and related training data systems. And we welcome our new Managing Director in **John King** who is ideally placed to take the organisation forward and who comes to us with extensive experience in skills policy, data analytics and research. John was introduced to staff in early June 2024, following an extensive search and selection process. He brings with him impressive credentials for a role such as this, and an unswerving commitment to the value and application of data and research in the VET sector.

I thank the **NCVER team** for their hard work and dedication over the year, and the extended leadership group. Our passionate staff work diligently to ensure we continue to meet our sector responsibilities with quality products, services, and in driving agile processes during this time of change. As always, I remain impressed at the capability of this company, and most especially by those who work here. We owe our progress through 2023-24 very much due to the day-to-day work of our colleagues who work at NCVER.

And sincere thanks also go to our other **key stakeholders**, such as governments, unions, and business and employer groups, who work with us to ensure that our services are relevant and valued. We appreciate the essential role that you all play. I would especially like to acknowledge our partnership with the Senior Skills Officers' Network, which has proved a trusted NCVER supporter in helping us to advance the more complex elements of our strategic challenges.

Finally, it is also important to note that the responsibilities we carry out are done so under the direction of Skills Ministers throughout the nation. We thank these ministers and their officials for their interest and oversight and willingness to work with us as we transform our systems and processes to meet the expanding needs of the VET sector.

**Ruth Shean AO**  
Chair



# 2023-24 Highlights



## ENGAGING WITH AND RESPONDING TO AUSTRALIA'S VET SECTOR

In September 2023, we showcased the research, statistics and services that NCVER can provide to support the newly formed Jobs and Skills Councils (JSCs) VET workplace planning.

We ramped up our engagement with the **research sector** by hosting the first in person National Vocational Education and Training Research Conference 'No Frills' since 2019. Co-hosted with RMIT University, the conference theme: Skilling Australia's current and future workforce explored strategies for constructing a resilient VET sector capable of tackling skill shortages and preparing for future challenges.

Our staff gave numerous conference presentations and webinars and recorded podcasts throughout the year.

We also participated in several **international activities**, promoting the value of the Australian VET system. These included, hosting international delegates from Germany (University of Bremen) and South Korea (Korean Research Institute for Vocational Education and Training and HRD Korea), as well as participating in workshops for Australia Awards International scholarship recipients in the ASEAN region on the topic of skills anticipation systems and their role in informing national workforce development planning.

To help frame their conversations with **students** about what to expect when it comes to their future careers, NCVER presented findings from the Longitudinal Surveys of Australian Youth (LSAY) to student recruitment officers and careers practitioners as part of the Yarra Careers Group Twilight Series. The presentation explored how young people are faring at age 22, and the education and training pathways most likely to lead to full-time employment.

We also provided support for a **collaboration** between the Australian Data Archive (ADA) and the Integrated Social Sciences Research Infrastructure project, which is working towards providing a new foundation for integrating data, analysis, and platforms for social science research in Australia. With our support, LSAY data were incorporated into the ADA's Colectica data service as part of a pilot study to implement an enhanced data integration service.

NCVER is helping to broaden the use of the LSAY data by supporting the development of a training dataset. A collaboration with the Australian Data Archive, the Australian Urban Research Infrastructure Network (University of Melbourne) and the Institute for Social Science Research (University of Queensland), an LSAY training dataset was developed for use as part of the Humanities and Social Science Research and Indigenous Research Data Commons Computational Skills Summer School in 2024.



## ENSURING TRUST WITH BETTER QUALITY DATA

As the national data custodian, NCVER led the development of the new **VET Information Standard**, in collaboration with state, territory and Australian governments and VET sector regulators to support of the federal government's **VET Data Streamlining (VDS) Program**. After extensive testing with the sector to ensure its usability, completeness, and ability to be implemented by key users, the first complete version of the Standard was endorsed by Skills Ministers in June 2024. This version will be refined further before release as the new system for collecting VET data (referred to as Student and Training Activity Reporting System [STARS]) is built.

NCVER worked with Skills SA, state, territory and Australian governments and Jobs and Skills Australia to identify opportunities to improve data collection and reporting to support the work of the **National VET Completions Taskforce**. The Taskforce was formed to consider the project findings and endorse recommendations to Skills and Workforce Ministers on the potential to improve VET completions in the context of the new National Skills Agreement.

To this end, we have been working on improving the method used to calculate apprentice and trainee completion rates, key to which is being able to follow an individual's journey and progression through their apprenticeship or traineeship.





## DEVELOPING VALUED PRODUCTS, SERVICES AND INSIGHTS TO INFORM VET POLICY AND PRACTICE

NCVER launched **DataHub**, a secure online platform for users to access customised data products. The first product released on this platform was **RTO VET explorer**, a tool specifically designed for training providers that offers data on their training activity and enables comparisons with like groups of other training providers. At the end of June 2024, almost 2500 (60%) of eligible RTOs had registered for access to data that is not available through the NCVER website.

Following the success of NCVER's DataBuilder tool, which continues to receive excellent feedback from our customers, we developed several custom DataBuilders for stakeholders wanting to interrogate bespoke datasets in a way that was more meaningful for them.

In December 2023, we released the first online **National Student Outcomes Survey data dictionary**. With a responsive user interface, the tool provides users with the ability to readily find variables in data products and print information.

In October 2023, we released an **interactive time series** of data from the Survey of Employers' Use and Views of the VET system, which allows users to further interact with data from the survey graphically across its ten iterations - from 2003 to 2023.

We continued to deliver high quality, timely, in-depth **research** through the **National VET Research Program** by objectively integrating complex data analytics with qualitative research to inform VET policy and practice. This included surveys, interviews, focus groups, literature reviews and data analysis to present narratives about what was happening around the research theme. Over the year, we published work identifying sustainable employment outcomes for First Nations Peoples, analysing factors affecting completion and non-completion along the student journey, exploring motivators of high performance among RTOs, and examining how industry-RTO partnerships are developed among other work.

