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Introduction

Financial Reporting Direction (FRD) 22I requires the Accountable Officer to retain specified information and make it available. This material may be made available on request to ministers, members of parliament, and members of the public, subject to the provisions of the *Freedom of Information Act 1982*.

The Department of Education and Training makes this information available (or provides details on how the material may be sourced) in the *Department of Education and Training Annual Report 2020–21* or herein.

Requirements covered in this report include:

* details of any major external reviews carried out on the Department
* details of major research and development activities undertaken by the Department
* details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
* details of major promotional, public relations and marketing activities undertaken to develop community awareness of the Department and its services
* a list of major committees sponsored by the Department, the purposes of each committee and the extent to which the purposes have been achieved
* details of all consultancies and contractors including:
* consultants and contractors engaged
* services provided
* expenditure committed for each engagement.

Requirements covered in the *Department of Education and Training Annual Report 2020–21*, which is available at [www.education.vic.gov.au](http://www.education.vic.gov.au), include:

* a statement that declarations of pecuniary interests have been duly completed by all relevant officers
* details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
* details of publications produced by the Department about itself, and how these can be obtained
* details of assessments and measures undertaken to improve the occupational health and safety of employees
* a general statement on industrial relations in the Department and details of time lost through industrial accidents and disputes
* details of changes in prices, fees, charges, rates and levies charged by the Department.

Major external reviews

The following table details major external reviews carried out on the Department and completed during 2020–21.

Major external reviews carried out on the Department

| Review title | Conducted by | Purpose | Date Completed |
| --- | --- | --- | --- |
| Management of the student resource package | Victorian Auditor‑General’s Office (VAGO) | To review the allocative model of core and needs-based funding. | 5 August 2020 |
| Management of the Student Resource Package | VAGO | To determine whether government schools are allocated funding through the Student Resource Package fairly, consistently and transparently to support intended school outcomes. | 5 August 2020 |
| Early Years Management in Victorian Sessional Kindergartens | VAGO | To determine whether the Department has supported organisations managing sessional kindergartens to meet the outcomes of the Early Years Management Policy Framework. | 15 October 2020 |
| Review of vocational and applied learning pathways in senior secondary school | John Firth | To make recommendations for reform to ensure all Victorian secondary school students have access to high-quality vocational and applied learning options. Recommendations seek to improve transitions for students between school, post-secondary education and work. | 24 November 2020 |
| Systems and Support for Principal Performance | VAGO | To determine whether DET supports and manages principals’ development and performance to optimise student outcomes. | 9 December 2020 |
| Skills for Victoria’s growing economy | Jenny Macklin | To provide advice to government on Victoria’s education and training needs and to identify the necessary reforms to meet the skills requirements of students, industry and government over the next decade. | 3 February 2021 |
| Investigation of protected disclosure complaints regarding the former principal of a Victorian public school | Victorian Ombudsman | To investigate protected disclosure complaints made in 2018 alleging that a now former principal of a Victorian public school asked staff to counter-sign cash cheques, that he used the school funds for his own purpose and that he also failed to follow procurement and recruitment processes. | 15 February 2021 |
| Measuring and reporting on service delivery | VAGO | To determine whether the state’s departmental service performance measurement framework and reporting promotes accountability and informed decision-making. | 26 May 2021 |
| Responses to Performance Audit Recommendations: Annual Status Update | VAGO | To examine how public entities monitor and respond to performance audit recommendations made by VAGO between 2015–16 and 2019–20. | 23 June 2021 |
| Results of 2020 audits: Technical and Further Education institutes | VAGO | To assess the TAFE sector’s financial performance and sustainability for the year ended 2020. | 24 June 2021 |
| Results of 2020 audits: universities | VAGO | To assess the university sector’s financial performance and sustainability for the year ended 2020. | 24 June 2021 |

Major research and development

The following table details the research and development activities undertaken by the Department. This includes all internal and external research and development activities, including reviews, studies and evaluations that were established, commenced or completed by or on behalf of the Department in 2020–21.

