



# ANNUAL REPORT 2022-23



INFORMING + INFLUENCING  
THE AUSTRALIAN VET SECTOR

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# ABOUT NCVER

**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 improvement 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

## CHAIR'S MESSAGE



The financial year 2022/23 saw us emerge from the Coronavirus pandemic into an uncertain world with profound changes to the way we live, learn and work. This coincided with a significant sectoral reform agenda centred on the development of a new National Skills Agreement, including VET data and qualifications reform, and a renewed focus on meeting industry skills needs and ensuring all Australians have access to training for employment. The year also saw the establishment of Jobs and Skills Australia and new industry advisory arrangements through the newly formed Jobs and Skills Councils.

In this context, Commonwealth and state and territory skills ministers, as 'Members' of the company, have tasked the Skills Senior Officials Network to work with us to develop a new NCVET **Strategic Plan 2024 – 2028**, to position NCVET for the future. We welcome this positive development.

A key strategic outcome over the next five years will be a generational change to our data collection and reporting functionality as part of the **VET Data Streamlining program**. The program will deliver a new VET Information Standard to replace AVETMISS 8.0 and a new Student and Training Activity Reporting System (STARS). During the year, NCVET worked closely with states and territories, the Commonwealth, and regulators to develop the new VET Information Standard, with the first release nearing completion. In parallel, we have continued to plan for the integration of the new standard with existing NCVET business processes, technology, and work environment.

Another major highlight of the year was the running of the 31st annual **National Vocational Education and Training Research Conference 'No Frills'** as the third fully online event on 6–8 July 2022 since the start of the Coronavirus pandemic. The theme: *VET's role in transforming the future* explored how the VET sector is transforming the future by adapting to changing skill needs, helping learners to adapt, and responding to unpredictable events.

In addition, we continued our very popular podcasts in the **'Vocational Voices'** series during the year on topics such as the impact of the COVID-19 pandemic on VET and overcoming VET delivery challenges in regional Australia.

**"Sincere thanks also go to our other key stakeholders, such as governments, unions, and business groups, who work with us to ensure that our services are relevant and valued. We appreciate the essential role that you all play."**

We continued to expand upon and improve our research, analytic and statistical products. Our **DataBuilder** continues to receive excellent feedback from our customers who appreciate the greater levels of functionality we now provide. We continued exploring the application of **advanced analytic techniques** such as machine learning, and the development of longitudinal data constructs enabling greater depth and breadth of research and analysis.

During the year we conducted a **User Experience market research project** with an independent market research partner focused on our key customers' needs and preferences for new statistics and research products and services. The results of this work showed that both our research and data products are very highly valued by the VET sector and the study identified areas our users would like us to focus on to improve accessibility and relevance.

NCVER completed the technical component of the **VOCEDplus website upgrade** which will provide our users with greater search capability and a more personalised service.

We continued to roll out the **Workforce Capability Framework** including expanding the leadership capability framework to encompass technical competencies, the development of career pathways and articulation of development opportunities to build capability for current and emerging skills needs.

And NCVER updated the **National Industry Insights Report website** for one final time on behalf of the former Australian Industry and Skills Committee (AISC) and the Australian Department of Employment and Workplace Relations. This resource which brings together industry intelligence, information on key 'mega-trends' and other data to assist industry to prioritise training package development and review, was recently archived to the National Library of Australia's TROVE free online research portal.



In October 2022, **Peter Daly** joined the NCVER Board as the joint Business Council of Australia and Australian Chamber of Commerce and Industry representative. Peter is currently the Chief Executive Officer of the Master Plumbers and Mechanical Services Association of Australia and Chair of the Australian Chamber of Commerce and Industry's Employment and Skills Committee.

In November 2022 we welcomed **Bec Curtain** to the NCVER Board, as the small state and territory member representative. Bec is a senior executive in the South Australian Government and is currently the South Australian representative on several Skills Senior Officials working groups and the VET Information Standard Steering Group.

In January 2023 we welcomed two new directors to the NCVER Board. Firstly **Barry Sandison**, as a nominee of the Commonwealth. Barry is currently a Research Fellow with the Australian National University's College of Health and Medicine and the Paul Ramsay Foundation. He's had a long interest in the better use of data to respond to key social issues and was formerly the Chief Executive Officer of the Australasian Institute for Health and Welfare. **Kevin Bates** also joined as a nominee of the Australian Council of Trade Unions (ACTU). Kevin is presently the Federal Secretary of the Australian Education Union and an Executive member of the ACTU and serves on both its Finance and International Committees.

I thank **Ian Curry** who completed a very distinguished term on the NCVER Board. Ian was appointed to the board at the 2018 company Annual General Meeting for a one-year term to December 2019. He was reappointed for another three-year term that concluded in December 2022. Ian served four years on the NCVER Board and provided sage counsel and terrific support during his time. In addition, we farewelled **Chris Fechner** who served a one-year term on the board as the Commonwealth representative. We very much appreciated Chris's timely advice on digital operations and governance issues and his willingness to pass on his considerable experience to NCVER.