We continued to explore the application of **advanced analytics** techniques, such as machine learning, longitudinal VET student analysis and the analysis of linked data assets to deepen our understanding of VET student pathways and their education, occupation and employment outcomes.

Drawing on NCVER data and research, we released the first **NCVER Snapshot** *Driving towards a green economy*. This new product looked at the rise in electric vehicle popularity in Australia, employment opportunities in the automotive sector, and the need for more electric and hybrid vehicle skillsets.



## ENHANCING AND DEEPENING OUR PEOPLE'S SKILLS

We held a diverse and engaging **in-house seminar series** to encourage knowledge sharing across the company and foster collaborative learning and partnerships on topics such as longitudinal analysis of student training activity, meaningful work and satisfying careers, and VET and Industry 4.0.

We continued to implement the **Workforce Capability Framework** across the organisation and continued to strengthen and diversify staff capabilities and promote greater collaboration and partnerships, to facilitate the production of high quality, relevant research, and analytical products.





## IMPROVING SYSTEMS FOR GREATER EFFECTIVENESS AND EFFICIENCIES

We piloted the use of **Databricks**, a cloud-based analytics platform, as a replacement for existing statistical applications. Working with Deloitte, the pilot involved several teams across the organisation and allowed staff to develop skills in Azure, Python, Databricks and GitHub.

As part of efforts to enhance user experience, we revamped **VOCEDplus** with a range of new features, improved search functionality, and improved navigation. The new features allow users to save their search history; easily organise, save, and categorise items for future reference, and create user profiles. Other improvements to VOCEDplus over the year included implementation of a new resource type framework to make it easier to retrieve search results and identify different types of content, updating the popular Glossary of VET and the valued VET Knowledge Bank, and adding four new special collections.

In June 2024, NCVER's **IT operating environment** was replaced with a higher performing environment that delivered improved functionality and security. Added to this, all business systems were migrated from on premise servers into the cloud due to the legacy underlying hardware platform nearing end of life / end of support. The new platform offers increased performance, security and storage capacity while the change in Managed Service Provider offers additional managed security platforms, tools and services.

# What we delivered



**NCVER AUTHORED  
PUBLICATIONS**



**18**  
**STATISTICAL  
PUBLICATIONS**



**9**  
**RESEARCH  
PUBLICATIONS**



**24**  
**MEDIA  
RELEASES**



**39**  
**CONFERENCE AND  
STAKEHOLDER  
PRESENTATIONS**



**2**  
**SUBMISSIONS**



**98 134**  
**TOTAL VOCEDplus  
RECORDS**



**3150**  
**RECORDS ADDED  
IN 2023-24**



**3.95 BILLION**  
**DATA RECORDS  
PROCESSED**



**11 150**  
**CLIENT SUPPORT  
INTERACTIONS**



# SKILLING AUSTRALIA'S CURRENT AND FUTURE WORKFORCE

The **32nd National Vocational Education and Training Research Conference 'No Frills'** was co-hosted with RMIT University in Melbourne on Wednesday 19 to Friday 21 July 2023.

This year's No Frills was held face-to-face for the first time since 2019, and consequently, demand was high with 205 paid registrations and a waitlist of approximately 40 people.

The theme for the conference was **skilling Australia's current and future workforce** and presenters were asked about strategies for constructing a resilient VET sector capable of tackling existing skill shortages and preparing for future challenges. 40 abstracts successfully made it onto the program and were featured under the streams:

- Access and Equity
- Apprentice and Trainees
- Digital Technology
- Employment
- Indigenous
- Industry
- International
- Pathways
- Policy
- Practice
- Skills
- Teaching and Learning
- Workforce Development
- Youth

**DANIELLE  
WOOD**

KEYNOTE SPEAKER



**PROF. PETER  
DAWKINS AO**

KEYNOTE SPEAKER



**THE HON  
BRENDAN  
O'CONNOR MP**  
MINISTERIAL ADDRESS





**317**  
NO FRILLS'  
ATTENDEES



**40**  
CONCURRENT  
PRESENTATIONS



**61**  
PRE-CONFERENCE  
WORKSHOP  
ATTENDEES

## NCVER 'No Frills' presentations

- Impact of the COVID-19 pandemic on VET
- Treading water: effects of the COVID-19 pandemic on youth transitions
- Beyond the standard: motivators of high performing RTOs
- Longitudinal analysis of student training activity in VET
- VET delivery in regional, rural and remote Australia: barriers and enablers

## Pre-conference workshops

- Introduction to qualitative research methodologies in VET
- An introduction to the Longitudinal Surveys of Australian Youth: data user workshop
- VOCEDplus: same great content, great new look
- Maximising value from NCVER's VET data

## Discussion panel: *Skilling Australia's current and future workforce*

**Moderator:** Joy de Leo, *Research & Data Analytics Manager, NCVER*

### Panelists:

**Simon Walker,**  
*Managing Director,*  
NCVER;

**Craig Robertson,**  
*Chief Executive Officer,*  
Victorian Skills Authority;

**Megan Lilly,**  
*Executive Director,*  
Centre for Education &  
Training, The Australian  
Industry Group

**Mish Eastman,**  
*Deputy Vice-Chancellor*  
Vocational Education,  
RMIT University.



# Webinars and podcasts



**6971**  
PODCAST  
DOWNLOADS

## Podcast episodes:

### Season 9:

- Facing Australia's transition to electric vehicles

### Season 8:

- Best of 2023: highlights from Season 8
- Building effective RTO-employer partnerships
- VET pathways to meaningful careers
- Skilling Australia's current and future workforce
- Reimagining the tertiary education system



**651**  
PUBLIC WEBINAR  
ATTENDEES

## Public Webinars:

- Using data to deepen our understanding of VET students and their outcomes
- VOCEDplus just got even better!
- Increasing university participation: the impact on apprentices
- Mastering data tables: a comprehensive guide to using VOCSTATS
- The impact of the COVID-19 pandemic on VET and its transition to digital delivery

