



2021-22

Annual Report

© National Centre for Vocational Education Research, 2022



With the exception of cover design, artwork, photographs, all logos, and any other material where copyright is owned by a third party, all material presented in this document is provided under a Creative Commons Attribution 3.0 Australia <<http://creativecommons.org/licenses/by/3.0/au>>.

This document should be attributed as NCVER 2022 *Annual Report 2021–22*, NCVER, Adelaide.

Stock images sourced from Getty Images.

ISSN 1039-4842

TD/TNC 149.08

Published by NCVER, ABN 87 007 967 311

Level 5, 60 Light Square, Adelaide SA 5000

PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400 **Email** ncver@ncver.edu.au

Web <<https://www.ncver.edu.au>>

Follow us:  <<https://twitter.com/ncver>>  <<https://www.linkedin.com/company/ncver>>



Contents

About NCVER	4
Chair's message	5
2021-22 highlights	8
Connecting with us	15
What we delivered	16
Governance	18
Director's report	20
Financial reports	23
Appendices	32
Company structure	33
Published works	34
Presentations and submissions	37



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



As we entered a third year of disruption caused by COVID-19, NCVER continued to adapt in the face of the ongoing **coronavirus pandemic with as much agility as the immunity adaptations of the virus itself**. Globally, companies took the opportunity to investigate broader constructs in relation to the world of work and how they could build longer-term resilience. NCVER was no different and adjusted through the **adoption of hybrid and flexible work practices** and significantly expanded its **Leadership Capability Framework**, including rolling out new approaches to ensuring effective communications and sound management across the company in an era of remote working. This is an ongoing challenge and NCVER continues to engage with staff on ensuring that we balance the flexibility that is now embedded in our operations with the need to sustain a collaborative culture, employee well-being and workplace productivity.

We observed several major milestones during the year. In 2021 we celebrated our **40-year anniversary** as a national centre dedicated to providing world class VET research and statistics. Established in 1981 following a key recommendation of the 1979 Williams Inquiry into Vocational Education and Training, NCVER (formerly the TAFE National Centre for Research and Development) had an initial focus on producing learning materials for VET practitioners. Later, it became responsible for the management of the major Australian VET sector administrative statistical collections, surveys, and research program. This major achievement was celebrated through the release of a special **40 years of NCVER 1981-2021 publication**.

Another major highlight of the year was the running of the 30th annual **National Vocational Education and Training Research Conference 'No Frills'** which was held virtually on 6–9 July 2021. The conference was hosted online for the second time. The theme: **Past informing the future: how has the landscape changed in 30 years** considered how vocational education and training's past might inform its future and to reflect on the lessons and achievements that have the potential to inform progress.

In addition, we continued our very popular podcasts in the **'Vocational Voices'** series during the year on topics such as VET and higher education integration, VET in Schools and the shadow of ATAR and a special 'Past informing the future' No Frills anniversary feature.

During the year we conducted a **stakeholder engagement survey** focused on our key customer's needs and preferences for statistics and research as well as gauging their satisfaction with our products and services and new developments. The survey benchmarked against previous surveys conducted in 2018 and 2014, and the metrics and feedback provided allowed us to better measure our progress against NCVER's strategic plan. The year also saw a return to research engagement with our international partners that were largely on hold during COVID.

“We continued to expand upon and improve our statistical products, converting more reports to an interactive online format, allowing greater customisation to suit the unique needs of our users”

Chair's message

NCVER continued to undertake important work in the **VET Data Streamlining program**. NCVER worked closely with states and territories, the Commonwealth, and regulators to define the elements of a new **VET Information Standard**. We are preparing for the next important phase of the data streamlining initiative and are enthusiastically **working with** all stakeholders including governments, training providers and regulators to deliver a strong, contemporary VET data collection and reporting capability for Australia.

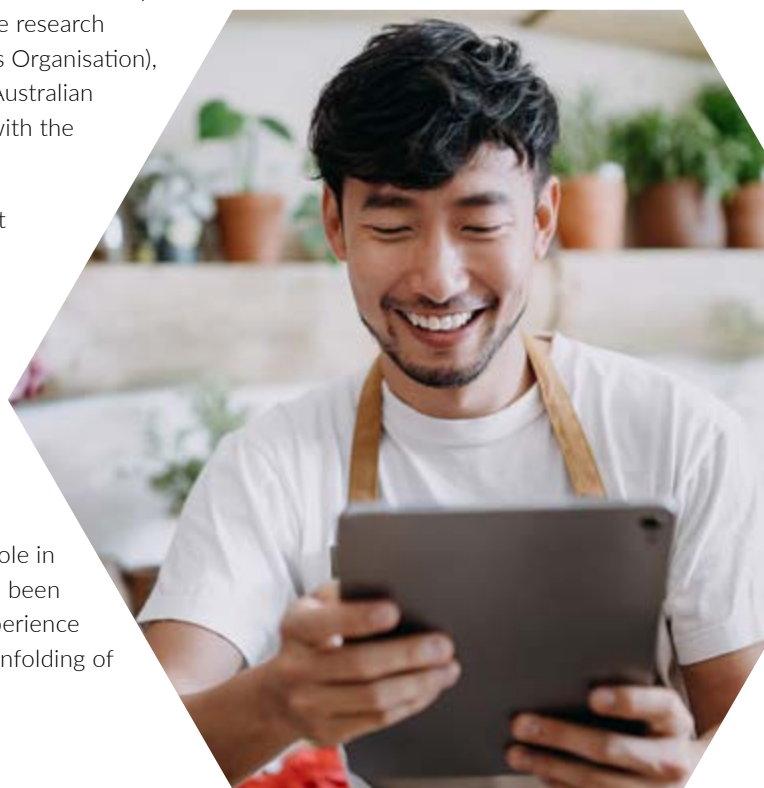
We continued to expand upon and improve our statistical products, converting more reports to an **interactive online format**, allowing greater customisation to suit the unique needs of our users. Our **DataBuilder** continues to receive excellent feedback from our customers who are appreciating the greater levels of functionality we now provide.