Major research and development

| Name of the research and development (portfolio(s) and output(s)) | Conducted by | Purpose | Terms of reference/scope | Timeline | Anticipated outcome | Estimated cost ($) | **Final cost if finished ($)** | **Publicly available (Y/N) and URL** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2020 support to progress design of the tiered functional needs‑based model(Education portfolio, Support for students with disabilities) | Deloitte  | To provide input into the design and operationalisation of the Tier 2 school-level funding model for students with disability in Victorian government schools. | To provide an overview of three potential Tier 2 funding prototypes along with their preliminary results including differences in funding across school types, school size, and in comparison to current funding.  | September –November 2020 | To provide the Department with an analysis and comparison of various funding models to allocate Tier 2 school-level funding.  | 36,000 | 36,000 | N |
| 2021 support to progress the development of a Tier 2 school-level funding model(Education portfolio, Support for students with disabilities) | Deloitte  | To support the development of the Tier 2 school-level funding model for students with disability in Victorian government schools. | To provide the final specification of the Tier 2 base funding component, the approach to tapering the scale of the Tier 2 per student funding rate, and setting of parameters around both the use of Nationally Consistent Collection of Data or other school-based indicators and to limit variability of school funding year-on-year. | February – May 2021 | To provide the Department with the final design of the Tier 2 school-level funding formula and provide technical assistance and preparation of material in relation to the above outcome. | 45,000 | 45,000 | N |
| A review of the student resource package: an intensive study of school costings in different contexts(Education portfolio, School Education–Primary and Secondary) | Deloitte  | To understand expenditure requirements of schools in different contexts. | To ensure that funding allocated to Victorian Government schools remains reflective of the practices and expenditure requirements of schools and is equitably distributed. | January – October 2021 | To provide input into a review of the student resource package funding. | 719,013 | – | N |
| Actions to optimise regional structures and delivery (Education portfolio, Strategy, Review and Regulation; Support Services Delivery) | Deloitte  | To reduce and respond to the impact of known constraints and challenges on region and area provision by identifying practical actions that enhance support for vocational and applied learning and mental health and wellbeing through development of new place‑based models. | To recommend actions that address constraints and challenges for the regional workforce, and to deliver greater value and impact from existing and new investments in schools supports and services. To develop place-based models of support to deliver quality vocational and applied learning and mental health and wellbeing supports to schools.  | May – September 2021  | The regional workforce is optimised to provide responsive, cohesive, and integrated support that leads to greater improvement of outcomes for school-aged learners. The Department delivers improved support and services to schools. | 421,190 | 504,130 | N |
| Amplify Monitoring and Evaluation Framework Development(Education portfolio, School Education—Primary and Secondary) | Clear Horizons | To inform the proposed Amplify Evaluation and implementation planning for Amplify and the Amplify Toolkit. | To provide the overall monitoring and evaluation approach, including how to determine the current state of implementation and effectively monitor the impact of implementation activities. The monitoring and evaluation activities will enable the Department to adjust implementation approaches accordingly and to develop more targeted supports for schools. | August – December 2021 | Establishment of a monitoring and evaluation approach that informs future developmental evaluation of the project priorities and implementation processes. | 50,000 | – | N |
| Big Build higher apprenticeship pilot: action-research evaluation(Training and Skills portfolio, Training, Higher Education and Workforce Development) | Deloitte  | To encourage the championing of higher apprenticeships by senior leaders of the Victorian civil infrastructure sector. | To provide participating Victorian civil infrastructure sector senior leaders opportunies to identify ways to improve the digital maturity of their organisations, including workforce development.  | November 2020 – January 2021 | Identify the extent of current and future industry demand for higher apprenticeships in the Victorian civil infrastructure sector. | 113,000 | 112,973 | N |
| Business continuity management—plan review and exercise regime(All portfolios, Support Services Delivery) | Terra Firma Pty Ltd | To enhance the Department’s business continuity capability. | To review current business continuity documentation and identify recommendations for improvement. | May –July 2021 | Updated documentation and approach to increase the Department’s business continuity capacity and capability. | 5,500 | 5,500 | N |
| Catching Up in 2021(Education portfolio, School Education–Primary and Secondary) | Deloitte | To identify examples of practice models and determine the implications for the future direction of the broader school improvement architecture, including the Literacy and Numeracy Strategy, the inquiry cycle, assessment, teaching practice, the regional operating model and workforce attraction and recruitment. | To evaluate the Tutor Learning and Family Engagement as linked elements of a single initiative. The evaluation will provide summative and formative observations across the domains of appropriateness, fidelity, and impact in 2021.  | March 2021 – March 2022 | The research will help inform future policy and implementation options regarding effective small group learning interventions. It will provide input into implementation of the Tutor Learning initiative in 2021 through, monitoring, guidance and professional learning.  | 721,167 | TBC | N |
| Collaborative provision of professional learning opportunities in a teach to lead program for aspirational leaders in Victoria’s education system.(Education portfolio, Strategy, Review and Regulation) | Teach for Australia | To help break the cycle of disadvantage by developing a pipeline of exceptional leaders for schools serving low socioeconomic communities. | To build skills that matter most in disadvantaged schools such as leading change, engaging with communities, improving teaching practices and operating with limited resources, through evidence-based curriculum and delivery modes, and the teach to lead program.  | January 2018 – March 2021 | Participants become high-performing principals, driving improvement across whole school communities. | 221,000 | 442,000 | N |
| Communities of Practice (CoP) approach evaluation(Education portfolio, Strategy, Review and Regulation; Support Services Delivery) | Urbis | To evaluate the ongoing impact of the CoP initiative as implemented in Victorian principal networks. | To provide a comprehensive assessment of the strengths and weaknesses of the CoP, as well as to develop recommendations on how to further improve CoP practices in alignment with the Framework for Improving Student Outcomes and the Education State targets. | July 2020 –June 2022 | The Department makes decisions about the ongoing design and support for the CoP initiative. This evaluation ensures that CoP remains relevant, efficient and effective over time. | 545,895 | – | N |
| Defining and mapping out-of-field teaching in Victorian government schools report(Education portfolio, School education—Primary and Secondary) | Deakin University | To explore the extent of out-of-field teaching in Victorian schools and its implications for workforce and school operations. | To establish a definition of the out of field construct and provide data on the incidence and implications of out-of-field teaching in Victorian schools. | May – September 2020 | The research will help inform broader Departmental workforce reform, including the development of policies, guidance, resources and programs that reduce the extent, and mitigate the impact, of out‑of‑field teaching. | 49,553 | 49,553 | N |
| Detailed employment forecasts(Training and Skills portfolio, Training, Higher Education and Workforce Development) | Deloitte  | To provide a comprehensive view of changing demand for occupations in Victoria. | To develop detailed employment forecasts for occupations, skills and qualifications held, and replacement demand by occupation, in Victoria. | February – July 2021 | To use the forecasts to inform the funded course list, funded skill set list and market setting process for the 2022 training year. | 139,000 | 139,000 | N |
| Digital devices for Victorian students(Education portfolio, School education – Primary and Secondary) | Dandolo Partners | To research the educational use of digital devices.  | To synthesise the education‑evidence base in relation to digital devices for Victorian government teachers and students. | October – December 2020 | The research will help inform future policy and implementation options regarding teacher and student use of digital devices. | 99,660 | 99,660 | N |
| Early childhood LOOKOUT(Early Childhood portfolio, Early Childhood Education) | ACIL Allen Consulting | To undertake a formative evaluation of the LOOKOUT program. | To examine the implementation of the model over the two year trial period. | May 2019 – January 2021 | Provide the Department with information regarding the strengths of the program and identify improvement opportunities. | 470,173 | 272,499 | N |
| Early Childhood Strategic Evaluation(Early Childhood portfolio, Early Childhood Education) | ACIL Allen Consulting | To evaluate the collective impact of priority reforms under the early childhood reform plan. | To examine the collective impact of the reforms on workforces, families and the system.  | October 2018 – June 2022 | Provide the Department with system level outcomes of the reforms. | 1,468,808 | – | N |
| Early years assessment and learning tool development and pilot(Early Childhood portfolio, Early Childhood Education) | University of Melbourne | To develop and pilot an assessment tool for use by educators in kindergarten programs. | To undertake development of an online tool and pilot the tool’s use in about 50 kindergarten services throughout 2021. This includes analysis and validation of the tool’s suitability for use with all children in kindergarten programs. | May 2020 – May 2023 | An assessment tool for use by educators in kindergarten programs. | 896,771 | – | N |
| Early years assessment and learning tool pilot evaluation(Early Childhood portfolio, Early Childhood Education) | ARTD Pty Ltd | To evaluate the tool’s use in the pilot. | To conduct an evaluation of the tool’s use in the pilot in about 50 kindergarten services in 2021. | September 2020 – May 2023 | Provide the Department with an evaluation of the tool pilot that informs the tool’s implementation. | 172,356 | – | N |
| Education Justice Initiative breakeven analysis of return on investment(Education portfolio, School Education– Primary and Secondary) | Urbis | To undertake an economic analysis of the Education Justice Initiative to quantify the benefits of the program.  | To identify the benefits of the Education Justice Initiative by comparing them with the program costs and understand the benefits at both an individual and system level. | February – March 2021 | The analysis provides insight on the level of net economic benefit achieved through the Education Justice Initiative. | 25,000 | 25,000 | N |
| Employee Wellbeing and Operational Policy Reforms evaluation.(Education portfolio, Support Services Delivery) | Paxton Partners | To evaluate the individual and collective impact of Principal Health and Wellbeing; Occupational Health and Safety and Workers’ Compensation; and Operational Policy Reforms.  | To develop an evaluation framework and deliver reports that provide formative findings and recommendations throughout implementation. Reports also provide summative findings to understand achieved outcomes. | August 2019 – January 2023 | To inform continuous improvement for the reform initiatives and any future initiatives, as well as identifying opportunities for future investment in employee health, safety and wellbeing.  | 745,396 | – | N |
| Enhanced public health investigation of SARS-CoV-2 cases in Victorian schools and early childhood education and care.(Early Childhood and Education portfolios, Support Services Delivery) | Murdoch Children’s Research Institute in partnership with the Department and the Department of Health | To research COVID-19 transmission in Victorian school and Early Childhood Education and Care (ECEC) settings. | To increase understanding of transmission in school and ECEC settings by investigating transmission pathways between learners and staff. This includes investigating surface transmission by undertaking environmental testing of high‑touch surfaces in school and ECEC settings, and undertaking a survey of staff, parents and carers and students on the psychosocial impact of school/ECEC closures as a result of COVID-19 cases. | December 2020 –December 2021 | To increase understanding of the role of children and young people in transmission and enhance the Department’s ability to reduce the risk of, and effectively respond to, outbreaks in schools and ECEC services. | 120,066(The Department’s contribution) | 120,066 | Y [COVID Schools Study - Murdoch Children's Research Institute (mcri.edu.au)](https://www.mcri.edu.au/research/projects/covid-schools-study)  |
| Equipment Boost for Schools Initiative evaluation(Education portfolio, School Education–Primary and Secondary) | University of Melbourne: Melbourne Graduate School of Education, Centre for Program Evaluation  | To investigate the extent to which the intended outcomes of the initiative have been met and the impact that the initiative has had on students, schools, teachers, and other Departmental staff members. | To examine the outcomes of the initiative, rather than the implementation process. | September 2020 – November 2021 | The evaluation will improve school and teacher access to, and understanding of how to use inclusive equipment and assistive technology to support pedagogy.This assists the improvement of educational outcomes for students with disabilities or additional learning needs through inclusive education practices. | 281,772 | – | N |
| Estimating compliance with digital device policy(Education portfolio, School education – Primary and Secondary) | Dandolo Partners | To estimate the level of school compliance with digital devices policy. | To identify a sample cohort and sources of data that are representative across schools. Data can be extrapolated to estimate overall compliance levels.  | May – June 2021 | A report estimating compliance with digital device policies to inform future communication and other activities. | 44,700 | 49,170 | N |
| Estimating the cost of delivery in VET(Training and Skills portfolio, Training, Higher Education and Workforce Development) | ACIL Allen Consulting | To establish a robust pricing model that determines the real cost of delivering quality training, appropriate level of investment, best payment mechanisms and incentivisation of priority training. | To build an understanding of costs and pricing in the VET sector. This covers learners in the: TAFE and training system; pre-accredited community sector for pre-accredited training; and VET in Schools. | July 2020 – December 2021 | Use the data and analysis to help inform funding settings and national discussions regarding cost and pricing. | 696,101 | – | N |
| Evaluation framework for reform for students with disability – Disability inclusion.(Education portfolio, Support for students with disabilities) | Deloitte  | To support the development of a rigorous, valid and effective evaluation framework for the new funding and support model for students with disability in Victorian government schools.  | To identify how disability inclusion outcomes will be measured, including identifying evaluation questions, best practice research methods, data collection and sampling techniques. | May – September 2020 | To provide a framework for ongoing evaluation of the reform for students with disability. | 100,000 | 85,741  | N |
| Evaluation of cultural (community) understanding and safety training (Education portfolio, School education – Primary and Secondary) | EY Sweeney | To conduct an evaluation of cultural understanding and safety training to improve ongoing implementation. The evaluation will develop a program logic map through focused stakeholder workshops and a comprehensive monitoring and evaluation framework. | To facilitate workshops with training facilitators and other stakeholders to develop a program logic and a monitoring and evaluation framework to support ongoing training delivery. The evaluation will analyse the first two years of training in schools using qualitative and quantitative data.  | June 2020 – December 2021 | The evaluation will produce a program logic, and evaluation framework to improved shared understanding of cultural understanding and safety training in schools.  | 139,480 | – | N |
| Evaluation of Play Learn Grow(Early Childhood portfolio, Early Childhood Education) | Urbis Pty Ltd | To evaluate the efficiency and effectiveness of the program's implementation, assess the appropriateness and relevance of the program design, and identify lessons and improvements for possible future iterations. | To provide expert advanced statistical analysis to determine the extent to which the intended outputs were achieved, the appropriateness and relevance of the program, the extent to which the program responded to the needs of the target audience, and the main lessons and improvement for potential future iterations of the program. | February – March 2021 | To provide the Department with understanding of the efficacy and strengths of the program and determine how future versions might be improved. | 38,000 | 38,000 | N |
| Evaluation of the differentiated support for school improvement program(Education portfolio, School education – primary and secondary) | University of Melbourne | To investigate the implementation process of the program and its impact on teaching, leadership, and school operations. The evaluation also investigates the sustainability of the program’s school level impact.  | To investigate the nature of the program’s implementation, functioning, resourcing, behaviours and practices, and impact to-date for school improvement on teaching, leadership, and operations. The scope also includes the sustainability of school improvement outcomes achieved through the program.  | January 2018 – March 2022 | To provide findings and recommendations that inform future implementation and school improvement policy.  | 1,600,000 | – | N |
| Evaluation of the early childhood language program(Early Childhood portfolio, Early Childhood Education) | Deloitte  | To evaluate the early childhood language program. | To assess the program’s implementation, achievement of intended goals and impact on outcomes. | August 2020 – June 2022 | To provide a program evaluation.  | 504,882 | – | N |
| Evaluation of the excellence in teacher education reforms: Implementation of the monitoring and evaluation framework(Education portfolio, School education – primary and secondary) | Synergistiq | To analyse the impact and benefits of the suite of reforms and determine whether and to what extent they are meeting their objectives. | To apply the excellence in teacher education reforms monitoring and evaluation framework to reports and datasets. | April – June 2021 | The evaluation reports inform further development of the monitoring and evaluation framework, program logic maps, and improvements in data collection and program monitoring.  | 145,861 | 145,861 | N |
| Evaluation of the excellence in teacher education reforms: multi-program evaluation(Education portfolio, School education – primary and secondary) | Synergistiq | To report on the three programs that operate in Victoria under the excellence in teacher education reforms. These include the National exceptional teaching in disadvantaged schools program, employment-based pathways, and the Diploma of teacher education preparation. | To analyse the impact and benefits of the excellence in teacher education policies and programs to determine whether and to what extent they are meeting their objectives. Two small-scale program evaluations are to be completed in the first six-months, with the larger scale evaluation taking place over approximately two years. | May 2021 – June 2023 | The evaluation reports inform future investment and program impact and iterative developments of both strategy and delivery aspects.  | 273,000 | – | N |
| Evaluation of the kindergarten quality improvement program (Early Childhood portfolio, Early Childhood Education) | ACIL Allen Consulting | To evaluate phases 1 and 2 of the kindergarten quality improvement program. | To assess outcomes and make recommendations for improvement by drawing on implementation findings to shape the future design of the program. | June 2019 – March 2023 | To provide formative findings throughout implementation of both phases and summative findings to understand achieved outcomes.  | 590,971  | – | N |
| Evaluation of the school-based executive class principal initiative(Education portfolio, School Education–Primary and Secondary) | ACER | To improve the School-based Executive Class Principal initiative by providing recommendations that inform the adaptation of the initiative and future policy decisions regarding the program. | To consider the effectiveness and impact of the initiative. The scope of the evaluation includes Victorian government primary, secondary, and special schools. The research will examine the support provided by the regional executives, including the appointment and on-boarding process, and the ongoing management and support provided by the Department. | August 2020 – June 2024 | The research will help inform future policy and implementation support for the School-based Executive Class Principal initiative  | 769,980 | – | N |
| Evaluation of the Statement of Expectations: Quality Assessment and Regulation Division (QARD) 2018–20(Early Childhood portfolio, Strategy, Review and Regulation) | The Department | To evaluate the performance of QARD in implementing the Minister’s expectations, as set out in the Statement of Expectations Letter 2018–20, and the regulator’s response. The evaluation was designed to assist the regulator to improve performance and reduce costs on regulated parties.  | To review the QARD activities that delivered on the Minister’s expectations, and the extent to which the selected elements of good regulatory practice were delivered. A process evaluation, also reviewed the QARD’s process of implementing activities in line with the Statement of Expectation Framework. | December 2019 – February 2021 | To support the Minister to identify continuous improvement priorities in the development of the next Statement of Expectation. | – | –  | Y<https://www.education.vic.gov.au/about/department/legislation/Pages/statementofexpectations.aspx>  |
| Evaluation of the Statement of Expectations: Victorian Institute of Teaching (VIT) 2018–20(Education portfolio, Strategy, Review and Regulation) | The Department | To evaluate the performance of VIT in implementing the Minister’s expectations, as set out in the Statement of Expectations Letter 2018–20, and the regulator’s response. The evaluation was designed to assist the regulator to improve performance and reduce costs on regulated parties.  | To review the VIT activities that delivered on the Minister’s expectations, and the extent to which the selected elements of good regulatory practice were delivered. A process evaluation also reviewed the VIT’s process of implementing activities in line with the Statement of Expectation Framework. | December 2019 – November 2020 | To support the Minister to identify continuous improvement priorities in the development of the next Statement of Expectation. | – | –  | Y<https://www.education.vic.gov.au/about/department/legislation/Pages/statementofexpectations.aspx> |
| Evaluation of the Statement of Expectations: Victorian Registration and Qualifications Authority (VRQA) 2019–21(Education and Training and Skills portfolios, Strategy, Review and Regulation) | The Department | To evaluate the performance of VRQA in implementing the Minister’s expectations, as set out in the Statement of Expectations Letter 2018-20, and the regulator’s response. The evaluation was designed to assist the regulator’s to improve performance and reduce costs on regulated parties.  | To review the VRQA activities that delivered on the Minister’s expectations, and the extent to which the selected elements of good regulatory practice were delivered.  | December 2020 – June 2021 | To support the Minister to identify continuous improvement priorities in the development of the next Statement of Expectation. | – | – | N  |
| Evaluation of the statewide expansion of the Education Justice Initiative(Education portfolio, School Education–Primary and Secondary) | Urbis | To provide insights and recommendations regarding the current and future delivery of the Education Justice Initiative. | To investigate how the impact of the Education Justice Initiative improved collaborative practices with key stakeholders in the Children’s Court and the program’s impact on young people and families, in particular improving the education engagement of young people coming into the Children’s Court on a criminal matter.  | June 2019 – November 2020 | Advice to the Department to inform current and future delivery of the Education Justice Initiative. | 245,988 | 245,988 | N |
| Evaluation of the strategic planning online tool (Education portfolio, School Education – Primary and Secondary) | ARTD Pty Ltd and the University of Melbourne: Centre for Program Evaluation | To evaluate the impact of the strategic planning online tool. | To measure the impact of the online tool at the technology, user, collective, regional and system levels. | April –October 2021 | Advice that informs current and future aspects of development, implementation, and design to enhance effective and collaborative school improvement planning and maximise student learning outcomes. | 108,722 | – | N |
| Evaluation of the teacher financial incentives initiative(Education Portfolio, School Education—Secondary) | The Department | To evaluate the implementation and outcomes of the teacher financial incentives initiative for future policy and funding directions. | To cover implementation progress, successes and areas for improvement, to inform adjustments to implementation, to determine the extent to which intended outcomes were achieved. | October 2020 – September 2023 | To provide evidence from implementation to inform future adjustments to the initiative design and qualitative and quantitative evidence of the outcomes of the initiative. | 922,600 | – | N |
| Evaluation of the Victorian African Communities Action Plan (VACAP) Education Initiatives (Education portfolio, School Education—Primary and Secondary) | ACIL Allen Consulting | To evaluate the impact of the School Community Liaison Officer and Homework Club Grants on the engagement and participation of Victorian students of African heritage and provide recommendations on how program delivery can be strengthened. | To measure and provide evidence of the success of the VACAP initiatives in school communities. This includes case studies on best practice that can be shared with government and the implementation committee.   | May – November 2021 | The Department receives insight into and understands the impact of the program and identifies and implements methods to strengthen program delivery. | 55,247 | – | N |
| Evaluation of the Victorian Early Years Learning and Development Framework (2016) Implementation(Early Childhood portfolio, Early Childhood Education) | Synergistic Pty Ltd | To evaluate the extent to which the revised framework has been communicated to the sector by Victorian Curriculum and Assessment Authority (VCAA) and the Department and whether early childhood professionals have revised their practices. | To examine how effective implementation and communication activities have been in reaching early childhood professionals and supporting them to implement the framework. The evaluation also assesses whether practitioners are aware of the change areas and practice principles and identifies enablers and barriers to implementation. | October 2019 – August 2021 | To provide the VCAA and the Department with data and analysis that informs future projects and further support for the framework’s implementation.  | 260,000 | – | N |
| Evaluation of the Victorian Professional Learning Communities (PLC) initiative (Education portfolio, School Education– Primary and Secondary) | University of Melbourne: Centre for Program Evaluation | To evaluate ongoing implementation, design and decision-making associated with the Victorian PLC initiative and its impact on teaching practices and learning outcomes in more than 800 Victorian government schools. The evaluation will also assess the consistency of the PLC implementation practices and the program's social and economic costs and benefits. | To measure the success of the Victorian PLC model in enabling schools to implement PLCs and apply its principles to their practice successfully. To evaluate the impact of the PLC initiative on teaching practices and students’ learning outcomes. | September 2019 – April 2022 | Evaluation findings will inform ongoing policy adaptations and implementation for the Victorian PLC initiative to maximise impact on student learning and teacher practice. | 995,426 | – | N |
| Evaluation of Transforming the First Years of the Teaching Career (Career Start Pilot)(Education Portfolio, Training, Higher Education and Workforce, Development, School Education–Primary) | The Department  | To evaluate the effectiveness of the Career Start Pilot in accelerating the professional development of first and second year graduate teachers, enhancing their wellbeing and reducing attrition levels in the participating cohorts.  | To deliver a developmental evaluation of the Career Start Pilot, throughout its implementation. The evaluation involves data collected from corporate and regional staff, as well as from participating schools (school leaders, mentor teachers, graduate participants and their students). | November 2020 – September 2024 | To enable refinements during implementation across the Pilot’s three years of operation, and incorporation of key learnings into extension or expansion plans of the Pilot. | 1,400,000(156,512 allocated for 2020–21) | – | N |
| Family-school partnership building for disability inclusion(Education portfolio, Support for Students With Disabilities) | Deloitte  | To provide recommendations on best practice in family-school partnerships to inform future Victorian Common Funding Agreements (VCFA) with disability peak organisations. | To conduct an environmental, research, and evidence scan to explore best practice in family-school partnerships and successful approaches to parent engagement. | April – June 2021 | To provide guidance on the direction and nature of future activities and projects through VCFAs with peak disability organisations to enhance family-school partnerships and build understanding in the school community of the benefits of disability inclusion.  | 49,750 | 49,750 | N |
| Free Sanitary Pads and Tampons in all Public Schools evaluation(Education portfolio, Support Services Delivery) | ACIL Allen Consulting | To assess the progress and performance of the initiative, with a particular focus on reducing student concern about getting their period at school and relieving financial burdens for parents and students. | To measure the effectiveness, efficiency, and impact of the implementation of the initiative and make evidence-based recommendations to inform ongoing delivery of the initiative. | December 2020 – October 2022 | To provide the Department with information which informs future direction for the initiative, including lapsing program requirements. | 391,580 | – | N |