## Connecting with us

### Social media



**10 483**

LINKEDIN  
FOLLOWERS



**7729**

X  
FOLLOWERS



**351**

FACEBOOK  
FOLLOWERS



**275**

YOUTUBE  
FOLLOWERS



**2339**

VOCEDPLUS  
X FOLLOWERS



**355**

VOCEDPLUS TITLES  
X FOLLOWERS



### Newsletters



**3437**

NCVER PORTAL VISITS  
VIA SOCIAL MEDIA



**15 094**

NCVER NEWS  
SUBSCRIBERS



**7168**

DATA SUPPORT  
BULLETIN  
SUBSCRIBERS



**2657**

VOCEDPLUS  
NEWS  
SUBSCRIBERS

Citations of NCVER work



**31**  
HANSARD  
CITATIONS



**298**  
RESEARCH  
CITATIONS



**1040**  
MEDIA  
CITATIONS

Data collection and data users



**2791**  
DATA ENTRY TOOL  
USERS



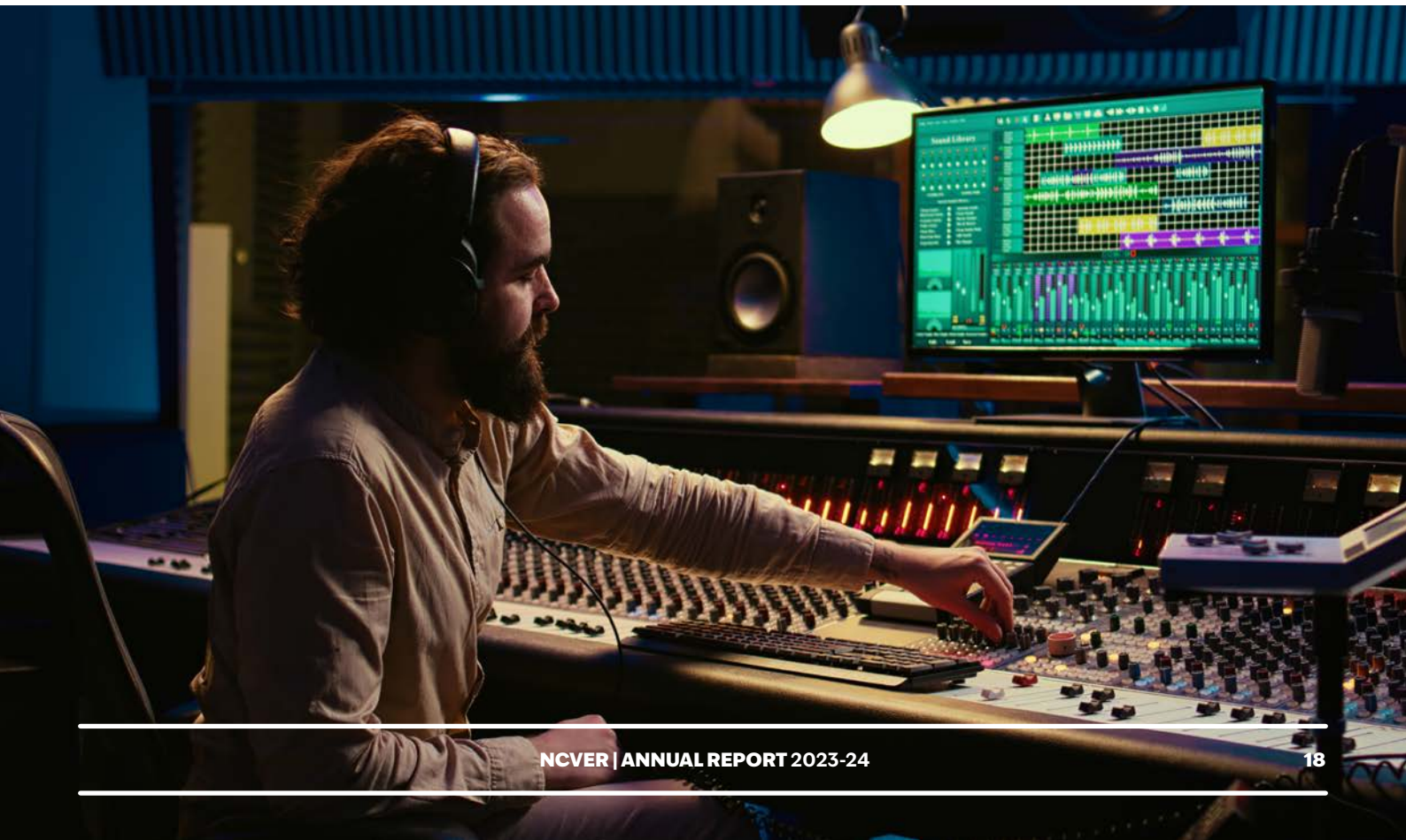
**4815**  
ACTIVE VOCSTATS  
ACCOUNTS



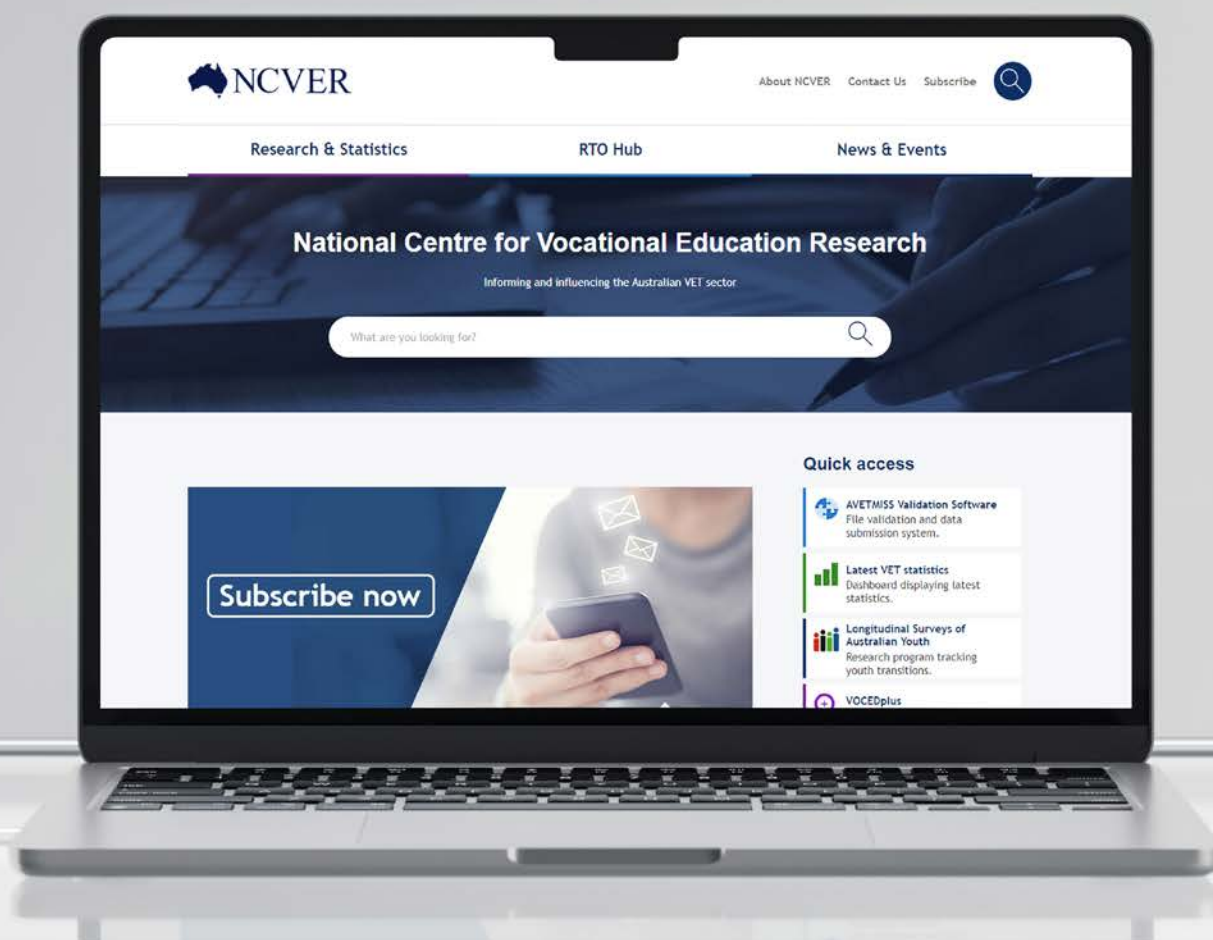
**443**  
VOCSTATS ACCOUNTS  
CREATED  
2023-24



**14 144**  
REGISTERED  
AVETMISS VALIDATION  
SOFTWARE USERS



## Websites & downloads



# Governance



## CORPORATE STATUS

An independent, not-for-profit company limited by guarantee owned by the Australian Government, state and territory governments.



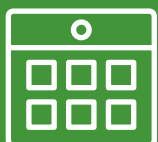
## CORPORATE STATUS

Company members are the Australian Government, state and territory ministers responsible for VET.



## 9 BOARD MEMBERS

- Five of the Directors are nominated by the members of the company
- One of the Directors is nominated by the Australian Council of Trade Unions
- One of the Directors is nominated jointly by the Business Council of Australia and the Australian Chamber of Commerce and Industry
- One of the Directors is nominated by the Board on the recommendation of the Chair
- One of the Directors is the Managing Director of NCVER



## 4 BOARD MEETING DATES

- 21 July 2023
- 8 December 2023
- 6 October 2023
- 26 March 2024

## 4 AUDIT AND RISK COMMITTEE MEETING DATES

- 20 July 2023
- 7 December 2023
- 5 October 2023
- 25 March 2024



## 24 NOV 2023 ANNUAL GENERAL MEETING

Mandatory meeting of company members to consider the annual report and the company's performance and strategy.

## 6 JUNE 2024 EXTRAORDINARY GENERAL MEETING

Mandatory meeting of company members to consider the company's 2024-25 Budget.



## 4 AUDIT AND RISK COMMITTEE MEMBERS

as at 30 June 2024



## 115 EMPLOYEES (HEADCOUNT)

as at 30 June 2024