The **Apprentice and Trainee Outcomes report** was published for the first time in 2022, using data from the National Student Outcomes Survey 2021. The survey included a module of questions derived from the 2019 Apprentice and Trainee Experience and Destination Survey (ATED) and the report provides a comparison to the ATED 2019 survey.

We continue to **evolve our research and data analytic** products across the main outputs of data, research and VOCEDplus. Our work took us into new areas of data analytics such as machine learning. We developed several highly effective research collaborations in areas such as digital skills (with the Digital Skills Organisation), online VET delivery during the coronavirus pandemic (with the Australian Skills Quality Authority) and regional and remote VET delivery (with the National Skills Commission).

And NCVER again updated the National Industry Insights Report website for the Australian Industry and Skills Committee (AISC) and the Australian Department of Employment and Workplace Relations. This brings together industry intelligence, information on key 'mega-trends' and other data to assist industry to prioritise training package development and review.

In November 2021, we welcomed on board our new director, **Chris Fechner**, as a nominee of the Commonwealth. Chris is Chief Executive Officer of the Digital Transformation Agency. He fills a casual vacancy which expires at the end of 2022. His role in bringing a Commonwealth perspective to the NCVER Board has been invaluable. This, along with Chris's extensive knowledge and experience in digital operations and governance, has been timely with the unfolding of our ongoing VET data streamlining agenda.



Chair's message

I thank **Nari Chandler who has completed** a very valuable term on the NCVER Board. Nari first joined us in January 2021 and left us in June 2022. Nari undertook her role with professionalism and her valuable counsel, perspective and camaraderie will be missed. I would like to express my thanks and appreciation to all of our directors for their ongoing commitment and great support for the work of NCVER during the year. Our challenges are complex and many. It is a commendation to my fellow directors and the independent chair of our Audit and Risk Committee that we are able to work through each stage of our progressive development agenda while keeping faith with our core commitments.

Naturally, the work of NCVER draws heavily on the data and cooperation from training providers who feed into our Australian VET data ecosystem. We continue to be aware of the burden that data management can impose, especially on smaller RTOs, and do all that we can to ensure that data processes are straightforward to minimise time spent on administrative tasks. This has been a key consideration in the development of the VET data streamlining work. Fit for purpose is not the only consideration, but minimisation of burden is key when virtually all providers are struggling with their own operational and staffing demands during these unusual times.

I again acknowledge the **NCVER team** for their hard work and continued professionalism over the year, and the strong and capable leadership of our Managing Director, Simon Walker, and the executive leadership group. Simon steers a complex agenda at a difficult time, and we are fortunate to have his understanding of complexity and ambiguity in the current environment. We are also fortunate to have a team which continues to meet deadlines and commitments with quality products, systems, and processes despite the inevitable challenges that the current environment brings.

And sincere thanks also go to our other **key stakeholders**, those partners 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, I wish to note that the responsibilities we carry out are executed under the auspices of **Skills Ministers** across Australia. We thank these ministers and their senior officials for their interest and oversight as we work together towards a future of timely data provision and interpretation in more provident times.

Ruth Shean AO

Chair

2021-22 highlights

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

During 2021-22, the National VET Research Program continued to deliver integrated qualitative and quantitative research and analysis to inform VET policy and practice. Key research priority areas were identified in consultation with VET senior officials and key VET stakeholders, which were subsequently endorsed by the Skills Senior Officials Network for producing relevant and timely research reports. During the year, 23 research publications were released, and an additional 11 projects are underway. Several research projects addressed key issues emerging from the COVID-19 pandemic including online delivery, youth employment recovery, and COVID-19 impacts on skill needs.

We increased the use of **advanced analytic techniques** for future data exploration and analysis, including machine learning, with a view to projecting completion rates for example, with greater levels of accuracy.

Last year we celebrated our **40 year anniversary** as a national centre dedicated to VET research and statistics. NCVER has grown from humble beginnings and just five staff in 1981 to 113 highly skilled professionals spread across our core functions of research and data analytics, statistics and system support and global information management at our Adelaide central business district headquarters. Much has changed during this time and in particular the focus of our work. NCVER is evolving its products and services to meet changing user demands and information preferences. In recognition of this milestone, we released a special **40th Anniversary publication** charting our history.

In 2021, we celebrated 30 years of the **National Vocational Education and Training (VET) Research Conference 'No Frills'**. The conference was hosted online for the second time. The theme Past informing the future: how has the landscape changed in 30 years asked presenters to consider how VET's past might inform its future and to reflect on the lessons and achievements that have the potential to inform progress. The conference had record registrations of 376 attendees.

During the year we ran our regular **stakeholder engagement survey** that focused on our stakeholders needs and preferences for information as well as satisfaction with our products and services and areas they would like to see developed for the future. The survey which had 238 responses was designed to benchmark against previous surveys, as well as provide metrics and business intelligence to measure progress against NCVER's strategic and business plans.

We prepared a **special submission** for the Queensland Parliament Education, Employment and Training Committee, Review of the Delivery of Vocational Education and Training in Regional, Rural, and Remote Queensland chaired by the Hon. Ms Kim Richards MP.



