

2024–25 Annual Report – Additional Information Report

Department of Education





Acknowledgement of Country

The department proudly acknowledges Victoria's First Nations communities as the Traditional Owners of the unceded lands, waters and skies, and pays respect to all Elders past and present.

We recognise First Nations people as Victoria's first educators, artists and scientists, and we value the ongoing contribution of First Nations people and communities to Victorian life and how this enriches us all.

We also commit to work together to deliver the Victorian Government's commitment to self-determination, Truth and Treaty.

Language statement

Throughout this document the terms 'Koorie' or 'First Nations' are used to refer to both Aboriginal and Torres Strait Islander people. Use of the terms 'Aboriginal' or 'Aboriginal and Torres Strait Islander' are retained in the names of programs and data references.

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Cover photos:

1. Kinglake Early Childhood
2. Reservoir East Primary School
3. Vocational Major– Harry

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Introduction

Financial Reporting Direction 22 requires that the Department of Education's Accountable Officer retains specific information and makes it available on request to ministers, members of parliament and members of the public, subject to the provisions of the *Freedom of Information Act 1982* (Vic).

The Department of Education (the department) chooses to make the information available in this Additional Information report and the *Department of Education 2024–25 Annual Report*. Both reports are available on the department's [Annual reports webpage](#).

This Additional Information report includes:

- 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 changes in prices, fees, charges, rates and levies charged by the department
- details of any major external reviews carried out on 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 general statement on industrial relations within the department and details of time lost through industrial actions and disputes
- 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.

Financial Reporting Direction 22 also requires details about:

- major research and development activities undertaken by the department
- assessments and measures undertaken to improve the occupational health and safety of employees.

These are detailed in the *Department of Education 2024–25 Annual Report* available on the department's [Annual reports webpage](#).

Declarations of pecuniary interests

Declarations of pecuniary interests have been duly completed by all relevant officers.

Shares held by senior officers

No shares are held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.

Publications about the department

The following table details publications produced by the department, about the department, completed during 2024–25. It does not include publications by the department published on behalf of the government, or those published by external parties.

Table 1. Publications produced by the department about the department

Publication	Date produced	How to obtain
Department of Education 2023–24 Annual Report	October 2024	Department of Education 2023–24 Annual Report [PDF 5.58MB]
Department of Education 2023–24 Additional Information Report	October 2024	Department of Education 2023–24 Additional Information [PDF 1.12MB]
Department of Education 2024–2028 Strategic Plan	August 2024	Department of Education 2024–2028 Strategic Plan [PDF 2.90MB]

Changes in prices, fees, charges, rates and levies

Details of current prices, fees, charges, rates and levies charged by the department are outlined at the department's [Fees and fines webpage](#). Changes in these details are available upon request, subject to the provisions of the Freedom of Information Act.

Major external reviews

The following table details major external reviews of the department completed during 2024–25.

Table 2. Major external reviews of the department

Review	Conducted by	Purpose	Date completed
Contractors and Consultants: Management	Victorian Auditor-General's Office (VAGO)	To examine if departments can show that they achieve value for money when they use contractors and consultants.	18 June 2025
Fair Presentation of Service Delivery Performance 2024	VAGO	To examine whether the Victorian Government departments fairly present service delivery in their department's performance statement.	27 November 2024
Independent Review into administrative and compliance activities in Victorian government schools	Katherine Roberts-Hull	To investigate the state of administrative and compliance activities in government schools, its impact on school staff, and practical recommendations aimed at reducing unnecessary workload while maintaining high standards of safety and accountability in schools.	2 June 2025
Inquiry into the state education system in Victoria	Legislative Council Legal and Social Issues Committee	To inquire into the Victorian education system across government schools, including student learning outcomes, the teaching profession, student wellbeing, the administrative burden on teachers and the availability of new technologies to alleviate the burden, examples of best practice in other jurisdictions and educational settings, and school funding adequacy.	15 October 2024
Quality of Victoria's Critical Data Assets	VAGO	To better understand whether government agencies assure the quality of their critical data assets.	14 May 2025
Work-related Violence in Government Schools	VAGO	To determine whether the department provides and maintains a work environment that is safe from work-related violence resulting from student behaviour.	28 May 2025
Yoorrook Justice Commission (Royal Commission)	Yoorrook Justice Commission	To examine the historical and ongoing injustices experienced by First Peoples in Victoria, including those relating to education, through a formal truth-telling process.	30 June 2025

Overseas visits

The following 2 tables detail the overseas visits made by departmental employees relating to the official business of the department during 2024–25.

Table 3. Details of school travel¹

Objective	Destination	Officer	Outcome
For school staff to attend the International Baccalaureate conference and learn about global practices and methodologies.	United States (1 visit) Singapore (3 visits)	Assistant principal (3) Learning specialist (1) Leading teacher (1) Teacher (7) (multiple schools)	As staff of International Baccalaureate schools, attendance at the annual overseas conference enabled the opportunity to engage with global colleagues and build an understanding of new and up-to-date International Baccalaureate initiatives. This included the participation in a broad spectrum of sessions, workshops and discussions, which maximised the potential for learning and networking.
For school staff to attend the Trans-Tasman Principals conference.	New Zealand (12 visits)	Principal (10) Assistant principal (4) Learning specialist (1) Teacher (1) (multiple schools)	The visit provided in-depth sessions on various topics including educational leadership, innovative teaching techniques and generational engagement and allowed for networking with global education experts which fostered collaborative opportunities and partnerships.
For staff of the Victorian Space Science Education Centre to present at the International Astronautical Congress.	Belgium/Italy (1 visit)	Assistant principal (1) Leading teacher (1) Teacher (1) School staff (1)	The trip enabled the centre (a facility of the school) to present a paper on STEM and participate in activities at the International Astronautical Congress. This allowed for renewed partnerships with the European Space Agency and National Aeronautics and Space Administration.

¹ The table provides information, grouped by primary trip objective, about the destination countries visited and number of travellers by school officer type. For example, the first entry in the table relates to:

- 33 student recruitment activity visits to a number of different destination countries (combined total of the figures in brackets against each destination country)
- number of staff from multiple schools who visited one or more of the destination countries, by officer type.

Objective	Destination	Officer	Outcome
For students to attend a netball study tour.	New Zealand (1 visit)	Teacher (2) School staff (1)	The trip enabled student athletes to enhance their netball skills and knowledge via training sessions with elite New Zealand coaches, witness Australia and New Zealand premiership matches and compete internationally. Students also engaged in cultural opportunities and connected with New Zealand students as both student peers and netballers.
For students to attend a sports study tour.	United States (1 visit)	Teacher (2)	Students experienced the United States sporting system firsthand, broadened their academic and sporting aspirations and shared their learnings with the school community to inspire other students.
For students to attend the Europe Inspire tour.	Italy/Germany/France (1 visit)	Assistant principal (1) Teacher (2)	The tour enabled students to enhance their study of Humanities, English and Art by engaging in environmental, political, social and cultural diversity on a global scale. In visiting locations in Europe, students were exposed to history dating back to ancient times.
For students to compete in the International Netball Festival.	Fiji (1 visit)	Teacher (2)	In line with the school's goals in the strategic plan for the sports academy, the trip provided student-athletes an opportunity to compete internationally. School staff gained coaching insights and professional growth opportunities, which strengthened the school's commitment to high-performance sport and international engagement.
For students to participate in a STEM enrichment tour.	Croatia (1 visit)	Assistant principal (1) Leading teacher (2)	The tour enabled students to gain experience of working as part of an overseas research team. It also offered 2-week placements in a field environment collaborating with scientists/academics whose research is specific to the site in Croatia.
For students to participate in a study tour.	New Zealand (1 visit)	Assistant principal (1) Leading teacher (2)	The travel enhanced students' intercultural understanding through direct engagement with diverse communities, developed their independence and adaptability in unfamiliar environments, and facilitated peer learning through post-trip presentations and reflective projects shared with classmates.

Objective	Destination	Officer	Outcome
For students to participate in a study tour.	Italy (1 visit)	Learning specialist (1) Teacher (1) School staff (1)	The study tour provided VET/Victorian Certificate of Education (VCE) students hands on cultural engagement with Italian artists, chefs, and local communities, which deepened their knowledge and practical skills in the subjects of Food Technology and Art.
To attend the Alumni Summit to explore approaches in system change and leadership.	India (2 visits)	Assistant principal (3) (multiple schools)	School visits, community engagement, and networking with professionals provided exposure to practical strategies that were used to enhance school initiatives as outlined in the school's strategic plan.
To attend the Educating Girls symposium.	New Zealand (1 visit)	Assistant principal (1)	The conference enabled the principal of an all-girls' school in Victoria to network with leaders and staff from the conference and learn more about all-girls' education. It also allowed for the sharing of professional knowledge with other schools. The visits to 3 all-girls' schools in Auckland focused on engaging with girls in education and improving student wellbeing.
To attend the Harvard Achieving Excellence Leadership Development program.	United States (1 visit)	Principal (1)	The knowledge gained enhanced leadership skills and supported the development of future leaders within the school and education system.
To attend the Learning and the Brain conference.	United States (1 visit)	Principal (1)	The trip provided valuable insights into cognitive science and multi-tiered support systems and enabled the school to refine its pedagogical approaches, strengthen teacher capability, and implement inclusive strategies that improved student engagement, wellbeing and academic achievement.
To attend the Literacy symposium.	New Zealand (2 visits)	Principal (1) Teacher (1) Learning specialist (2) (multiple schools)	The conference provided staff with insights into the latest research in literacy. The principal who was invited to the conference as a keynote speaker shared exceptional practices of their school and the department with the education systems of New Zealand.

Objective	Destination	Officer	Outcome
To attend the School Business Managers conference.	New Zealand (3 visits)	School staff (3) (multiple schools)	As members of Business Managers Victoria, business managers were invited to attend the professional development conference overseas. This was fully funded by Business Managers Victoria. The visit enabled the sharing of experiences in managing school business in a changing landscape with international peers.
To conduct a Council of International Schools review and deepen expertise in school evaluation and improvement.	Japan (1 visit) Thailand (1 visit) China (1 visit) Hong Kong (1 visit)	Principal (3) Assistant principal (1) (multiple schools)	The training enabled Council of International Schools' accreditation coordinators to participate in evaluation visits and review schools against the Council of International Schools international standards for education.
To conduct a sister-school exchange visit and provide students with cultural immersion.	Japan (6 visits) China (1 visit) France (1 visit) India (1 visit)	Principal (5) Assistant principal (2) Learning specialist (2) Leading teacher (1) Teacher (14) School staff (2) (multiple schools)	The experience enhanced students' multicultural and intercultural understanding and capabilities.
To consolidate the strong link with the sister school and provide students with cultural immersion.	Japan (6 visits) China (1 visit) Germany (1 visit)	Principal (4) Assistant principal (2) Learning specialist (1) Teacher (17) (multiple schools)	The visit strengthened students' intercultural understanding, global citizenship and language learning. The homestay opportunity highlighted the differences and similarities in the way of life between their schooling and that of their hosts.