I acknowledge the **NCVER team** for their hard work and dedication over the year, and the sound and capable leadership of our Managing Director, Simon Walker, and the extended leadership group. We are also fortunate to have a dedicated staff which continues to meet our sector responsibilities with quality products, services, and processes despite the inevitable challenges that the current environment brings.

And sincere thanks also go to our other **key stakeholders**, such as governments, unions, and business groups, who work with us to ensure that our services are relevant and valued. We appreciate the essential role that you all play.

Finally, it is also important to note that the responsibilities we carry out are done so under the auspices 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



# 2022-23 HIGHLIGHTS

## 2022-23 HIGHLIGHTS

### **Engage widely and collaboratively to anticipate, understand and address national and state and territory VET information needs and priorities**

During 2022-23, the National VET Research Program continued to deliver **integrated qualitative and quantitative research and analysis** to inform VET policy and practice. New research priority areas were identified in consultation with key VET stakeholders during a National VET Research Roundtable held in October 2022 for endorsement by Skills Senior Officials Network (SSON).

During the year, nine **research publications** were released, one technical paper on Machine Learning, and one Visual Data Product on VET Equity, which for the first-time quantified students belonging to more than one equity group. Five new research projects have commenced, and three new research proposals are currently under consideration.

We continued exploring the application of **advanced analytic techniques**, including the development of a longitudinal data construct based on the Unique Student Identifier (USI), with a view to tracking student pathways and outcomes, enabling greater depth and breadth of research and analysis.

NCVER hosted the 31st annual **National Vocational Education and Training Research Conference 'No Frills'** as a fully online event for the third year in a row on 6–8 July 2022. The theme: *VET's role in transforming the future* explored how the VET sector is transforming the future by adapting to changing skill needs, helping learners to adapt, and responding to unpredictable events. The conference had 317 attendees.

NCVER's Executive Manager Inform and Engage presented eight **Australia Awards International (AAI) seminars** to overseas officials in Canberra, Vientiane, capital of Laos, Dhaka, capital of Bangladesh (telepresence), and Adelaide, firstly on Skills Forecasting for the 21st Century, secondly, on Building a National Research and Analytics Capability and thirdly on our COVID-related research – to Southeast Asian Ministers of Education Organisation (SEAMEO) and Association of Southeast Asian Nations (ASEAN) VET leaders. Additionally, a presentation was made to the International Centre for Cyber Security Research and Innovation on our COVID research and its impact on digital delivery.

Professor (Dr) Thomas Deissinger, University of Konstanz, and Dr Bettina Siecke, University of Applied Labour Studies, Mannheim, leading experts in apprenticeships research visited NCVER and presented a seminar on “VET and higher education from a German perspective, including developments and issues in our apprenticeship system” in February 2023. This presentation was posted to the NCVER Portal as an educational webinar for the interest of our stakeholders in the VET sector.



## Produce integrated statistics, research and analytics that provide comprehensive insights to inform and influence the VET sector

NCVER continued to improve its statistical products, converting more reports to an interactive online format, allowing greater ability to customise data views depending on the user. Our **DataBuilder** continues to receive excellent feedback from our customers.

We continue to improve the **Longitudinal Surveys of Australian Youth (LSAY) data linkage program**. To support users of the linked National Assessment Program – Literacy and Numeracy data, NCVER published a technical report **Understanding and using the linked LSAY-NAPLAN data: issues and considerations**. The report validated the reliability of the linked data and outlined how issues around missing data and bias could be managed using weights. These weights were added to the linked NAPLAN dataset. In addition, the linked National VET Provider Collection data were updated with 2021 records. The series of datasets linked to LSAY which, in addition to NAPLAN and VET, includes My School, the Higher Education Statistics Collection and data from senior secondary boards of studies, can be accessed from the Australian Data Archive via a formal request and approval process.

NCVER completed a final technical update of the **National Industry Insights Report** on behalf of the Australian Industry and Skills Committee (AISC) and the Australian Department of Employment and Workplace Relations. This website resource, which is a first stop shop for important information and data on skills, training, employment and labour market information and analysis, by industry sector, was then archived permanently to TROVE once the new industry arrangements were put in place at the start of 2023.

We **undertook research** into diverse issues such as the impact of COVID-19 on VET, regional and remote VET delivery, foundation skills, student support services for online VET, and competency-based training among others.



## **Assure the quality, integrity and transparency of our VET-related products and services, instilling confidence in their use**

NCVER delivered two important presentations on **improving measurement of VET completions** to the VET Completions Working Group and the VET Completions Taskforce. These events provided us with the opportunity to showcase current work, discuss findings and potential next steps, and were very well received.