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 grow the **Longitudinal Surveys of Australian Youth (LSAY) data linkage program**. The linked National VET Provider and Higher Education Statistics collections were updated with data from 2020, and school subject and completion information from the senior secondary boards of studies was also added to the current suite of linked datasets. This is in addition to the datasets already linked which includes: National Assessment Program - Literacy and Numeracy; and My School. These linked datasets are available for access from the Australian Data Archive via a formal request and approval process.

Using data from the Survey of Employers Use and Views of the VET system along with other complementary sources, NCVER published a report on **Upskilling and reskilling: the impact of the COVID-19 pandemic on employers and their training choices**. The report looked at how Australian employers have been affected by the pandemic and their current and future training requirements.

NCVER continued to update and improve 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 is a first stop shop for important information and data on skills, training, employment and labour market information and analysis, by industry sector.

We produced a significant report for the Digital Skills Organisation which presented an experimental **digital pathway framework** for VET in Australia. The work was informed by a detailed examination of digital pathways from overseas to assess their currency and relevance to the Australian environment and through consultations with industry and the sector. The focus was on pathways into 'specialist' occupations in the digital sector.

During the year, we completed a research project in partnership with the national VET regulator, Australian Skills Quality Authority, regarding the online delivery of VET during the pandemic. The analysis revealed that of the high number of RTOs that transitioned to online delivery during the pandemic, a large proportion proposed to continue some online delivery post-pandemic. We also undertook research into ways of attracting industry experts to become VET practitioners, which is highly relevant at this time given the critical shortage of VET trainers.

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

Work continued on the **reform of student surveys**. Our vision for the future of our student surveys is to transition from an overlap of cross-purpose, cross-sectional surveys to a suite of shorter, more targeted surveys that systematically capture more meaningful information across a VET student's experience. The work undertaken with the **VET Student Experience Survey** is helping us get closer to this goal and the 2021 **National Student Outcomes Survey** reported against updated key market segments for the second year providing valuable timeseries information.

A topical module has been added to the 2022 **National Student Outcomes Survey** that looks at students' experiences of online delivery and how the COVID-19 pandemic affected their training in 2021. Specific questions focusing on apprentices and trainees have also been included again, 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

We continued to improve our statistical products based on stakeholder feedback, including better labelling and terminology, more consistency across products, and providing a range of data products, including high-level summaries, interactive data slicers, DataBuilders, VOCSTATS and unit record files.

In late 2021 we piloted [DataHub](#), an online platform to provide secure access to tailored data products for diverse groups of users. The pilot received very positive feedback and was followed up in early 2022 by a limited data release. We are continuing work on enhancing its functionality and product offerings for a widespread rollout in 2022-23.

Apprentice and trainee outcomes was published for the first time in 2022, using data from the Student Outcomes Survey. The 2021 survey included a module of questions derived from the Apprentice and Trainee Experience and Destination Survey 2019 and the report provides a comparison to the 2019 survey.

We continued to update and improve the [National Industry Insights Report](#) website during the year on behalf of the Australian Industry Skills Committee and the Australian Government Department of Employment and Workplace Relations.

An updated 5-year roadmap for the enhancement of the [VOCEDplus research database](#) was produced. 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 2021 initiatives
- publishing two new landmark historical overviews on [Funding](#), and [Apprenticeships](#) and the addition of [2021/22 highlights](#) for the Commonwealth, States and Territories

NCVER released a new online library resource in 2022 called [What if?](#) These papers are designed to outline and compare recent insights into popular topics relating to VET. Starting with an overview of the topic, these papers then ask the question 'What if...?' to create a space for readers to revisit these topics with a fresh perspective and consider contrasting ideas and alternative possibilities. The first What if? paper focussed on eliminating the stigma of VET.

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 joined the **international advisory committee** for the UNESCO Building Innovation and Learning in TVET global initiative off the back of our work in defining new qualifications and competencies (NQC's) in vocational education from the macro or system-level stakeholder perspective. This is a three-year appointment and was requested by UNESCO and the German Federal Ministries of Industry and Research and Vocational Education and Training.

We developed **new international relationships** including with the South African Quality Council for Trades and Occupations (QCTO) focused on information sharing around VET research and better understanding graduate outcomes through surveys. Engagement increased with agencies such as CEDFOP, the European Training Foundation and requests for cooperation from ministries and partners in China, Denmark, Germany, and Switzerland signaling a return to levels of engagement that were largely on hold during the pandemic.

We played a significant role during the year in understanding **international developments in VET** and making these available to the broader Australian audience, including a request received from the German Federal Institute for Vocational Education and Training in Bonn, Germany for NCVER to contribute a chapter for an edited book about **Open Access in VET research**, a case study on VOCEDplus, focusing on relevant activities and perspectives.

An invited only webinar was held for the **Australian Council of Adult Literacy** focusing on how to use and locate relevant adult literacy and numeracy information in VOCEDplus.



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

During the year, NCVER staff were involved in:

- 15 conference and stakeholder presentations
- 23 training courses

We held a diverse and engaging **in-house seminar series**. These seminars enhanced VET knowledge across the company and helped foster collaborative learning and partnerships. These were held on subjects as diverse as understanding apprenticeship and traineeship completion rates, refining Apprenticeship's data, and defining the role of project management and communities of practice at NCVER.

NCVER continued to roll out its **Workforce Capability Framework** across the organization 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.



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, NCVER 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 developed a draft standard in collaboration with all states and territories, the Commonwealth, and the VET sector regulators. NCVER will seek to test the completeness and usability of the new standard with the sector with the goals of ensuring it is published in a manner that is understandable and usable for each key stakeholder group.