## NCVER Board

A board of nine directors sets the policies and strategic direction of NCVER and oversees the management of the company. The directors submit their report with respect to the company for the year ended 30 June 2024.

## Company officers

### RUTH SHEAN AO



*Chair, NCVER Board and Member, Audit and Risk Committee*  
FAICD, FGIA, FCIS, FIPAAWA  
Appointment commenced January 2019

### BEC CURTAIN



*Director, NCVER Board*  
MLdshp, GradCertBBus (Public Sector Management)  
Diploma in Project Management  
Appointed November 2022 and resigned May 2024

### LYNNE AUSTIN



*Director, NCVER Board and Member, Audit and Risk Committee*  
MAICD, AFIML  
Appointed January 2018 and concluded December 2023

### PETER DALY



*Director, NCVER Board*  
B.E (Hons), MAICD, FITE  
Appointment commenced October 2022

### CHLOE READ



*Director, NCVER Board*  
MA (Hons), MCom, ANZSOG Executive Fellow  
Appointment commenced January 2021

### SURESH RAO



*Director, NCVER Board and Member, Audit and Risk Committee*  
B.Sc, M.Stat, PMP (Project Management Institute)  
Appointment commenced July 2019

### BARRY SANDISON



*Director, NCVER Board*  
B.A. Business Management  
Appointment commenced January 2023

### SIMON WALKER



*Director, Managing Director, NCVER Board and Member, Audit and Risk Committee*  
Appointed Managing Director October 2018 and concluded June 2024

### KEVIN BATES



*Director, NCVER Board DipTeach (Secondary - Arts/Humanities), B.A., GradDipLabStudies, Masters of Industrial Relations*  
Appointment commenced January 2023

### SERRYN O'REGAN



*Director, NCVER Board*  
LLB (Hons), B.A (Dbl Maj Economics, Japanese)  
Appointment commenced January 2024

### SUZANNE WAUCHOPE



*Independent Chair, Audit and Risk Committee*  
B.Bus, FCA, GAICD  
Appointed August 2020 and re-appointed July 2022

### PETER BRASS



*Company Secretary*  
B.Ec, FCPA, GAICD, CPRM  
Appointed February 2020

Detailed profiles on the board of directors are available on the NCVER Portal

[Click here](#)

# Directors' report

## Company secretary

The following person was Company Secretary during the 2023-24 financial year.  
Peter Brass – July 2023 to June 2024

## Principal activities

The principal activities in which the company was engaged during the year were collecting, managing, analysing and communicating research and statistics on the Australian vocational education and training (VET) sector.