| Funded Three-Year-Old Kindergarten: Evaluation of implementation and early outcomes(Early Childhood portfolio, Early Childhood Education) | ACIL Allen Consulting | To evaluate the implementation of funded Three-Year-Old Kindergarten, covering the first two years of the staged rollout of the reform and identify early outcomes. The evaluation assists in guiding statewide delivery in 2022. | To conduct a program evaluation to assess program design and implementation. | May 2020 – December 2021 | Provide the Department with an evaluation of early implementation that informs ongoing refinements to implementation and policy design. | 338,000 | – | N |
| Graduate teacher survey(Education portfolio, School education—primary and secondary) | Social Research Centre | To understand the experiences of recent entrants to the teaching profession so that the Department can influence the provision of quality Initial Teacher Education and make improvements to systems and supports. | To support targeted and responsive investment in Excellence in Teacher Education Reform initiatives. The survey collects information on key areas, including teacher preparedness, professional experience, school–university partnerships, and school-based processes that support graduate teachers’ development. Data collected also provides insights into the impact of reforms and programs such as the Transforming the First Years of the Teaching Career pilot and Graduate Teacher Conferences in addressing priority areas for new teachers.  | June 2021 – September 2022 | The survey results are shared with stakeholders and inform further improvements in Initial Teacher Education and graduate teacher experience.  | 306,000 | – | N |
| Head Start evaluation(Education Portfolio, School Education—Secondary) | Nous Group | To undertake a process and impact evaluation to determine how the Head Start pilot has been rolled out in the 10 Head Start clusters, including its impact on schools, families and employers. | To support targeted and responsive investment in Excellence in Teacher Education Reform initiatives. The survey collects information on key areas, including teacher preparedness, professional experience, school–university partnerships, and school-based processes that support graduate teachers’ development. Data collected also provides insights into on the impact of reforms and programs such as the Transforming the First Years of the Teaching Career pilot and Graduate Teacher Conferences in addressing priority areas for new teachers.  | February 2020 – October 2022 | Evidence to evaluate the initiative rolled out, the return on the Government’s investment and the impact on schools, families and employers. The evaluation will inform incremental improvements and future investment decisions in school‑based apprenticeships and traineeships. | 660,000 |  –  | N |
| International student program marketing and evaluation project(Education Portfolio, Strategy, review and regulation, School Education–Secondary) | Edified | To conduct an objective analysis and evaluation of international student program marketing activity and a competitor scan for best practice examples to provide recommendations regarding future marketing activities and service innovations. | To review the international student program. Study tour programs and education agents are also in scope. | October 2020 – January 2021 | Produce a report to preserve and enhance the international student program brand and reputation. The report will also guide the marketing and communications strategy. | 70,000 | 109,075 | N |
| Investing in our People evaluation(Education portfolio, Strategy Review and Regulation) | Pinnacle Group Australia | To review the 2016–20 Victorian Public Sector People Strategy, the Investing in Our People Strategy.  | To review the Department’s inaugural People Strategy, to gain insights and help shape and inform the Department’s next VPS People Strategy.  | April 2020 – January 2021 | To provide the Department with insights into the impact of the Strategy including the provision of a findings report to help inform the development of the subsequent strategy.  | 20,000 | 20,000 | N |
| Job feed data(Training and Skills portfolio, Training, Higher Education and Workforce Development) | Burning Glass International | To provide job feed data. | To provide detailed real-time and time-series job feed data that covers Victorian online job vacancies and is coded to standard classification structures. | August 2020 – May 2022 | To use the data to support and update the Department’s models and tools, which in turn allow for up-to-date advice on the labour market and its implications for training. | 181,800 | 181,800 | N |
| Koorie education operational workforce review(Education portfolio, School education—Primary and Secondary) | ACIL Allen Consulting | To understand current resourcing needs as well as work activities of Koorie engagement support officers and the Koorie education coordinators. | To review existing data on workforce distribution comparative to early childhood and school locations, including consideration of Koorie children and student populations across the state. The review will develop a stakeholder engagement plan, hold interviews and focus groups with identified stakeholders in each region, and deliver an online survey to reach additional Koorie education workforce members. | June 2020 – June 2021 | To understand how the workforce is distributed across the state, whether current arrangements are equitable and ensure that resources are available in the areas of greatest need. | 150,000 | 95,330 | N |
| Literacy and numeracy strategy evaluation(Education portfolio, School Education—Primary and Secondary) | University of Melbourne: Centre for Program Evaluation  | To determine the extent to which the strategy improves literacy and numeracy achievement, recommend improvements to the strategy’s design and implementation, and inform decision-making about future investment in literacy and numeracy resources, professional learning and other supports. | To provide information regarding the collective impact of reform strategies, including the effectiveness, gaps, and opportunities. The evaluation supports the strategy to adapt and enhance over time. All of the strategy’s initiatives are in scope. | January 2019 – June 2022 | The evaluation will detail the impact of the strategy, including awareness and engagement, practice change, and student outcomes. | 885,942 | – | N |
| Local Labour Market Needs Extension – COVID Dashboard(Training and Skills portfolio, Training, Higher Education and Workforce Development) | Deloitte | To provide a better understanding of the impacts of COVID-19 on the Victorian labour market. | To develop a ‘COVID-19 extension’ to the Local Labour Market Needs dashboard, focused on more current rather than granular data. | June –August 2020 | To support government decision-making in response to and the recovery from the COVID-19 disruption. | 43,890 | 43,890 | N |
| Mental Health Practitioners (MHP) initiative evaluation(Education portfolio, School Education – Secondary; Support Services Delivery) | Dandolo Partners | To evaluate the MHP initiative in secondary and specialist schools. | To evaluation the design, delivery and impact of the MHP initiative. | August 2020 – December 2022 | To provide input into current and future implementation and design to maximise impact on student mental health outcomes. | 720,318 | – | N |
| Middle Years Literacy and Numeracy Support (MYLNS) initiative evaluation(Education portfolio, School education—secondary) | ACER | To determine whether the initiative is achieving intended outcomes for students, teachers, school leaders and parents/carers and being implemented effectively, with sufficient accountability, flexibility and feedback loops to support individual and localised needs.  | To provide information on the implementation and impact of the MYLNS. The scope includes implementation activities at the central, regional and school levels, to inform adaptive implementation. It measures the impact on students and teachers primarily, as well as on schools and communities. | October 2019 – June 2022 | Advice on opportunities to adapt implementation and supports at a central, regional and school level and provision of impact and effectiveness evidence. | 1,158,953 | – | N |
| Multilingual resources for plurilingual strategies(Education portfolio, School Education – Primary and Secondary) | Monash University | To create resources that support teachers and schools to use multilingual resources that foster language learning.  | To deliver professional learning to seven to nine school settings across a range of contexts and create between 15 and 20 teaching resources for digital publication. The resources and professional learning will build teacher capacity to use aspects of the plurilingual strategies in the EAL Curriculum to develop students’ English language proficiency.  | March 2020 – June 2022  | An approach that leverages digital technologies and literacies, and that can be scaled up to meet the needs of teachers and schools across Victoria. | 131,142 | – | N |
| Precis development for policy scoping in science teaching and learning(Education portfolio, School Education – Primary and Secondary) | Deakin University and University of Melbourne | To provide an evidence base to highlight key challenges and opportunities for science education from birth to Year 10. | To undertake a literature review and problem identification for birth to Year 10 learning and teaching of science in early childhood education and schools. | July – December 2020 | A report that includes a literature review of the issues and challenges experienced by schools and early childhood settings in delivering quality science teaching programs. The report will identify the nature and scope of teaching and learning resources that best support schools and early childhood settings to address these issues. | – | 72,818 | N |
| Primary Mathematics and Science Specialists initiative: Cohort 5 (Education portfolio, School Education—Primary) | I & J Management Services | To evaluate Cohort 5 of the Primary Mathematics and Science Specialists initiative and inform the iterative improvement of the program.  | To provide an evaluation that informs continuous improvement throughout the implementation of the initiative for Cohort 5. The evaluation measures the extent to which the initiative is meeting its proposed outcomes and will enable comparison of the achievements of Cohort 5 with the evaluations of previous cohorts.  | January 2019 – April 2021 | To refine the course design during the initiative and improve future initiatives that support improved student learning outcomes in science, technology, engineering and mathematics. | 224,125 | 224,125 | N |
| Primary Mathematics and Science Specialists initiative: Cohort 6 (Education portfolio, School Education—Primary) | The Department | To evaluate Cohort 6 of the Primary Mathematics and Science Specialists initiative and inform the iterative improvement of the program.  | To provide an evaluation that informs continuus improvement throughout the implementation of the initiative for Cohort 6. The evaluation measures the extent to which the initiative is meeting its proposed outcomes and will enable comparison of the achievements of Cohort 6 with the evaluations of previous cohorts.  | January 2021 – December 2023 | To refine the course design during the initiative and improve future initiatives that support improved student learning outcomes in STEM. | 275,311 | N/A | N |
| Primary Mathematics and Science Specialists initiative: Impact evaluation (Education portfolio, School Education – Primary) | Synergistiq | To increase understanding of the sustained effects of the initiative in participating schools  | To identify the extent to which the initiative achieved a sustained and ongoing impact in schools. The evaluation identifies the opportunities that exist to leverage the expertise of previous specialists to build student outcomes in mathematics and science.  | October 2019 – May 2021 | To inform design and delivery of future of primary maths and science specialists initiatives and school improvement initiatives. | 197,486 | 197,486 | N |
| Professional practice elements of the Victorian Government Schools Agreement 2017(Education portfolio, School Education–Primary and Secondary) | University of Melbourne | To monitor and gain insight into how professional practice elements are being implemented in schools, and whether the professional practice days and learning specialist initiatives are leading to improvements.To understand the impact (effectiveness) of the reforms on teaching practice. | To understand the effectiveness of the reforms on teaching practice. The evaluation of the professional practice elements involves both developmental and summative phases. The developmental phase informs ongoing implementation efforts. The summative phase informs future funding decisions for professional practice days. | January 2018 – April 2021 | The evaluation is a key input into the Department’s position in the negotiations for a new Victorian Government Schools Agreement with the Australian Education Union. | 905,346 | 904,418 | N |
| Provision of evaluation services of the impact on Bastow leadership courses, and alignment against best practice evaluation methodology(Education portfolio, Strategy, Review and Regulation; Support Services Delivery) | Dandolo partners | To evaluate the impact of selected professional learning courses to understand Bastow’s impact and contribution to the wider Victorian education landscape, based on detailed participant perspectives. | To ensure that internal course design principles reflects best practice, assess the impact of Bastow’s professional learning offerings and opportunities for improvement on teacher and student outcomes, and to assess the alignment of implementation with initial course design. | May 2020 –July 2021 | The final report assesses course impacts for participants and indicates how Bastow can best met its budget paper targets. The report also assesses the alignment of Bastow leadership courses against best practice in evaluation methodology. Report findings support future evaluation practice. | 104,998 | 104,998 | N |
| Remote and Flexible Learning Qualitative Research(Education portfolio, School Education–Primary, School Education– Secondary) | QDOS | To provide an independent and cross-sectoral picture of the experience of remote and flexible learning between March and June 2020. | To investigate experiences of students, parents and carers, teachers and school principals relating to remote and flexible learning. | June–July 2020 | To gain a comprehensive understanding to the experience of remote learning. | 49,995 | 61,105 | Yhttps://www.education.vic.gov.au/Documents/about/department/covid-19/remote-and-flexible-learning-qualitative-research.pdf |
| Report on state and territory VET arrangements(Training and Skills Portfolio, Training, Higher Education and Workforce Development) | Ithaca Group | To summarise recent developments in the State/Territory-based VET arrangements in Victoria. | To identify the distinguishing features of VET arrangements and recent State/Territory-based VET reforms that are of relevance to Victoria. | June – November 2021 | To inform potential policy advice and areas for further investigation. | 45,320 | ­ | N |
| Research into impacts of bushfires and COVID-19 pandemic on staff and student wellbeing in bushfire-impacted schools(Early Childhood and Education portfolios, School Education—Primary and Secondary; Support Services Delivery) | University of Melbourne | To measure wellbeing of staff and student cohorts in up to 101 schools across bushfire impacted areas. | To measure staff and student wellbeing in bushfire impacted areas in up to 101 schools across six local government areas declared a state of disaster during the 2019–20 Eastern Victoria Bushfires (East Gippsland, Mansfield, Wangaratta, Wellington, Towong and Alpine). | January – December 2021 | To provide advice on the impacts of COVID‑19 and the 2019-20 Eastern Victoria Bushfires on wellbeing. This informs psychosocial recovery supports provided by the Department’s Trauma Recovery Team.  | 180,000 | – | N |
| Respectful relationships evaluation 2019–21: Phase 2(Education portfolio, School Education—Primary and Secondary) | ACIL Allen Consulting | To examine the effectiveness of implementing a whole school approach to respectful relationships in Victorian schools and to capture early signs of impact on school communities and funded kindergarten programs. | To examine the effectiveness of the program through participating Victorian school communities, early childhood educators and community organisations. | February 2019 – June 2020 | Findings from the evaluation will inform ongoing initiative implementation. | 274,925 | 274,925 | N |
| Review of initial implementation of the innovative initial teacher education project(Education Portfolio, Training, Higher Education and Workforce Development, School Education—Secondary) | Deloitte  | To identify opportunities to strengthen implementation of the project supporting achievement of its objectives (to increase the supply of high‑quality teachers to areas of Victoria’s education system that need them most). | To draw on consultations with participating schools and providers of initial teacher education providers and schools, analyse strengths and areas for development of the project’s implementation (November 2020–April 2021). | May – June 2021 | To enable refinement of project implementation for second cohort and support any extension or expansion project planning. | 48,750 | 48,750 | N |
| Review of performance and development practices for school leaders and staff (Education portfolio School Education – Primary and Secondary) | University of Melbourne | To support a review of current Performance and Development Plan (PDP) process design and implementation, to determine areas of strength and areas for improvement. | To provide a literature review of key academic research and reports on performance and development practices including a scan of global practices and trends. | May – June 2021 | The report will inform improvements to how the Performance and Development Plan process supports school leader and staff performance and development.  | $25,000 | $24, 926 | N |
| Review of the 2017 home education regulatory reform(Education portfolio, Strategy, review and regulation) | Regulatory Impact Solutions | To assess the effectiveness of the 2017 regulatory changes and identify whether further changes are required. | To identify the effectiveness of the existing regulations and further potential changes. The review will also identify further VRQA services improvements.  | January – August 2021 | Findings from the review will inform any amendments to the regulations and changes to the regulation’s implementation. | 40,000 | – | N |
| Review of the Registered Training Organisations (RTO) performance indicators framework(Training and Skills portfolio, Training, Higher Education and Workforce Development) | Victoria University: Centre for International Research on Education Systems (CIRES)  | To review the Department’s RTO performance indicators framework and ensure it continues to be an accurate and relevant input into monitoring the quality of VET in Victoria. | To undertake a thorough desktop research and evaluation to ensure the framework stands up to existing best practice. Each of the 16 performance measures will be assessed for effectiveness and currency.  | June –October 2021 | A set of recommendations to improve the performance measures that make up the current framework.  | 54,285 | 54,285 | N |
| Rural and Regional educational reform program evaluation(Education portfolio, School Education—Primary and Secondary) | Synergistiq | To determine if the program has improved educational outcomes for rural and regional students. | To provide an evaluation of 15 rural and regional Victorian Certificate of Education expansion initiatives. | June 2021 – June 2024 | Formative evaluation data will drive improvements in ongoing and future program implementation. Summative evaluation data will provide insights into outcomes.  | 393,720  | – | N |
| School breakfast clubs program evaluation (Education portfolio, Support Services Delivery) | ACIL Allen Consulting  | To support the Department’s understanding of the progress and performance of the program across the 1,000 participating schools.  | To measure formative and summative components of the program and understand its impact on schools, students and the broader community. This includes investigating program implementation and delivery. | November 2020 – September 2022 | Findings from the evaluation inform ongoing program implementation, lapsing program requirements and future policy directions. | 398,944 | – | N |
| School-focused youth services review(Education portfolio, School Education—Secondary) | ACIL Allen Consulting | To build on the Department’s knowledge of the program and provide clear recommendations for a future program model. | To establish the project, collect data and produce a final report including recommendations. Data collection includes a literature review, online surveys, targeted interviews, and analysis of departmental data. | February – May 2021 | Findings from the review provide clear recommendations for a future program model. | 97,303 | 97,303 | N |
| Schoolwide Positive Behaviour Support evaluation(Education portfolio, School Education–Primary and Secondary) | Dandolo Partners | To consider all aspects of the Schoolwide positive behaviour support project from 2018 to 2020. | To assess the project’s effectiveness and impact, identify opportunities for improvement and inform decisions about the continuation of the project. | August – December 2020 | The evaluation report will detail outcomes achieved to date and suggest areas for implementation improvement. | 49,758 | 49,758 | N |
| Senior Secondary Pathways Reform Strategic evaluation(Education portfolio, School Education—Secondary) | The Department  | To design and implement a strategic evaluation for the senior secondary pathways reforms. | The terms of reference are under development. | February 2021 – June 2024 | To provide a strategic evaluation of the senior secondary pathways reforms. | 290,000 | – | N |
| Software for schools program evaluation(Education portfolio, School Education – Primary and Secondary) | University of Melbourne | To evaluate the program, and other key digital tools supporting learning and teaching in Victorian Government schools and assess impacts and outcomes.  | To identify the extent to which the program is being implemented as intended, participants are being reached, and the program meets the users’ needs. The evaluation will examine the extent to which the program improves teacher capability and student outcomes. | May – November 2021 | Findings will inform decisions about the continuation of the program and the approach the Department takes to drive uptake of software titles. | 236,053 | – | N |
| Speech Pathology in Schools evaluation(Education portfolio, School Education– Primary) | Deloitte Access Economics  | To investigate the implementation to inform ongoing rollout and the impact of the initiative on building longer-term teacher capability. | To provide an understanding of the impact of the program on teacher capability including skills, confidence and knowledge, as well as the level of improvement in student outcomes.  | July 2019 – March 2022 | To provide the Department with an evidence base around future funding opportunities including expansion to other areas.  | 475,155 | – | N |
| Teacher Recruitment Campaign: Teach the Future(Education portfolio, School Education–Primary, School Education–Secondary) | The Behavioural Architects | To inform the development of creative and future campaign direction. To measure behavioural and attitudinal impacts of the campaign.  | To develop campaign creative and track campaign impact.  | October 2020 – June 2021  | To inform future campaign messages and creative, media buying, and communication activities.  | 108,685  | 108,685  | N |
| Tech Schools evaluation(Education portfolio, School Education– Secondary) | Deakin University | To evaluate and inform the ongoing operations and strategic development of the Tech School initiative. | To provide an evaluation that monitors outcomes and processes and clarifies the development of individual Tech Schools influence on the local community and industry. The evaluation will draw on published research findings through a range of academic and professional forums. | June 2019 – June 2022 | To identify the extent to which Tech Schools achieve their intended outcomes, including the observed enablers and barriers. | 573,511 | – | N |
| Tech Schools operating funding model review(Education portfolio, School Education—Secondary) | KPMG | To review the funding model for Tech Schools to support high-quality STEM learning for secondary students. | To review and consider whether existing assumptions hold true. This involves developing a base and variable funding model.  | January – July 2021 | A report with recommended changes to the future funding model and alternative funding models. | 134,701 | – | N |
| The experience of remote and flexible learning in Victoria(Education portfolio, School Education–Primary, School Education– Secondary) | Learning First | To understand the experiences of students, families and school staff during the period of remote learning from 16 March to 9 June 2020. | To present findings from surveys, focus groups and interviews conducted with school communities to understand their experience of the remote learning period, which ended for all students on 9 June 2020. | June – July 2020 | To provide independent analysis of data, survey findings and focus group responses to provide insights into experiences of, and lesson learned from, the period of remote learning in Victoria from March to June 2020. | 101,200 | 101,200 | Yhttps://www.education.vic.gov.au/Documents/about/department/covid-19/experience-of-remote-and-flexible-learning-report.pdf |
| The Geelong project evaluation(Education portfolio, School Education– Secondary) | Lirata Ltd | To assess the application of the model in the four new schools, and the changes occurring as a result of this implementation. The evaluation also takes into account the implementation experience and the outcomes that have occurred in the existing three schools. | To understand implementation of the project in the expansion schools, and program impact across attendance, engagement, wellbeing and achievement outcomes. Understanding how the model works best across different schools and communities.  | February 2019 – October 2021 | Inform decisions regarding future opportunities to expand the program. | 59,829 | – | N |
| Transforming career education in Victorian government schools evaluation(Education portfolio, School Education—Secondary) | Urbis  | To undertake a process and outcome evaluation of the suite of initiatives that make up the transforming career education in Victorian government schools reforms | To examine the 13 separate initiatives implemented as a result of the 2017 career education review. The scope includes all initiatives aligned with the review's recommendations to start early, connect to work and make career education a priority in government schools. The evaluation will examine the implementation and impact of reforms.  | May 2019 – December 2022 | The evaluation will determine if the reforms achieved their short and medium‑term objectives. It will ascertain how the reforms align with other reforms, calculate the economic and social benefits, and identify barriers to the sustainability of the reforms in the longer term.  | 801,877 | – | N |
| Two-year review of Child Link(Early Childhood portfolio, Early Childhood Education) | ACIL Allen Consulting | To review the adequacy of the design of the Child Link implementation program, and policy planning.  | To conduct a developmental review, including how Child Link is achieving the legislative intent of part 7A of the Child Wellbeing and Safety Act 2005. | February 2019 –February 2021 | A review report that provides recommendations to inform the implementation of Child Link. | 84,901 | 84,901 | N |
| Two-year review of the Child Information Sharing Scheme(Early Childhood portfolio, Early Childhood Education) | ACIL Allen Consulting | To review the operation of the Child Information Sharing Scheme.  | To conduct an outcomes-based review. The review covers September 2018 to September 2020. It determines to what extent the Scheme has been implemented effectively and to what extent it is achieving its intended outcomes. | September 2018 – September 2020 | A review report that provides recommendations to inform the operation of the scheme. | 617,189 | 617,189 | Y(https://www.vic.gov.au/child-information-sharing-scheme-two-year-review) |
| VET-VCAL workforce reform program(Education Portfolio, School Education—Secondary) | ACER | To undertake a developmental and summative evaluation of the individual initiatives that make up the VET-VCAL workforce reform program, and the program as a whole. | To develop a program logic and lead indicators, a monitoring, evaluation and learning framework focusing on continuous quality improvement, and a developmental evaluation leading to reports in September 2021 and September 2022. | June 2020 – December 2022 | Evidence of improvements throughout the program, specifically in working with external suppliers. Evidence of improved teacher confidence and capability in teaching applied learning and VET. | 1,021,924 | – | N |
| Victorian Employer Skills Survey(Training and Skills portfolio, Training, Higher Education and Workforce Development) | Wallis Group | To conduct a biennial survey of the views of Victorian employers on their training and skills needs.  | To gather information from Victorian employers about recruitment experiences, skill experiences and challenges, the business impacts of those challenges, and the strategies used to address them, including training. | April – December 2021 | To use the survey results to help identify areas of skill demand and provide insights that help improve the TAFE and training system, so that it better meets the needs of employers. | 433,000 | – | YThe 2021 Employer Skills Survey will be published at: <https://www.education.vic.gov.au/training/providers/market/Pages/employersurvey.aspx>  |
| Victorian government school music programs evaluation(Education portfolio, School Education – Primary and Secondary) | ARTD Pty Ltd | To evaluate music programs in Victorian government schools. | To assess the effectiveness of music programs and identify significant challenges in the provision of quality music education in Victorian government schools. | June – December 2021 | A report that informs and improves program scope for future implementation and improves future music initiatives. | 121,485 | – | N |
| Visiting Teacher Service (VTS) project(Education portfolio, School Education – Primary and Secondary) | Dandolo Partners | To identify VTS needs including, areas of practice to strengthen and evidence-based skills and expertise required to work in multidisciplinary teams and provide guidance to schools and teachers working with students with disabilities and/or additional needs.  | To design and implement an inclusive and multi-modal consultation plan to engage with key stakeholders to identify VTS needs; conduct a national review identifying the approaches each state/territory implement to support the equivalent workforce to VTS in their state/territory. | May – June 2021 | A report that provides a national review of approaches implemented in other jurisdictions to support VTS equivalent workforces. The report will identify, describe and map the current practices, workflow and needs of the VTS. | 125,000 | 124 394 | N |
| Women in School Leadership pilot program evaluation(Education portfolio, School education – Primary and Secondary) | Asia Education Foundation | To review the Women in School Leadership pilot program and determine areas of success and future improvement for similar programs. | To report on whether the program enhanced participating principals’ intercultural skills, leadership capacity and tools to lead social change particularly in the realm of health and wellbeing and measure how the principals implemented program learnings. | September 2019 – January 2021 | To guide future professional development programs in global learning and engagement for principals. | 5,341 | 5,341 | N |