NCVER continued to support the design and development of the new **Student and Training Activity Reporting System (STARS) Information Communication Technology (ICT)** system, with an initial focus on codesigning the technology environment in a manner that will ensure national collections and national reporting is maintained during what is referred to as the “transition period”. This is the time-frame Registered Training Organisations and State Training Authorities will require to migrate from the existing standard and existing reporting processes to the new standard and new reporting processes and technology.

An additional critical activity for NCVER is to continue to plan for the integration of the new standard and STARS technology into existing NCVER business processes, technology, and work environment.

Under the **annual Internal Audit Plan**, NCVER completed a Fixed and Intangible Assets audit, Penetration Testing of Externally Facing Systems, and a Publications – End-to-end Process audit. The outcomes of these assessments will inform further improvements to NCVER’s processes and technologies to be delivered in 2022-23.

NCVER **Fraud & Corruption Control Policy** was developed and endorsed by the Audit & Risk Committee and approved by the NCVER Board. Together with the Fraud & Corruption Control Guideline it will be applied across the whole business operations to prevent, detect, and respond to instances of fraud and corrupt behaviour.

Work continued streamlining and automating our quality assurance processes, including automating data checks for key products. This aims to improve the quality and consistency of our statistical products, while improving timeliness of delivery.

Connecting with us



15 967

NCVER NEWS
SUBSCRIBERS



7943

TWITTER
FOLLOWERS



7128

LINKEDIN
FOLLOWERS



7419

PORTAL VISITS
VIA SOCIAL MEDIA



19

HANSARD
CITATIONS



333

RESEARCH
CITATIONS



1020

MEDIA
CITATIONS



383 915

NCVER
PORTAL VISITS



19 488

LSAY
PORTAL VISITS



101 279

PRODUCT
DOWNLOADS



578 436

VOCEDplus
WEBSITE VISITS



36 175

VOCEDplus
WEB SEARCHES



3255

VOCEDplus
NEWS SUBSCRIBERS



8846

DATA SUPPORT BULLETIN
SUBSCRIBERS



3.87 BILLION

DATA RECORDS
PROCESSED



8317

CLIENT SUPPORT
EMAILS AND CALLS TAKEN



2457

DATA ENTRY
TOOL USERS



3970

ACTIVE
VOCSTATS ACCOUNTS



11 650

REGISTERED AVETMISS
VALIDATION SOFTWARE USERS

What we delivered



88 956

VOCEDplus
RECORDS



25

MEDIA
RELEASES



17

STATISTICAL



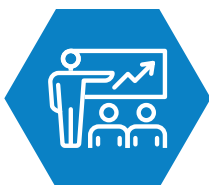
40

NCVER AUTHORED
PUBLICATIONS



23

RESEARCH



15

CONFERENCE AND
STAKEHOLDER
PRESENTATIONS



1

SUBMISSIONS



50

AVETMISS-COMPLIANT
SOFTWARE REGISTRATIONS

**What we
delivered**

PAST INFORMING THE FUTURE



30th National Vocational Education and Training Research Conference 'No Frills'

Workshops:

- Past, present, future: using VOCEDplus to access VET policy, research and statistics

NCVER 'No Frills' presentations:

- Skills utilisation in industry: case studies from advanced manufacturing and childcare
- VET's role in youth unemployment recovery
- The VET leadership equation – where does industry fit in?
- Estimating the stock of qualifications in Australia
- Micro-credentials in VET: the importance of 'subject bundle' enrolments



376
NO FRILLS'
ATTENDEES



112
EDUCATIONAL
WORKSHOP
ATTENDEES



785
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



4 800
PODCAST
DOWNLOADS

Podcast episodes:

Season 7:

- VET and higher education: should we push for integration?
- VET in Schools and the shadow of ATAR

Season 6:

- Best of 2021: highlights from Season 6
- Past informing the future

Governance



CORPORATE STATUS

An independent, not-for-profit company limited by guarantee owned by the Australian Government, State and Territory ministers responsible for VET



9

COMPANY MEMBERS

Company members are the Australian Government, State and Territory ministers responsible for vocational education and training



9

BOARD MEMBERS

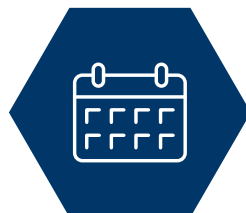
- five of the Directors are nominated by the members of the company
- one of the Directors is nominated by the Australian Council of Trade Unions
- one of the Directors is nominated jointly by the Business Council of Australia and the Australian Chamber of Commerce and Industry
- one of the Directors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



25 NOV 2021

ANNUAL GENERAL MEETING

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



4

BOARD MEETING DATES

24 September 2021
10 December 2021
1 April 2022
1 July 2022



5

AUDIT AND RISK COMMITTEE MEMBERS

As at 30 June 2022



4

AUDIT AND RISK COMMITTEE MEETING DATES

23 September 2021
8 December 2021
30 March 2022
30 June 2022



113

EMPLOYEES (HEADCOUNT)

As at 30 June 2022

Governance

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 2022.