## Operating results

The company is a not-for-profit company and is exempt from lodging income tax returns. Any monies remaining at the end of a financial year are added to the accumulated funds. The net operating surplus was \$287,034.

## Shares, issues and dividends

The company does not issue any shares or debentures and does not pay dividends.

## After balance-date events and likely developments

No matters and circumstances have arisen since the end of the financial year that significantly affected, or may significantly affect, the operations of the company, the results of those operations, or the state of affairs of the company in financial years subsequent to the financial year ending 30 June 2024.

## Environmental regulation

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

## **Audit and Risk Committee**

The Audit and Risk Committee's role is to assist the Board of Directors to fulfil its corporate governance responsibilities in relation to financial reporting, internal control structures, privacy controls, risk management systems and audit processes. The Committee has an independent chair who was reappointed in July 2022 for a three-year term.

During the 2023–24 financial year, the Audit and Risk Committee focused on its obligations regarding privacy compliance, legislation updates, as well as significant emerging projects that impact on company operations and risks.

Furthermore, the Committee reviewed several internal audits that included privacy processes and compliance obligations, contract management, workplace health & safety and project management. These reviews have significantly strengthened the company's systems and controls to mitigate risks.

The Committee considered a range of financial matters including the company's funds management and accounting policies, budget and audit reports. The Committee has maintained its strong focus on reviewing and monitoring major risks, data quality and data releases. The Committee also continues to review cyber security related matters, insurance and the company's staffing profile, including management of staff leave.

The recommendations to the Board resulting from these reviews have assisted the company to meet its statutory and prudential obligations as well as fulfil its corporate governance responsibilities.

## **Indemnification of directors and officers**

The Company has arranged indemnity insurance for its Directors and Officers. This coverage is included within the Association's Liability Insurance which also covers Professional Indemnity with a premium cost of \$26,876 during 2023-24 (\$24,538 during 2022-23).

## **Directors' benefits**

The Board hereby states that during the 12 months to 30 June 2024:

- a) No Director of the company, no firm of which the Director is a member or no body corporate in which a Director has a substantial financial interest, other than specified in part (b), has received or become entitled to receive a benefit as a result of a contract between the Director, firm or body corporate and the company;
- b) No Director of the company has received directly or indirectly from the company any payment or other benefit of a pecuniary value other than as shown in the accounts as received in aggregate by Directors and other than the Managing Director receiving remuneration for services provided to the company under the normal terms and conditions of employment.

## Meetings of Directors

During the year, four Board meetings and four Audit and Risk Committee meetings were held. Attendances were:

	Board meetings (Number)		Audit and risk committee meetings (number)	
	Eligible to attend	Attended	Eligible to attend	Attended
Ruth Shean	4	4	4	4
Lynne Austin <sup>1</sup>	3	3	3	2
Suresh Rao	4	4	4	4
Simon Walker <sup>2</sup>	4	4	4	4
Chloe Read	4	3	-	-
Peter Daly	4	3		
Bec Curtain <sup>3</sup>	4	3		
Barry Sandison	4	4		
Kevin Bates	4	4		
Serryn O'Regan <sup>4</sup>	1	1		
Madeline Richardson <sup>5</sup>	-	-		
Suzanne Wauchope <sup>6</sup>			4	4
Mark Fidge <sup>7</sup>	1	1		

Notes: <sup>1</sup>Term ended December 2023

<sup>2</sup>Term ended June 2024

<sup>3</sup>Resigned May 2024

<sup>4</sup>Appointment commenced January 2024

<sup>5</sup>Appointment commenced June 2024

<sup>6</sup>External independent member and Chair of the Audit and Risk Committee only reappointed July 2022

<sup>7</sup>External TAFE observer appointed March 2024

## Auditor's independence declaration

A copy of the Auditor's independence declaration as required under Section 60–40 of the Australian Charities and Not-for-profits Commission Act 2012 is set out on page 32.

Signed in accordance with a resolution of the Directors



**Ruth Shean**  
Chair



**John King**  
Managing Director

Dated at Sydney this 26th day  
of September 2024

# Financial reports

## Summarised financial report for the year ended 30 June 2024

### Directors' Declaration

In the opinion of the Directors of National Centre for Vocational Education Research Ltd ("NCVER"), the summarised financial report comprising the Summarised Statement of Profit or Loss and Other Comprehensive Income, Summarised Statement of Financial Position, Summarised Statement of Changes in Equity, Summarised Statement of Cash Flows and the attached notes:

- a) give a true and fair view of the company's financial position as at 30 June 2024 and its performance for the year ended on that date in accordance with Australian Accounting Standards as discussed in Note 1; and
- b) are consistent with the full financial report of NCVER for the year ended 30 June 2024.

At the date of this statement, there are reasonable grounds to believe that company is able to pay its debts as and when they fall due.

Signed on this 26 day of September 2024 in accordance with a resolution of the Directors.