NCVER continues to work on **reform of student surveys**. The 2022 **National Student Outcomes Survey** reported against updated key market segments for the third year providing valuable timeseries information.

Improvements were made to the survey design of the 2022 **National Student Outcomes Survey** to enable national reporting of non-completer apprentices and trainees from the 2022 survey. Information on apprentice and trainee non-completers was not available for 2021. The definition of the apprentice and trainee completer group was improved in 2022 to better reflect the survey methodology of using the **National Student Outcomes Survey** to gather information from apprentices and trainees. This change was applied to the 2021 data published in 2022 to enable comparisons between 2021 and 2022.

Specific questions focusing on apprentices and trainees have also been included again in the 2023 **National Student Outcomes Survey**, after being included for the first time in 2021.

## Develop and implement ambitious, intelligent, customised and accessible VET-related products and services that are used and valued by our diverse stakeholders

**Apprentice and trainee outcomes** was published for the second time in 2023, using data from the 2022 National Student Outcomes Survey. New for the 2022 survey was data on apprentice and trainee non-completers.

Information was published on students' experiences and satisfaction with online learning and how the COVID-19 pandemic affected their training using data from a topical module included in the **2022 National Student Outcomes Survey**.

A project to transfer the **VOCEDplus** interface from Drupal 7 to Drupal 9 commenced, with completion due in August 2023. The project will deliver additional search functionality for users and enable a more personalised experience.

The **Glossary of VET** was enhanced to enable full searchability across entries.

Additions and updates were made to the **VET Knowledge Bank** on VOCEDplus, including:

- an update to the **Timeline of VET Policy Initiatives** to add in 2022 initiatives
- an update of the **Milestones in the history of VET** to include initiatives up to 2021
- publishing of a new Landmark historical overview on equity, and the addition of **2023/24 budget highlights** for the Commonwealth, states and territories

NCVER has been developing **DataHub**, an online platform to provide secure access to tailored data products for diverse groups of users. NCVER's primary stakeholders have been utilising a prototype to access customised data. In 2023-2024 NCVER will invite all registered training organisations (RTO) to register, where they will be able to access and interrogate their RTO's data.



## **Use targeted communication channels to enhance our impact by promoting and explaining our work so that it can inform and influence the VET sector**

NCVER continued to engage actively with the VET research community through presentations and seminars, including outlining the benefits of using VOCEDplus over conventional general search engines at the **Australasian Vocational Education and Training Research Association (AVETRA) conference**.

We developed a new **Web Accessibility Strategy** for the organisation and a policy which is available on the NCVER Portal focused on how we are transforming the access to and experience of all Portal users, whatever their abilities or disabilities.

The organisation undertook a **Digital Deep Dive**, with its Portal technology partner Squiz to develop a 5-year road map and identify strategic opportunities to improve the customer experience with the NCVER Portal.

NCVER prepared a submission to and undertook additional work following a question on notice arising from **the House of Representatives Standing Committee on Employment, Education and Training's Inquiry into the Perceptions and Status of VET** on their interest in our publicly released report, *Effective teaching practices and student support services in online VET*.

To improve reach to different target audiences, NCVER increased its **social media coverage** and footprint during the year including re-engaging our Facebook page, which has a steadily increasing following, and significant growth in our LinkedIn audience.

We continued our popular podcasts in the '**Vocational Voices**' series during the year on topics such as reimagining the tertiary education system and overcoming VET delivery challenges in regional Australia.

## Further develop our people as a highly skilled, adaptive and professional workforce, who are committed to our values and learning culture

NCVER staff were involved in:

- 29 conference and stakeholder presentations
- 37 training courses

We held a diverse and engaging **in-house seminar series (NEDTalks)**. These seminars enhanced VET knowledge across the company and helped foster collaborative learning and partnerships. These were held on subjects as diverse as exploring the effects of the COVID-19 pandemic on youth transitions, socio-economic transformation, and its implications for the development of VET in Germany, and reflections and comparisons on differences and similarities between VET in Germany and Australia.

NCVER continued to roll out its **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. Achievements during the year included the expansion of the leadership capability framework to encompass technical competencies, the development of career pathways and articulation of development opportunities to build capability for current and emerging skills needs.

The company ran a staff **Alignment and Engagement Survey** through Insync Integrated Management Services, to form the basis upon which the leadership of NCVER can act to improve employee alignment, employee engagement and, ultimately, performance. Participation in the survey was high and engagement and alignment improved over results in 2020.



## Improve the efficiency and effectiveness of our systems and processes to underpin success and performance

In November 2019, the Skills Senior Officials Network endorsed the **VET Data Streamlining initiative**. In support of this, NCVET is leading the development of the new VET Information Standard, and as the current and future VET data custodian and data steward, is contributing significantly to the design and development of the new technology solution referred to as **Student and Training Activity Reporting System (STARS)**.