Company officers



Ruth Shean AO

*Chair, NCVER board and
Member, Audit and
Risk Committee
FAICD, FGIA, FCIS, FIPAABA
Appointed January 2019*



Lynne Austin

*Director, NCVER board
and Member, Audit and
Risk Committee
MAICD, AFIML
Appointed January 2018*



Ian Curry

*Director, NCVER board
Appointed November 2018*



Nari Chandler

*Director, NCVER board
GAICD, ANZSOG Executive
Fellow, GradCert Human
Factors & Safety Management
Systems, LLB
Appointed: January 2021*



Jenny Lambert

*Director, NCVER board
B.Ec, MBA
Appointed January 2021*



Chloe Read

*Director, NCVER board
MA (Hons), MCom,
ANZSOG Executive Fellow
Appointed January 2021*



Suresh Rao

*Director, NCVER board
and Member, Audit and
Risk Committee
B.Sc, M.Stat, PMP (Project
Management Institute)
Appointed November 2019*



Christopher Fechner

*Director, NCVER board
MBA, BASc(CompTech),
Dip Proj Mgt
Appointed November 2021*



Simon Walker

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



Peter Brass

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



Suzanne Wauchope

*Independent Chair, Audit and
Risk Committee
Appointed 7 August 2020*

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

[Click here](#)

Director's report

The directors submit their report with respect to the company for the year ended 30 June 2022.

Directors

A board of nine directors sets the policies and strategic direction of NCVER and oversees the management of the company. The names of the directors in office at any time during the year are:

Ruth Shean (Chair)
Lynne Austin
Ian Curry
Simon Walker
Suresh Rao
Nari Chandler
Jenny Lambert
Chloe Read
Chris Fechner

Company secretary

The following person was Company Secretary during the 2021-22 financial year.
Peter Brass – July 2021 to June 2022

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 deficit was \$99,773.

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 2022.

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.

During the 2021–22 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, including a review of fixed and intangible assets, penetration testing of externally facing systems and the publications end-to-end process. These reviews have significantly strengthened the company's systems and controls to mitigate risks. In addition, the Committee reviewed a new Fraud & Corruption Control Policy and Guideline, and it was approved by the Board effective from 1 July 2022.

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 privacy 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 \$22,620 during 2021-22 (\$19,079 during 2020-21).

Directors' benefits

The Board hereby states that during the 12 months to 30 June 2022:

- 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, four Board meetings and four Audit and Risk Committee meetings were held. The last Board meeting of the year (June quarter) was held on 1 July 2022. 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	4	4	4	4
Ian Curry	4	4	-	-
Suresh Rao	4	4	4	4
Simon Walker	4	4	4	4
Jenny Lambert	4	4	-	-
Nari Chandler ¹	3	3	3	3
Chloe Read	4	4	-	-
Chis Fechner ²	3	3	-	-
Suzanne Wauchope ³			4	4

Notes: ¹ Resigned 8 June 2022

² Appointed 25 November 2021

³ External independent member and Chair of the Audit and Risk Committee

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 Adelaide this 7th day of October 2022



Financial reports

Summarised financial report for the year ended 30 June 2022

Directors' Declaration

In the opinion of the Directors of National Centre for Vocational Education Research Ltd ("NCVER"), the summarised financial report:

- a) give a true and fair view of the company's financial position as at 30 June 2022 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 2022.

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 7th day of October 2022 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 2022

	2022 (\$)	2021 (\$)
REVENUE		
Revenue from contracts with customers		
Conferences and workshops	58,747	62,321
Contributions from members	1,541,361	1,519,347
Contract revenue	20,109,929	19,486,044
Other Revenue		
Interest	23,428	73,705
Publications	1,817	2,819
Sundries	186,394	138,406
Total Revenue	21,921,676	21,282,642
EXPENSES		
Premise lease interest	333,159	354,430
Operating expenses	9,470,265	9,503,403
Salaries and related payments	12,218,025	12,529,024
Total Expenses	22,021,449	22,386,857
Net Operating Deficit	(99,773)	(1,104,215)
Net Decrease in Equity	(99,773)	(1,104,215)
Other Comprehensive Income	–	–
Total Comprehensive Income for the Year	(99,773)	(1,104,215)
Total Comprehensive Income Attributable to Members of the Entity	(99,773)	(1,104,215)

Summarised Statement of Changes in Equity for the year ended 30 June 2022

	(\$)
Retained earnings at 1 July 2020	3,596,449
Net operating deficit for 2020-21	(1,104,215)
Retained earnings at 30 June 2021	2,492,234
Net operating deficit for 2021-22	(99,773)
Retained earnings at 30 June 2022	2,392,461
Total equity at reporting date	2,392,461

The accompanying notes form part of these financial statements.

Summarised Statement of Financial Position as at 30 June 2022

	2022 (\$)	2021 (\$)
CURRENT ASSETS		
Cash Assets	3,211,783	3,713,422
Receivables	2,596,669	3,692,945
Investments	3,446,465	3,446,465
Prepayments	744,166	712,563
Total current assets	9,999,083	11,565,395
NON-CURRENT ASSETS		
Property, furniture and equipment	4,554,471	5,095,435
Intangible assets	77,064	210,901
Total non-current assets	4,631,535	5,306,336
TOTAL ASSETS	14,630,618	16,871,731
CURRENT LIABILITIES		
Payables	1,045,180	851,436
Provisions	2,339,099	2,365,110
Lease liability	483,318	428,836
Contract liabilities	3,052,669	4,932,281
Total current liabilities	6,920,266	8,577,663
NON CURRENT LIABILITIES		
Provisions	307,224	307,848
Lease liability	5,010,667	5,493,986
Total non-current liabilities	5,317,891	5,801,834
TOTAL LIABILITIES	12,238,157	14,379,497
NET ASSETS	2,392,461	2,492,234
EQUITY		
Retained Earnings	2,392,461	2,492,234
TOTAL EQUITY	2,392,461	2,492,234

The accompanying notes form part of these financial statements.