Objective	Destination	Officer	Outcome
To deepen staff cultural understanding and develop inclusive practices for Pasifika students.	Samoa/New Zealand/Cook Islands (1 visit)	School staff (4)	The trip provided educators with firsthand insights into Pasifika cultures and education systems, which strengthened the cultural performance program, informing inclusive practices across Victorian schools, and enhanced cultural authenticity in initiatives like the Victorian State Schools Spectacular.
To deepen students understanding of visual and performing arts through cultural immersion.	United States (1 visit)	Leading teacher (1) Teacher (2)	The trip enabled students to participate in immersive, curriculum-aligned arts workshops and gain cultural experiences that expanded their creative and critical thinking skills and broadened their career aspirations. The knowledge gained by school staff was utilised to enhance the arts curriculum at the school.
To enable students to compete in the Future Problem-Solving conference finals.	United States (1 visit)	Teacher (1)	As Australian finalists in the Problem-Solving competition, the students competed in the World Finals at the Future Problem-Solving conference overseas. This experience strengthened the student's problem-solving and communication skills, fostered global friendships and enabled them to share their learnings with their school and wider community upon return.
To enable students to learn about Australian military history (World War I and II).	Singapore (1 visit) Germany/Belgium/France (1 visit)	Principal (1) Assistant Principal (1) Leading teacher (1) Teacher (8) School staff (6) (multiple schools)	The experience enabled students to develop an understanding of Australian war history. Students were able to build resilience and leadership skills in a different country.
To encourage students to engage with and explore destinations studied in the history curriculum.	Greece/Italy (2 visits) Italy (1 visit)	Assistant principal (1) Teacher (8) (multiple schools)	The opportunity enabled students to experience key locations from the history curriculum and deepen their understanding of the past as well as experience different cultures.

Objective	Destination	Officer	Outcome
To encourage students to learn about Australian military history and experience the Kokoda track.	Papua New Guinea (1 visit)	Teacher (3) School staff (1)	The experience enabled students to develop an understanding of World War II and Australian history. Students were able to build resilience and leadership skills in a natural environment in a different country.
To enhance student engagement in science, technology, engineering, arts, and mathematics (STEAM) education by undertaking experiential learning activities in Europe.	Germany/France/England (1 visit)	Leading teacher (1) Teacher (3)	This tour promoted student engagement with STEAM activities and skills, exposed students to real-world situations and enhanced the schools' learning programs in STEAM.
To exchange experiences with student peers from a different culture and demographic and learn about sustainability and the environment of another nation.	Indonesia (1 visit)	Teacher (2)	The travel enabled students to learn about the sustainability of another country and provided an opportunity for students to understand its environmental, political, social and cultural diversity.
To formalise the sister-school relationship and provide students with cultural immersion.	Indonesia (1 visit)	Teacher (1) School staff (1)	The visit allowed the students to engage in a wide range of activities using the Indonesian language and deepened their understanding of the Indonesian culture. It also enabled the formal establishment of the sister-school relationship.
To gain global insights into hospital education by attending the Hospital Organisation of Pedagogues in Europe conference and visiting schools in the United Kingdom.	Ireland/England (1 visit)	Principal (1)	The conference provided insight on trauma-informed practice and student re-engagement, strengthened professional networks and enabled the sharing of best-practice learnings across Victorian hospital schools and national and international education forums.
To improve education practices by sharing behavioural methodology and fostering collaboration in Malaysia's special schools.	Malaysia (1 visit)	Assistant principal (1) Leading teacher (1)	The travel enabled direct engagement with Malaysian educators and parents, facilitating the exchange of best practices, informing behaviour support strategies and enhancing professional networks, with insights shared across the education system through reports, workshops, and professional learning initiatives.

Objective	Destination	Officer	Outcome
To improve engagement, wellbeing and educational outcomes for First Nations students.	New Zealand (1 visit)	School staff (1)	The visit enabled exposure to best practices, which were applied to school programs, and insights were shared through presentations to regional networks, which supported broader improvements in education for First Nations students.
To participate in a World Challenge student tour.	Malaysia (4 visits) Nepal (3 visits) Cambodia (2 visits) Thailand/Laos/Vietnam (1 visit)	Assistant principal (3) Leading teacher (5) Teacher (21) Learning specialist (1) School staff (1) (multiple schools)	The experience fostered student's self-discovery, independence and resilience and enhanced students' multicultural and intercultural understanding while building leadership skills.
To participate in the Australian Principals Korean Study Tour.	South Korea (1 visit)	Teacher (2)	The travel strengthened international education ties, enhanced understanding of South Korea's education system and promoted the Victorian School of Languages and Victorian government schools to South Korean students.
To participate in the Building Relationships through Intercultural Dialogue and Growing Engagement program as part of the sister-school relationship.	Indonesia (2 visits)	Teacher (5) (multiple schools)	The trip deepened the understanding of Indonesian culture and pedagogy, established strong professional relationships with an international school and generated valuable insights that were shared with staff to improve intercultural learning and curriculum programs.
To participate in training as required by the French Ministry of Education to maintain accreditation with the Agency for French Education abroad initiative.	Thailand (2 visits) Malaysia (1 visit)	Principal (1) Assistant principal (1) Teacher (2) (multiple schools)	The visit enabled participation in professional development training to maintain the French Ministry of Education accreditation of the program.

Objective	Destination	Officer	Outcome
To present at the Learning and Teaching Expo.	Hong Kong (1 visit)	Principal (1)	The trip enabled the principal to share their school's improvement journey focused on student wellbeing and engagement with improved student outcomes. It also promoted collaboration with several local Lab Partner schools who were particularly interested in the school's improvement journey. The principal also gained valuable insights from Hong Kong schools in areas of pedagogical innovation, student agency and system-level reform.
To provide an opportunity for students to experience firsthand geological structures and processes as part of the science/humanities curriculum.	New Zealand (1 visit)	Assistant principal (1) Teacher (2)	The visit enabled students to experience activities such as hiking and zorbing. They also visited earthquake sites, geysers and mountain regions. Students developed interpersonal and intrapersonal skills as well as resilience.
To provide students an opportunity to compete internationally in flag football.	United States (1 visit)	Principal (1) Leading teacher (1)	The trip allowed students to represent Australia on an international stage, develop key values of sportsmanship and teamwork, and gain firsthand experience of international travel and competition.
To provide students an opportunity to explore careers in sports internationally.	United States (3 visits)	Principal (1) Assistant principal (3) Teacher (3) (multiple schools)	The trip provided real-life exposure to a variety of careers in elite sports organisations, linking sport careers with science, technology, engineering and mathematics (STEM) fields, and addressing the need for students in sport science. It fostered an understanding of career options in sports, both in Australia and internationally.
To provide students with an opportunity to compete in a public speaking competition.	Malaysia (1 visit)	Teacher (2)	As part of the Agency for French Education Abroad program, participation in the public speaking competition allowed students to deepen their diplomatic and language skills, engage in meaningful cultural exchange, and build international networks through participation in high-level debates with peers from French speaking schools around the world.

Objective	Destination	Officer	Outcome
To provide students with an opportunity to compete internationally in the track and field event, Simplot Games.	United States (1 visit)	Teacher (2)	The visit exposed students and staff to international competition at the Simplot Games as the largest indoor track and field event in the United States and facilitated personal growth.
To provide students with an opportunity to exchange experiences with peers from a different culture and demographic.	France/Belgium (1 visit)	Teacher (3)	The visit enabled students to engage with various facets of French culture, including icons of Paris. The homestay experience generated a deeper learning of the language in both production and comprehension.
To provide students with experiences available through the Master Learners program.	Italy/England/Germany (1 visit)	Assistant principal (1) Leading teacher (1) Teacher (1)	The visit enabled high-achieving students to gain experiences in academic growth and diverse perspectives by interacting with international scholars. It also provided cultural enrichment and personal development.
To recruit high-quality teacher candidates to the Victorian education system.	England (1 visit)	Principal (1)	The trip enabled the principal to meet a pool of teachers looking to work in government schools in Australia/Melbourne with approximately 58 completing an expression of interest to work at their school.
To recruit international students and formalise a sister-school relationship.	China (1 visit)	Principal (1) Assistant principal (1)	Consistent with the Victorian Government's International Education Recovery Plan 2025, the visits delivered training to, and built relationships with, accredited education agents and cross-government partners. Prospective international students were recruited and pre-departure seminars for commencing students and their parents were delivered. The trip also enabled the formal ratification of the sister-school relationship.
To recruit international students.	China (12 visits) Vietnam/Cambodia (10 visits) Japan/South Korea (6 visits) Vietnam (4 visits) Japan (1 visit)	Principal (16) Assistant principal (7) Teacher (4) School staff (6) (multiple schools)	Consistent with the Victorian Government's International Education Recovery Plan 2025, the visits delivered training to, and built relationships with, accredited education agents and cross-government partners. Prospective international students were recruited and pre-departure seminars for commencing students and their parents were delivered.

Objective	Destination	Officer	Outcome
To rekindle a sister-school relationship and explore opportunities for future student exchanges.	China/Hong Kong (1 visit)	Principal (1) Assistant principal (2) Education support (1)	The trip enabled the development of strong connections with international families with plans to resume student and teacher exchanges and promoted increased student enrolment interest through positive referrals.
To rekindle the relationship with the sister school and provide students with cultural immersion.	Japan (1 visit)	Assistant principal (1) Teacher (1) School staff (1)	The visit strengthened students' understanding of Japanese life and culture through the homestay experience and generated increased participation in the Japanese language program at the school. It also relaunched the connection to the sister school.
To strengthen the language program and re-establish the sister-school relationship.	China (2 visits)	Principal (2) Assistant principal (1) Leading teacher (1) Teacher (3) (multiple schools)	The trip enabled the school to strengthen the school's Language Other than English Mandarin program using resources collected in China. Further, it re-established the sister-school partnership.
To support music students to perform as a music ensemble at various festivals as part of a tour and participate in workshops.	Italy/Switzerland/France/Germany (1 visit) New Zealand (1 visit) United States (1 visit)	Principal (2) Teacher (8) School staff (1) (multiple schools)	In line with the vocational education and training (VET) music performance program, the tour increased student skillsets and understanding of music through performing at festivals facilitated by world-class musicians. Insights gained were utilised to improve music programs at the schools and across their region.
To support students in the school's sports academy program to participate in a basketball tournament.	United States (2 visits)	Teacher (2) School staff (2) (multiple schools)	The opportunity provided students and staff with exposure to the college basketball system in the United States. It also increased the students' skillset and understanding of basketball.