Overseas travel

In 2020, the Department’s travel policy was updated to reflect the fact that overseas travel is not permitted due to the COVID-19 pandemic and associated travel restrictions. In 2020–21 there were no recorded overseas trips undertaken by school-based or corporate staff.

Major promotional, public relations and marketing activities

The table below details the Department’s major promotional, public relations and marketing activities during 2020–21, the aim of which is to develop community awareness of the Department and its services.

Major promotional, public relations and marketing activities

| Activity | Purpose | Cost ($ excl. GST) |
| --- | --- | --- |
| Learning from home  | The learning from home functional advertising was developed to support the Victorian Government’s directive for all schools to transition to remote learning and teaching in order to slow the spread of COVID-19. Advertising targeted parents, carers and students across Victoria. Advertising communicated resources, tips and advice for parents and carers to support their child in learning from home. Advertising was in market from 22 July to 18 September 2020.  | 64,955  |
| Premiers’ Reading Challenge 2020 | The Premiers’ Reading Challenge promotes interest in literacy and reading by encouraging children to read a set number of books and record their efforts online. | 12,500 |
| Premiers’ Reading Challenge 2021 | The Premiers’ Reading Challenge promotes interest in literacy and reading by encouraging children to read a set number of books and record their efforts online. | 42,500 |
| Return to on‑site learning  | The return to on-site learning functional advertising aimed to inform the Victorian public about the staged return to on-site learning due to the COVID-19 pandemic. The advertising carried a secondary hygiene message and instruction to keep unwell children at home. Advertising was in market from 11 October to 14 November 2020. | 67,067 |
| Victorian Education Excellence Awards (online ceremony) | The Victorian education excellence awards recognise and celebrate the outstanding contributions to school and student outcomes made by teachers, principals and support staff in government schools.Presented across 10 categories, the awards promote the reputation of government schools as centres of excellence by recognising outstanding practice in areas of leadership, classroom teaching, student engagement and curriculum development. | 44,356 |
| Victorian school sports awards | The Victorian school sports awards are the highest sporting accolades presented by Victoria’s government school system. Awards are for students, teachers, parents and volunteers who have excelled or made an outstanding contribution to school sport. | 46,124 |
| Victorian training awards | The Victorian training awards recognise and honour the outstanding achievements of individuals and organisations in the Victorian TAFE and training sector. | 19,509 |

Major committees

The following two tables list the Department-sponsored major governance committees and major project and operational committees. The tables detail the purpose of each committee and the extent to which this was achieved.

Major departmental governance committees

| Major Committee | Purpose | Extent of purpose achieved |
| --- | --- | --- |
| Audit and Risk Committee (ARC)  | ARC assists the Secretary to fulfil governance responsibilities and obligations under the *Financial Management Act 1994* (the FM Act). ARC was established in August 2003 to comply with Standing Directions under the FM Act, which requires an audit committee to oversee and advise on matters of accountability and internal control affecting the Department’s operations. ARC provides direct advice to the Secretary on governance, risk management, audit and control assurance activities. | ARC met six times, including two special meetings in September 2020. The special meetings were held to perform the year-end attestation processes, including endorsement of the 2019–20 annual financial statements and to workshop the four-year Internal Audit plan and prioritise internal audits for 2021. ARC also oversaw governance, financial, risk management, audit and control assurance activities and advised the Secretary on matters of accountability and internal controls affecting the Department’s operations. |
| Budget and Financial Management Committee (BFMC) | BFMC advises the Executive Board (EB) on priorities for budget and finance matters, provides oversight of the Department’s budget and finances, and acts as decision-maker for EB on budget and finance matters in accordance with its terms of reference. The BFMC’s scope includes the Victorian Curriculum and Assessment Authority and the Victorian Registration and Qualifications Authority, both of which are primarily funded through the Department. | BFMC met monthly and monitored the financial position of the Department, including the impact of the COVID-19 pandemic, by considering the Budget Management Report, Student Resource Package Report, Quarterly State Treasury Trust Balances and International Education Division Quarterly updates. The BFMC managed the allocation of financial resources in alignment with the Department’s service delivery, planning objectives and government priorities.BFMC’s key activities included oversight and management of the Student Resource Package and the Department’s budget including the annual internal budget and midyear budget review processes. |
| Culture and People Committee (CPC) | CPC advises EB on significant and strategic culture and capability matters related to the Department’s Victorian Public Sector (VPS) workforce. CPC also provides oversight and assurance over strategies to promote diversity and inclusion, and occupational health and safety across the Department’s workforce.The VPS workforce in the Department includes central and regional corporate staff, nurses and allied health professionals. | CPC met quarterly, providing strategic oversight of relevant policies, strategies and initiatives, including the Investing in our People Strategy 2016–2020, the new VPS People Strategy 2021–24 and the People Matter Survey. It also discussed workforce planning and development, diversity and inclusion, and employee health, safety and wellbeing matters. |
| Education State Board (ESB) | ESB is an advisory body to EB for the Department’s strategic policy thinking. On referral from EB, ESB considers and provides advice on major policies or reforms to progress the Education State agenda. ESB acts as an escalation point for critical risks, issues and decisions affecting the reform agenda, and is also responsible for ensuring that all relevant activities of the Department are aligned with the Education State agenda. | ESB met quarterly providing direction on strategic cross-portfolio issues and reforms across early childhood, schools and higher education. It maintained a focus on the design and implementation of Education State reforms and fostered cross-portfolio collaboration.ESB focused on delivery imperatives for some of the Department’s significant reforms, including the Tutor Learning Initiative, the Department’s response to the Royal Commission into Victoria’s Mental Health System, vulnerable learners and the post-secondary portfolio reform. |
| Executive Board | The Executive Board provides stewardship by giving a whole-of-department perspective to advise the Secretary (who, in turn, is responsible to Government and Ministers). The Executive Board assists the Secretary with strategic leadership of the Department, its agencies and the Department’s portfolios as a whole, including vision, purpose, strategic direction and objectives. | The Executive Board met weekly to set the Department’s strategic direction and performance targets, managed the financial and operational performance of the Department, and monitored the delivery of key priorities. This included ensuring integration and alignment across groups and agencies and supporting senior leadership to drive a high‑performing culture. It also oversees the Department’s ongoing response to the COVID-19 pandemic. |
| Executive Remuneration Committee (ERC) | The ERC ensures that a consistent and rigorous approach is taken to setting and adjusting remuneration for the senior executive service in the Department and its statutory authorities. The approach to setting and adjusting remuneration is required to comply with the Victorian Public Sector Commission’s Victorian public service executive employment handbook (2019).  | ERC met four times in 2020–21 to consider and approve executive remuneration following the application of the annual executive remuneration review and ad hoc reviews. It provided a budget forecast of expenditure on executive salaries and forecast changes to the executive profile in the Department. ERC also monitored the executive rotation program and contract renewals. |
| Government Schools Reform Committee (GSRC) | GSRC advises the Executive Board on government schools reform, from policy design to implementation and evaluation. It also provides strategic oversight of significant reform activities.  | The GSRC first convened on 11 February 2021 and met weekly thereafter. It maintained a focus on providing oversight of significant government school reform activities occurring across the Department.Key areas of consideration were policy reform, program and project oversight, and evidence and evaluations across a range of areas including mental health and wellbeing, school improvement, teaching and leadership. |
| Information Management and Technology Committee (IMTC) | IMTC advises the Executive Board on priorities relating to information management and technology (IMT) matters and provides oversight and decision-making authority on the Department’s IMT business objectives. IMTC ensures that departmental information systems are compliant with relevant legislation and standards, including the Victorian Government Information and Communication Technology Governance Framework. | IMTC met monthly and provided strategic oversight of the Department’s IMT priorities. This oversight included monitoring the implementation of all major IMT projects to ensure that risks were managed appropriately and in accordance with the directions of the Department and the Victorian Government.Its activities included an information management maturity assessment, oversight of the corporate ICT platforms, and monitoring cyber security programs, standards, incidents and capability. It also developed and updated the Information Security Policy. |
| Infrastructure Planning and Delivery Committee (IPDC) | IPDC provides assurance to EB that the Department has a robust framework for developing and implementing infrastructure delivery, and managing strategic development, implementation and delivery of Departmental physical assets. IPDC fulfils this role by approving and overseeing the infrastructure planning and implementation components of the Education State reform agenda. | IPDC met monthly and provided strategic oversight of the development and implementation of the Department’s infrastructure and planning strategies across all education portfolios. It focused on the impacts of the COVID-19 pandemic on Government School enrolments, corporate office workforce priorities, an opt-in centralised model of Essential Safety Measures and on the Climate Change Adaptation Action Plan.Its key activities included improving the approval process for school reorganisation proposals, developing a school infrastructure investment strategy and capital allocation tool, updating the Placement Policy and related guidelines, overseeing specialist school operations and provision reform, and monitoring actions and deliverables under the Asset Strategy. |
| Integrity Committee (IC) | IC provides assurance to the Secretary that the Department has a robust framework for managing integrity risks and lifting integrity performance. IC fulfils this role by approving and overseeing the development and delivery of integrity reforms that strengthen the Department’s three lines of defence for risk management.The role of IC includes leadership of the Department’s efforts to strive for the highest standards of integrity and public trust.In relation to the Department’s statutory entities, the TAFE sector, and funded services, IC has a stewardship role that reflects the Department’s governance responsibilities and operational relationships with these bodies. | IC met quarterly. It oversaw the implementation of the Department’s *Raising the bar: Valuing Integrity Strategy 2018–21*, ensuring the ongoing strategic focus on integrity reform. IC continued to oversee integrity risk management and drive improvement in integrity performance.IC continued to lead the development of an organisational culture steered by the Department’s values: integrity, respect, responsiveness, accountability, impartiality, leadership and human rights. |
| Procurement and Probity Committee (PPC) | PPC provides strategic oversight of procurement activities in the Department to ensure appropriate rigour is exercised in accordance with the Department’s Procurement Policy. In doing so, the PPC supports the Secretary’s obligations under Victorian Government Purchasing Board policies and the FM Act. PPC also considers procurement of goods and services in certain statutory authorities (VCAA, VRQA, and Merit Protection Boards). PPC does not consider procurement related to construction or property. | PPC met monthly. It considered 70 requests for approval, either to approach the market or to engage a recommended supplier, relating to high-value procurement activities in 2020–21.In addition to overseeing procurement activities, PPC and the IMTC agreed to an approach to endorse preferred technical solutions that align with procurement approval requirements. The PPC also endorsed the Department’s Procurement Activity Plan. |

Major departmental project and operational committees

| Major Committee | Purpose | Extent of purpose achieved |
| --- | --- | --- |
| Bastow project control board | The Bastow project control board is a time-bound, decision making body responsible for the management of the Bastow project, comprising the expansion of the Institute of Educational Leadership and the creation of the new Victorian Academy of Teaching and Leadership, including regional locations. | The project control board has provided a strategic direction for the project, leading to, approved budget funding over four years, legislation development, design of infrastructure, and the Victorian Academy of Teaching and Leadership (VATL) implementation plan. Meetings have considered and provided advice on formalising VATL as an entity, developing programmatic offerings, and construction of new VATL locations in the regions. |
| Child Information Sharing Scheme Steering Committee (CISSSC). | CISSSC monitors the use and impact of CISS and evaluates reform outcomes. It oversees a whole-of-government workplan and contributes to strategic direction on critical policy elements, actions and plans to support the operation of the Scheme. CISSSC comprises senior stakeholders across the Whole of Victorian Government and reports to the Children’s Services Coordination Board (CSCB) as required. CISSSC replaced the Information Sharing and Multi-Agency Risk Assessment and Management Framework and had its inaugural meeting on 18 August 2020. | CISSSC provides direction for activities supporting the implementation and operation of the Child Information Sharing Scheme and continues its ongoing governance role of the Scheme. |
| Child Link Board | The Board provides project oversight and decision-making to ensure that the Child Link program is designed and delivered to meet legislative and business requirements and reform outcomes. Membership comprises senior stakeholders across the whole-of-Victorian-Government. | The Board provides direction and authorisation for activities in the Child Link program and continues its ongoing governance role. |
| Children’s services coordination board Aboriginal families and children working group | The working group meets quarterly and brings together executives from peak Victorian Aboriginal community controlled organisations and relevant Victorian government departments to share information and coordinate a strategic approach to improving outcomes for Aboriginal families and children, particularly those vulnerable to harm, disadvantage or social exclusion. | The working group met four times and has been the main stakeholder engagement mechanism for the State of Victoria’s Children 2019 report, focused on Aboriginal children and young people. The working group also considered new approaches and emerging issues for Koorie children and young people including the COVID-19 pandemic, education and out of home care, mental health, youth justice and child protection. |
| Disability inclusion advisory group | The group is chaired by the Department and comprises peak bodies in the disability sector. It ensures that the voices of families and students with disability are represented and amplified in the governance and implementation of disability inclusion programs. | The group’s inaugural meeting was in April 2021 and it met again in June 2021 to inform disability inclusion implementation in schools.  |
| Early Childhood Development Advisory Group | The group works with representatives of early childhood services, including the Department of Health and Department of Fairness, Families and Housing, to continue to improve outcomes for children and young people and create a seamless service delivery system for children aged 0-8 years. | Meetings scheduled for September 2020 and February 2021 did not occur, due to the impacts of the COVID-19 pandemic. |
| Early Childhood Education Reform Stakeholder Group | The group explores evidence-based and place-based approaches in delivering statewide, high-quality, play based early childhood education to improve outcomes and ensure equity for children and their families. | The group met once (December 2020); the other three meetings scheduled during the year have been postponed due to the ongoing impacts of the COVID-19 pandemic. The Stakeholder Group has been developing a systemwide perspective to provide a guiding vision for the early childhood sector over the next five to ten years.  |
| Early Years Compact Board | The Board implements the Early Years Compact between the Department, DHHS and local governments (represented by the Municipal Association of Victoria) and collaborates in new ways to improve outcomes for children and families. | Board meetings were put on hold during 2020, as partners efforts were necessarily diverted to responding to the COVID-19 pandemic. The Board will be reconvened in 2021 to review and refresh Compact priorities and processes. |
| Education State Forum | Event involving key stakeholders from across the early childhood and education sectors. The forum presents an opportunity for the Department and stakeholders to work on building a coherent approach to delivering early childhood and education reforms. | The 2020 Forum was cancelled due to the COVID-19 pandemic and its impacts on activities and priorities. The 2021 Forum was rescheduled to 11‑­12 August 2021 and delivered online. |
| Guiding coalition | The coalition ensures that key education stakeholders and critical thinkers engage with the Education State reform agenda to progress the common goal of improving student outcomes. | The coalition met quarterly and provided advice and guidance to the Department on the priority areas of the future of secondary schooling; workforce recruitment, retention and support; health and wellbeing; and inclusion. |
| Inclusive education expert panel | The panel is chaired by the Department and comprises experts in the disability and education sectors. It provides advice to the Department on the inclusive education agenda for students with disability. | The panel met quarterly and provided valuable advice on the Department’s inclusive education agenda for students with disability. |
| Inclusive education project control board | The board is responsible for the whole project lifecycle and management of the overall strategic direction and leadership of the Department’s disability inclusion reforms. | The board met monthly to make decisions and oversee implementation of the disability inclusion reforms. This has ensured that the Department is effectively delivering activities to prepare schools and implement disability inclusion over the reforms’ five-year period. |
| Information Sharing and Multi-Agency Risk Assessment and Management Framework Steering Committee (until 7 July 2020) | The Steering Committee ensures that the objectives of the Child Information Sharing Scheme, Family Violence Information Sharing Scheme and the Multi-Agency Risk Assessment Management Framework are achieved through aligned and coordinated planning and implementation across all departments and agencies. | The Department and Family Safety Victoria co-chair the Steering Committee. Its governance effectively ensured that preparation and planning for Phase 2 implementation of Child Information Sharing reforms were aligned for workforces. As the reforms move beyond implementation to embedding and outcomes monitoring, the Steering Committee replaced with separate Child Information Sharing and Family Violence governance. |
| Kindergarten Expansion Consultative Committee | The Committee brings together senior representatives from Victoria’s early childhood sector, including local government, peak bodies and unions, to shape the future of the early learning sector in Victoria by supporting the implementation of high-quality three-year-old kindergarten. It provides advice relating to policy and system issues, helping to ensure that implementation is in the best interests of Victorian children and families. | The Committee usually meets four times a year, and in 2020–21 met in September, October, December, March and May. It provided advice to the Minister and the Department on key implementation decisions and acted as a guide to building support for the initiative across the sector. |
| Kindergarten Information Management System (KIMS) Reform Project Control Board (PCB) | The KIMS Reform PCB has been created by the Department’s Executive Board as a time-bound, decision-making body responsible for the whole program lifecycle and management of the implementation of the new Kindergarten Information Management System. | KIMS Reform PCB meets monthly and is a decision-making body, providing program/project governance. It monitors performance against objectives, plans and budget; advises on risk, issues and changes; assesses progress and uses its influence and authority to assist in achieving outcomes.  |
| Kindergarten Reform Implementation Board (KRIB) | KRIB was created by the Department’s Executive Board as a time-bound, decision-making body responsible for the whole project lifecycle and management of the Three-Year-Old Kindergarten commitment | KRIB meets monthly and provides program/project governance; monitors performance against objectives, plans and budget; advises on risk, issues and changes; assesses progress and benefits and uses its influence and authority to assist in achieving outcomes. |
| Koorie Vocational Education and Training (VET) Advisory Group | The advisory group is co-chaired by the Department and the General Manager of the Victorian Aboriginal Education Association Incorporated (VAEAI). It monitors and advises on the implementation of the Marrung action to implement the recommendations from the consultation report into promoting successful participation and engagement for Koorie learners in VET. | The advisory group met once in 2020–21. The advisory group’s stakeholder list has grown to include other Victorian government departments, CEOs of TAFEs, the Victorian TAFE Association and managers of Koorie units in TAFEs and dual sector institutes. The group oversaw the implementation of the Marrung action to implement the recommendations from the consultation report and identified new and emerging issues and actions, drawing on advice from TAFE and dual sector Koorie unit staff, VAEAI’s Wurreker Brokers and local Aboriginal education consultative groups. |
| Marrung central governance committee | The committee is co-chaired by the Department and the President of the Victorian Aboriginal Education Association Incorporated (VAEAI). The Committeemonitors and advises on the implementation of Marrung: Aboriginal Education Plan 2016–2026, and is part of a broader governance mechanism that ensures accountability for Marrung, including at regional partnership forums and VAEAI’s Koorie education roundtables. | The committee met four times and brought together more than 45 key stakeholders including Aboriginal community controlled organisations, education sector representatives and associations, departments and central agencies, the Victorian Skills Commissioner, and the Commissioner for Aboriginal Children and Young People. The committee oversaw the implementation of Marrung and identified new and emerging issues and actions, drawing on advice from the regional partnership forums and Koorie education roundtables.  |
| Minister–DET-Victorian vice-chancellors forum | The Minister for Higher Education meets with the vice chancellors of Victoria’s universities to discuss issues of mutual concern, advance shared priorities, and develop and enhance Victoria’s reputation as a global leader in higher education. | The forum met in July 2020 and March 2021 to discuss issues of importance for the Victorian higher education sector. Understanding and responding to the impacts of the COVID-19 pandemic on Victorian universities was a focus, particularly international education and the mental health and wellbeing of university staff and students.  |
| Quarterly peak principal body meetings  | These quarterly meetings aim to consolidate departmental engagement with all peak bodies that represent the interests of principals, including the Victorian Association of State Secondary Principals, the Victorian Principals’ Association and the Principals' Association of Specialist Schools. | These meetings provided the opportunity for principal groups to discuss issues of significant importance to their members. |
| Rural and regional consultative groups | The consultative groups provide advice and guidance on the development and implementation of a five‑year strategic plan for rural and regional education. | The consultative groups considered and provided advice and views on local perspectives from rural and regional Victoria regarding the development of the strategic plan, and advised on specific issues relating to the challenges of rural and regional education. |
| School policy and funding advisory council | The council provides advice to the Minister for Education on regulatory, policy and funding issues that affect government and non-government schools.  | The council met three times in 2020–21. An important focus of discussion was the impact of COVID-19 on schools, including on the health and wellbeing of staff and students. The council investigated options for addressing issues relating to students moving between schools and school sectors and oversaw the finalisation of student leaders for the multicultural inclusion initiative.  |
| Senior secondary pathways reform project control board | The board provides strategic oversight over implementation of the recommendations arising from the Review into vocational and applied learning pathways in senior secondary schooling and manages links with other related reforms including jobs and skills initiatives in the Training and Skills and Higher Education portfolios. | Since its establishment in January 2021, the board met monthly to provide strategic policy direction on major reforms. The board also provides project governance, manages risk, and monitors performance and delivery against timelines and objectives.  |
| Skills for major project interdepartmental committee | The committee examined current and future supply and demand for skills, and issues that prevent an adequate supply of skilled people for major infrastructure projects.The committee was co-chaired by the Department and the Department of Treasury and Finance.  | Four meetings were held, with fortnightly meetings held by six working groups to identify and recommend policy interventions, for consideration in the 2021–22 State Budget.  |
| Student Resource Package Consultative Committee | The Committee consists of stakeholder organisations and provides a framework for consultations when considering policy and operational impacts of changes in school resourcing. The Committee ensures policy congruence with the research, development and maintenance of the current school funding model. | The Committee met four times in 2020–21. It discussed and advised on the operational aspects of funding initiatives announced in the State Budget such as the Tutor Learning Initiative, Mental Health in Primary Schools Pilot, Disability Inclusion Reform, and the Innovative Initial Teacher Education Program |
| TAFE CEO offshore working group | The working group is co-chaired by the Department and Global Victoria. It oversees the implementation of the TAFE Offshore Pilot. | The working group met once in 2020–21 and supported the development of TAFE capability and international education opportunities for the Victorian TAFE sector. |
| TAFE network leaders forum | The forum is a monthly meeting of TAFE CEOs and VET leaders of dual-sector universities. It explores both strategic and operational issues facing the TAFE network. | The forum met nine times during 2020–21. TAFE CEOs and the VET leaders at dual-sector universities helped the network to provide greater opportunities to Victorian VET learners. |
| Victorian Early Years Learning and Development Framework (VEYLDF) Project Board  | The Project Board is co-sponsored by senior executives of DET and VCAA. It comprises representation from across DET, VCAA, DFF, and the VCC. The Board was established to support the implementation of the VEYLDF and Transition to School initiative. Since its establishment, the remit has been expanded to include governance of the School Readiness Funding (SRF) menu of evidence-informed programs and supports, and Early Learning Leadership Forums and Early Years Learning Networks. | The Project Board met four times either in person or out-of-session in 2020–21, and in this time provided oversight of: Learning from Home and Three-Year-Old Kindergarten Teaching Toolkit professional learning; the addition of new items to the 2021 SRF menu; continued implementation of the Early Learning Leadership Forums and Early Years Learning Networks; and the evaluation of 2016 VEYLDF Implementation.  |
| Victorian home education advisory committee | The Committee provides guidance, information and feedback to the Department and the Victorian Registration and Qualifications Authority on the operation of the new home schooling regulations and other home schooling matters. | The committee met quarterly and discussed issues relating to the implementation and operation of the 2017 home education regulatory changes. The committee oversaw the completion of a two-year review of the 2017 regulatory changes to home education. |
| Victorian schools animal ethics committee | The committee reviews and approves applications from schools to use animals for teaching purposes. It also provides advice to the Department and Victorian schools on school-based animal welfare issues. | In 2020–21 the committee met four times and discussed and approved applications for the use of school animals. It worked on updating the forms and templates that schools use to make animal ethics applications, including the guidance to schools on the policy and advisory library. |
| Victorian universities support package - project control group | The control group, comprises representatives of relevant Victorian government departments and provides oversight and guidance on the design, development and implementation of the Victorian government support package for universities, announced on 19 May 2020.  | The control group met weekly following the announcement of the university support package to develop and monitor the implementation of the Victorian Higher Education State Investment Fund and payroll tax deferrals. It also advised on advocacy to the Commonwealth Government, and on development of partnership agreements between the Victorian Government and Victorian universities. |
| Workforce, recruitment, retention and support working group | A subgroup of the Guiding Coalition (see above), the working group focuses on priority issues that seek to improve the experiences and educational outcomes of students across Victoria. | The working group discussed issues affecting the education workforce. This included attraction and recruitment, preparation and induction, and retention and development, with a particular focus on rural and regional areas. |