Summarised Statement of Cash Flows for the year ended 30 June 2022

	2022 Inflows (outflows) (\$)	2021 Inflows (outflows) (\$)
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from members, customers etc.	23,267,518	22,424,059
Payments to suppliers and employees	(22,761,789)	(22,553,451)
Interest paid	(333,159)	(354,430)
Interest received	20,745	47,266
Net cash provided by / (used in) operating activities	193,315	(436,556)
CASH FLOWS FROM INVESTING ACTIVITIES		
Payments for furniture, equipment and leased premises	(266,117)	(2,926)
Payments for computer software	-	(93,171)
Net cash used in investing activities	(266,117)	(96,097)
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments to reduce premise lease liability	(428,837)	(378,160)
Net cash used in financing activities	(428,837)	(378,160)
NET INCREASE / (DECREASE) IN CASH HELD	(501,639)	(910,813)
Cash at the beginning of the financial year	3,713,422	4,624,235
CASH AT THE END OF THE FINANCIAL YEAR	3,211,783	3,713,422

The accompanying notes form part of these financial statements.

Notes to the Summarised Financial Statements for the year ended 30 June 2022

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 2022 Financial Report of NCVER.

Revenue and Economic Dependence

The Company is dependent upon the Australian Government Department of Education, Skills and Employment for the majority of its revenue, with revenue from the Department constituting approximately 94% of NCVER's total revenue in the 2021/22 financial year. Most of that sum relates to two major contracts for the Management of the National Vocational Education and Training Research Services Program and the Management of the National Vocational Education and Training Statistical Services Program. The two major contracts ended on 30 June 2022, and an extension was executed that covered the period 1 July 2022 to 30 September 2022. A new funding contract with the Australian Government Department of Employment and Workplace Relations for the period 1 October 2022 to 30 June 2023 was executed on 4 October 2022. If a further funding contract that extends beyond 30 June 2023 is not executed with the Department, this may indicate that a material uncertainty exists that may cast significant doubt on the Company's ability to continue as a going concern.

Statement of Profit or Loss and Other Comprehensive Income

In 2022 revenue increased by 3% compared to last year, expenses decreased by 1.6% with a decrease in the deficit for 2022 of 91%. Contract income increased by 3.2% due mainly to the additional Statistical project work performed. This also resulted in increased contractor expense for the year. Operating expenses decreased by 0.3% due mainly to a reduction in the amortisation of software offset against the increase in contractor cost.

Statement of Financial Position

Net assets decreased by 4% which is attributed to a 63.5% decrease in intangible assets due to their continued amortisation and a 2.1% increase in income received in advance. Cash assets decreased by 13.5% and receivables increased by 24.1% due to the timing of grant income received.

Statement of Cash Flows

Net cash flows from Operating Activities increased by 144.3% during the year due to the timing of income received in advance. Receipts from members and other customers increased by 3.8% with a small increase in supplier and employee payments of 0.9%. Overall, cash decreased by 13.5% due to the timing of grant income received. Interest received decreased by 56.1% due to a very low interest rate environment.

Note 3: Remuneration of directors

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

2022 (\$)	2021 (\$)
65,390	62,851

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 2022, 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 2022.

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 2022 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 7 October 2022. That report also includes a Material Uncertainty Related to Going Concern section that draws attention to Note 1.3 in the audited financial report. Note 1.3 of the audited financial report indicates that Company is dependent upon the Australian Government Department of Education, Skills and Employment for the majority of its revenue, with revenue from the Department constituting approximately 94% of NCVER's total revenue in the 2021/22 financial year. Most of that sum relates to two major contracts for the Management of the National Vocational Education and Training Research Services Program and the Management of the National Vocational Education and Training Statistical Services Program. The two major contracts ended on 30 June 2022, and an extension was executed that covered the period 1 July 2022 to 30 September 2022. A new funding contract with the Australian Government Department of Employment and Workplace Relations for the period 1 October 2022 to 30 June 2023 was executed on 4 October 2022. If a further funding contract that extends beyond 30 June 2023 is not executed with the Department, this may indicate that a material uncertainty exists that may cast significant doubt on the Company's ability to continue as a going concern. These matters are addressed in Note 2 of the summary financial statements.

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.

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

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

7 October 2022

Nexia Edwards Marshall

ABN 38 238 591 759
Level 3
153 Flinders Street
Adelaide SA 5000
GPO Box 2163
Adelaide SA 5001
p +61 8 8139 1111
f +61 8 8139 1100
w nexiaem.com.au

Nexia Edwards Marshall (ABN 38 238 591 759) is an independent firm of Chartered Accountants and is a member of the Nexia Australia Pty Ltd Umbrella Group. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Liability limited under a scheme approved under Professional Standards Legislation.

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT
2012**

In accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the board members of National Centre for Vocational Education Research Ltd.

As lead audit partner for the audit of the financial statements of National Centre for Vocational Education Research Ltd for the year ended 30 June 2022, I declare that to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in respect of the audit.



Nexia Edwards Marshall
Chartered Accountants



Matthew O'Connor
Partner

Adelaide
South Australia

7 October 2022

Nexia Edwards Marshall

ABN 38 238 591 759
Level 3
153 Flinders Street
Adelaide SA 5000
GPO Box 2163
Adelaide SA 5001
p +61 8 8139 1111
f +61 8 8139 1100
w nexiaem.com.au

Nexia Edwards Marshall (ABN 38 238 591 759) is an independent firm of Chartered Accountants and is a member of the Nexia Australia Pty Ltd Umbrella Group. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see www.nexia.com.au/legal. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Liability limited under a scheme approved under Professional Standards Legislation.