NCVER continued to support the design and development of the new **STARS** system and continues to plan for the integration of the new standard and STARS technology into existing NCVET business processes, technology, and work environment.

NCVER has been developing the new **VET Information Standard**, in collaboration with all states and territories, the Commonwealth, and VET sector regulators. Benefits of the new standard include enhanced ease of use for stakeholders, enhanced transparency to support sector decision-making, improved quality assurance, and greater flexibility to support future changes more efficiently. The new VET Information Standard was registered as a trademark in June 2023.

NCVER is also developing a new website for the VET Information Standard with the goal of ensuring it is published in a manner that is understandable and usable for each key stakeholder group.



VET  
Information  
Standard

# CONNECTING WITH US



**15 437**  
NCVER NEWS  
SUBSCRIBERS



**8876**  
LINKEDIN  
FOLLOWERS



**7843**  
TWITTER  
FOLLOWERS



**5021**  
PORTAL VISITS  
VIA SOCIAL MEDIA



**45**  
HANSARD  
CITATIONS



**283**  
RESEARCH  
CITATIONS



**717**  
MEDIA  
CITATIONS



**360 915**  
NCVER  
PORTAL VISITS



**92 136**  
PRODUCT  
DOWNLOADS



**542 959**  
VOCEDplus  
WEBSITE VISITS



**20 598**  
LSAY  
PORTAL VISITS



**27 776**  
VOCEDplus  
WEB SEARCHES



**2923**  
VOCEDplus  
NEWS  
SUBSCRIBERS



**7854**  
DATA SUPPORT  
BULLETIN  
SUBSCRIBERS



**3.95 BILLION**  
DATA RECORDS  
PROCESSED



**7847**  
CLIENT SUPPORT  
EMAILS AND  
CALLS TAKEN



**4364**  
ACTIVE VOCSTATS  
ACCOUNTS



**2596**  
DATA ENTRY  
TOOL USERS



**12 846**  
REGISTERED AVETMISS  
VALIDATION SOFTWARE USERS

# WHAT WE DELIVERED



**95 059**

**VOCEDplus  
RECORDS**



**21**

**MEDIA  
RELEASES**

**16** STATISTICAL

**11** RESEARCH

**27** NCVER AUTHORED PUBLICATIONS



**29**

**CONFERENCE AND  
STAKEHOLDER  
PRESENTATIONS**



**3**

**SUBMISSIONS**



**52**

**AVETMISS-COMPLIANT  
SOFTWARE  
REGISTRATIONS**





## VET'S ROLE IN TRANSFORMING THE FUTURE

### 31st National Vocational Education and Training Research Conference 'No Frills'



**317**  
NO FRILLS'  
ATTENDEES

#### NCVER 'No Frills' presentations:

- Data's role in transforming the future
- Journeying through VET: a case study of LLND/employment skills learner pathways
- Upskilling and reskilling: the impact of COVID-19 on employers and their training choices
- Where to from here? Implications of a pandemic on VET training delivery

#### Focus session:

- Let me introduce you to VOCEDplus!



**656**  
PUBLIC WEBINAR  
ATTENDEES

#### Public Webinars:

- Accessing and understanding data trends through visualisation
- Making delivery better: perspectives from RTOs
- The best of both worlds? Integrating VET and higher education
- Attracting industry experts to become VET practitioners: a journey, not a destination



**4 744**  
PODCAST  
DOWNLOADS

#### Podcast episodes:

##### Season 8:

- Overcoming VET delivery challenges in regional Australia

##### Season 7:

- Best of 2022: highlights from Season 7
- Impact of the COVID-19 pandemic on VET
- VET's role in transforming the future

# GOVERNANCE



## CORPORATE STATUS

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



9

## COMPANY MEMBERS

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 NCVET



25 NOV 2022

## ANNUAL GENERAL MEETING

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



6

## BOARD MEETING DATES

1 July 2022  
7 October 2022  
7 November 2022  
7 December 2022  
10 February 2022  
4 April 2023



5

## AUDIT AND RISK COMMITTEE MEMBERS

As at 30 June 2023



3

## AUDIT AND RISK COMMITTEE MEETING DATES

6 October 2022  
6 December 2022  
3 April 2023



110

## EMPLOYEES (HEADCOUNT)

As at 30 June 2023

## 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 2023.

## 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, MLdshp, GradCertBBus (Public Sector Management)  
Diploma in Project Management*

Appointment commenced November 2022



**Lynne Austin**

*Director, NCVER Board and Member, Audit and Risk Committee  
MAICD, AFIML*

Appointment commenced January 2018



**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**

*Managing Director, NCVER Board and Member, Audit and Risk Committee*

Appointed Managing Director October 2018



**Kevin Bates**

*Director, NCVER Board DipTeach (Secondary – Arts/Humanities), B.A., GradDipLabStudies, Masters of Industrial Relations*

Appointment commenced January 2023



**Peter Brass**

*Company Secretary B.Ec, FCPA, GAICD, CPRM*

Appointed February 2020



**Suzanne Wauchope**

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

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

[Click here](#)

# DIRECTORS' REPORT

## **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 \$398,039.

## **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 2023.

## **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 2022–23 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, project initiation process and procurement 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 fulfill 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 \$24,538 during 2022-23 (\$22,620 during 2021-22).