Objective	Destination	Officer	Outcome
To support students to attend a space camp and build various skills.	United States (7 visits)	Principal (1) Assistant principal (5) Leading teacher (1) Teacher (18) Learning specialist (2) School staff (1) (multiple schools)	The visit enabled students to engage extensively in activities and information related to the application of STEM-related fields to areas of space travel. It allowed the students to train like astronauts.
To support students to attend an international camp and build various skills.	Hawaii (1 visit)	Principal (1) School staff (2) Teacher (2)	The trip enabled students with a disability to gain direct experience and develop skills in communication, confidence and independence in a new environment. The students also visited historic sites such as Pearl Harbour.
To support students to attend an international camp and build various skills.	New Zealand (1 visit)	Principal (1) Teacher (1)	The excursion enabled students to maintain relationships with a long-standing partner school while developing planning and organisational skills, confidence, independence and leadership skills.
To support students to develop intercultural understanding and immerse themselves in a foreign culture by visiting their sister school.	Japan (19 visits) China (13 visits) Germany (2 visits) Indonesia (3 visits) Italy (1 visit)	Principal (12) Assistant principal (10) Learning specialist (7) Leading teacher (8) Teacher (60) School staff (11) (multiple schools)	The visit developed students' cross-cultural communication skills and deepened their understanding of culture and language. It also broadened their global perspectives and strengthened connections with their sister school.

Objective	Destination	Officer	Outcome
To support students to develop intercultural understanding by immersing themselves in a different culture, language and diverse perspectives.	Japan (12 visits) China (3 visits) Indonesia (5 visits) Cambodia (2 visits) Cambodia/Singapore (1 visit) Italy (2 visits) Vietnam (1 visit)	Principal (8) Assistant principal (10) Leading teacher (4) Teacher (43) Learning specialist (3) School staff (10) (multiple schools)	The trip provided opportunities for students to use and develop their language skills and gain an insight into diversity. It also developed students' cross-cultural communication skills and broadened their global perspectives and understanding of global issues.
To support students to develop intercultural understanding, immerse in a foreign culture and explore a sister-school relationship.	Italy (1 visit) Germany (1 visit) China (1 visit)	Assistant principal (1) Leading teacher (1) Teacher (5) School staff (1) (multiple schools)	The visit strengthened students' intercultural understanding, global citizenship, and language learning. The homestay opportunity highlighted the differences and similarities in way of life between their schooling and that of their hosts. A sister-school relationship was explored.
To support students to participate in a Science Fair.	Japan (1 visit) Thailand (1 visit) South Korea (1 visit)	Principal (1) Leading teacher (2) Teacher (2) School staff (1) (multiple schools)	This experience provided students with face-to-face international exchange and the sharing of scientific knowledge and expertise.
To support students to participate in a soccer tournament.	Fiji (1 visit)	Teacher (2)	The trip enabled students to grow as athletes and individuals by competing internationally, engaging deeply with the culture, building global perspectives and developing skills in teamwork, leadership, planning, and intercultural communication.
To support students to participate in a volleyball tournament.	New Zealand (1 visit)	Assistant principal (1) Teacher (3)	The opportunity provided students with the experience of playing against athletes from overseas and increased their skillset and understanding of teamwork and resilience.

Objective	Destination	Officer	Outcome
To support students to participate in a volleyball tournament.	New Zealand (1 visit)	Assistant principal (1) Teacher (3)	The opportunity provided students with the experience of playing against athletes from overseas and increased their skillset and understanding of teamwork and resilience.
To support students to participate in the Da Vinci program.	Malaysia (2 visits) Vietnam (1 visit) New Zealand (1 visit)	Teacher (9)	The experiences challenged students to be more sustainable and facilitated development of leadership skills and independence in a new cultural setting.
To support students to represent Australia at the National Basketball Association rising stars invitational tournament.	Singapore (1 visit)	Teacher (2)	The trip enabled the school's under-18 basketball team (as winners of the national title in December 2024) to represent Australia at the tournament. It also allowed them to enhance their skills, participate in clinics and promote cultural exchange. The experience and exposure to international competition will benefit student athletes making applications for college scholarships and to compete in an elite sporting event.
To undertake a study tour that will support the development of the strategic plan for a new school.	Sweden (1 visit)	Principal (1)	The trip enabled first-hand observation and engagement with leading education systems by visiting Finnish and Swedish schools. This interaction provided insights into their innovative wellbeing initiatives.
To undertake a study tour to allow students to immerse themselves in culture and build international connections with schools.	New Zealand (1 visit) Singapore (1 visit)	Principal (1) Assistant principal (2) Teacher (2) (multiple schools)	The visit fostered student learning on an international level by connecting with schools in New Zealand and Singapore to develop a tri-nation conference that encourages students to work together on global issues, build leadership and view perspectives from differing cultures.
To undertake a study tour to enhance students' knowledge of French culture and language.	France (5 visits)	Principal (1) Assistant principal (3) Leading teacher (2) Learning specialist (2) Teacher (10) (multiple schools)	The visit enabled students to immerse themselves in the culture and embed their language studies. This has inspired the study of the language in the post-compulsory years at the school.

Objective	Destination	Officer	Outcome
To undertake professional development and participate in the 'learn about the school setting' program.	Indonesia (1 visit)	Assistant principal (1) Leading teacher (1)	The visit enabled the school to share their skills and knowledge of special education and develop collaboration opportunities with the University of Ganesha.

Table 4. Details of corporate travel

Objective	Destination	Officer	Outcome
To advance the department's Global Learning and Engagement strategy, and the International Student Program recovery, growth and diversification strategy.	Vietnam and China (1 visit)	Executive Director (1)	This travel built relationships with key stakeholders and demonstrated the department and the Victorian Government's commitment to collaboration and partnerships.
To promote classroom teacher positions in hard-to-staff schools at overseas careers fairs.	United Kingdom (3 visits) Canada (1 visit)	Director (1) VPS Officer (1) Principal (11) Assistant Principal (1)	These trips built a greater awareness of employment opportunities in Victorian government schools and fostered genuine interest from potential candidates.
To increase the number of international students studying in Victoria.	Germany (1 visit)	VPS Officer (1)	This trip promoted the International Student Program, consistent with the Victorian Government's International Education Recovery Plan 2025.
To attend various core subjects as part of the Executive Master of Public Administration program delivered by the Australia and New Zealand School of Government	New Zealand (1 visit)	VPS Officer (9) Senior Education Improvement Leader (1) Director (3) Executive Director (1)	The experience improved the officers' confidence, critical thinking and skills in leadership, delivering public value and managing complex challenges.
To attend and present at the 2024 School Review and Improvement Network conference.	New Zealand (1 visit)	VPS Officer (1)	This trip provided a learning opportunity for approaches to school review, strategic planning and the monitoring of impact across Australia and other jurisdictions.
To participate in the Executive Fellows program delivered by the Australia and New Zealand School of Government.	New Zealand (1 visit)	Acting Deputy Secretary (1)	This experience improved the officer's ability to lead high performing teams across cultural boundaries amid an increasingly complex digital environment.

Major promotional, public relations and marketing activities

The following table details the department's major promotional, public relations and marketing activities in 2024–25 to develop community awareness of the department and its services.

Table 5. Major promotional, public relations and marketing activities

Activity	Purpose	Total cost (\$ excl. GST)
Best Start, Best Life: awareness raising	The department partnered with Museums Victoria to increase awareness of the Best Start, Best Life reforms, with a particular focus on promoting Free Kinder and its benefits. The objectives include engaging priority audiences, especially those from low socioeconomic communities across Victoria, and enhancing the early childhood workforce by supporting the recruitment, upskilling, and retention of early childhood teachers and educators.	75,000
Best Start, Best Life: culturally and linguistically diverse communications	To develop and implement communications to target families from culturally and linguistically diverse (CALD) backgrounds to encourage enrolment and participation in early childhood education programs.	142,782
Best Start, Best Life: implementation and awareness raising	To create non-advertising communication products and materials targeted at families through the Pregnancy, Babies and Children's Expo to complement the Best Start, Best Life campaigns.	52,360
Best Start, Best Life (Early childhood – workforce pipeline): multicultural partnership	To complement the Early childhood – workforce pipeline advertising campaign, this activity partnered with the Centre of Multicultural Youth to promote the value of a career in early childhood to multicultural audiences. Activities included 2 dedicated summit events, supported by bespoke creative assets and promotion through centre's communication channels.	69,260
Premier's Reading Challenge	To support, amplify and promote the 20th anniversary of the Victorian Premiers' Reading Challenge and encourage young readers and families to participate. Partnership with State Library Victoria included an installation in the library and promotion during school workshops and public story time. The department also sponsored the Children's Book Council of Australia's (Victoria branch) public Book Week event at Federation Square.	49,100
Senior Secondary Pathways Reform (VCE Reforms): public relations	To inform Year 9 and 10 students of the study options for Year 11 and 12 and highlight the benefits of the VCE Vocational Major. The activity included social media content development, partnership events, school events, development of an online tool, paid editorials and activation planning for 2026.	806,927

Activity	Purpose	Total cost (\$ excl. GST)
Senior Secondary Pathways Reform (VCE Reforms): vodcast series	To deliver a vodcast content series aimed at Year 9 and 10 students and their parents that showcases real-life examples of career journeys and behind-the-scenes insights to various industries, aligned to VET priority pathways.	406,412
Teacher Recruitment Campaign (Teach the Future): direct marketing	To develop a communications strategy targeting pre-service teachers and hard-to-reach audiences (including CALD and First Nations communities), promoting programs and incentives available, as well as teaching as a career more broadly. Activities included community engagement and partnerships, and creative asset strategy and production.	522,733
Teacher Recruitment Campaign (Teach the Future): Pre-Service Teacher case studies	To produce case study videos to promote the programs, payments and other incentives available to pre-service teachers to complete placements in regional, rural and specialist government schools in Victoria. These videos were disseminated to current and future pre-service teachers via the initial teacher education providers across Victoria.	27,256
Teacher Recruitment Campaign (Teach the Future): public relations campaign	To complement the Teach the Future advertising campaign, this activity targeted school-leavers, study switchers and career switchers to raise awareness of the benefits of a career in teaching and the incentives available to prospective teachers. Activities included career expos, organic social media marketing, teacher case studies, a content creation strategy, a digital pathways tool and partnerships.	692,445

Industrial relations

Industrial relations statements

Department employees, other than executive officers and the Government Early Learning Centre (ELC) workforce, are covered by industrial agreements. The Victorian Public Service Agreement 2024 came into effect on 19 August 2024 and nominally expires on 9 April 2028.

The Government ELC workforce is covered by *Ministerial Order No. 1454 – Government ELC Workforce (Employment Conditions) Order 2024*, which commenced on 11 July 2024.

The Victorian Government Schools Agreement 2022 commenced on 25 July 2022, with a nominal expiry date of 31 December 2025. This agreement applies to the government teaching service, including executives, principals, assistant principals, teachers, paraprofessionals and education support class, including school nurses.

Time lost through industrial actions and disputes

No time was lost due to industrial actions or disputes during 2024–25.

Major committees

The following 2 tables list the department-sponsored major governance committees and major project and operational committees.