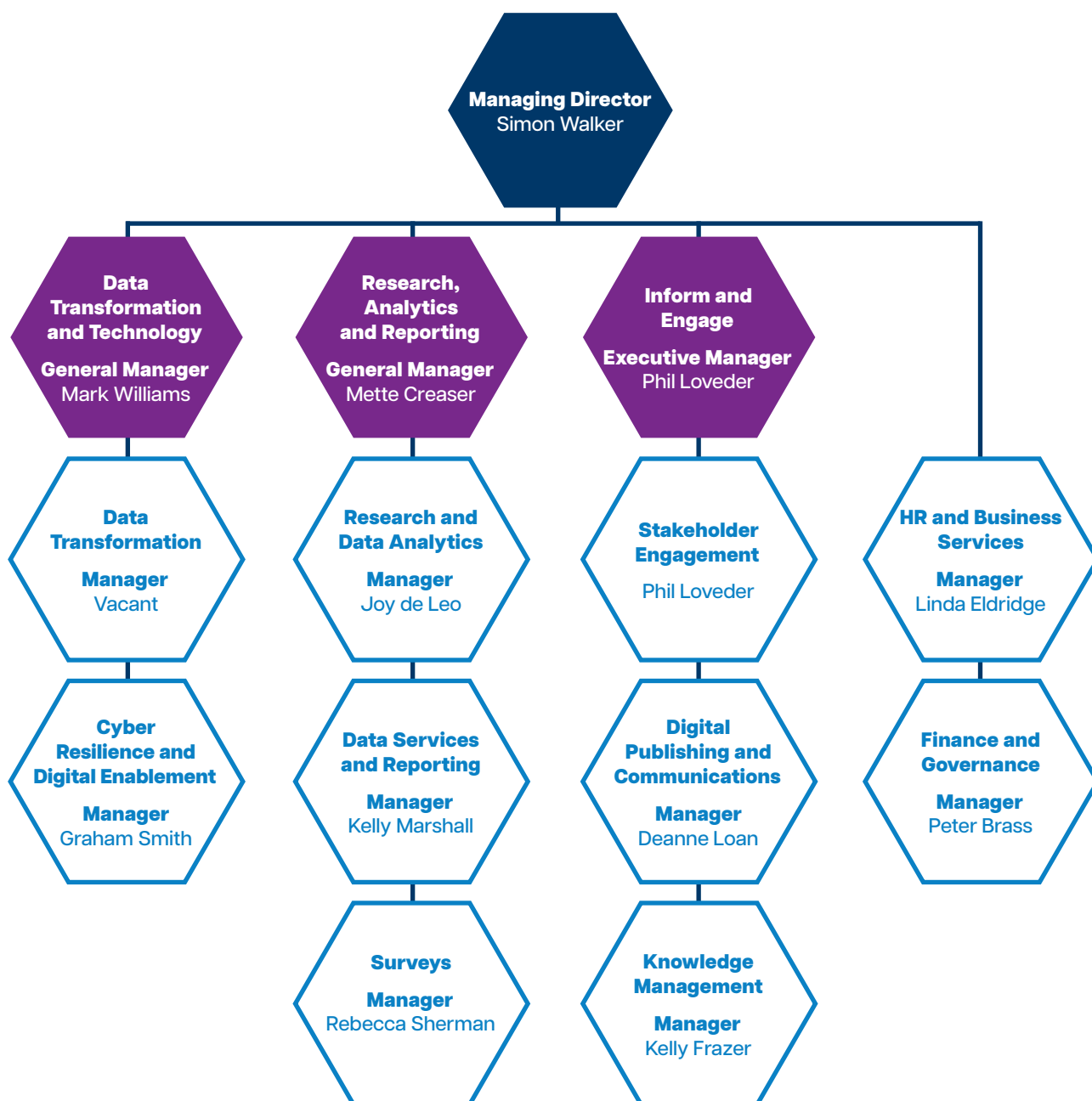


Appendices

Company structure	33
Published works	34
Presentations and submissions	37



Company structure



Executive

Simon Walker *Managing Director*

Mette Creaser *General Manager, Research, Analytics & Reporting*

Mark Williams *General Manager, Data Transformation and Technology*

Phil Loveder *Executive Manager, Inform and Engage*

Peter Brass *Manager, Finance and Governance*

Linda Eldridge *Manager, HR and Business Services*

The following work was published during 2021–22. Superseded publications can be found in the VOCEDplus database <<https://www.voced.edu.au/>>.

Statistical publications

- Apprentices and trainees 2020: December quarter - Australia
- Apprentices and trainees 2020: March quarter - Australia
- Apprentices and trainees 2021: June quarter - Australia
- Apprentices and trainees 2021: September quarter - Australia
- Apprentice and Trainee outcomes 2021
- Completion and attrition rates for apprentices and trainees 2020
- Government funding of VET 2020
- Government-funded students and courses - January to March 2020
- Government-funded students and courses - January to June 2021
- Government-funded students and courses - January to September 2021
- Government-funded students and courses 2020
- Historical time series of apprenticeships and traineeships in Australia from 1963 to 2021
- Historical time series of government-funded vocational education and training from 1981 to 2021
- International onshore VET qualification completer outcomes 2021
- Total VET students and courses 2020
- VET in Schools 2020
- VET qualification completion rates 2019 VET student outcomes 2021
- Employers use and views of the VET system 2021
- Employers use and views of the VET system 2021: history of employer survey