Consultants and contractors

The tables below detail the consultants and contractors engaged by the Department in 2020–21.

This information may exclude payments to contractors made by government schools and payments for capital works in progress.[[1]](#footnote-2)

Details of consultancies valued at $10,000 or more

In 2020–21, there were 39 consultancies that incurred total fees of $10,000 or more. These consultancies incurred a total expenditure of $4.43 million (excluding GST) and are detailed in the table below.

Consultancy expenditure

| Consultant | Purpose of consultancy | Start date | End date | Total approved project fee ($ excl. GST) | Expenditure 2020–21 ($ excl. GST) | Future expenditure ($ excl. GST) |
| --- | --- | --- | --- | --- | --- | --- |
| ACIL ALLEN CONSULTING PTY LTD | Child Information Sharing Scheme two year review | 3/09/2018 | 31/07/2021 | 561,081 | 168,324 | 140,865 |
| ACIL ALLEN CONSULTING PTY LTD | Early childhood strategic evaluation | 30/10/2018 | 30/09/2022 | 1,335,280 | 430,968 | 117,541 |
| ACIL ALLEN CONSULTING PTY LTD | Evaluation of the School Breakfast Clubs program expansion | 13/11/2020 | 30/09/2022 | 362,676 | 28,364 | 334,313 |
| ACIL ALLEN CONSULTING PTY LTD | Review of School Focused Youth Service | 15/02/2021 | 9/06/2021 | 88,458 | 88,458 | – |
| ARTD PTY LTD | Evaluation of the Strategic Planning Online Tool | 16/04/2021 | 30/06/2021 | 98,884 | 98,884 | – |
| AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH (ACER) | Middle Years Literacy and Numeracy Support initiative evaluation | 1/10/2019 | 31/12/2022 | 1,053,594 | 360,539 | 390,996 |
| AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH (ACER) | Evaluation of the school-based Executive Class Principals initiative | 23/07/2020 | 30/06/2024 | 699,982 | 149,158 | 550,824 |
| BRAND ARCHITECTS | A review of the design principles for Tech Schools | 6/12/2019 | 12/07/2020 | 24,750 | 1,500 | – |
| CONVERGE INTERNATIONAL INCORPORATING RESOLUTIONS RTK PTY LTD | Workplace wellbeing assessment and recommendations at a school post 2019–20 bushfires | 10/03/2021 | 30/06/2021 | 18,365 | 18,365 | – |
| DANDOLO INTERNATIONAL PTY LTD | Design of Bastow operating model. | 14/12/2020 | 31/08/2021 | 300,841 | 150,422 | 150,419 |
| DANDOLO INTERNATIONAL PTY LTD | Professional Learning Communities in schools review | 26/05/2021 | 16/08/2021 | 188,967 | 158,967 | 30,000 |
| DELOITTE ACCESS ECONOMICS | Review of the Doctors in Secondary Schools financial model | 19/10/2020 | 3/05/2021 | 84,660 | 16,932 | – |
| DELOITTE TOUCHE TOHMATSU | TAFE operating model reform | 24/08/2020 | 27/11/2020 | 331,909 | 331,884 | – |
| DELOITTE TOUCHE TOHMATSU | Enhancing operational levers to strengthen the impact of supports provided through regions to schools | 26/04/2021 | 30/09/2021 | 382,900 | 76,580 | 153,160 |
| EDIFIED PTY LTD | Review of marketing and communications of the International Student Program | 12/10/2020 | 31/03/2021 | 99,159 | 99,159 | – |
| ERNST AND YOUNG | Planning to improve TAFE financial performance | 4/08/2020 | 6/04/2021 | 373,580 | 373,581 | – |
| GROSVENOR PERFORMANCE GROUP PTY LTD | Evaluation of Conflict of Interest reforms | 16/06/2020 | 2/12/2020 | 67,420 | 56,633 | – |
| JOHN EDWIN FIRTH | Review of vocational and applied learning pathways in senior secondary school | 15/11/2019 | 31/10/2020 | 186,750 | 105,000 | – |
| KANTAR PUBLIC AUSTRALIA PTY LTD | Concept testing for the Active Schools Behaviour Change Campaign | 18/01/2021 | 30/06/2021 | 38,800 | 38,800 | – |
| KPMG AUSTRALIA | Corporate services initiatives | 10/02/2020 | 28/02/2022 | 2,517,744 | 288,732 | 1,928,495 |
| KPMG AUSTRALIA | Review of the operating funding model of Tech Schools | 11/01/2021 | 20/07/2021 | 122,455 | 113,455 | 9,000 |
| LANDELL CORPORATION PTY LTD | Probity advice – procurement | 13/01/2020 | 18/01/2021 | 20,000 | 20,000 | – |
| LEARNING FIRST GROUP PTY LTD | Re-conceptualise the Framework for Improving Student Outcomes. | 24/05/2021 | 30/09/2021 | 40,000 | 40,000 | – |
| MARY JEAN GALLAGHER | Expert review of the ongoing implementation of the Education State reforms | 2/03/2020 | 31/01/2021 | 158,895 | 50,247 | – |
| NOUS GROUP PTY LTD | Evaluation of the Place‑Based Partnerships initiative | 16/10/2020 | 30/12/2023 | 327,273 | 35,350 | 283,084 |
| NTT AUSTRALIA DIGITAL PTY LTD | Assessment of lessons learned from ICT projects in 2020 | 16/02/2021 | 30/06/2021 | 26,240 | 26,240 | – |
| PRICEWATERHOUSECOOPERS CONSULTING AUSTRALIA PTY LIMITED | DET family violence workforce and course mapping project | 22/06/2020 | 27/07/2020 | 103,635 | 58,635 | – |
| PTR CONSULTING | Service and organisational review of Parkville College | 10/01/2021 | 30/04/2021 | 62,500 | 62,500 | – |
| SYNERGISTIQ PTY LTD | Development of professional learning framework  | 18/05/2021 | 30/06/2021 | 136,504 | 68,252 | 68,252 |
| UNIVERSITY OF MELBOURNE | Monitoring and evaluation of the differentiated support for school improvement initiatives | 3/01/2018 | 31/12/2021 | 1,484,436 | 255,215 | 162,456 |
| UNIVERSITY OF MELBOURNE | Evaluation of the literacy and numeracy strategy | 29/01/2019 | 30/06/2022 | 805,402 | 159,175 | 239,885 |
| VICTORIA UNIVERSITY | Review of the registered training organisations performance indicators framework | 22/06/2021 | 30/09/2021 | 49,350 | 11,400 | – |
| URBIS PTY LTD | Education Justice Initiative evaluation | 17/06/2019 | 31/12/2020 | 223,625 | 92,469 | – |
| PAXTON PARTNERS | Impact evaluation to improve health, safety and wellbeing and to reduce administrative burden for schools | 5/08/2019 | 4/08/2021 | 455,515 | 147,995 | 92,335 |
| DELOITTE ACCESS ECONOMICS | Evaluation of the Early Childhood Language Program | 24/08/2020 | 30/06/2022 | 458,984 | 251,326 | 207,658 |
| DELOITTE ACCESS ECONOMICS | Evaluation of the funding and support model for students with disability | 25/06/2021 | 31/12/2024 | 1,147,765 | – | 1,147,765 |
| KPMG AUSTRALIA | Development of a strategic digital roadmap for schools–10 year horizon | 20/05/2021 | 20/08/2021 | 393,616 | – | 393,616 |
| DELOITTE ACCESS ECONOMICS | Re-conceptualise capacity support for the Framework for Improving Student Outcomes  | 7/06/2021 | 30/09/2021 | 151,875 | – | 151,875 |