Table 6. Major departmental governance committees

Committee	Purpose	Extent of purpose achieved
Audit and Risk Committee	To support the Secretary in discharging their accountability and governance responsibilities in accordance with the Standing Directions 2018 under the <i>Financial Management Act 1994</i> (Vic). The Audit and Risk Committee was established in 2003 to comply with the Standing Directions, which require public sector agencies to appoint an audit committee to oversee and advise on matters of accountability and internal control underpinning the department's operations. The committee is directly responsible to the Secretary and provides independent advice on matters relating to governance, financial and risk management, and audit and control assurance activities.	The committee met 6 times and successfully fulfilled its mandate in overseeing and providing advice to the Secretary on matters relating to governance, financial and risk management, and audit and control assurance activities. This included the endorsement of the 2023–24 Annual Financial Statements, Report of Operations, and Financial Management Compliance Report, in addition to supporting the development of the department's refreshed strategic risk profile, internal audit plan and school council financial assurance program.
Budget and Financial Management Committee	To advise the Executive Board (EB) on priorities for budget and finance matters, provide oversight of the department's budget and finances, and act as a decision-maker for EB on budget and finance matters in accordance with its terms of reference.	The committee met monthly and monitored the financial position of the department by considering the Budget Management Report, Student Resource Package Report and program or expenditure-related updates. The committee managed the allocation of financial resources in alignment with the department's service delivery, planning objectives and government priorities.
Child Safety Committee	To provide strategic oversight of the department's child safety policy, guidance, capability, practice and compliance obligations.	The committee met 4 times in 2024–25. The committee developed an annual work plan to guide its activities for the year. The committee monitored the implementation of its workplan at each meeting to ensure the department is meeting its 6 child safety roles comprising: system steward, early childhood education regulator, school review body, government schools and early learning and childcare centre operator, funder of third-party providers and government department.

Committee	Purpose	Extent of purpose achieved
Climate Change Committee	To provide assurance to EB that the department is meeting its environmental obligations, including overseeing the department's commitment to resilience, mitigation and adaptation to climate change.	The committee met 8 times in 2024–25. It: - oversaw governance related to climate action and environmental risks - oversaw delivery of the <i>Education and Training Climate Change Adaptation Action Plan</i> - oversaw completion of a study into achieving net zero emissions.
Culture, People and Integrity Committee	To advise EB on significant and strategic culture and capability matters related to the department's VPS workforce. The committee also provides oversight and assurance over integrity, diversity and inclusion, occupational health and safety, and workforce mental health and wellbeing across the breadth of the department's workforce.	The committee met 7 times in 2024–25, including one meeting dedicated exclusively to presentations from the 5 network groups, highlighting their key issues and challenges. A new chairperson was appointed at the beginning of 2025. The committee discussed: - annual strategic and operational risk scan - workforce and inclusion strategy - performance and development plans update.
Executive Remuneration Committee	To ensure that a consistent and rigorous approach is taken to setting and adjusting remuneration for the senior executive service within the department and its statutory authorities. The approach to setting and adjusting remuneration complies with the Victorian Public Sector Commission's Victorian Public Service Executive Employment Handbook.	The committee met 5 times to review changes to the executive profile of the department and monitored executive contract renewals. In addition, the committee considered the relevant annual executive remuneration adjustments.
Information Management and Technology Committee	To advise EB on priorities relating to information management and technology (IMT) matters and provide oversight and decision-making authority on the department's IMT business objectives. The committee also ensures that departmental information systems are compliant with all relevant legislation and standards.	The committee met 10 times with an additional 4 meetings held for out-of-session decisions. The committee 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, delivered and in accordance with the directions of the department and the Victorian Government. Activities included supporting the Securing Connected Learners Program, remediating a number of legacy systems across the department, introducing the Generative Artificial Intelligence Strategy, endorsing the Technology Investment

Committee	Purpose	Extent of purpose achieved
		Policy and delivering IMT capabilities within the government owned and operated early learning and childcare centres.
Infrastructure Planning and Delivery Committee	To provide 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 (non-financial) assets.	The committee 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 department's approach to building schools and early childhood infrastructure, enrolment management and the department's strategic asset management plans.
Kindergarten Reform Standing Committee	To advise EB on kindergarten reform, from policy design to implementation. The committee provides strategic oversight of significant reform activity including the Best Start, Best Life reform (Pre-Prep, 50 early learning and childcare centres and Free Kinder) and Three-Year-Old Kindergarten.	The committee met monthly and provided oversight of policy and program design, sector engagement, implementation activities, whole-of-reform evaluation design and operational changes in kindergarten settings.
Procurement and Probity Committee	To provide strategic oversight of the department's procurement activities to ensure appropriate rigour is exercised in accordance with the procurement policy. In doing so, the committee supports the Secretary's obligations under the Victorian Government Purchasing Board supply policies and the <i>Financial Management Act 1994</i> . The committee does not consider procurement related to construction or property.	The committee met monthly and considered 91 cases relating to high-value procurement activities, either to approach the market or to engage a recommended supplier. The committee endorsed the department's Procurement Activity Plan.
Schools Policy and Priorities Committee	To provide strategic oversight of significant current and planned school reform activity and support coherent and effective implementation of the Education State priorities.	The committee met fortnightly throughout the year and provided strategic oversight of priority reform activities, monitored performance and risks, and established strategic direction in line with department governance thresholds.

Table 7. Major departmental project and operational committees

Committee	Purpose	Extent of purpose achieved
Autism Education Strategy Advisory Group	To provide advice and feedback to the department to help realise the intent of the Autism Education Strategy. The advisory group includes representatives from several organisations that provide support to improve outcomes for autistic students.	The group met quarterly to guide the implementation of the Autism Education Strategy.
Best Start, Best Life Taskforce Advisory Group	To provide advice and support on the design and implementation of the Best Start, Best Life reforms. To support the need for deep, ongoing engagement and evolving consultation, reference groups focus on specific issues.	The group met 4 times to provide feedback and advice on the design and implementation of the reforms. The Workforce Reference Group and Inclusion Reform Reference Group met twice, and the Change Management and Service Delivery Reference Group held one meeting.
Budget Strategy Panel	To provide assurance to the Secretary on development of the department's State Budget submissions. To provide advice on the strategic direction of the submissions to ensure coherence and consistency across portfolios.	The panel met 13 times to provide advice on the scale and scope of initiatives, ensuring the budget submissions were aligned with the government's priorities.
Child Information Sharing Steering Committee	To monitor the use and impact of the Child Information Sharing Scheme and evaluate reform outcomes. To oversee a whole-of-government work plan and contribute to strategic direction on critical policy elements, actions and strategies to support the operation of the scheme.	The committee met quarterly to continue to monitor the use and impact of the scheme and provide oversight of a range of projects supporting the operation of the scheme, including implementing the government response to the 5-Year Review recommendations.
Child Link Board	To provide project oversight and decision-making to ensure the Child Link program is designed and delivered to meet legislative and business requirements and reform outcomes.	The board met quarterly and provided direction and decision-making. The board continues its ongoing governance role as Child Link transitioned to business-as-usual commencing 1 July 2025.
Children's Services Coordination Board – Aboriginal Families and Children Working Group	To address priority area 4 of the Children's Services Coordination Board's work plan, to 'strengthen collaboration to improve outcomes for Aboriginal children'. The working group coordinates a strategic approach across the Victorian Government to improve outcomes for First Nations families and children, particularly those vulnerable to harm, disadvantage or social exclusion.	The working group met once to discuss its strategic directions, reflecting the core purpose of the Children's Services Coordination Board and supporting improved cohesion between systems in strengthening an inclusive curriculum and enhancing inclusion in students' learning.

Committee	Purpose	Extent of purpose achieved
Dhelk Wukang Working Group	To monitor and oversee the implementation of the <i>Dhelk Wukang: Aboriginal Inclusion Plan 2022–2026</i> . The working group is co-chaired by the Deputy Secretary, First Nations Strategy, Policy and Programs and Deputy Secretary, People and Executive Services.	The working group met 4 times to prioritise the progression and completion of actions in the <i>Dhelk Wukang: Aboriginal Inclusion Plan</i> .
Disability Inclusion Advisory Group	To ensure the voices of families and students with disability are represented and amplified in the governance and implementation of Disability Inclusion programs.	The group met bi-monthly to receive implementation updates from the department and provide feedback on a range of matters relating to the implementation of Disability Inclusion.
Inclusive Education Expert Panel	To provide advice to the department on the inclusive education agenda for students with disability. The panel is chaired by the Secretary and comprises experts in the disability and education sectors.	The panel met 3 times to discuss matters relating to implementation of the Disability Inclusion program and the broader inclusive education agenda.
Marrung Central Governance Committee	To monitor and oversee the implementation of the <i>Marrung: Aboriginal Education Plan 2016–2026</i> . The committee is co-chaired by the Secretary and the President of the Victorian Aboriginal Education Association Incorporated. It is part of a broader governance mechanism that ensures accountability for Marrung, which includes a project control board and 4 regional partnership forums.	The committee met 3 times and continues to provide effective oversight for the implementation of Marrung. Since the expansion of its membership, the Koorie caucuses for the Aboriginal Justice Forum, Yuma Yirramboi and Dhelk Dja have participated in this committee.
Marrung Project Control Board (PCB)	To act as a decision-making body responsible for monitoring and managing initiatives that address actions in the <i>Marrung: Aboriginal Education Plan 2016–2026</i> . The body was created by EB and agreed upon by the Marrung Central Governance Committee. It is now chaired by the Deputy Secretary, First Nations Strategy, Policy and Programs.	The PCB met 7 times. The board continues to receive ‘deep dive’ reports from PCB members with in-depth updates on implementation of Marrung actions, to encourage greater transparency and accountability. Four working groups were established to support the Self-determination in Education Reforms: • Monitoring and Evaluation • Resourcing the Aboriginal Community Controlled Organisation sector • Building a Culturally Safe School System • First Nations Curriculum and Truth Telling.