**Ruth Shean**  
Chair



**John King**  
Managing Director

## Summarised Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2024

	2024 (\$)	2023 (\$)
<b>REVENUE</b>		
<b>Revenue from contracts with customers</b>		
Contract revenue	21,823,949	22,050,747
Contributions from members	1,613,871	1,564,484
Conferences and workshops	118,317	44,806
<b>Other Revenue</b>		
Interest	315,638	212,203
Publications	6,081	1,155
Sundries	220,834	329,658
<b>Total Revenue</b>	<b>24,098,690</b>	<b>24,203,053</b>
<b>EXPENSES</b>		
Premise lease interest	250,582	309,037
Operating expenses	10,008,760	9,786,150
Salaries and related payments	13,552,314	13,709,827
<b>Total Expenses</b>	<b>23,811,656</b>	<b>23,805,014</b>
<b>Net Operating Surplus/(Deficit)</b>	<b>287,034</b>	<b>398,039</b>
<b>Net Increase/(Decrease) in Equity</b>	<b>287,034</b>	<b>398,039</b>
Other Comprehensive Income	-	-
<b>Total Comprehensive Income for the Year</b>	<b>287,034</b>	<b>398,039</b>
<b>Total Comprehensive Income Attributable to Members of the Entity</b>	<b>287,034</b>	<b>398,039</b>

## Summarised Statement of Changes in Equity for the year ended 30 June 2024

	(\$)
<b>Retained earnings at 30 June 2022</b>	<b>2,392,461</b>
Net operating surplus for 23	398,039
<b>Retained earnings at 30 June 2023</b>	<b>2,790,500</b>
Net operating surplus for 24	287,034
<b>Retained earnings at 30 June 2024</b>	<b>3,077,534</b>
<b>Total equity at reporting date</b>	<b>3,077,534</b>

The accompanying notes form part of these financial statements.

## Summarised Statement of Financial Position as at 30 June 2024

	2024 (\$)	2023 (\$)
<b>CURRENT ASSETS</b>		
Cash Assets	2,817,136	3,492,288
Receivables	3,406,674	3,155,512
Investments	1,513,847	1,473,321
Prepayments	908,868	729,923
<b>Total current assets</b>	<b>8,646,525</b>	<b>8,851,044</b>
<b>NON-CURRENT ASSETS</b>		
Property, furniture and equipment	867,472	4,191,042
Intangible assets	149,350	54,471
<b>Total non-current assets</b>	<b>1,016,822</b>	<b>4,245,513</b>
<b>TOTAL ASSETS</b>	<b>9,663,347</b>	<b>13,096,557</b>
<b>CURRENT LIABILITIES</b>		
Payables	1,051,736	1,101,974
Provisions	2,466,452	2,542,714
Lease liability	793,441	584,893
Contract liabilities	8 19,616	1,358,658
<b>Total current liabilities</b>	<b>5,131,245</b>	<b>5,588,239</b>
<b>NON CURRENT LIABILITIES</b>		
Provisions	572,538	292,044
Lease liability	882,030	4,425,774
<b>Total non-current liabilities</b>	<b>1,454,568</b>	<b>4,717,818</b>
<b>TOTAL LIABILITIES</b>	<b>6,585,813</b>	<b>10,306,057</b>
<b>NET ASSETS</b>	<b>3,077,534</b>	<b>2,790,500</b>
<b>EQUITY</b>		
Retained Earnings	3,077,534	2,790,500
<b>TOTAL EQUITY</b>	<b>3,077,534</b>	<b>2,790,500</b>

The accompanying notes form part of these financial statements.

### Summarised Statement of Cash Flows for the year ended 30 June 2024

	2024 Inflows (outflows) (\$)	2023 Inflows (outflows) (\$)
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from members, customers etc.	22,472,582	21,737,995
Payments to suppliers and employees	(22,347,788)	(22,385,667)
Interest paid	(250,582)	(309,037)
Interest received	315,638	212,203
<b>Net cash provided by / (used in) operating activities</b>	<b>189,850</b>	<b>(744,506)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payments for furniture, equipment and leased premises	(236,723)	(311,242)
Payments for computer software	0	(153,572)
Receipts from investments	(40,526)	1,973,144
<b>Net cash provided by/ (used in) investing activities</b>	<b>(277,249)</b>	<b>1,508,330</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Payments to reduce premise lease liability	(587,753)	(483,318)
<b>Net cash used in financing activities</b>	<b>(587,753)</b>	<b>(483,318)</b>
<b>NET INCREASE / (DECREASE) IN CASH HELD</b>	<b>(675,152)</b>	<b>280,506</b>
Cash at the beginning of the financial year	3,492,288	3,211,783
<b>CASH AT THE END OF THE FINANCIAL YEAR</b>	<b>2,817,136</b>	<b>3,492,289</b>

The accompanying notes form part of these financial statements.

## **Notes to the Summarised Financial Statements for the year ended 30 June 2024**

### **Note 1: Basis of Preparation**

The summarised financial statements and specific disclosures have been derived from NCVER's full financial report for the financial year. The summarised financial report does not, and cannot be expected to, provide as full an understanding of the financial performance, financial position and financing and investing activities of NCVER and should be read in conjunction with the full financial report which includes all disclosures required by the relevant financial reporting framework.

The summarised financial report, except for the cash flow information, has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

The accounting policies used in the preparation of NCVER's full financial report have been consistently applied, unless otherwise stated and are, in the opinion of the Directors', appropriate to meet the needs of NCVER.

The presentation currency is Australian Dollars.

### **Note 2: Discussion and Analysis of the Financial Statements**

The discussion and analysis is provided to assist members in understanding the concise financial report. Financial statements and the information contained in the concise financial report has been derived from the full 2024 Financial Report of NCVER.

### **Statement of Profit or Loss and Other Comprehensive Income**

In 2024 revenue decreased by 0.4% compared to last year, expenses increased by 0.03% increasing the surplus margin for 2024 to 1.2% of total revenue.

Contract income decreased due to reallocation in funding for Management of Research Services , Management of Statistical Services and Management of VDS Program. Additional revenue for ICT refresh moving data to the cloud project was received.

Operating expenses increased by 2.3% due mainly to an increase in recruitment costs, adjustments to FBT on travel, ITC Refresh project and computer software support.

### **Statement of Financial Position**

Net assets increased by 180.7% which is attributed to a 80.1% decrease in Non Current Lease Liability due to modification of previous lease and a 73.2% decrease in income received in advance. Cash assets decreased by 19.3% and receivables increased by 8% due to the timing of contract income recongition.