Contractor expenditure

| Contractor[[2]](#footnote-3) | Category of services provided | Expenditure ($ excluding GST) |
| --- | --- | --- |
| 139PRIME PTY LTD | Professional services | 5,460 |
| 89 DEGREES EAST PTY LTD | Professional services | 5,820 |
| ABLESIDE PTY LTD | Training services | 15,432 |
| ABORIGINAL AND TORRES STRAIT ISLANDER MATHEMATICS ALLIANCE LIMITED | Education and community development services | 2,102 |
| ABOVE THE BARRE TUTUS | Professional services | 16,847 |
| ACCENTURE AUSTRALIA LTD | IT services | 3,170,654 |
| ACCESS INNOVATION MEDIA PTY LIMITED | Publishing, printing, promotions and communications or marketing services | 9,802 |
| ACCESS TESTING PTY LTD | Professional services | 420,577 |
| ACCESSIBLE ACTION | Professional services | 4,091 |
| ACIL ALLEN CONSULTING PTY LTD | Professional services | 1,521,693 |
| ACTIV8 TECHNOLOGIES PTY LTD | IT services | 178,252 |
| ADECCO AUSTRALIA PTY LTD | Contract staff | 1,948,395 |
| ADULT LEARNING AUSTRALIA INCORPORATED | Professional services | 2,800 |
| AERIAL CONSULTANCY PTY LTD | Professional services | 141,500 |
| AFFINITEXT INC | Professional services | 9,528 |
| AGILE ANALYTICS | Training services | 14,000 |
| ALC EDUCATION AND CONSULTING PTY LTD | Professional services | 4,025 |
| ALEXANDER KATHERINE | Professional services | 6,540 |
| ALKIMIA GROUP PTY LTD | Professional services | 14,500 |
| ALLEGRO BLACK PTY. LTD. | Publishing, printing, promotions and communications or marketing services | 3,350 |
| AMANDA McGRAW | Professional services | 48,000 |
| AMAZE INCORPORATED | Professional services | 7,287 |
| AMAZON WEB SERVICES | IT services | 26,240 |
| AMES AUSTRALIA | Education and community development services | 31,413 |
| ANDREW FULLER & ASSOCIATES PTY LTD | Professional services | 27,273 |
| ANDREW JOSEPH FERO-KOVASSY | Professional services | 7,500 |
| ANGLICARE VICTORIA | Professional services | 63,825 |
| ANNE DALTON + ASSOCIATES | Financial, accounting, audit, taxation, risk management, insurance service | 19,098 |
| ANNETTE MUTIMER | Professional services | 1,300 |
| ANT HOUSE PTY LTD | Professional services | 5,000 |
| ANZUK EDUCATION SERVICES PTY LTD | Recruitment services | 12,000 |
| ARCBLUE | Professional services | 111,731 |
| ARCH CREATIVE | Publishing, printing, promotions and communications or marketing services | 82,131 |
| ARINCO (VIC) PTY LTD | IT services | 12,800 |
| ARKINSTALL MARK EDWARD | Training services | 3,918 |
| ARTD PTY LTD | Professional services | 106,219 |
| ARTHUR H ROGERS | Professional services | 4,509 |
| ARUP AUSTRALIA PTY LTD | Professional services | 5,940 |
| ASANA SOFTWARE AUSTRALIA PTY LTD | Professional services | 8,158 |
| ASG GROUP LIMITED | IT services | 238,603 |
| ASSESSLYTICS | Professional services | 10,000 |
| ASTHMA AUSTRALIA LTD | Training services | 44,968 |
| ASTON CAROLYN MARY | Professional services | 2,000 |
| ASTON CONSULTING (VIC) PTY LTD | Professional services | 33,900 |
| AUCKLAND UNISERVICES LIMITED | Training services | 166,786 |
| AUSPICIOUS ARTS PROJECTS INC | Professional services | 485,052 |
| AUSTRALIA AND NEW ZEALAND SCHOOL OF GOVERNMENT LIMITED | Professional services (research, leadership and professional development) | 1,455 |
| AUSTRALIAN BROADCASTING CORPORATION | Publishing, printing, promotions and communications or marketing services | 21,623 |
| AUSTRALIAN BUREAU OF STATISTICS (MELB) | Professional services | 11,364 |
| AUSTRALIAN CATHOLIC UNIVERSITY LIMITED | Training services | 90,244 |
| AUSTRALIAN CENTRE FOR SOCIAL INNOVATION INC | Education and community development services | 86,560 |
| AUSTRALIAN CHILDHOOD FOUNDATION | Professional services | 23,050 |
| AUSTRALIAN CHILDHOOD TRAUMA GROUP PTY LTD | Professional services | 12,247 |
| AUSTRALIAN COLLEGE OF RURAL AND REMOTE MEDICINE | Training services | 12,750 |
| AUSTRALIAN COUNCIL FOR EDUCATIONAL RESEARCH (ACER) | Professional services | 400,924 |
| AUSTRALIAN HEALTHCARE ASSOCIATES PTY LTD | Professional services | 1,817,462 |
| AUSTRALIAN HORSE INDUSTRY COUNCIL | Professional services | 8,000 |
| AUSTRALIAN INSTITUTE OF MANAGEMENT EDUCATION AND TRAINING | Training services | 3,850 |
| AUSTRALIAN SKILLS QUALITY AUTHORITY | Education assessment services | 7,570 |
| AUSTRALIAN SURVEY RESEARCH GROUP PTY LTD | Professional services | 110,495 |
| AUSTRALIAN TRAINING PRODUCTS PTY LTD | Professional services | 20,906 |
| AUTISM BEHAVIOURAL INTERVENTION ASSOCIATION INC | Professional services | 31,823 |
| AUTISM PARTNERSHIP PTY LTD | Professional services | 44,543 |
| AUTOMATIC DATA PROCESSING LIMITED | Professional services | 848,146 |
| AVOCADO PTY LTD | Professional services | 45,000 |
| BAE SYSTEMS APPLIED INTELLIGENCE PTY LTD | IT services | 28,728 |
| BAINBRIDGE ASSOCIATES PTY LTD | Professional services | 4,500 |
| BAKER WENDY | Professional services | 12,580 |
| BAMBLETT EMMA | Publishing, printing, promotions and communications or marketing services | 1,700 |
| BARKER WARREN DAVID | Publishing, printing, promotions and communications or marketing services | 1,430 |
| BARRINGTON CENTRE PTY LTD | Professional services | 1,100 |
| BARRY DERRICK | Professional services | 2,880 |
| BEAKER AND FLINT | Professional services (research, leadership and professional development) | 419,900 |
| BECAUSE BRAND EXPERIENCE PTY LTD | Publishing, printing, promotions and communications or marketing services | 154,992 |
| BEHAVIOURAL ARCHITECTS AUSTRALIA PTY LTD | Professional services | 213,400 |
| BENDIGO KANGAN INSTITUTE | Professional services | 28,200 |
| BENDIGO SCIENCE AND TECHNOLOGY MUSEUM INC | Professional services | 195,416 |
| BERRY STREET VICTORIA INC | Professional services | 45,000 |
| BETTERIDGE LEGAL CONSULTING | Professional services | 8,320 |
| BEVINGTON CONSULTING PTY LTD | Professional services | 119,287 |
| BEYOND WEB SOLUTIONS | IT services | 3,675 |
| BIG CANVAS PTY LTD | Education and community development services | 143,710 |
| BIG SKY CORPORATE PTY LTD | Recruitment services | 13,250 |
| BILL HUNT CONSULTANCY SERVICES | Professional services | 20,124 |
| BIRCH GEORGIA GAYE | Professional services | 27,630 |
| BLACHFORD JANINE CAROL | Training services | 11,350 |
| BLICK CREATIVE INDUSTRIES PTY LTD | Publishing, printing, promotions and communications or marketing services | 4,032 |
| BLUEBOAT PTY LTD | Professional services | 3,593 |
| BONNICE JOHN | Professional services | 1,120 |
| BOX HILL INSTITUTE | Training services | 10,400 |
| BPM PUBLICITY | Professional services | 2,000 |
| BRAND BEAGLE PTY LTD | Publishing, printing, promotions and communications or marketing services | 24,000 |
| BRASH CONSULTING | Professional services | 34,900 |
| BRIDGE RESOLUTIONS | Professional services | 1,200 |
| BROTHERHOOD OF ST LAURENCE | Professional services | 22,515 |
| BTS AUSTRALASIA PTY LTD | Professional services (research, leadership and professional development) | 289,100 |
| BURNINGHOUSE | Professional services | 20,856 |
| BUSINESS MANAGERS VICTORIA INC | Professional services | 25,000 |
| C A TECHNOLOGY PTY LTD | IT services | 31,920 |
| C TODD AND J A TODD | Training services | 48,000 |
| C4 BUSINESS SOLUTIONS | IT services | 91,731 |
| CAIRNMILLAR INSTITUTE | Training services | 21,818 |
| CALLANDER ADELE | Professional services | 1,800 |
| CAMP KIAH PTY LIMITED | Professional services | 2,180 |
| CAPGEMINI AUSTRALIA PTY LIMITED | IT services | 1,806,860 |
| CAPTIONING STUDIO PTY LTD | Professional services | 25,250 |
| CARA MAREE FRANKISH | Publishing, printing, promotions and communications or marketing services | 1,675 |
| CARAMARCO WENDY | Professional services | 5,799 |
| CAREER EDUCATION ASSOCIATION OF VICTORIA INC | Professional services | 4,667,713 |
| CARR STEVEN | Professional services | 20,820 |
| CARRE MEREDITH JOY | Professional services | 7,500 |
| CASE MEALLIN (VIC) PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 6,300 |
| CASSANDRA JANE DI CENSO | Professional services | 1,350 |
| CATHARINA ALLARD | Training services | 4,025 |
| CATO CLAIRE L | Professional services | 2,500 |
| CELEBRITY SPEAKERS | Professional services | 4,000 |
| CENITEX | IT services | 43,038 |
| CENTRE FOR EVIDENCE AND IMPLEMENTATION | Professional services | 13,784 |
| CENTRE FOR MULTICULTURAL YOUTH ISSUES | Training services | 27,273 |
| CENTRIC IT PTY LTD | IT services | 3,600 |
| CEVO VIC PTY LTD | IT services | 11,326 |
| CHADWICK KATHERINE ANNETTE | Publishing, printing, promotions and communications or marketing services | 6,408 |
| CHAPTER THREE INTERNATIONAL PTY LTD | Professional services | 250,122 |
| CHARLES SHANE | Professional services | 3,200 |
| CHISHOLM INSTITUTE | Education and community development services | 463,873 |
| CHRISTOPHER ANTONIUS THEUNISSEN | Professional services | 2,500 |
| CHRISTOPHER JOHN NOONAN | Professional services | 13,440 |
| CHURCH NICHOLAS MICHAEL | Professional services | 18,360 |
| CIRCLE T INDUSTRIES PTY LTD | IT services | 7,625 |
| CITADEL TECHNOLOGY SOLUTIONS PTY LTD | Professional services | 25,718 |
| CITT | IT services | 35,200 |
| CIVICA EDUCATION PTY LIMITED | Professional services | 59,461 |
| CLARIDGE NOEL LEONARD | Professional services | 30,235 |
| CLARKE CURRICULUM SERVICES | Professional services | 7,500 |
| CLARKE FREDERICK JAMES | Professional services | 7,711 |
| CLAYTON UTZ | Professional services | 268,365 |
| CLICKS RECRUIT AUSTRALIA | Contract staff | 2,206,809 |
| CLICKVIEW AUSTRALIA PTY LIMITED | Publishing, printing, promotions and communications or marketing services | 518,182 |
| COACHABLE LIFE | Professional services | 43,636 |
| COGENT ADVISORY PTY LTD | Professional services | 365,708 |
| COGNITION EDUCATION AUSTRALIA PTY LTD | Education and community development services | 992,744 |
| COLE DEBBIE | Professional services | 26,000 |
| COLIN TWISSE | Professional services | 2,480 |
| COLLECTIVE WISDOM CONSULTING | Professional services | 2,000 |
| COLMAR BRUNTON PTY LIMITED | Professional services | 55,925 |
| COMPASS GROUP B&I HOSPITALITY SERVICES PTY LTD | Professional services | 1,818 |
| COMPRARA GROUP PTY LTD | Strategic Services and Advice for Audit, Fraud and Procurement | 28,780 |
| COMPRARA PTY LTD | Professional services | 10,800 |
| CONSULTING BY DESIGN | Professional services | 3,750 |
| CONVERGE INTERNATIONAL INCORPORATING RESOLUTIONSRTK PTY LTD | Human resources services | 309,228 |
| COOL BANANAS SERVICES PTY LTD | Professional services | 13,715 |
| CORPORATE TRAVEL MANAGEMENT GROUP PTY LTD | Professional services | 1,426 |
| CORRS CHAMBERS WESTGARTH SOLICITORS | Professional services | 18,946 |
| CRAIG NATALIE | Professional services | 23,781 |
| CROCK VERMONT FAMILY TRUST | Professional services | 11,363 |
| CROSSETT CONSULTING SERVICES | Professional services | 2,656 |
| CROWE JUDITH | Professional services | 11,757 |
| CTA PARTNERS | Professional services | 7,088 |
| CTS ELECTRICAL AND AUTOMATION SERVICES | IT services | 2,669 |
| CUA MADDISON | Professional services | 15,098 |
| CUBE GROUP MANAGEMENT CONSULTING (AUSTRALIA) PTY LTD | Professional services | 56,719 |
| CUFFE JESSICA TERESA | Professional services | 21,818 |
| D AND D TAXATION CONSULTING PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 45,863 |
| D.K GILLETT & G.C GILLIES | Professional services | 4,000 |
| DANDOLO INTERNATIONAL PTY LTD | Professional services | 1,130,173 |
| DATATIME SERVICES PTY LTD | Professional services | 14,494 |
| DAVID MOORE | Professional services | 14,000 |
| DAVID TYSON | Professional services | 2,855 |
| DAVID YOUNGER PSYCHOLOGY | Professional services | 34,830 |
| DAVIDSON EXECUTIVE AND BOARDS PTY LTD | Recruitment services | 91,667 |
| DAVISON CHRISTINE MARY | Professional services | 4,800 |
| DDLS AUSTRALIA PTY LIMITED | Professional services | 5,100 |
| DEAKIN UNIVERSITY | Professional services | 3,037,005 |
| DELOITTE ACCESS ECONOMICS | Professional services | 1,210,335 |
| DELOITTE TOUCHE TOHMATSU | Professional services | 1,670,508 |
| DENCH MCCLEAN CARLSON PTY LTD | Professional services | 33,735 |
| DESIGN STATE | Publishing, printing, promotions and communications or marketing services | 7,080 |
| DESTE CONSULTING SERVICES | Professional services | 14,000 |
| DEVEREUX PETER M | Professional services | 11,200 |
| DIALOG INFORMATION TECHNOLOGY | Professional services | 551,413 |
| DIXON APPOINTMENTS PTY LTD | Contract staff | 121,353 |
| DLR Consulting - Debra Russell | Professional services | 6,151 |
| DORRAT LOUISE MAREE | Professional services | 22,200 |
| DP COACHING SOLUTIONS | Training services | 15,000 |
| DPR AND CO PTY LTD | Recruitment services | 43,596 |
| DR TERRANCE SCOTT | Professional services | 3,957 |
| DRA COMPUTING PTY LTD | Professional services | 2,143 |
| DUNN RYAN ANTHONY | Publishing, printing, promotions and communications or marketing services | 3,250 |
| DXC PROFESSIONAL SOLUTIONS PTY LIMITED | IT professional services | 1,512,388 |
| DYNAMIC EQUILIBRIUM PTY LTD | Professional services | 283,656 |
| E CENTRICINNOVATIONS PTY LTD | IT services | 384,038 |
| E CREATORS PTY LIMITED | IT services | 95,887 |
| EARLY CHILDHOOD AUSTRALIA | Professional services (research, leadership and professional development) | 50,200 |
| EASTERN VOLUNTEER RESOURCE CENTRE INC | Professional services | 106,750 |
| EAWARDS | IT services | 2,177 |
| EB2B.COM PTY. LTD. | IT services | 5,400 |
| ED SUPPORT COACHING AND MENTORING | Professional services (research, leadership and professional development) | 36,541 |
| EDIFIED PTY LTD | Education assessment services | 17,500 |
| EDPARTNERSHIPS INTERNATIONAL PTY LTD | Professional services | 1,288,946 |
| EDUCATION EVERYWHERE PTY LTD | Education and community development services | 36,575 |
| EDUCATION SERVICES AUSTRALIA LIMITED (EDUCATION COUNCIL) | Professional services | 55,717 |
| EDVALUATE PTY LTD | Professional services | 6,750 |
| EDVIEWS | Professional services | 38,661 |
| ELITE PERFORMANCE PTY LTD | Professional services | 7,500 |
| ELM TEC PTY LTD | Professional services | 6,600 |
| ELMO SOFTWARE LIMITED | IT services | 56,905 |
| ELR SOFTWARE PTY LTD | Professional services | 2,633 |
| EMPIRED LTD | IT services | 184,539 |
| ENABLE WORKPLACE CONSULTING PTY LTD | Professional services | 18,635 |
| ENCOMPASSING EDUCATION | Professional services (research, leadership and professional development) | 23,199 |
| END TO END CONSULTANCY SERVICES PTY LTD | Professional services | 20,000 |
| ENERGY FACTORY | Professional services | 1,297 |
| ENOSYS SOLUTIONS PTY LTD | IT services | 9,191 |
| ENRIGHT KEVIN | Professional services | 15,952 |
| ENRUSK LLC | Professional services | 146,996 |
| EPIQ AUSTRALIA PTY LTD | Professional services | 1,470 |
| EQUIFAX AUSTRALASIA CREDIT RATINGS PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 143,418 |
| ERGON COMMUNICATIONS | IT services | 1,000 |
| ERNST AND YOUNG | Professional services | 1,397,731 |
| ETHAN GROUP PTY LTD | Professional services | 57,100 |
| EVALUATION ASSOCIATES | Professional services | 104,350 |
| EVENTFUL LEARNING CO PTY LTD | Professional services | 44,900 |
| EVIE BRADLEY PSYCHOLOGY SERVICES | Professional services | 10,625 |
| EXCEL4APPS PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 2,400 |
| EXPERIAN AUSTRALIA PTY LTD | Professional services | 27,113 |
| EY IDENTITY PTY LTD | Professional services | 239,483 |
| EYRES AND ASSOCIATES | Professional services (research, leadership and professional development) | 21,650 |
| FBG GROUP | Professional services | 304,493 |
| FENTON STEPHENS PTY LTD | Publishing, printing, promotions and communications or marketing services | 52,668 |
| FENTON STRATEGIC COMMUNICATIONS PTY LTD | Publishing, printing, promotions and communications or marketing services | 36,185 |
| FINSBURY GREEN PTY LTD | Publishing, printing, promotions and communications or marketing services | 4,025 |
| FIONA GRAY CREATIVE | Professional services | 34,950 |
| FISCHER'S CLEANING PTY. LTD. | IT services | 11,168 |
| FITZGERALD TIMOTHY JOSEPH | Professional services | 10,162 |
| FKA CHILDRENS SERVICES INC | Professional services | 149,479 |
| FLINDERS UNIVERSITY OF SOUTH AUSTRALIA | Professional services | 18,286 |
| FLOURISHING MINDS CONSULTING | Professional services | 4,300 |
| FRAM MARIE | Professional services | 37,828 |
| FREEDOM CHOICE TRADING PTY LTD | Professional services | 1,750 |
| FRENCHAMS GROUP | Utilities, infrastructure/sustainability, transport and project management services | 18,522 |
| FROMHEREON PTY LTD | Professional services | 76,921 |