Committee	Purpose	Extent of purpose achieved
Non-Government Schools Reference Group	To support the School Policy and Funding Advisory Council, as the primary consultation forum for discussion between the department, Victorian Catholic Education Authority and Independent Schools Victoria on funding and related matters.	The reference group met 3 times in 2024–25. It discussed and advised on impacts of funding initiatives announced on the 25% linkage set out in the <i>Education and Training Reform Act 2006</i> (Vic) for non-government schools funding.
Oracle Cloud PCB	To govern and provide oversight for implementation of the Oracle Cloud project, managing risk, budget and scope to support realisation of intended benefits and outcomes.	The PCB commenced in May 2024 and held 19 meetings during 2024–25. The PCB oversaw the delivery of the Oracle Cloud project in line with the required scope and intended benefits and outcomes of the project. Oracle Cloud went live on 7 April 2025.
School Policy and Funding Advisory Council	To provide advice to the Minister for Education on regulatory, policy and funding issues that affect government and non-government schools.	The advisory council met 3 times. Key areas of focus included strengthening self-determination in Aboriginal education, early secondary outcomes, school workforce challenges, Victorian Lesson Plans and numeracy outcomes.
Securing Connected Learners Program Control Board	To provide oversight for the whole Securing Connected Learners project lifecycle, from initiation to implementation, and management of the design and development of the Securing Connected Learners program.	The board met 2 times in 2024–25. The board oversaw the ongoing status and associated risks of the program, including budget allocation and resourcing pressures. There was also a focus on ensuring strategic alignment and the evolution of the 10-Year Digital Horizon, increasing engagement with leadership and peak bodies and providing updates on the Office of the Victorian Information Commissioner requirement for schools.
Senior Secondary Pathways Reform Inter-Departmental Committee	To provide strategic oversight and decision-making on the implementation of the recommendations from the review into vocational and applied learning pathways in senior secondary schooling (the Firth Review). The committee also manages links with other related reforms including jobs and skills initiatives in the Training and Skills and Higher Education portfolios in the Department of Jobs, Skills, Industry and Regions.	The committee met monthly during 2024–25 to provide strategic policy direction on major reforms. It also provided project governance, managed risk, and monitored performance and delivery against timelines and objectives.
Student Behaviour Oversight Group	To oversee the department's compliance with Regulations 24 and 25 of the Education and Training Reform Regulations 2017. To oversee student behaviour initiatives and work-related violence and related responsibilities under the <i>Occupational Health and Safety Act 2004</i> (Vic).	The group met 6-weekly to acquit the department's obligations to review data and monitor any incidence of restraint, seclusion or corporal punishment. In 2024, the group broadened its scope to include student behaviour support initiatives and work-related violence and related responsibilities.

Committee	Purpose	Extent of purpose achieved
Student Resource Package Consultative Committee	To provide a framework for consultations when considering policy and operational impacts of changes in school resourcing. The committee consists of key stakeholder organisations and ensures policy congruence with research, and development and maintenance of the current school funding model.	The committee met 4 times in 2024–25. The committee discussed and advised on the operational aspects of funding initiatives announced in the State Budget, such as the Tutor Learning Initiative, Disability Inclusion reforms and the Student Resource Package reform work that continues.
Victorian Home Education Advisory Committee	To provide guidance, information and feedback to the department and the Victorian Registration and Qualifications Authority on the operation of the home schooling regulations.	The committee met 3 times during 2024–25 to discuss home education-related policy issues, including exemptions, access to part-time TAFE and inclusive education.
Victorian Schools Animal Ethics Committee	To review and approve applications from schools to use animals for teaching and scientific purposes in accordance with the Australian code for the care and use of animals for scientific purposes (code). The committee also provides advice to the department and Victorian schools on animal welfare issues in schools and compliance with the code.	The committee met 8 times to discuss and approve applications for the use of animals in schools and compliance with the code. It reviewed and updated all policies and procedures. This included providing more guidance to schools on animal ethics applications and templates to assist with the process.

Consultants and contractors

The tables below detail the consultancies and contractors engaged by the department in 2024–25.

This information excludes payments to contractors made by government schools and payments for capital works in progress. Advertising fees are included in a separate table.

Details of consultancies valued at \$10,000 or more

In 2024–25, there were 45 consultancies where the total fees payable were \$10,000 or more. These consultancies incurred a total expenditure of \$6.7 million (excluding GST) and are detailed in the table below.

Table 8. Consultancies valued at \$10,000 or greater

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (\$ excl. GST)	Expenditure 2024–25 (\$ excl. GST)	Future expenditure (\$ excl. GST)
ACIL Allen Pty Ltd	Evaluation of High Intensity out of School Hours Care Initiative	05/05/2025	30/10/2026	168,971	32,338	136,633
ACIL Allen Pty Ltd	Evaluation of Navigator program	16/08/2024	30/05/2025	186,307	180,057	–
ACIL Allen Pty Ltd	Evaluation of Social Cohesion through Education program	01/07/2024	30/04/2025	148,401	148,401	–
ACIL Allen Pty Ltd	Evaluation of the department's implementation of the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework	22/03/2023	27/06/2025	387,998	219,136	–
ACIL Allen Pty Ltd	Evaluation of Tutor Learning Initiative	24/04/2024	27/09/2024	126,900	50,760	–
ARTD Pty Ltd	Evaluation of Schools Mental Health Fund Menu	15/04/2024	31/07/2025	449,191	413,041	36,150
Australian Council for Educational Research (ACER)	Disability Inclusion Profile and Supporting Information Analysis Project	02/04/2025	31/07/2025	183,476	153,486	29,990
Cube Group Management Consulting (Australia) Pty Ltd	Evaluation of the expansion of the I CAN network	20/05/2024	30/06/2027	384,369	43,001	234,900
Dandolo Partners Pty Ltd	Evaluation of Head Start program	15/04/2025	30/06/2026	201,375	154,587	46,788
Dandolo Partners Pty Ltd	Independent Review into administrative and compliance activities in Victorian government schools	26/07/2024	31/12/2024	400,000	219,630	–
Deloitte Access Economics	Early Childhood Inclusion System Reform research project	30/04/2024	28/02/2026	1,256,800	604,721	549,000
Deloitte Access Economics	Evaluation of Disability Inclusion Reform ²	25/06/2021	29/08/2025	1,194,330	161,341	–
Deloitte Access Economics	Evaluation of Initial Teacher Education and Pre-Service Teachers placement initiatives	07/05/2024	30/11/2026	591,717	160,081	281,635
Deloitte Access Economics	Evaluation of NDIS Navigators initiative	27/02/2024	31/10/2026	264,688	118,060	146,628
Deloitte Touche Tohmatsu	English as an Additional Language funding model review	14/03/2024	31/01/2025	454,491	354,963	–
Deloitte Touche Tohmatsu	Evaluation of interventions to improve educational engagement of young people involved with the youth justice system	24/11/2023	20/12/2024	300,000	205,457	–
Deloitte Touche Tohmatsu	Improving Family and Student Outcomes	14/05/2024	30/11/2024	271,334	29,830	–
Deloitte Touche Tohmatsu	Review of Education Needs Analysis for students in out-of-home care	29/08/2024	28/02/2025	180,131	180,131	–
Deloitte Touche Tohmatsu	Review of Portfolio Asset Management Allocation – capital upgrades and new schools	18/03/2024	31/12/2024	102,420	34,860	–
Deloitte Touche Tohmatsu	Review of the department's operating model in relation to non-government schools and cross-sector schooling operating model internal review	30/04/2024	30/09/2024	136,363	85,991	–
Ernst and Young	Review into current eligibility processes for specialist schools	04/08/2023	31/12/2024	444,478	19,324	–

² This engagement was re-classified from a contractor engagement in the 2023–24 Annual Report to a consultancy following a contract variation that resulted in a change to final report deliverables.

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (\$ excl. GST)	Expenditure 2024–25 (\$ excl. GST)	Future expenditure (\$ excl. GST)
Ernst and Young	Review of the current regulatory, standards and accreditation environment overseen by the 4 relevant education portfolio entities	26/02/2025	09/05/2025	135,689	135,689	–
Katherine Lorena Roberts-Hull	Independent Review into administrative and compliance activities in Victorian government schools	22/05/2024	04/07/2025	278,750	278,750	–
KPMG Australia Pty Ltd	50 Early Learning and Childcare Centres Readiness Review	16/05/2024	30/12/2024	396,289	318,370	–
KPMG Australia Pty Ltd	Analysis of DE's early childhood functions and processes	19/08/2024	30/11/2024	184,158	184,158	–
KPMG Australia Pty Ltd	Central Registration and Enrolment Scheme IT system feasibility for the early childhood sector	08/08/2024	11/12/2024	223,727	223,727	–
KPMG Australia Pty Ltd	Improvement of data and financial management to support Early Childhood Infrastructure Planning program assurance ³	05/12/2023	31/05/2024	160,000	74,700	–
KPMG Australia Pty Ltd	Review of Portfolio Asset Management Allocation structure	29/10/2024	30/09/2025	281,515	168,909	112,606
KPMG Australia Pty Ltd	Tech Schools Operating Agreement review	03/09/2024	31/01/2025	125,981	125,981	–
KPMG Australia Pty Ltd	Workforce planning for Victorian School Building Authority	07/06/2024	18/09/2024	139,088	139,088	–
Madelaine Imber	Strategic advice on effective school engagement and communication	02/06/2025	30/06/2025	50,000	50,000	–
Margaret Crawford	Independent monitor to oversee the preparation and delivery of the 2025 VCE exams	13/12/2024	31/12/2025	182,000	95,200	86,800
Paxon Consulting Group Pty Ltd	Financial model for cleaning services ⁴	22/08/2023	31/12/2025	300,000	81,476	173,590
Risk Resolve	Risk assessment – excursion policy activity	02/04/2024	30/06/2025	59,300	47,070	–
SenateSHJ	Board recruitment initiative	14/02/2025	30/05/2025	102,000	55,000	–
Synergistiq Pty Ltd	Evaluation of LOOKOUT program	30/09/2024	03/12/2024	72,051	54,038	18,013
Synergistiq Pty Ltd	Evaluation of the Victorian Early Leaver Connection initiative	09/05/2025	31/12/2025	174,750	146,100	28,650
Taylor Fry Pty Ltd	Development of model for funding demand projections in disability inclusion program	06/10/2023	27/06/2024	321,817	131,398	–
The Behavioural Architects Australia Pty Ltd	Career advisers research to understand and support early childhood career conversations with secondary students	06/03/2024	30/08/2024	148,273	58,273	–
The Social Research Centre Pty Ltd	Evaluation of the Bellum Bellum Blended Learning Hub	21/03/2024	30/06/2027	519,140	68,515	377,368
The Trustee for Karabena Consulting Trust	Improving workforce attraction initiatives – First Nations	28/05/2025	30/09/2025	114,627	45,962	68,665

³ There was a \$75,000 payment made for this engagement in 2023–24 that should have been reported in the 2023–24 Annual Report. The total expenditure for this engagement was \$149,700.

⁴ This engagement was re-classified from a contractor engagement in the 2023–24 Annual Report to a consultancy following an internal quality assurance review.