**Statement of Cash Flows**

Net cash flows from Operating Activities decreased by 19.3%. Receipts from members and other customers increased by 3.4% with a small decrease in supplier and employee payments of 0.2%. Interest received increased by 48.7% due to interest rate raises. Premises lease liability increase by 21.6% with new office lease taking effect from April 2024.

**Note 3: Remuneration of directors**

Income received or due and receivable by the directors of NCVER Ltd from the Company

2024 (\$)	2023 (\$)
66,232	71,987

**Note 4: Contingent Liabilities**

There are no material contingent liabilities at year end.

**Note 5: Events after Reporting Date**

The directors are not aware of any significant events since the end of the reporting period.

## **INDEPENDENT AUDITOR'S REPORT ON THE SUMMARISED FINANCIAL STATEMENTS TO THE DIRECTORS OF NATIONAL CENTRE FOR VOCATIONAL EDUCATION RESEARCH LTD**

### **Opinion**

The summarised financial statements, which comprise the summarised statement of financial position as at 30 June 2024, the summarised statement of profit or loss and other comprehensive income, summarised statement of changes in equity and summarised statement of cash flows for the year then ended, related notes and directors' declaration are derived from the audited financial report of National Centre for Vocational Education Research Ltd for the year ended 30 June 2024.

In our opinion, the summarised financial statements derived from the audited financial report of National Centre for Vocational Education Research Ltd for the year ended 30 June 2024 are consistent, in all material respects, with that audited financial report, on the basis described in Note 1.

### **Summarised Financial Statements**

The summarised financial statements do not contain all the disclosures required by the Australian Accounting Standards – Simplified Disclosures. Reading the summarised financial statements, therefore, is not a substitute for reading the audited financial report of National Centre for Vocational Education Research Ltd.

### **The Audited Financial Report and Our Report Thereon**

We expressed an unmodified audit opinion on the audited financial report in our report dated 30 September 2024.

### **Management's Responsibility for the Summarised Financial Report**

Management is responsible for the preparation of the summarised financial statements on the basis described in Note 1.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on the summarised financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.



Nexia Edwards Marshall  
Chartered Accountants

Adelaide  
South Australia



Matthew O'Connor  
Partner

30 September 2024

### **Advisory. Tax. Audit.**

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**AUDITOR'S INDEPENDENCE DECLARATION UNDER SUBDIVISION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE BOARD MEMBERS OF NATIONAL CENTRE FOR VOCATIONAL EDUCATION RESEARCH LTD**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.



Nexia Edwards Marshall  
Chartered Accountants



Matthew O'Connor  
Partner

Adelaide  
South Australia

30 September 2024

**Advisory. Tax. Audit.**

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# Appendices

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# Company structure



**SIMON WALKER**

Managing Director  
until 30 June 2024



**JOHN KING**

Managing Director  
from 1 July 2024

## DATA TRANSFORMATION AND TECHNOLOGY



**SASCHA MEIER**

Acting General  
Manager (CIO)

### OSHM SOMERS

Manager, VET Data  
Streamlining Program

### WAYNE DIENHOFF

Acting Manager,  
Technology and  
Cyber Security

## INFORM AND ENGAGE



**PHIL LOVEDER**

Executive  
Manager

### PHIL LOVEDER

Stakeholder  
Engagement

### KELLY FRAZER

Manager, Knowledge  
Management

### DEANNE LOAN

Manager, Digital  
Publishing and  
Communications

## RESEARCH, ANALYTICS AND REPORTING



**METTE CREASER**

General  
Manager

### JOY DE LEO

Manager, Research  
and Data Analytics

### REBECCA SHERMAN

Manager, Surveys

### NICOLE O'MALLEY

Manager, Data Services  
and Reporting

## HR AND BUSINESS SERVICES



**DANIELLE SLATER**

Manager

## FINANCE AND GOVERNANCE



**PETER BRASS**

Manager

# Published works

The following work was published during 2023–24. Superseded publications can be found in the VOCEDplus database <<https://www.voced.edu.au/>>.

## Statistical publications

Apprentice and trainee outcomes 2023  
 Apprentices and trainees 2022: December quarter  
 Apprentices and trainees 2023: December quarter  
 Apprentices and trainees 2023: June quarter  
 Apprentices and trainees 2023: March quarter  
 Apprentices and trainees 2023: September quarter  
 Completion and attrition rates for apprentices and trainees  
 Employers' use and views of the VET system 2023  
 Government funding of VET 2022  
 Government-funded students and courses 2022  
 Government-funded students and courses – January to June 2023  
 Government-funded students and courses – January to March 2023  
 Government-funded students and courses – January to September 2023  
 International onshore VET qualification completer outcomes 2023  
 VET qualification completion rates  
 VET in Schools 2022  
 VET student outcomes 2023



## Research publications

Beyond the standard: motivators of high-performing RTOs  
Building effective RTO-employer partnerships  
Building effective RTO-employer partnerships: good practice guide  
Drivers of student training choices – a focus on student support services  
From VET to sustainable employment for Aboriginal and Torres Strait Islander peoples: research summary  
Mapping the student journey: the many faces of completion and non-completion in VET – technical paper  
Skilling Australia's current and future workforce  
The impact of increasing university participation on the characteristics of apprentices  
The student journey: the many faces of completion and non-completion in VET

## Corporate publications

Driving towards a green economy: Snapshot  
Research messages 2023  
NCVER Annual report 2022-23