| FUJITSU AUSTRALIA LTD | IT services | 845,143 |
| FUTURE ENERGY SKILLS LTD | Professional services | 20,000 |
| G AND S EDUCATION PTY LTD | Education and community development services | 184,896 |
| GABRIELLE CATHERINE ELIZABETH HODGE | Professional services | 1,000 |
| GARDNER JULIAN RALPH | Professional services | 5,250 |
| GARREFFA STELLA | Professional services (research, leadership and professional development) | 1,000 |
| GARTNER AUSTRALASIA PTY LTD | Professional services | 34,000 |
| GENOS INTERNATIONAL PTY LTD | Professional services (research, leadership and professional development) | 259,165 |
| GEOPLEX PTY LTD | IT services | 27,580 |
| G-FORCE RECRUITMENT LTD | Professional services | 80,894 |
| GHIRARDELLO MARIE | Training services | 23,042 |
| GIBBS CONSULTANCY | Professional services | 65,861 |
| GILBY LISA MAREE | Professional services | 27,273 |
| GLENN PROCTOR CONSULTING | Professional services (research, leadership and professional development) | 6,000 |
| GLINTECH | Professional services | 45,215 |
| GLOBAL SPEECH NETWORKS PTY LTD | Professional services | 41,800 |
| GLOBAL VISION MEDIA | Professional services | 10,160 |
| GOOD EDUCATION GROUP PTY LTD | Training services | 16,750 |
| GOODRICK DELWYN ANN | Professional services (research, leadership and professional development) | 10,700 |
| GORDON ROB | Professional services | 25,755 |
| GOULBURN OVENS INSTITUTE OF TAFE | Professional services | 28,800 |
| GOULD RICHARD ROBERT | Professional services | 4,500 |
| GRACE RECORDS MANAGEMENT AUSTRALIA PTY LTD | Professional services | 6,180 |
| GRAEME INNES | Professional services | 6,764 |
| GRANT THORNTON AUSTRALIA LTD | Financial, accounting, audit, taxation, risk management, insurance service | 67,390 |
| GRAY CO PTY LTD | Publishing, printing, promotions and communications or marketing services | 3,150 |
| GREEN AND NEWALL EDUCATIONAL CONSULTANTS | Professional services | 28,800 |
| GRIFFIN KERRY LEANNE | Professional services | 20,554 |
| GROSVENOR PERFORMANCE GROUP PTY LTD | Professional services | 19,075 |
| GROWING MINDS AND CONNECTIONS | Professional services | 1,350 |
| GROWTH COACHING INTERNATIONAL | Professional services (research, leadership and professional development) | 399,050 |
| GV DEVELOPMENTAL CLINIC PTY LTD | Professional services | 17,151 |
| H J & DM LOONEY | Professional services | 6,298 |
| HAMILTON LORETTA ANNE | Professional services | 11,957 |
| HAMMOND STREET DEVELOPMENTS PTY LTD | Professional services | 445,428 |
| HANDLEY JOHN | Professional services (research, leadership and professional development) | 4,700 |
| HANDS ON EDUCATIONAL CONSULTANCY PTY LTD | Professional services (research, leadership and professional development) | 62,800 |
| HARPER CRAIG | Professional services | 5,000 |
| HARRIS ANN LYNNETT | Professional services | 27,931 |
| HARRISON KATHRYN DIANNE | Education and community development services | 7,661 |
| HATELY DANIEL | Professional services | 45,737 |
| HAYS SPECIALIST RECRUITMENT AUSTRALIA PTY LIMITED | Contract staff | 17,940,247 |
| HEATHER BARNES PTY LTD | Professional services | 38,000 |
| HEATHER HILL CONSULTING | Professional services (research, leadership and professional development) | 39,689 |
| HELIX HEALTH SPECIALISTS CLINIC | Recruitment Services | 1,600 |
| HENDERSON BRIAN JOHN | Professional services | 4,500 |
| HERE EUROPE BV | IT services | 10,091 |
| HERITAGE INSIGHT PTY LTD | Professional services | 16,771 |
| HERMANN KAREN LESLEY | Professional services | 112,680 |
| HIBBINS PETER L | Professional services | 5,037 |
| HICKS-DAVIES CONSULTING PTY LTD | IT services | 238,343 |
| HIRD MARGARET ANN | Professional services | 33,746 |
| HOBAN RECRUITMENT | Contract staff | 337,170 |
| HOLDING REDLICH | Professional services | 14,496 |
| HOLMESGLEN INSTITUTE OF TAFE (CHADSTONE) | Professional services | 140,000 |
| HOMAX PTY LIMITED | Professional services | 1,000 |
| HOOTVILLE COMMUNICATIONS | Professional services | 8,545 |
| HOPCROFT HEATHER | Professional services | 48,751 |
| HUDSON GLOBAL RESOURCES (AUST) PTY LIMITED | Contract staff | 6,091,156 |
| HUMAN LINK CONSULTING PTY LTD | Professional services | 25,950 |
| HUNTER IAN | Education and community development services | 3,600 |
| HUNTER SUE ANNE | Professional services | 1,200 |
| HYDON CONSULTING PTY LTD | Professional services | 16,500 |
| HYPHEN EDUCATION CONSULTING PTY LTD | Professional services | 43,636 |
| I AND J MANAGEMENT SERVICES | Professional services | 85,300 |
| ILIADIS IRENE | Professional services | 15,600 |
| IMA MANAGEMENT AND TECHNOLOGY PTY LTD | Professional services | 107,070 |
| IMBER MADELAINE | Professional services | 9,600 |
| IMC INFORMATION MULTIMEDIA COMMUNICATION PTY LTD | Professional services | 69,900 |
| IMMEDIACY PTY LTD | Professional services | 8,000 |
| IMPACT SPEECH PATHOLOGY PTY LTD | Professional services | 3,520 |
| IMPACTFUL WORK | Professional services | 41,600 |
| INCUBATE FOUNDATION | Professional services | 10,400 |
| INFECTION PREVENTION AUSTRALIA | Training services | 14,000 |
| INFORMATION ACCESS GROUP | Professional services | 4,988 |
| INJURYNET AUSTRALIA PTY LTD | Professional services | 437,177 |
| INNOVATION AND BUSINESS SKILLS AUSTRALIA | Professional services | 64,788 |
| INNOVATION UNIT AUSTRALIA NEW ZEALAND LIMITED | Professional services | 15,148 |
| INNOVATIVE EDUCATIONAL IDEAS | Professional services | 52,740 |
| INSIGHT ENTERPRISES AUSTRALIA PTY LTD | IT services | 198,236 |
| INSIGHT LEADERSHIP COACHING | Professional services | 5,040 |
| INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC | Professional services (research, leadership and professional development) | 25,695 |
| INSTRUCTURE AUSTRALIA PTY LTD | Education and community development services | 113,121 |
| INSTRUCTURE GLOBAL LTD | Professional services | 175,947 |
| INTEGRATE AV | Professional services | 78,072 |
| INTERCHANGE LODDON-MALLEE REGION INC | Professional services | 2,558,954 |
| INTERNATIONAL ASSOCIATION FOR PUBLIC PARTICIPATION AUSTRALASIA LIMITED | Professional services | 4,827 |
| INTESO PTY LTD | IT services | 7,072 |
| INVENTIUM PTY LTD | Professional services | 6,000 |
| IOTTAG PTY LTD | IT services | 2,911 |
| IPAR REHABILITATION PTY LTD | Professional services | 7,380 |
| IPSOS PUBLIC AFFAIRS PTY LTD | Professional services | 146,935 |
| IRREGULAR NETWORKS PTY LTD | IT services | 29,600 |
| ITHACA GROUP | Professional services | 39,400 |
| J & D CORRIGAN | Professional services | 1,364 |
| JAN GREGORY CONSULTING | Education assessment services | 10,000 |
| JDS AUSTRALIA PTY LTD | IT services | 127,349 |
| JEFF WHALAN LEARNING GROUP | Professional services (research, leadership and professional development) | 8,900 |
| JEGES HELEN ANN | Professional services | 5,453 |
| JENBEE CONSULTING | Professional services | 9,843 |
| JESUIT SOCIAL SERVICES LIMITED | Professional services | 24,148 |
| JEWISH HOLOCAUST CENTRE INC | Professional services | 72,727 |
| JFE GLOBAL PTY LTD | Professional services | 123,860 |
| JITTERBIT PTY LTD | IT services | 24,000 |
| JOANNA CATHLIN WALKER | Professional services | 7,227 |
| JOHNSON RECRUITMENT | Recruitment services | 19,036 |
| JONES BRONWYN | Professional services | 21,570 |
| JORDAN BERGIN PTY LTD | Professional services | 6,000 |
| JUNCTION SUPPORT SERVICES INC | Professional services | 1,455 |
| K+L GATES | Professional services | 66,847 |
| KADISHA ENTERPRISES PTY LTD | Professional services | 21,820 |
| KARE PSYCHOLOGY | Professional services | 90,138 |
| KASO RAYMOND LESLIE | Professional services | 11,855 |
| KATHLEEN MARGARET GARDNER | Professional services | 2,625 |
| KAYA CONSULTING | Professional services | 9,300 |
| KENT MCINTOSH | Professional services | 4,447 |
| KERRIE HANCOX CONSULTING PTY LTD | Professional services | 38,250 |
| KERRIE ONEILL CONSULTING | Professional services | 12,636 |
| KIM MAREE LAFFAN | Professional services | 13,245 |
| KINEO | Publishing, printing, promotions and communications or marketing services | 12,000 |
| KIRKMAN JANET FAYE | Professional services | 15,230 |
| KLOCK ANNE MAREE | Professional services (research, leadership and professional development) | 49,555 |
| KLOUD SOLUTIONS PTY LTD | IT services | 2,288 |
| KNOWLEDGE ACADEMY AUSTRALIA PTY LIMITED | Training services | 7,200 |
| KPMG AUSTRALIA | Professional services | 2,624,570 |
| LA TROBE UNIVERSITY | Professional services | 91,125 |
| LAHEY VICKI | Professional services | 36,600 |
| LANDELL CORPORATION PTY LTD | Professional services | 134,161 |
| LANDER AND ROGERS | Professional services | 84,603 |
| LANE MARCIA | Professional services | 17,500 |
| LANGUAGE LOOP | Professional services | 120,992 |
| LARSEN WHITE TRACY | Professional services | 2,880 |
| LEADING WITH STRENGTH PTY LTD | Professional services | 37,950 |
| LEARN LABS GLOBAL PTY LTD | Professional services | 220,963 |
| LEARNING FIRST GROUP PTY LTD | Professional services | 92,000 |
| LEARNING FOCUS PTY LTD | Professional services | 12,032 |
| LEARNING VENTURES PTY LIMITED | Professional services | 6,000 |
| LEARNING WITH TECHNOLOGIES PTY LTD | Publishing, printing, promotions and communications or marketing services | 3,759 |
| LEIGH JEANETTE | Professional services | 33,303 |
| LEONORA NOELINE RISSE | Professional services | 1,000 |
| LESSIS SELINA GRACE PAPALIA | Professional services | 5,490 |
| LEVEL UP PSYCHOLOGY | Professional services | 24,109 |
| LEVEY JOANNE CATHERINE | Professional services | 14,976 |
| LEWIS TIM | Professional services | 1,942 |
| LIBERATE ELEARNING PTY LTD | Professional services | 330,985 |
| LIFE SAVING VICTORIA LIMITED | Professional services | 20,909 |
| LIFE-ROLE DEVELOPMENT GROUP LIMITED | Professional services | 1,800 |
| LIFEWORKS COM PTY LTD | Professional services | 1,375,987 |
| LIRATA LTD | Professional services | 14,520 |
| LLOYD RICHARD GERARD | Professional services | 1,000 |
| LOCAL LOGIC PLACE | Professional services | 3,290 |
| LOCK CLAIRE ALICE | Professional services | 1,050 |
| LOCKINGTON ROBIN | Professional services | 17,172 |
| LTG UNIT TRUST | Professional services | 30,000 |
| LUBULWA EVA JOYCE NAMPIMA | Publishing, printing, promotions and communications or marketing services | 21,545 |
| MADISON CROSS AUSTRALIA PTY LTD | Professional services | 9,325 |
| MAGOKORO PRACTICE PTY LTD | Professional services | 3,974 |
| MAILFORCE PTY LTD | Professional services | 23,357 |
| MALCOLM SIMONE LEAH | Professional services | 52,253 |
| MANN DEAN GRAEME | Professional services | 62,720 |
| MANUFACTURING LEARNING VICTORIA | Professional services | 18,300 |
| MARCHBANK MEENAH ANN | Professional services | 3,175 |
| MARGARET BAINBRIDGE EDUCATIONAL CONSULTANCY | Professional services | 17,115 |
| MARLO CONSULTANCY SERVICE | Professional services | 4,200 |
| MAROONDAH CITY COUNCIL | Utilities, infrastructure/sustainability, transport and project management services | 39,375 |
| MARSH PTY LTD | Professional services | 287,180 |
| MARTIN PAMELA GAYE | Professional services | 47,036 |
| MATHEMATICAL ASSOCIATION VIC | Professional services | 296,816 |
| MATTHEWS PETER | Professional services | 2,013 |
| MAX SOLUTIONS | Professional services | 6,409,801 |
| MAXWELL JASON MICHAEL | Professional services | 11,000 |
| MAYFAIR GROUP MANAGEMENT PTY LTD | Professional services (research, leadership and professional development) | 22,250 |
| MCARTHUR (VIC) PTY LTD | Recruitment Services | 221,555 |
| MCCRINDLE RESEARCH PTY LTD | Professional services (research, leadership and professional development) | 22,000 |
| MCINTOSH HEATHER ANN | Professional services | 17,206 |
| MCKENZIE MUSIC PRODUCTIONS PTY LTD | Professional services | 3,276 |
| MCKIE GREG | Education and community development services | 1,000 |
| MCPHEE FRANCES A | Professional services | 8,725 |
| MEDIACOM AUSTRALIA PTY LIMITED | Publishing, printing, promotions and communications or marketing services | 17,082 |
| MEGAN-JANE COTTER | Publishing, printing, promotions and communications or marketing services | 17,372 |
| MELBOURNE BUSINESS SCHOOL LIMITED | Professional services | 6,473 |
| MELBOURNE POLYTECHNIC | Education and community development services | 198,104 |
| MELINDA METAXAS AND ASSOCIATES PTY LTD | Professional services | 5,200 |
| MENTOR LIST PTY LTD | Professional services | 132,000 |
| MERCER CONSULTING (AUSTRALIA) PTY LTD | Professional services | 17,000 |
| META PM PTY LTD | Professional services | 290,180 |
| MG EDUCATION CONSULTANCY PTY LTD | Professional services | 10,909 |
| MICHELLE DUNN PRODUCTIONS PTY LTD | Publishing, printing, promotions and communications or marketing services | 1,310 |
| MICHELLE MCQUAID PTY LTD | Professional services | 61,000 |
| MICHILL CONSULTING | Professional services | 26,574 |
| MIND STRENGTH PTY LTD | Professional services | 2,500 |
| MIND TRIBES PTY LTD | Professional services | 2,900 |
| MINTER ELLISON | Professional services | 3,065 |
| MONASH UNIVERSITY | Professional services | 1,390,491 |
| MONEGHETTI CONSULTING GROUP PTY. LTD. | Professional services | 2,000 |
| MONTUS TUTORING PTY LTD | Professional services | 7,274 |
| MORRIS SLEEP | Professional services | 4,664 |
| MOTT MACDONALD AUSTRALIA PTY LIMITED | Professional services (research, leadership and professional development) | 3,325,277 |
| MR EDUCATIONAL SERVICES | Professional services (research, leadership and professional development) | 23,187 |
| MUDALY NEEROSHINEE | Professional services (research, leadership and professional development) | 28,635 |
| MUNBY EDUCATION | Professional services | 5,000 |
| MURDOCH CHILDRENS RESEARCH INSTITUTE | Early childhood services | 97,023 |
| MURPHY ANTHONY JOHN | Professional services | 3,500 |
| MURPHY JAMIE DANIEL | Professional services | 1,500 |
| MURRIMATTERS PTY LTD | Professional services | 4,000 |
| MURTHY AASHA | Professional services | 5,300 |
| MUSHROOM CREATIVE HOUSE | Publishing, printing, promotions and communications or marketing services | 26,325 |
| NATION PARTNERS PTY LTD | Strategic services and advice for audit, fraud and procurement | 183,369 |
| NATIONAL CURRICULUM SERVICES | Curriculum development services | 46,680 |
| NATIONAL EXCELLENCE IN SCHOOL LEADERSHIP INSTITUTE PTY LTD | IT services | 45,455 |
| NATUS MEDICAL PTY LTD | Professional services | 4,475 |
| NB EDUCATION SERVICES | Professional services | 1,295 |
| NEARMAP AUSTRALIA PTY LTD | IT services | 4,680 |
| NEWTON ROBERT CLEVIN | Professional services | 5,215 |
| NEXUS PRIMARY HEALTH | Professional services | 6,500 |
| NICHOLS KATE | Professional services | 4,375 |
| NO FUSS ADMIN | Professional services | 1,739 |
| NOELLE BURDEKIN EDUCATIONAL CONSULTANCY PTY LTD | Professional services | 6,374 |
| NORTHERN MALLEE LOCAL LEARNING AND EMPLOYMENT NETWORK | Professional services | 1,497 |
| NOUS GROUP PTY LTD | Professional services | 1,293,445 |
| NTT AUSTRALIA DIGITAL PTY LTD | Professional services | 1,357,797 |
| NTT AUSTRALIA PTY LTD | Professional services | 281,104 |
| NUWORKS HOLDINGS PTY LTD | Training services | 9,535 |
| OBOLER ANDRE SHEM | Professional services | 13,200 |
| ODGERS BERNDTSON | Recruitment services | 243,764 |
| OLOUGHLIN ANDREW | Professional services | 1,182 |
| OMEO DISTRICT HEALTH | Professional services | 14,198 |
| ONCALL LANGUAGE SERVICES PTY LTD | Professional services | 825,000 |
| OPTIM LEADERSHIP CONSULTING PTY LTD | Professional services (research, leadership and professional development) | 80,450 |
| ORGANISATIONAL DIRECTIONS PTY LTD | Professional services (research, leadership and professional development) | 932,929 |
| ORIMA RESEARCH PTY LTD | Professional services | 623,359 |
| ORYGEN | Professional services | 70,866 |
| OUTCOMES EDUCATION PTY LTD | Professional services (research, leadership and professional development) | 64,852 |
| OZ CHILD - CHILDREN AUSTRALIA | Professional services | 1,600 |
| OZ LIT TEACHER | Professional services | 36,704 |
| PAN SOFTWARE PTY LTD | IT services | 642,937 |
| PAPER GIANT PTY LTD | Professional services | 11,440 |
| PARENTING RESEARCH CENTRE INC | Publishing, printing, promotions and communications or marketing services | 24,159 |
| PARISFIRST PARTNERS PTY LTD | Publishing, printing, promotions and communications or marketing services | 65,282 |
| PEARSON AUSTRALIA GROUP PTY LTD | Publishing, printing, promotions and communications or marketing services | 2,215 |
| PENELOPE KALOGEROPOULOS | Professional services | 2,000 |
| PENSO AGENCY PTY LTD | Training services | 1,850 |