## **Directors' benefits**

The Board hereby states that during the 12 months to 30 June 2023:

- 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 show 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, six Board meetings and three 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	6	6	3	3
Lynne Austin	6	6	3	3
Ian Curry <sup>1</sup>	4	4	-	-
Suresh Rao	6	6	3	3
Simon Walker	6	6	3	3
Chloe Read	6	5	-	-
Jenny Lambert <sup>2</sup>	1	1	-	-
Chis Fechner <sup>1</sup>	4	3	-	-
Peter Daly <sup>3</sup>	5	5		
Bec Curtain <sup>4</sup>	4	4		
Barry Sandison <sup>5</sup>	2	2		
Kevin Bates <sup>5</sup>	2	2		
Suzanne Wauchope <sup>6</sup>			3	3

Notes: <sup>1</sup> Appointment ended December 2022

<sup>2</sup> Resigned September 2022

<sup>3</sup> Appointment commenced October 2022

<sup>4</sup> Appointment commenced November 2022

<sup>5</sup> Appointment commenced January 2023

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

## 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 31.

Signed in accordance with a resolution of the Directors



**Ruth Shean**

Chair



**Simon Walker**

Managing Director

Dated at Sydney this 6th day of October 2023

# FINANCIAL REPORTS

## Summarised financial report for the year ended 30 June 2023

### 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 2023 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 2023.

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 this 6 day of October 2023 in accordance with a resolution of the Directors.



**Ruth Shean**  
Chair



**Simon Walker**  
Managing Director

## Summarised Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2023

	2023 (\$)	2022 (\$)
<b>REVENUE</b>		
<b>Revenue from contracts with customers</b>		
Contract revenue	22,050,747	20,109,929
Contributions from members	1,564,484	1,541,361
Conferences and workshops	44,806	58,747
<b>Other Revenue</b>		
Interest	212,203	23,428
Publications	1,155	1,817
Sundries	329,658	186,394
<b>Total Revenue</b>	<b>24,203,053</b>	<b>21,921,676</b>
<b>EXPENSES</b>		
Premise lease interest	309,037	333,159
Operating expenses	9,786,150	9,470,265
Salaries and related payments	13,709,827	12,218,025
<b>Total Expenses</b>	<b>23,805,014</b>	<b>22,021,449</b>
<b>Net Operating Surplus/(Deficit)</b>	<b>398,039</b>	<b>(99,773)</b>
<b>Net Increase/(Decrease) in Equity</b>	<b>398,039</b>	<b>(99,773)</b>
Other Comprehensive Income	–	–
<b>Total Comprehensive Income for the Year</b>	<b>398,039</b>	<b>(99,773)</b>
<b>Total Comprehensive Income Attributable to Members of the Entity</b>	<b>398,039</b>	<b>(99,773)</b>

## Summarised Statement of Changes in Equity for the year ended 30 June 2023

	(\$)
<b>Retained earnings at 1 July 2021</b>	<b>2,492,234</b>
Net operating deficit for 22	(99,773)
<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>
<b>Total equity at reporting date</b>	<b>2,790,500</b>

The accompanying notes form part of these financial statements.



## Summarised Statement of Financial Position as at 30 June 2023

	2023 (\$)	2022 (\$)
<b>CURRENT ASSETS</b>		
Cash Assets	3,492,288	3,211,783
Receivables	3,155,512	2,596,669
Investments	1,473,321	3,446,465
Prepayments	729,923	744,166
<b>Total current assets</b>	<b>8,851,044</b>	<b>9,999,083</b>
<b>NON-CURRENT ASSETS</b>		
Property, furniture and equipment	4,191,042	4,554,471
Intangible assets	54,471	77,064
<b>Total non-current assets</b>	<b>4,245,513</b>	<b>4,631,535</b>
<b>TOTAL ASSETS</b>	<b>13,096,557</b>	<b>14,630,618</b>
<b>CURRENT LIABILITIES</b>		
Payables	1,101,974	1,045,180
Provisions	2,542,714	2,339,099
Lease liability	584,893	483,318
Contract liabilities	1,358,658	3,052,669
<b>Total current liabilities</b>	<b>5,588,239</b>	<b>6,920,266</b>
<b>NON CURRENT LIABILITIES</b>		
Provisions	292,044	307,224
Lease liability	4,425,774	5,010,667
<b>Total non-current liabilities</b>	<b>4,717,818</b>	<b>5,317,891</b>
<b>TOTAL LIABILITIES</b>	<b>10,306,057</b>	<b>12,238,157</b>
<b>NET ASSETS</b>	<b>2,790,500</b>	<b>2,392,461</b>
<b>EQUITY</b>		
Retained Earnings	2,790,500	2,392,461
<b>TOTAL EQUITY</b>	<b>2,790,500</b>	<b>2,392,461</b>

The accompanying notes form part of these financial statements.