## Longitudinal Survey of Australian Youth

Generation Z: life at 22



# Presentations and submissions

## Conference presentations

Date	Presenter	Title	Event
17 July 2023	Phil Loveder	Online presentation: Digital Readiness of VET providers following the COVID-19 pandemic	ASEAN Digital Readiness & Resilience Group
18-21 July 2023	Tracy Gamlin	Presentation: VOCEDplus same great content, great new look	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Martin Smolka, Nicole O'Malley	Workshop: Maximising value from NCVER's VET data	32nd National VET Research Conference 'No Frills'
18 July 2023	Joanne Waugh	Presentation: Beyond the Standard: motivators of high-performing RTOs	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Joanne Waugh, Upekha Andrahannadi	Presentation: Introduction to qualitative research methodologies in VET	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Daniella Trimboli, Melinda Lees	Presentation: Impact of the COVID-19 Pandemic on VET	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Tabatha Griffin	Presentation: VET delivery in regional, rural and remote Australia: barriers and facilitators	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Michelle Hall, Melinda Lees	Presentation: Longitudinal analysis of student training in VET	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Cameron Forrest	Presentation: Treading water: effects of the COVID-19 pandemic on youth transitions	32nd National VET Research Conference 'No Frills'
18-21 July 2023	Ronnie Semo	Presentation: An introduction to the Longitudinal Surveys of Australian Youth: data user workshop	32nd National VET Research Conference 'No Frills'
17 August 2023	Joy de Leo	Presentation: All things quality: what the research says	VET National Teaching & Learning Conference
17 August 2023	Joy de Leo, Tabatha Griffin	Presentation: Beyond the pandemic: the use of online delivery in VET	VET National Teaching & Learning Conference
7-8 September 2023	Rose-Anne Polvere	Presentation: Supporting dynamic dialogues: LLND resources in VOCEDplus	ACAL National Conference: Dynamic Dialogues, Vibrant Literacies: Reflect, Connect, Grow
8 September 2023	Joy de Leo	Panel member on the Online Forum on VET Research Collaboration	Australia India Institute

## .....Presentations and submissions

Date	Presenter	Title	Event
11 October 2023	Michelle Circelli	Presentation: the journeys of foundation skills learners through VET: more questions than answers	Community Colleges Australia: Annual Conference
11 October 2023	Daniella Trimboli	Presentation: The impact of the COVID-19 pandemic on VET	Community Colleges Australia: Annual Conference
24-26 October 2023	Phil Loveder	Building a professional research, data analysis and evaluation capability in TVET	Bridging Innovation and Learning in TVET Learning Forum
2 November 2023	Michelle Circelli	Panel discussion: Partnership in Place – Developing practice for collaborative innovation with training providers	National Youth Employment Body Community of Practice and Policy (COPP)
2-3 November 2023	Joanne Waugh	Presentation: Beyond the Standard: Motivators of high-performing RTOs	Training the national: Transforming lives - VELG National VET Conference 2023
8 November 2023	Tracy Gamlin	Online presentation: VOCEDplus - The amazing VET resource you might never have heard of	Australian Library and Information Association Vocational Education and Training Libraries Conference
4 December 2023	Tracy Gamlin	Online presentation: VOCEDplus - a fabulous free resource for Australia's VET sector teachers, students and policy makers	Shaping VET teachers for Australia's future: 9th Annual Conference on VET Teaching and VET Teacher Education
6-9 May 2024	Tracy Gamlin	Presentation: Finding quality VET information: web search engines vs VOCEDplus	ALIA National 2024 Conference
6-7 June 2024	Mette Creaser	Panel discussion: Data-driven decision-making	ITEC24 Conference

### Stakeholder Presentations

Date	Presenter	Title	Event
3 August 2023	Michelle Circelli, Joy de Leo, Phil Loveder and Melinda Lees	Workshop and demonstration: The role of NCVER in VET research and statistics	Victorian Skills Authority
4 August 2023	Joy De Leo, Melinda Lees	Online presentation: Sharing of NCVER research and analytics related to JSA program of work	Jobs and Skills Australia
5 August 2023	Phil Loveder	Online presentation: Competency Based Training Design and Assessment (Bangladesh) - Building professional research, analysis and evaluation capability across Australia and internationally.	Australia Awards Short Course, Griffith University
24 August 2023	Rose-Anne Polvere	Online presentation: VOCEDplus for VET practitioners: presentation for Education Matters Group, Skills Education Network, Specialised VET Services	Write on Resources Education Matters group
1 September 2023	Phil Loveder, Joy de Leo and Nicole O'Malley	Presentation: Australian apprenticeships - Models and trends in data	Korean Research Institute for Vocational Education and Training and HRD Korea
14 September 2023	Phil Loveder, Melinda Lees	Online presentation: The impact of the COVID-19 pandemic on VET and its transition to digital delivery	Various
19 September 2023	Phil Loveder, Joy de Leo, Nicole O'Malley, Melinda Lees	Online presentation: Information sharing on NCVER's research, statistics and services	Jobs and Skills Councils
5 October 2023	Joy de Leo, Tabatha Griffin, Joanne Waugh, Melinda Lees, Angus Hughes	National VET Research Roundtable for jurisdictional stakeholder consultation	Various
26 October 2023	Joy de Leo	Online presentation: Overview of the VET sector	ACT Training Authority
31 October 2023	Phil Loveder	Panel session: Bridging the Divide Summit - how do we address early school leaving?	Australian Education Union and Youth Development Australia

## .....Presentations and submissions

Date	Presenter	Title	Event
14 November 2023	Joy de Leo	Interview & presentation: UNESCO-commissioned study on lifelong learning entitlements	UNESCO consultant Simon Freebody
28 February 2024	Ronnie Semo	Presentation: Generation Z: life at 22	Yarra Careers Group
8 April 2024	Nicole O'Malley, Nathan Leggett	Online presentation: TVA Data presentation and use of PLIDA	Jobs and Skills Australia
18 April 2024	Rose-Anne Polvere	Online presentation: JSC briefing – NCVER's VOCEDplus	Jobs and Skills Councils
23 May 2024	Melinda Lees, Michelle Hall	Presentation: Using data to deepen our understanding of VET students and their outcomes	Various
30 May 2024	Tracy Gamlin	Presentation: VOCEDplus: Adult literacies, numeracy, and you!	South Australian Council for Adult Literacy (SACAL)

## Submissions

Date	Title
18 February 2024	National Skills Passport Consultation Paper, Australian Government Department of Education
26 March 2024	Developing a Blueprint for the VET Workforce Consultation Paper, Australian Government Department of Employment and Workplace Relations



**National Centre for Vocational Education Research Ltd**

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