| PETER BERRY CONSULTANCY PTY LTD | Professional services | 18,000 |
| PETER COLLINS AND ASSOCIATES PTY LTD | Training services | 4,900 |
| PETER JAMES LONEY | Professional services | 28,125 |
| PETER TERNES | Education and community development services | 15,000 |
| PHAM GIANG | Professional services | 32,102 |
| PHYSICAL MOVEMENT | Professional services | 15,000 |
| PIE CREATIVE AGENCY PTY LTD | Publishing, printing, promotions and communications or marketing services | 30,235 |
| PINNACLE GROUP AUSTRALIA PTY LTD | Professional services (research, leadership and professional development) | 538,425 |
| PITCHER PARTNERS CONSULTING PTY LTD | Financial, accounting, audit, taxation, risk management, insurance service | 1,482 |
| PITCHES GLENNIS | Training services | 30,508 |
| PIVOT PROFESSIONAL LEARNING PTY LTD | Education assessment services | 226,451 |
| PIXEL PERFECT PTY LTD | Training services | 592,599 |
| PJ GANNON EDUCATIONAL SERVICES | Education and community development services | 21,150 |
| PKF INTEGRITY SERVICES BMNS PTY LTD | Professional services | 17,188 |
| PLACARD PTY LTD | Professional services | 12,571 |
| PLANIT TEST MANAGEMENT SOLUTIONS PTY LTD | IT services | 538,691 |
| PLUCKY FRANK | Professional services | 7,065 |
| PMH EDUCATIONAL CONSULTING PTY LTD | Professional services | 21,818 |
| POLARON LANGUAGE SERVICES PTY LTD | Publishing, printing, promotions and communications or marketing services | 63,710 |
| POP EDUCATION PTY LTD | Professional services | 111,715 |
| POPE KEVIN WAYNE | Professional services | 19,708 |
| POSITIVE INTERACTION | Professional services | 11,000 |
| POSSIBILITY TO REALITY PTY LTD | Professional services (research, leadership and professional development) | 4,445 |
| PRENSA PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 17,313 |
| PRICEWATERHOUSE COOPERS | Financial, accounting, audit, taxation, risk management, insurance service | 116,112 |
| PRICEWATERHOUSECOOPERS CONSULTING AUSTRALIA PTY LIMITED | Financial, accounting, audit, taxation, risk management, insurance service | 138,790 |
| PROCESS CONSULTING AND FACILITATING | Publishing, printing, promotions and communications or marketing services | 5,294 |
| PROFILE SPEAKERS | Publishing, printing, promotions and communications or marketing services | 12,545 |
| PROJECT EVOKE PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 124,650 |
| PROSSER SUSANNE | Professional services (research, leadership and professional development) | 11,091 |
| PROTIVITI PTY LIMITED | Strategic Services and Advice for Audit, Fraud and Procurement | 56,685 |
| PROXIMITY ADVISORY SERVICES PTY LTD | Professional services | 112,500 |
| PTR CONSULTING | Professional services | 36,250 |
| QDOS RESEARCH PTY LTD | Professional services (research, leadership and professional development) | 73,550 |
| QUINN JAMES LIAM | Professional services | 3,500 |
| R AND P MARTIN | Professional services (research, leadership and professional development) | 25,287 |
| RAINBOW ENTERPRISES (AUSTRALIA) PTY LTD | Professional services | 41,010 |
| RAMUS DENISE ELLEN | Professional services | 24,204 |
| RANDSTAD PTY LIMITED | Contract staff | 5,413,249 |
| RANGER SHARON | Training services | 9,586 |
| RAYMUND FRANCES FLANAGAN | Education assessment services | 35,860 |
| REAL BUSINESS PTY LTD | Publishing, printing, promotions and communications or marketing services | 1,650 |
| RED PONY PTY LTD | Publishing, printing, promotions and communications or marketing services | 18,340 |
| REEVE LINDSAY | Training services | 16,098 |
| REFLECT-ED PTY LTD | Professional services | 12,670 |
| REGULATORY IMPACT SOLUTIONS PTY. LTD. | Professional services | 25,455 |
| REID CLAIRE LOUISE BEAUMONT | Education and community development services | 5,400 |
| RENAISSANCE PSYCHOLOGY AND CONSULTANCY PTY LTD | Professional services | 2,600 |
| RENOUF MARK | Professional services | 20,365 |
| RESOLUTION MEDIA PTY LTD | Publishing, printing, promotions and communications or marketing services | 57,870 |
| RESOLVE SOFTWARE GROUP PTY LTD | IT services | 57,533 |
| REVOLUTION IT PTY LTD | IT services | 225,358 |
| RICHARD REILLY | Professional services | 8,750 |
| RICHMOND JOHN | Professional services | 19,250 |
| RIDDELL KATHRYN ANDREA | Professional services | 6,900 |
| RIGHT LANE CONSULTING PTY LTD | Professional services | 5,000 |
| RITA ELLUL EDUCATION CONSULTING | Professional services | 37,500 |
| RIVERSIDE EDUCATION | Professional services | 3,300 |
| RIXSTEWART PTY LTD | Professional services | 8,900 |
| RMIT UNIVERSITY | Professional services | 231,680 |
| ROBINSON JOHN | Education and community development services | 1,528 |
| ROBINSON LINA | Professional services | 3,738 |
| ROBINSON VIVIANE | Professional services | 93,900 |
| ROBOBAI PTY LTD | Professional services | 60,000 |
| ROBSET CONSULTANCY | Professional services | 1,350 |
| ROD ALLEN CONSULTING | Professional services | 13,250 |
| ROD WILLIAMSON EDUCATION CONSULTING | Professional services | 15,475 |
| ROOFTOP SOCIAL | Professional services | 68,256 |
| ROSCAR TECHNOLOGY PTY LTD | IT services | 1,515 |
| RSM AUSTRALIA PTY LTD | IT services | 364,934 |
| RUBIX CENTRE | Professional services | 37,580 |
| RUBIX CONSULTING PTY LTD | Professional services | 23,980 |
| RUSSELL KOEHLER | Training services | 22,349 |
| RUTH MOODIE | Professional services | 21,818 |
| RYPPLE LTD | Professional services | 32,500 |
| SACS CONSULTING PTY LTD | Recruitment services | 11,711 |
| SALLY HANRATTY PSYCHOLOGY | Professional services | 11,025 |
| SALTER HILL GROUP PTY LTD | Professional services | 7,400 |
| SATORI ASSURANCE PTY LTD | Professional services | 36,300 |
| SAVAGE EMMA | Professional services | 2,400 |
| SAXTON SPEAKERS BUREAU PTY LTD | Professional services | 7,104 |
| SCHOOL RESEARCH EVALUATION AND MEASUREMENT SERVICES | Professional services (research, leadership and professional development) | 53,925 |
| SCIENCE LITERACY SOLUTIONS | Professional services | 12,200 |
| SCOPE AUST LTD | Professional services | 1,025 |
| SCOTT ROSS | Professional services | 3,502 |
| SEAMER DESIGN | Professional services | 1,400 |
| SEESAW STUDIO | Publishing, printing, promotions and communications or marketing services | 6,000 |
| SEMANN SLATTERY AND ASSOCIATES PTY LTD | Professional services | 2,609,468 |
| SENATESHJ | Professional services | 269,563 |
| SETTERFIELD JACQUELINE MARY | Professional services | 8,855 |
| SFDC AUSTRALIA PTY LIMITED | IT services | 2,065,485 |
| SGS ECONOMICS AND PLANNING | Professional services | 85,000 |
| SHANE PATRICK WALES | Professional services | 13,575 |
| SHEEHAN MATTHEW LEIGH | Professional services | 8,700 |
| SHERRY LINK COMMUNICATIONS | Professional services | 6,000 |
| SHK ASIA PACIFIC PTY LTD | Recruitment services | 149,500 |
| SHOPPER MEDIA GROUP OPERATIONS PTY LTD | Publishing, printing, promotions and communications or marketing services | 3,480 |
| SIGNORELLO INVESTMENTS PTY LTD | Education and community development services | 72,500 |
| SILENT PARTNERS LEARNING SERVICES | Professional services | 214,064 |
| SILVEREYE LEARNING RESOURCES | Professional services | 1,617 |
| SINGING BOWL MEDIA | Publishing, printing, promotions and communications or marketing services | 6,100 |
| SIP MANAGEMENT CONSULTANTS (VIC) PTY LTD | Professional services | 4,800 |
| SIT OR STAND | Utilities, infrastructure/sustainability, transport and project management services | 26,148 |
| SKILLS4THE FUTURE PTY LTD | Education and community development services | 90,040 |
| SKUNK CONTROL PTY LTD | Professional services | 39,648 |
| SLEEP MORRIS | Professional services | 9,813 |
| SMART APPS PTY LTD | IT services | 1,713,189 |
| SMITH LUCIA MICHELLE | Professional services | 3,302 |
| SOCIAL RESEARCH CENTRE PTY LTD | Professional services (research, leadership and professional development) | 1,555,873 |
| SOCIAL VENTURES AUSTRALIA LIMITED | Professional services | 6,000 |
| SOCIALCOIL PTY LTD | Professional services | 2,310 |
| SONG ROOM LIMITED | Education and community development services | 444,050 |
| SOULBOOK PTY LTD | IT services | 917,067 |
| SOUTH WEST INSTITUTE OF TAFE (WARRNAMBOOL) | Professional services | 64,311 |
| SPARK CHART PTY LTD | Professional services | 1,260 |
| SPATIAL VISION INNOVATIONS PTY LTD | Curriculum Development Services | 4,600 |
| SPECIALISTERNE CENTRE AUSTRALIA LIMITED | Professional services | 12,000 |
| SPECTRUM HOUSE PTY LTD | Professional services | 1,580 |
| SPEECH PATHOLOGY PLUS | Professional services | 14,728 |
| SPELD VICTORIA INC | Professional services | 3,200 |
| SPENCE DEIRDRE GERALDINE | Professional services | 22,674 |
| SPRINGFOX PTY LTD | Professional services | 11,375 |
| SQUARE THE CIRCLE | Professional services | 10,140 |
| SQUIZS CONSULTING SERVICE | Professional services | 6,368 |
| ST. QUENTIN CONSULTING PTY LTD | Professional services | 14,040 |
| STENNING + ASSOCIATES PTY LTD | Professional services | 9,402 |
| STENNING KARL MURRAY | Professional services | 5,400 |
| STILE EDUCATION PTY LTD | Professional services | 19,500 |
| STRATEGIC DATA PTY LTD | Professional services | 3,949 |
| SUCCESS MEASURES | Professional services | 111,500 |
| SUEZ RECYCLING AND RECOVERY PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 1,236 |
| SULLIVAN PETER | Professional services | 3,000 |
| SUROTE PTY LTD | Professional services | 30,471 |
| SWINBURNE UNIVERSITY OF TECHNOLOGY | Professional services | 994,030 |
| SYNERGISTIQ PTY LTD | Professional services | 784,303 |
| SYRIS CONSULTING PTY LTD | Professional services | 59,790 |
| SZPAK VICKI | Education and community development services | 2,661 |
| TABLEAU INTERNATIONAL UC | IT services | 3,326 |
| TAFE GIPPSLAND | Professional services | 1,933 |
| TALENT INTERNATIONAL (VIC) PTY LTD | Contract staff | 3,176,699 |
| TAM VU | Professional services | 14,322 |
| TAMIKA BURDETT | Professional services | 7,500 |
| TARR ALENA | Professional services | 5,000 |
| TARRYN SHEEHAN | Professional services | 1,950 |
| TEAM TEACH ASIA PACIFIC PTY LIMITED | Training services | 55,917 |
| TECH-SAVVY SOLUTIONS | Publishing, printing, promotions and communications or marketing services | 20,708 |
| TEGAN ANN PODUBINSKI | Professional services | 1,040 |
| TELSTRA PURPLE PTY LTD | Professional services | 327,764 |
| TERRA FIRMA PTY LTD | Professional services | 620,140 |
| THE CONVERSATION CARAVAN | Professional services | 32,940 |
| THE LEARNER FIRST PTY LTD | Training services | 16,500 |
| THE TRUSTEE FOR MUNRO FAMILY TRUST | Professional services | 18,000 |
| THE TRUSTEE FOR ROBOSOFT DISCRETIONARY TRUST | Training services | 45,983 |
| THE TRUSTEE FOR SEED ADVISORY TRUST | Professional services | 4,364 |
| THE TRUSTEE FOR THE ROBINSON FAMILY TRUST | Professional services | 39,600 |
| THE TRUSTEE FOR THE SNOOKS FAMILY TRUST | Professional services | 2,500 |
| THE UNIVERSITY OF NEW ENGLAND | Professional services | 483,150 |
| THE WELLBEING OUTFIT | Professional services | 16,000 |
| THEIRCARE PTY LTD | Professional services | 3,978,155 |
| THERAPEUTIC ENGAGEMENT SUPPORT SERVICES ASSOCIATION | Professional services (research, leadership and professional development) | 20,080 |
| THERESE DEMEDIUK | Education and community development services | 1,280 |
| THINK IN COLOUR | Professional services (research, leadership and professional development) | 1,675 |
| THINK THEN CREATE | Professional services | 90,148 |
| THIRD ELEMENT CONSULTING | Professional services | 1,818 |
| THORN FRANCES | Professional services | 42,000 |
| THOUGHTPOST GOVERNANCE | Professional services (research, leadership and professional development) | 32,600 |
| TIMPERLEY CONSULTANTS | Professional services | 156,200 |
| TLC EDUCATION DESIGN PTY LTD | Education and community development services | 1,250 |
| TMS CONSULTING | Training services | 18,800 |
| TRAINING AHEAD AUSTRALIA | Professional services | 1,800 |
| TRINA PITCHER | Professional services | 2,455 |
| TRINAMIX PTY LTD | IT services | 223,465 |
| TRUSTEE FOR WORKWELL CONSULTING FAMILY TRUST | Professional services | 5,500 |
| TRUTH AGENCY | Professional services | 44,525 |
| TRY JULIANNE CHRISTINE | Professional services | 12,459 |
| TURNER KAREN | Professional services | 47,461 |
| TWOMEY TERENCE | Training services | 71,825 |
| UNE PARTNERSHIPS PTY LTD | Professional services | 62,223 |
| UNITED MINDS COMMUNITY SERVICES LTD. | Professional services | 30,653 |
| UNIVERSITY OF MELBOURNE | Professional services | 2,469,382 |
| UNIVERSITY OF NEW SOUTH WALES | Professional services | 83,701 |
| UNIVERSITY OF NEWCASTLE | Professional services | 7,204 |
| URBAN MAINTENANCE SYSTEMS PTY LTD | Utilities, infrastructure/sustainability, transport and project management services | 2,500 |
| URBIS PTY LTD | Professional services | 205,920 |
| UWORKIN PTY LTD | Professional services | 53,800 |
| VALAD SOLUTIONS PTY LTD | Professional services | 797,042 |
| VAN REES MICHONNE | Professional services | 19,091 |
| VERSA AGENCY PTY LTD | Publishing, printing, promotions and communications or marketing services | 98,649 |
| VET DEVELOPMENT CENTRE LTD | Professional services | 1,513,100 |
| VETASSESS | Professional services | 70,373 |
| VICISSITUDE | Training services | 17,806 |
| VICTORIA UNIVERSITY | Professional services | 288,012 |
| VICTORIAN ABORIGINAL COMMUNITY CONTROLLED HEALTH ORGANISATION INC | Training services | 2,200 |
| VICTORIAN ABORIGINAL EDUCATION ASSOCIATION INC | Professional services | 50,000 |
| VICTORIAN APPLIED LEARNING ASSOCIATION INC | Professional services | 4,000 |
| VICTORIAN ASSESSMENT SERVICES | Education assessment services | 198,178 |
| VICTORIAN COMMERCIAL TEACHERS ASSOCIATION | Professional services | 5,940 |
| VICTORIAN COUNCIL OF SOCIAL SERVICE INC | Professional services | 4,500 |
| VICTORIAN DEAF SOCIETY | Professional services | 4,916 |
| VICTORIAN PUBLIC SECTOR COMMISSION | Professional services | 52,813 |
| VINCENT RIO EDUCATION & TRAINING CONSULTANT | Education and community development services | 2,430 |
| VISIBILITY CO PTY LTD | Professional services | 1,895 |
| VITALE ELAINE PATRICIA | Professional services | 19,842 |
| VJA EDUCATION CONSULTANT | Professional services | 44,907 |
| WALL DEBORAH SUSAN | Education and community development services | 3,887 |
| WALLIS CONSULTING GROUP PTY LTD | Publishing, printing, promotions and communications or marketing services | 507,361 |
| WATSON PSYCHOLOGY | Professional services | 4,080 |
| WATTERSTON CONSULTING PTY LTD | Professional services | 24,000 |
| WEB SURVEY | Professional services | 219,936 |
| WEBPLACE PTY LTD | Professional services | 5,338 |
| WEBSCUER | IT services | 1,875 |
| WESTERN SPORTS TRAINERS ASSOCIATION | Education and community development services | 6,100 |
| WETRAIN | Training services | 11,991 |
| WFDS PTY LTD | Professional services | 159,901 |
| WHITE ANGELA EVELYN | Professional services | 11,110 |
| WHITE INVESTMENT HOLDING PTY LTD | Education and community development services | 3,860 |
| WILCOB PTY LTD | Training services | 631,934 |
| WILLIAMS ALAN BRUNTON | Professional services | 4,800 |
| WISE OWL PSYCHOLOGY AND EDUCATION SERVICES | Professional services | 3,673 |
| WITCHELL DAVID | Professional services | 8,750 |
| WOMENS HEALTH IN THE NORTH INC | Training services | 9,228 |
| WOOLLYBULL PTY LTD | Publishing, printing, promotions and communications or marketing services | 6,240 |
| WORK ABLE CONSULTING PTY LTD | Professional services | 1,560 |
| WORKLOGIC PTY LTD | Professional services | 182,487 |
| WORLD EDUCATION PROGRAM AUSTRALIA LIMITED | Professional services | 55,053 |
| WRIGHT GILLIAN | Professional services | 38,406 |
| WRIGHT PAULINE ANN | Training services | 3,000 |
| WTP AUSTRALIA PTY LIMITED | Professional services | 9,500 |
| YARN STRONG SISTA PTY LTD | Education and community development services | 13,636 |
| YOLANDA FINETTE HOLISTIC COACHING AND CONSULTANCY | Professional services | 2,050 |
| YOUTH AFFAIRS COUNCIL OF VICTORIA INC | Professional services | 29,155 |
| ZYCUS INFOTECH PRIVATE LIMITED | IT services | 492,909 |

1. Contractors’ business names are listed in the Australian Business Register. Capitalisation, abbreviations, punctuation, spelling and any apparent errors or inconsistencies are consistent with the register’s listings. [↑](#footnote-ref-2)
2. Contractors’ business names are as listed in the Australian Business Register. Capitalisation, abbreviations, punctuation, spelling and any apparent errors or inconsistencies are as listed in the register. [↑](#footnote-ref-3)