## Summarised Statement of Cash Flows for the year ended 30 June 2023

	<b>2023</b> <b>Inflows</b> <b>(outflows)</b> <b>(\$)</b>	<b>2022</b> <b>Inflows</b> <b>(outflows)</b> <b>(\$)</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from members, customers etc.	21,737,995	23,267,518
Payments to suppliers and employees	(22,385,667)	(22,761,789)
Interest paid	(309,037)	(333,159)
Interest received	212,203	20,745
<b>Net cash provided by / (used in) operating activities</b>	<b>(744,506)</b>	<b>193,315</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payments for furniture, equipment and leased premises	(311,242)	(266,117)
Payments for computer software	(153,572)	-
Receipts from investments	1,973,144	-
<b>Net cash provided by/ (used in) investing activities</b>	<b>1,508,330</b>	<b>(266,117)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Payments to reduce premise lease liability	(483,318)	(428,837)
<b>Net cash used in financing activities</b>	<b>(483,318)</b>	<b>(428,837)</b>
<b>NET INCREASE / (DECREASE) IN CASH HELD</b>	<b>280,506</b>	<b>(501,639)</b>
Cash at the beginning of the financial year	3,211,783	3,713,422
<b>CASH AT THE END OF THE FINANCIAL YEAR</b>	<b>3,492,289</b>	<b>3,211,783</b>

The accompanying notes form part of these financial statements.

## Notes to the Summarised Financial Statements for the year ended 30 June 2023

### 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 2023 Financial Report of NCVER.

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

In 2023 revenue increased by 10.4% compared to last year, expenses increased by 8.1% reversing the deficit for 2022 into a surplus margin for 2023 of 1.6% of total revenue. Contract income increased by 9.7% partly due to increase in funding for Management of Information Technology Program VDS and a change from grant funding to a services contract funding. This also resulted in increased contractor and salary expense for the year. Operating expenses increased by 3.3% due mainly to an increase in travel cost post COVID-19 restrictions, increase in recruitment costs and refresh of minor equipment and computer software support.

### Statement of Financial Position

Net assets increased by 16.6% which is attributed to a 29.3% decrease in intangible assets due to their continued amortisation and a 55.5% decrease in income received in advance. Cash assets increased by 8.7% and receivables increased by 21.5% due to the timing of contractual income recongition.

## Statement of Cash Flows

Net cash flows from Operating Activities decreased significantly during the year due to the changes of payment terms in our core contract. Receipts from members and other customers decreased by 6.6% with a small decrease in supplier and employee payments of 1.7%. Overall, cash increased by 8.7% due to increases in interest rate and investments. Interest received increased significantly due to interest rate raises.

### Note 3: Remuneration of directors

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

2023 (\$)	2022 (\$)
71,987	65,390

### 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 2023, 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 2023.

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 2023 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 9 October 2023.