Research publications

The impact of COVID-19 on industry innovation, skills and the need for training
Begin with the end: RTO practices and views on independent validation of assessment
The online delivery of VET during COVID-19: part 1
Apprentices and trainees 2020: impacts of COVID-19 on training activity
Unpacking the quality of VET delivery
Methodological approaches for projecting completion rates for apprentice and trainees
Review of employment-based training models
VET for secondary school students: insights and outcomes
Prevalence and outcomes of workplace-based delivery in VET
Skills utilisation in the workplace: the other side of the coin
Attracting industry experts to become practitioners: a journey not a destination
Issues in apprenticeships and traineeships – a research synthesis
The best of both worlds? Integrating VET and higher education
Engaging more employers in national recognised training to develop their workforce
Upskilling and reskilling: the impact of COVID-19 pandemic on employers and their training choices
The online delivery of VET during the COVID-10 pandemic – part 2
Insights for delivering VET online
Student equity in VET 2020: participation, achievement and outcomes
VET as a re-engagement pathway for early school leavers
Delivering high quality VET: what matters to RTOs
VET for secondary school students: a research synthesis
Exploratory analysis of VET market segments
VET's role in transforming the future – No Frills 2021 discussion paper





Corporate publications

Research messages 2021

NCVER annual report 2020-21

40 years of NCVER 1981 - 2021

Longitudinal Survey of Australian Youth

Generation Z: life during COVID-19

Y15 wave 6 data release



VET student engagement and outcomes



© 2021 VET 6036

An analysis of 'micro-credentials' in VET

Bryan Palmer
Published: 2 June 2021

Subjects not part of a nationally recognised course form the single largest component of enrolments in VET. However, little is known about this space. This analytical project looked for patterns amongst these subjects by matching them to students and RTOs.

Short-course training, often referred to as micro-credentials, is being seen as an increasingly important form of training, particularly as the world comes to terms with the effects of the COVID-19 pandemic. In the VET sector, training package skill sets and accredited courses are recognised forms of short-course training.

Nevertheless, a surprising amount of other, shorter, non-qualification training occurs in the VET sector, officially known as enrolments in subjects not part of a nationally recognised program (course). This report refers to them as subject bundles. This is construed in this paper as a student enrolling in a bundle of subjects at a single RTO, termed here as a subject bundle. This is construed in this paper as a student enrolling in a bundle of subjects at a single RTO, termed here as a subject bundle. This is construed in this paper as a student enrolling in a bundle of subjects at a single RTO, termed here as a subject bundle.

Summary of findings

This report contributes to the information already available on the largest segment of the VET sector. By analysing these subject bundles and their salient features, analysis showed that engagement in subject bundles was found to be typically short, with bundles of three subjects or fewer accounting for 88.5% of RTO students who enrolled in these subject bundles, by comparison with 76,565 students enrolled in training package skill sets and 92,555 in accredited courses. But what are they actually training for and why?

NCVER | RESEARCH MESSAGES 2021

Presentations and submissions

Conference Presentations

Date	Presenter	Title	Event
1 July 2021	Osborne, K	Preparing Young People for Future Work: Work based education in Australian VET	6th International Conference of Employer Engagement
7-9 July 2021	Osborne, K	Skills utilisation in industry: case studies from advanced manufacturing and childcare	30th National Vocational Education Research Conference 'No Frills'
7-9 July 2021	Gamlin, T Harrison, L	Past, present, future: using VOCEDplus to access VET policy, research and statistics	30th National Vocational Education Research Conference 'No Frills'
7-9 July 2021	Waugh, J	VET's role in youth unemployment recovery	30th National Vocational Education Research Conference 'No Frills'
7-9 July 2021	Circelli, M Siekman, G	The VET leadership equation – where does industry fit in?	30th National Vocational Education Research Conference 'No Frills'
7-9 July 2021	Hall, M Stanwick, J	Estimating the stock of qualifications in Australia	30th National Vocational Education Research Conference 'No Frills'
7-9 July 2021	Stanwick, J	Micro-credentials in VET: the importance of 'subject bundle' enrolments	30th National Vocational Education Research Conference 'No Frills'
1 September 2021	Walker, S	VET for Secondary School Students: trends and destinations	VELG Annual National VET Conference 2021
7 December 2021	Loveder, P	TVET Governance: steering collective action	BILT Learning Forum New Qualifications and Competencies: building the future of TVET
4 May 2022	Circelli, M Polvere, R	VOCEDplus and NCVER updates on adult literacy research and resources	Australian Council of Adult Literacy (ACAL)
14 June 2022	Semo, R	Longitudinal Surveys of Australian Youth: data user workshop	Australian Institute of Family Studies 2022 Conference
18 June 2022	Loveder, P	Skills for Green and Sustainable Innovation	World Vocational and Technical Education Development Conference

Stakeholder Presentations

Date	Presenter	Title	Event
9 May 2022	Loveder, P	NCVER's role in national statistics and research	South Africa Quality Council for Trades and Occupations (CQTO)
10 May 2022	Forrest, C	'Soft skills' in Vocational Education and Training	Queensland Department of Employment, Small Business and Training: Secondary Schools VET Forum
12 May 2022	Forrest, C	'Soft skills' in Vocational Education and Training	Australian Department of Education, Skills and Employment: Data Insights Seminar Series

Submissions

Date	Title
23 May 2022	Delivery of vocational education and training (VET) in regional, rural, and remote Queensland. House Standing Committee on Employment, Education and Training: Adult literacy and its importance, Special Submission for the Queensland Parliament Education, Employment and Training Committee, Review of the Delivery of Vocational Education and Training (VET) in Regional, Rural, and Remote Queensland chaired by the Hon. Ms Kim Richards MP



National Centre for Vocational Education Research Ltd

Level 5, 60 Light Square, Adelaide SA 5000, Australia
PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400 **Email** ncver@ncver.edu.au **Web** <https://www.ncver.edu.au>

Follow us:  <https://twitter.com/ncver>  <https://www.linkedin.com/company/ncver>