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (\$ excl. GST)	Expenditure 2024–25 (\$ excl. GST)	Future expenditure (\$ excl. GST)
Urbis Ltd	Evaluation of Initiatives to Support Schools with Teacher Attraction and Recruitment	29/05/2024	31/12/2025	689,037	221,616	187,545
Urbis Ltd	Strategic Evaluation of School Workforce Initiatives scoping project	21/06/2024	31/07/2025	224,752	137,840	55,949
Yamagigu Consulting Pty Ltd	Evaluation of Marrung	02/06/2025	31/12/2025	392,271	200,422	191,849
Yehudi Blacher	Lead reviewer for the Victorian Curriculum and Assessment Authority review.	19/12/2024	30/10/2025	182,000	61,600	120,400

Table 9. Contractor expenditure

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
2engage	Professional services	9,000
6clicks Pty Ltd	Professional services	44,800
Aborigines Advancement League Inc	Training services	5,036
AC3 Pty Ltd	IT services	27,900
Access testing Pty Ltd	Professional services	18,525
ACD – Advocating for Children with Disability	Professional services	60,000
ACHPER Victorian Branch	Education services	3,585,140
ACIL Allen Consulting	Professional services	1,220,537
Adam John Morgan	Publishing, printing, promotions and communications or marketing services	2,970
Adecco Australia Pty Ltd	Contract staff	910,191
African Youth Alliance Inc	Training services	26,000
Alexander McCubbin	Professional services	3,506
Alexandra G Flowers	Professional services	1,400
Altis Consulting Pty Ltd	IT services	26,244
Alyve	IT services	49,000
Amelia Rae Kennedy	Professional services	2,200
Angela Evelyn White	Professional services	2,580
Anita J Carroll	Professional services	16,522
Anjee-Lee Bamblett	Training services	3,000
Anne Smyth Organisational Consulting	Professional services	1,125
Anne Veronica Roche	Professional services	17,200
Anthony Fowler	Professional services	10,019
Apparatus Quo Pty Ltd	Professional services	19,500
ArcBlue Consulting (Aus) Pty Ltd	Training services	26,411
Arlo Software Ltd	IT services	30,755
Art Education Victoria Inc	Professional services	39,038
ARTD Pty Ltd	Professional services	239,217
Articulate Communication	Professional services	56,851
Arup Australia Pty Ltd	Professional services	38,345
Askable Pty Ltd	IT services	29,500
Atlassian Pty Ltd	Professional services	28,088
Aurecon Australasia Pty Ltd	Professional services	3,295,975
Auspicious Arts Projects Inc	Professional services	2,018,179
Australasian Society of Clinical Immunology and Allergy Ltd	Professional services	16,000
Australian Catholic University Ltd	Training services	126,289
Australian Criminal Intelligence Commission	Professional services	15,631
Australian Dance Council – Ausdance Vic	Professional services	54,545
Australian Disability Network Ltd	Professional services	9,120
Australian Education Research Organisation Ltd	Professional services	82,804
Australian Healthcare Associates Pty Ltd	Professional services	1,124,528
Australian Survey Research Group Pty Ltd	Professional services	69,960
Australian Transit Group	Professional services	1,700

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Australian Youth Orchestra	Professional services	18,182
Automatic Data Processing Ltd	Professional services	606,233
AVC Operations Pty Ltd	Training services	6,818
Award Force Pty Ltd	IT services	5,891
Bairnsdale Psychology Pty Ltd	Professional services	7,662
Baron Consulting Pty Ltd	Professional services	164,745
BDO Services Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance services	58,216
Be Challenged Team Building Pty Ltd	Training services	6,950
Beemunnel Holdings Pty Ltd	Professional services	24,000
Beijing Language and Culture University	Professional services	47,355
Natasha Leigh Belmont	Professional services	12,722
Benjamin Ty Zanella	Training services	1,190
Berry Street Victoria Inc	Training services	1,329
Beverly Mavis Derewianka	Professional services	11,040
Black Dog Institute	Training services	7,100
BlackCompass Software Pty Ltd	Professional services	110,000
Brand Architects	Professional services	26,535
Brash Consulting	Professional services	51,853
Brian Gaunt	Professional services	23,694
Bridgeford Group Holdings Pty Ltd	Professional services	41,544
Bridgeford Group Pty Ltd	Professional services	18,464
Brotherhood of St Laurence	Professional services	22,119
Bunurong Land Council Aboriginal Corporation	Professional services	39,619
Caitlin Amy Coombes	Professional services	15,072
Capgemini Australia Pty Ltd	IT services	17,981,112
Capital Review Group Pty Ltd	Professional services	33,500
Capitalise Education Pty Ltd	Professional services	1,455
Carla Marie Egan	Professional services	13,150
Carmine Consulting Services Pty Ltd	Professional services	3,700
Carnegie Consulting Group Pty Ltd	Professional services	47,220
Carol Puddicombe	Professional services	5,850
Caroline Evans Psychological Services	Professional services	37,398
Caroline Hamilton T/A White Rose Education	Professional services	126,318
Carolynne Anne Regodeiro	Professional services	3,086
Carrington Consulting Group Pty Ltd	Professional services	1,500
Cassandre' R Neville	Professional services	1,870
Cerebral Palsy Education Centre	Professional services	21,145
Chambers Consulting	Financial, accounting, audit, taxation, risk management, insurance services	6,590
Chanaka Denuwan Ruwadeniya	Professional services	1,920
Chandler Macleod	Contract staff	589,964
Charterx Pty Ltd	IT services	387,290
Christine Ivy Downing	Professional services	2,560
Civica Education Pty Ltd	Professional services	388,058
Clare Gleghorn	Professional services	2,625

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Clarke Curriculum Services	Professional services	12,100
Frederick James Clarke	Professional services	25,805
Clinical Supervision Consultants	Professional services	65,800
Clipo	Publishing, printing, promotions and communications or marketing services	182,670
Cobalt59 Pty Ltd	Professional services	1,275
Cogent Advisory Pty Ltd	Professional services	899,189
Cognition Education Australia Pty Ltd	Education and community development services	3,986
Colin Twisse	Professional services	2,747
College For Adult Learning Pty Ltd	Professional services	104,370
Community Child Care Association Inc	Education and community development services	55,025
Compass Education Pty Ltd	Professional services	8,700
Composed Pty Ltd	Professional services	1,273
Comprara Group Pty Ltd	Strategic services and advice for audit, fraud and procurement	37,440
Conduct	Professional services	55,787
Content Empire Pty Ltd	Professional services	38,720
Continuity Matters Pty Ltd	Professional services	4,800
Converge International Pty Ltd	Professional services	225,349
Costing And Business Solutions Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance services	124,280
Craig Natalie	Professional services	17,974
Creativa Videos	Publishing, printing, promotions and communications or marketing services	47,581
Creative Technology Australia & New Zealand	Professional services	63,525
CTA Partners	Professional services	20,130
Cube Group Management Consulting (Australia) Pty Ltd	Professional services	458,891
Curio Group Pty Ltd	Professional services	99,060
Cvent Australia Pty Ltd	Professional services	3,690
D and D Taxation Consulting Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance services	143,868
Dandolo International Pty Ltd	Professional services	334,194
Ash Dargan	Training services	3,500
Databank Escrow Services Pty Ltd	Professional services	1,246
Davidson Recruitment Pty Ltd	Contract staff	47,368
Davidson Recruitment Pty Ltd	Professional services	45,000
Deakin University	Professional services	2,443,078
Debbie Joy Ollis	Professional services	58,500
Decker Advisory Pty Ltd	Professional services	39,087
Deloitte Access Economics	Professional services	500,062
Deloitte SRT Pty Ltd	Professional services	380,162
Deloitte T&T Pty Ltd	Professional services	11,530,955
Deloitte Touche Tohmatsu	Professional services	1,407,500
Dench McClean Carlson Pty Ltd	Professional services	86,347
Denise Faye Howley	Training services	14,636
Design State	Publishing, printing, promotions and communications or marketing services	21,750

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Diversity Australia Pty Ltd	Professional services	45,500
Dixon Appointments Pty Ltd	Contract staff	5,102,860
Dixon Appointments Pty Ltd	Professional services	2,719
Dja Dja Wurrung Clans Aboriginal Corporation	Professional services	35,710
Docuvan	Professional services	2,200
Douglas Ilsley	Training services	2,700
Drum Beats	Professional services	2,400
Dumawul	Professional services	11,870
DXC Eclipse Pty Ltd	Professional services	42,088
DXC Technology Australia Pty Ltd	IT services	82,389
Eastern Domestic Violence Service Inc	Training services	4,000
Eastern Maar Aboriginal Corporation	Professional services	3,460
eAwards	IT services	2,168
eBlueprint Pty Ltd	Professional services	14,400
e-Centric Innovations Pty Ltd	IT services	88,819
eCreators Pty Ltd	Professional services	1,200
EdAssist	Professional services	6,000
EdPartnerships International Pty Ltd	Professional services	584,501
Education Services Australia Ltd	Education services	125,611
Edvaluate Pty Ltd	Professional services	946,607
EdViews	Professional services	42,184
Edward Hugh Blaikie	Professional services	16,000
Elevenm Consulting Pty Ltd	Professional services	17,238
Elysium Digital Pty Ltd	Professional services	51,054
Emilia Fields	Professional services	48,000
Emily Thompson	Professional services	7,220
Emma Burns	Professional services	5,022
Enable Workplace Consulting Pty Ltd	Professional services	1,656
Energy Factory	Professional services	16,433
Engage Squared Pty Ltd	Professional services	963,735
Enroller Ltd	Professional services	39,963
Entegy Pty Ltd	Training services	2,070
Environment Essentials Pty Ltd	IT services	2,180
Equifax Australasia Credit Ratings Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance services	31,457
ERM Australia Consultants Pty Ltd	Professional services	165,000
Ernst and Young	Financial, accounting, audit, taxation, risk management, insurance services	9,637,424
Ethnolink Language Services	Professional services	18,377
Ethos CRS Consulting Ptd Ltd	Training services	6,591
Evie Bradley Psychology Services	Professional services	1,200
Evinact Pty Ltd	Professional services	5,500
Expert Education	Professional services	1,200
EY Identity Pty Ltd	IT services	423,650
Eyres and Associates	Professional services	13,600
Faye Cormick Consulting	Training services	18,700