### **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.

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

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

### 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



Matthew O'Connor  
Partner

Adelaide  
South Australia

9 October 2023

### 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 2023 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

9 October 2023

**Advisory. Tax. Audit.**

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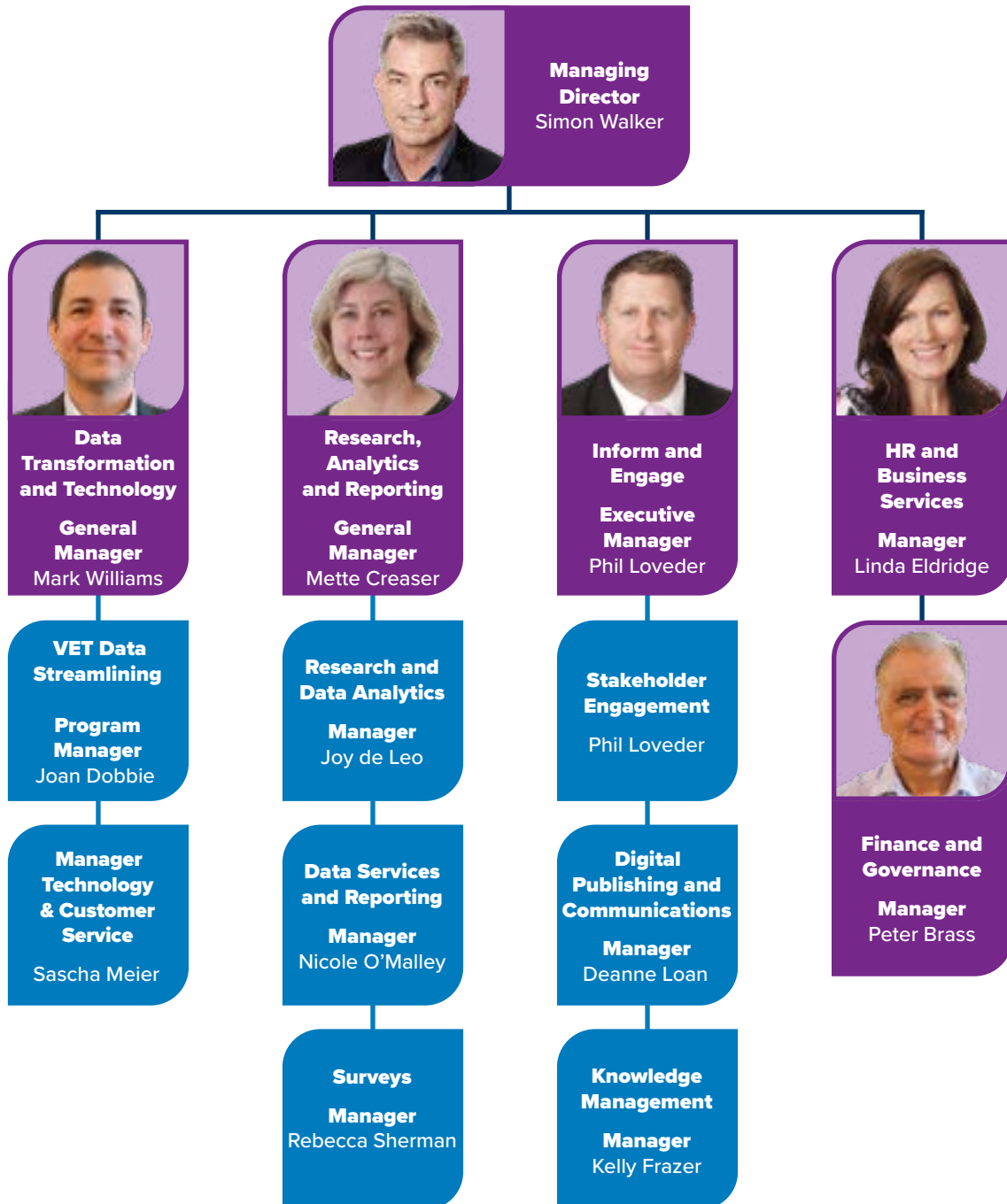
# APPENDICES

## APPENDICES

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# COMPANY STRUCTURE



The following work was published during 2022–23. Superseded publications can be found in the VOCEDplus database <<https://www.voced.edu.au/>>.

## Statistical publications

- Apprentice and trainee outcomes 2022
- Apprentices and trainees 2021: December quarter
- Apprentices and trainees 2022: June quarter
- Apprentices and trainees 2022: March quarter
- Apprentices and trainees 2022: September quarter
- Completion and attrition rates for apprentices and trainees 2021
- Government funding of VET 2021
- Government-funded students and courses 2021
- Government-funded students and courses – January to June 2022
- Government-funded students and courses – January to March 2022
- Government-funded students and courses – January to September 2022
- International onshore VET qualification completer outcomes 2022
- Total VET students and courses 2021
- VET in Schools 2021
- VET qualification completion rates 2021
- VET student outcomes 2022



## Research publications

Adding value to competency-based training

Delivery of VET: emerging trends in response to the COVID-19 pandemic

Effective teaching practices and student support services in online VET

Evaluating machine learning for projecting completion rates for VET programs

Impact of the COVID-19 pandemic on VET

Journeying through VET: a case study of foundation skills learners

Student equity in VET 2021: participation, achievement and outcomes

Treading water: effects of the COVID-19 pandemic on youth transitions

VET and higher education pathways — do outcomes differ for the same occupation?

VET delivery in regional, rural and remote Australia: barriers and facilitators

VET for secondary school students: a research synthesis

## Corporate publications

Research messages 2022

NCVER annual report 2021-22

## Longitudinal Survey of Australian Youth

Generation Z: life at 21

Understanding and using the linked LSAY-NAPLAN data: issues and considerations



# PRESENTATIONS AND SUBMISSIONS

## Conference presentations

Date	Presenter	Title	Event
6-8 July 2022	Walker, S	Data's role in transforming the future	31st National VET Research Conference 'No Frills
6-8 July 2022	Forrest, C	Treading water: Effects of the COVID-19 pandemic on youth transitions	31st National VET Research Conference 'No Frills
6-8 July 2022	Gamlin, T	Let me introduce you to VOCEDplus!	31st National VET Research Conference 'No Frills
6-8 July 2022	Circelli, M Li, Z	Journeying through VET: a case study of foundation skills learners	31st National VET Research Conference 'No Frills
6-8 July 2022	White, I	Upskilling and reskilling: the impact of COVID-19 on employers and their training choices	31st National VET Research Conference 'No Frills
6-8 July 2022	Griffin, T Hume, S	Where to from here? Implications of a pandemic on VET training delivery	31st National VET Research Conference 'No Frills
19 July 2022	Loveder, P	Labour market information and skills anticipations systems in the Australian context	Mekong Region Vocational Education and Training Senior Leaders Congress, Vientiane, Laos
21 October 2022	Circelli, M	Women in vocational education and training: participation and outcomes	WAVE National Forum 2022
25 October 2022	Loveder, P	Building VET research capacity: A case study of Australia	International Research Forum: Forms of collaboration in training and fostering the next generation of VET researchers
14-17 November 2022	Gamlin, T	Understanding courage, change and challenge in VET in Australia and around the world: learning through knowledge sharing	TAFE Directors Australia (TDA) Convention 2022
23-25 November 2022	Chew, E	Understanding the linked LSAY-NAPLAN data	8th Biennial ACSPRI Social Science Methodology Conference 2022
24 November 2022	Circelli, M Li, Z	Journeying through VET: a case study of foundation skills learners	2022 ACAL stretched conference

# PRESENTATIONS AND SUBMISSIONS

Date	Presenter	Title	Event
2 December 2022	De Leo, J	The VET Workforce	WA Logistics & Defence Skills Council (LDSC) RTO Forum
27-28 April 2023	De Leo, J	Building institutional research capability	AVETRA 25th Annual Conference: Panel discussion
27-28 April 2023	Gamlin, T	Finding quality VET information: web search engines vs VOCEDplus	AVETRA 25th Annual Conference

## Stakeholder Presentations

Date	Presenter	Title	Event
18 July 2022	Griffin, T Hume, S	The online delivery of VET during the COVID-19 pandemic: research insights	CQ University Retention Community of Practice
1 September 2022	Loveder, P	Building professional research, analysis and evaluation capability across Australia and internationally	Australia Awards Bangladesh Senior Managers Program
1 September 2022	Loveder, P	Skills anticipation systems for green skills and professional profiles in high technology industries	German (Federal) Ministry of Education and Research (BMBF)
14 December 2022	Circelli, M	Knowledge sharing: vocational education and training in schools in Australia and India	Australia India Institute, University of Melbourne
15 December 2022	Circelli, M	NCVER foundation skills research	Invite-only panel - Foundation Skills Advisory Group
24 February 2023	Walker, S	VET data reforms - data collection and reporting	ACACA VET Meeting
6 April 2023	Loveder, P	The role of green skills in moving to a low-carbon economy	Malaysian Research Institute for Vocational Education and Training
24 April 2023	Loveder, P	Impact of the COVID-19 pandemic on VET in Australia	Vietnam Skills Leaders Program
15 May 2023	Loveder, P	Labour-market information and skills anticipation systems in the Australian context	Skills Forecasting for the Fourth Industrial Revolution - ASEAN Leaders
15 May 2023	Loveder, P	Building a professional research, data analysis, and evaluation capability in vocational education and training	Skills Forecasting for the Fourth Industrial Revolution - ASEAN Leaders

# PRESENTATIONS AND SUBMISSIONS

Date	Presenter	Title	Event
13 June 2023	Loveder, P	Digital readiness of VET providers following the COVID-19 pandemic	International Centre for Cyber Security Research and Innovation
19 June 2023	Loveder, P	Skills anticipation systems in TVET systems - the BILT experience	Australian Awards International - ASEAN Group
19 June 2023	Loveder, P	Using data and research to inform policy and practice in Australia's VET sector	Australian Awards International - ASEAN Group
20 June 2023	Loveder, P	Developing a national research and data analysis capability in Vocational Education and Training	SEAMEO VET Leaders Digital Intelligence group

## Submissions

Date	Title
19 August 2022	Australian Parliament Senate Education and Employment Legislation Committee Jobs and Skills Australia Bill 2022 [Provisions] and the Jobs and Skills Australia (National Skills Commission Repeal) Bill 2022
1 March 2023	Australian Parliament House of Representatives Standing Committee on Employment, Education and Training Inquiry into the Perceptions and Status of VET
15 May 2023	Australian Parliament Joint Standing Committee on Foreign Affairs, Defence and Trade Inquiry into Australia's tourism and international education sectors



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