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Fenton Strategic Communications Pty Ltd	Publishing, printing, promotions and communications or marketing services	44,750
Fireball Management Group Pty Ltd	Professional services	19,920
Fka Children's Services Inc	Professional services	1,282,682
Free to Be Me Speech Therapy	Training services	1,800
Fujitsu Australia Ltd	IT services	3,576,603
Future Leadership Pty Ltd	Professional services	48,395
Gabriel Joseph Burman	Professional services	48,240
Gaga Music Pty Ltd	Professional services	16,500
Gail Elizabeth Allen	Professional services	19,782
Good to Go Digital	Professional services	11,250
Gowrie Victoria	Education and community development services	466,718
Grattan Institute	Professional services	1,500
Green and Newall Educational Consultants	Professional services	2,479
Green Makeover	Professional services	33,455
Gregory John McMahon	Professional services	12,701
Grosvenor Performance Group Pty Ltd	Professional services	112,312
Guerilla Creative Pty Ltd	Professional services	20,625
Guide Dogs Victoria	Professional services	43,046
Gunaikurnai Land and Waters Aboriginal Corporation	Training services	1,500
H.A Harrington & T Harrington	Training services	4,540
Hammond Street Developments Pty Ltd	IT services	288,100
Happiness Concierge Pty Ltd	Professional services	3,750
Harry Armstrong Coffey	Professional services	3,840
Hausch & Partner GmbH	Professional services	5,000
Hays Specialist Recruitment Australia Pty Ltd	Contract staff	27,264,759
Hays Specialist Recruitment Australia Pty Ltd	Professional services	143,622
Headspace National Youth Mental Health Foundation Ltd	Professional services	62,992
Healthwise Gippsland	Professional services	6,391
Heather Ann McIntosh	Professional services	29,829
Heather Hill Consulting	Professional services	31,285
Hello Learning Academy	Professional services	13,045
Hello Monday Pty Ltd	Professional services	132,525
Hero HQ Pty Ltd	Training services	71,312
Herrmann International Asia Pty Ltd	Professional services	3,500
Hicks-Davies Consulting Pty Ltd	IT services	110,658
Hoban Recruitment Pty Ltd	Contract staff	165,835
Holmesglen Institute of TAFE (Chadstone)	Professional services	3,380
Hopcroft Heather	Professional services	26,650
Hudson Global Resources (Aust) Pty Ltd	Contract staff	4,973,053
Hudson Global Resources (Aust) Pty Ltd	Professional services	47,814
HWC Consulting Pty Ltd	Professional services	10,875
Ian Hunter	Education and community development services	1,000
IBM Australia Ltd	IT services	22,000
IDP Education Pty Ltd	Professional services	11,200

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
IEP Advisory	Professional services	5,500
Image in Motion	Publishing, printing, promotions and communications or marketing services	1,301
Image Play Pty Ltd	Publishing, printing, promotions and communications or marketing services	9,000
Immediacy Pty Ltd	Professional services	30,272
Impactful Work	Professional services	8,700
Increment Pty Ltd	IT services	676,639
Incubate Foundation	Professional services	29,150
Informatica Australia Pty Ltd	IT services	10,752
Information Management Group Pty Ltd	Professional services	5,480
Information Multimedia Communication Pty Ltd	Professional services	25,199
Information Services Group Americas, Inc	Professional services	44,500
Injurynet Australia Pty Ltd	Professional services	40,972
Insight Psychology and Assessment Service	Professional services	2,970
Insight Systems Group Pty Ltd	Professional services	2,035
Instructure Global Ltd	IT services	54,756
International Association for Public Participation Australasia Ltd	Professional services	1,264
Inteso Pty Ltd	IT services	6,916
Intopia Pty Ltd	Professional services	1,500
IPAR Rehabilitation Pty Ltd	Professional services	1,275
Irregular Networks Pty Ltd	IT services	16,960
Isaac Lummis	Professional services	91,045
Ivan Ritchie Masson	Professional services	20,294
Jacob Thomas	Professional services	1,000
James Cook University	Professional services	68,730
Jamie Lee Clark	Professional services	12,000
Jane Elizabeth Hubbard	Professional services	8,800
JB Designs	Training services	3,400
JDA Co. Pty Ltd	Professional services	2,900
JDS Australia Pty Ltd	IT services	320,030
Jeanette Olivia Breen	Professional services	3,000
Jeanette Pope	Professional services	5,700
Jeannie Jamieson	Professional services	3,500
Jessica Colleu	Training services	2,000
Jessica Lauren Mclinden	Professional services	5,049
John Patrick Geary	Training services	2,675
John Richmond	Professional services	29,254
John Spencer	Training services	9,288
Bronwyn Jones	Professional services	16,686
Jost & Co Pty Ltd	Professional services	395,913
Julie Margaret Symons	Professional services	18,500
Julie Soutter Educational Services	Professional services	24,426
Justin Philip Shortal	Professional services	1,500
Karen Turner	Professional services	38,203

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Karndorr	Professional services	1,275
Kate Mugavin	Professional services	1,920
Katherin Jane Cartwright	Professional services	5,600
Katherine Alexander	Professional services	1,875
Kelly Boucher	Professional services	3,000
Kerrie Anne Dowsley	Professional services	1,540
Key Assets (The Children's Services Provider)	Professional services	1,486
Key Solutions Inc	Professional services	164,732
Kim Maree Laffan	Professional services	35,273
Kimberlin Education Pty Ltd	Education services	2,756,315
Kineo	Publishing, printing, promotions and communications or marketing services	138,950
Kirsty Liljegren	Training services	7,000
Anne Maree Klock	Professional services	29,552
Knowledge Institute	Professional services	21,698
Konica Minolta Business Solutions Australia Pty Ltd	Professional services	14,280
Koorie Heritage Trust	Professional services	14,750
Kordamentha Pty Ltd	Professional services	241,706
Ferry Korn	Professional services	37,500
KPMG	Professional services	2,015,978
KT Consulting Pty Ltd	Professional services	14,400
Kylie May Zigouras	Professional services	1,920
Kyndryl Australia Pty Ltd	Professional services	110,943
La Trobe University	Professional services	7,401
Ladoo Pty Ltd	Professional services	145,332
Landell Probity Pty Ltd	Financial, accounting, audit, taxation, risk management, insurance services	158,012
Lander and Rogers	Professional services	47,803
LanguageLoop	Professional services	17,145
Launch Recruitment Pty Ltd	Contract staff	4,778,767
Laura Elizabeth Hingston	Training services	1,500
Lead In	Professional services	5,625
Leading Teams Pty Ltd	Professional services	73,750
Leading with Strength Pty Ltd	Professional services	384,725
Learn4results	Professional services	3,400
Jeanette Leigh	Professional services	16,420
Lemon Co Pty Ltd	Training services	5,600
Leonie Gay Roberts	Professional services	25,908
Leonie Kronborg	Professional services	5,600
Lesley Jean Foster	Professional services	47,988
Level Up Psychology Pty Ltd	Professional services	46,997
Liberate Elearning Pty Ltd	Training services	522,651
Liberate Learning Pty Ltd	Training services	130,257
Linda Parish	Professional services	6,000
Linkit (Advanced Assessment Systems)	Professional services	66,360
Liquid Learning Group Pty Ltd	Training services	16,399

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Litsupport Pty Ltd	Professional services	41,492
Living & Learning Psychology	Professional services	9,910
LKJ Consulting	Professional services	3,720
Logicly Pty Ltd	Professional services	42,348
Louise Mary Hemmeter	Training services	3,626
MacKillop Family Services Ltd	Professional services	1,800
Madelaine Imber	Professional services	13,800
Dean Graeme Mann	Professional services	2,840
Manpower Services (Australia) Pty Ltd	Contract staff	286,522
Mansfield Autism Statewide Services	Professional services	37,778
Marie Fram	Professional services	39,880
Marketbrook Pty Ltd	Professional services	9,941
Marsh Pty Ltd	Professional services	3,803,864
Pamela Gaye Martin	Professional services	23,553
Max Solutions	Professional services	7,145,251
McPhee Andrewartha Pty Ltd	Professional services	50,160
Meg Languages Pty Ltd	Professional services	145,685
Megan Rochelle Lee	Professional services	1,604
Melbourne Convention and Exhibition Centre	Professional services	73,068
Melinda Metaxas and Associates Pty Ltd	Professional services	8,400
Melissa Byers Psychotherapy Consultancy	Professional services	12,794
Meta PM Pty Ltd	Professional services	153,076
Michael Bastian	Professional services	2,080
Michael Page International (Australia) Pty Ltd	Contract staff	5,801,708
Michael Page International (Australia) Pty Ltd	Professional services	14,653
Michael Rosenbrock	Professional services	21,330
Michelle K Miller	Professional services	10,243
Michelle Rhoda De Klerk	Training services	9,520
Michonne Van Rees	Professional services	12,000
Mind Insurance	Training services	6,151
Minute to Midnight Solutions Pty Ltd	Professional services	16,650
Modern Teaching Aids Pty Ltd	Professional services	2,369
Monash University	Professional services	866,698
Monocle Education Ltd	Professional services	18,600
More4apps Aus Pty Ltd	IT services	30,674
Mott Macdonald Australia Pty Ltd	Professional services	1,882,940
Mudaly Neeroshinee	Professional services	3,090
Murdoch Children's Research Institute	Education services	4,198
Murray Mallee Local Learning and Employment Network Inc	Training services	20,000
Museums Board of Victoria	Training services	6,149
National Curriculum Services	Professional services	1,554,728
National Gallery of Victoria	Training services	4,000
NB Education Services	Professional services	17,294
Nearmap Australia Pty Ltd	IT services	136,425

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Nec Australia Pty Ltd	Professional services	8,138
NextSense	Professional services	1,500
Nicholas James Bamford	Professional services	4,473
Nicholas Orchard	Professional services	2,280
Nicole Leanne Milburn	Professional services	2,477
Night and Day Communications Pty Ltd	Training services	6,700
NJC Labs Pty Ltd	IT services	882,970
No Fuss Admin	Professional services	6,654
North Central Local Learning and Employment Network Inc	Education services	10,000
Northern Mallee Local Learning and Employment Network	Professional services	1,000
Nous Group Pty Ltd	Professional services	975,096
Nova Systems Pty Ltd	Professional services	54,000
Nri Australia Ltd	IT services	9,909,686
NTT Australia Digital Pty Ltd	IT services	1,841,173
NTT Australia Pty Ltd	IT services	137,888
Nuffield Centre Dyspraxia Programme Ltd	Professional services	1,650
NumeroPro Pty Ltd	Professional services	29,640
Nutshell Graphics Pty Ltd	Professional services	12,650
Odaseva Australia Pty Ltd	Professional services	39,600
One Giant Leap Education Services	Professional services	55,200
Oracle Corporation Australia Pty Ltd	IT services	503,009
Orima Research Pty Ltd	Professional services	1,379,246
Outback Imaging Pty Ltd	IT services	7,200
Owna Corp Pty Ltd	Professional services	2,500
Panagiota Binnion	Training services	4,000
Paoli Smith Pty Ltd	Professional services	2,700
Paul Kirschner	Professional services	5,256
PC Venture Pty Ltd	Professional services	4,400
Pearson Australia Group Pty Ltd	Professional services	33,809
Peeplocoach Pty Ltd	Professional services	31,934
People2people Recruitment (Victoria) Pty Ltd	Contract staff	638,996
PeopleScout Technology Pty Ltd	Professional services	23,780
PEPworldwide Pty Ltd	Professional services	17,017
Persolkelly Australia Pty Ltd	Contract staff	1,269,795
Peter Jason Hood	Training services	6,400
Peter Lawrence Murphy	Professional services	7,835
Peter Sherwin	Professional services	3,940
PhillipsKPA Pty Ltd	Professional services	203,926
Pi Data Analytics Pty Ltd	Professional services	90,900
Pinnacle Group Australia Pty Ltd	Professional services	822,447
Pixel Perfect Pty Ltd	Training services	197,075
PKF Integrity Services Pty Ltd	Professional services	17,188
Planit Test Management Solutions Pty Ltd	IT services	73,100
Pola Practice Pty Ltd	Training services	9,368

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Polygraph Productions	Publishing, printing, promotions and communications or marketing services	20,192
PoppVentures Pty Ltd	Training services	5,987
Portable Australia Pty Ltd	Professional services	47,828
Primary English Teaching Association Australia	Training services	1,182
Prime Forensic Psychology Pty Ltd	Professional services	1,475
Process Consulting and Facilitating	Publishing, printing, promotions and communications or marketing services	1,522
Procurement Co	Professional services	50,318
Professional Development Training Pty Ltd	Professional services	1,400
Project Evoke Pty Ltd	Utilities, infrastructure/sustainability, transport and project management services	26,000
Public Record Office Victoria	Professional services	11,500
Punchy Digital Media Pty Ltd	Professional services	22,023
Queen Acknowledgements	Professional services	5,450
Queensland University of Technology	Professional services	339,516
Race Day Medical Pty Ltd	Training services	3,637
Rachael Robertson Pty Ltd	Training services	9,145
Randstad Pty Ltd	Contract staff	6,099,887
Randstad Pty Ltd	Professional services	8,196
Raymond Squires	Professional services	11,515
RecordPoint Software Pty Ltd	IT services	9,348
Red Pony Pty Ltd	Professional services	122,900
Reflecting Power	Professional services	2,500
Renee June Punch	Training services	1,500
Resco Spol. S R.O.	Professional services	119,587
Resilience Project	Training services	4,900
Resolution Media Pty Ltd	Publishing, printing, promotions and communications or marketing services	7,520
Revolution It	Professional services	229,210
Rise Literacy Pty Ltd	Professional services	13,400
Risk Management Technologies Pty Ltd	IT services	72,216
RixStewart Pty Ltd	Professional services	59,281
RMIT University	Professional services	214,220
Robert Fearnside	Professional services	37,611
Robert John Stephens	Professional services	9,491
Robinson Ryan Pty Ltd	Professional services	2,200
Gail Cox Robyn	Professional services	6,390
Rowena Seabrook	Professional services	2,250
Royal Australasian College of Surgeons	Professional services	7,266
RSM Australia Pty Ltd	IT services	527,644
Ryan Anthony Dunn	Publishing, printing, promotions and communications or marketing services	5,250
S&W Consulting Group	Professional services	5,000
Sabrina Steele	Professional services	8,431
SACS Consulting Pty Ltd	Recruitment services	14,122
Sally Hanratty Psychology	Professional services	15,642

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Sally Humphrey	Professional services	8,450
Salter Hill Group Pty Ltd	Professional services	105,050
Samuel Brown	Training services	5,000
Sandra Joy Woodman	Professional services	12,940
SAP Australia Pty Ltd	IT services	437,023
Sarah McDonagh Pty Ltd	Training services	1,000
Saskia Kohnen	Professional services	8,532
Savage Bull	Professional services	74,151
Scope Aust Ltd	Professional services	11,613
Scyne Advisory Pty Ltd	Professional services	1,280,136
Seamer Design	Professional services	14,990
Seamus Delaney	Professional services	5,175
Seisma Pty Ltd	IT services	457,263
Semann Slattery And Associates Pty Ltd	Professional services	1,469,746
SenateSHJ	Professional Services	284,137
Sentience Consulting	Professional services	1,600
Seven Steps to Writing Success	Training services	40,512
Sexual Health Victoria Inc	Professional services	286,736
SFDC Australia Pty Ltd	IT services	16,036,097
SGS Economics and Planning	Professional services	191,636
Sherry Link Communications	Professional services	74,987
Silent Partners Learning Services	Professional services	17,350
Simplus Australia Pty Ltd	IT services	387,333
Sketch Group	Publishing, printing, promotions and communications or marketing services	10,250
SKP Events	Publishing, printing, promotions and communications or marketing services	316,253
Slattery Australia Pty Ltd	Professional services	170,928
Smart Apps Pty Ltd	IT services	1,184,670
Smart Connection Consultancy Pty Ltd	Training services	3,250
SMLkids Pty Ltd	Professional services	6,544
Social Research Centre Pty Ltd	Professional services	268,293
Solution One	Professional services	139,930
Song Room Ltd	Education and community development services	462,197
Sony Music Publishing (Australia) Pty Ltd	Professional services	14,250
South East Leisure Pty Ltd	Training services	2,212
Sovereign Hill Museums Association	Training services	4,000
Specialist Behaviour Consultancy and Training	Professional services	16,140
Speech Pathology Plus	Professional services	13,967
SPELD Victoria Inc	Professional services	7,440
Deirdre Geraldine Spence	Professional services	13,684
Spiire Australia Pty Ltd	Professional services	87,287
Sports Aid	Training services	1,503
SquaredUp	IT services	57,743
Stacey Tucci	Training services	7,964
Strategic Leadership Pty Ltd	Professional services	13,920

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Strathmore Kids	Professional services	1,150
Stroom Pty Ltd	Professional services	107,400
Study Work Grow	Training services	7,200
Successful Computing	Professional services	1,600
Sue Gunningham	Education services	8,279
Sukie Hodgson Psychology	Professional services	7,992
Susanne Wilson	Professional services	1,820
Sutaris Learning	Professional services	3,900
Swinburne University of Technology	Professional services	186,767
Synergistiq Pty Ltd	Professional services	373,256
Talarico Consulting	Professional services	2,500
Talent International (Vic) Pty Ltd	Contract staff	20,978,087
Talent International (Vic) Pty Ltd	Professional services	16,937
Tanya Karen Eccleston	Professional services	8,064
Taungurung Land and Waters Council (Aboriginal Corporation)	Training services	6,850
Taylor Fry	Professional services	214,438
Teacher Learning Network	Professional services	181,948
Technical Direction Company of Australia Pty Ltd	Professional services	23,250
Telus Health (Australia) Pty Ltd	Professional services	32,794
Telus Health (Bg Australia) Pty Ltd	Professional services	92,279
Terence Twomey	Training services	6,500
Terra Firma Pty Ltd	IT services	658,483
Terrance M. Scott	Training services	10,682
The Architecture Practice Pty Ltd	Professional services	245,728
The Australian Council for Educational Research Ltd	IT services	2,557,699
The Behavioural Architects Australia Pty Ltd	Professional services	22,710
The Edge Coaching and Training	Professional services	8,500
The Personnel Group Ltd	Professional services	22,000
The Real Business Pty Ltd	Professional services	4,560
The Trustee for 360edge Trust	Training services	8,966
The Trustee for Castello Trust	Professional services	21,200
The Trustee for Daffern Family Trust	Professional services	2,000
The Trustee for HW Cahill Trust	Professional services	138,600
The Trustee for JACKG Trust	Professional services	134,070
The Trustee for JWS Research Unit Trust	Professional services	293,364
The Trustee for Learn Labs Global Unit Trust	Professional services	22,500
The Trustee for Moore Family Trust	Professional services	23,390
The Trustee for NS & GG Family Trust	Professional services	30,495
The Trustee for NWG Productions Family Trust	Professional services	132,516
The Trustee for the Big Canvas Trust	Professional services	16,375
The Trustee for the Carson Family Trust	Training services	6,637
The Trustee for the Cool Australia Trust	Professional services	605,353
The Trustee for the Fuller Family Trust	Professional services	24,000
The Trustee for the Pearsall Family Trust	Professional services	5,000

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
The Trustee for the Pitcher Family Trust	Professional services	9,200
The Trustee for the Reputation Group	Professional services	82,155
The Trustee for the Robinson Family Trust	Professional services	226,800
The Trustee for TT Resources Trust	Professional services	2,990
The Wellness Workshop	Professional services	4,398
Therapeutic Engagement Support Services Association	Professional services	481,852
Think HQ Pty Ltd	Professional services	36,364
Think Play Thrive	Professional services	21,512
Think Productions	Professional services	4,350
Thinkerbell Pty Ltd	Professional services	224,992
Thirteenth Decelda Pty Ltd	Professional services	40,000
Timothy Robert Warwick	Professional services	6,316
TMS Consulting	Training services	9,350
Today Strategic Design Pty Ltd	Professional services	44,393
Tomcat Speech Pathology Pty Ltd	Professional services	10,300
Torrens University Australia Ltd	Professional services	45,000
Tracey Lea Rowe	Professional services	52,500
Tracey Walker	Professional services	13,200
Trans Gender Victoria Inc	Professional services	1,260
Transperfect Translations Pty Ltd	Professional services	10,166
Trinamix Pty Ltd	IT services	508,000
Triple P International Pty Ltd	Professional services	32,489
Troy Robert Lovett	Training services	2,800
Trusted Impact Pty Ltd	IT services	37,025
TSA Riley	Professional services	99,395
Two Point Zero	Professional services	9,091
UH International	Professional services	3,000
United Minds Community Services Ltd	Professional services	2,237
University of Melbourne	Professional services	4,438,568
Upstart Pathways	Professional services	12,220
Urbis Ltd	Professional services	378,731
Valad Solutions Pty Ltd	Professional services	1,392,777
VendorPanel	Professional services	3,159
Verian Australia (formerly Kantar Public)	Professional services	313,400
Victoria McCann	Professional services	9,272
Victoria University	Professional services	25,044
Victorian Aboriginal Education Association Inc	Professional services	28,500
Victorian Deaf Society	Professional services	8,966
Victorian Student Representative Council	Professional services	29,732
Vincent Dennis Torpy	Publishing, printing, promotions and communications or marketing services	74,850
Viridian Research and Consulting	Professional services	53,459
Vita First Aid Pty Ltd	Professional services	12,905
Wadawurrung Traditional Owners Aboriginal Corporation	Professional services	13,000

Contractor engaged	Services provided	Sum of amount (\$ excl GST)
Waldara Business Support Services	Training services	11,900
Wallis Consulting Group Pty Ltd	Professional services	278,435
Weenthunga Health Network Inc	Training services	1,900
Wimmera Southern Mallee Local Learning and Employment Network Inc	Professional services	7,273
Winangali Marumali Pty Ltd	Education services	5,273
Windy Solutions	Professional services	7,960
Womens Health Grampians Inc	Professional services	2,000
Woodslane Pty Ltd	Professional services	7,254
WSP Australia Pty Ltd T/A Parsons Brinckerhoff	Professional services	16,000
Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation	Professional services	32,496
Yamagigu Consulting Pty Ltd	Professional services	17,906
Yea & District Memorial Hospital	Professional services	89,999
Youth Affairs Council of Victoria Inc	Professional services	1,043

Abbreviations

Table 10. Abbreviations

Abbreviation	Full title
CALD	culturally and linguistically diverse
EB	Executive Board
ELC	Early Learning Centre
IMT	information management technology
PCB	Project Control Board
STEAM	Science, Technology, Engineering, Art and Mathematics
STEM	Science, Technology, Engineering and Mathematics
VAGO	Victorian Auditor-General's Office
VCE	Victorian Certificate of Education
VET	vocational education and training
VPS	Victorian Public Service