# Victorian Training Market SNAPSHOT 2019

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| The introduction of the *Free TAFE for Priority Courses* Initiative saw an increase in the number of Victorians accessing training to learn the skills they need to secure rewarding jobs. |

Three years on from the implementation of the *Skills First* reforms, the new training market settings are still showing positive impacts on training quality, with improved outcomes for key industries and student cohorts, particularly throughout the TAFE Network, and increases in participation across the government-funded training system. This report provides detailed information on the student and provider profiles of the government-funded training market in Victoria over the 2019 calendar year.

*Free TAFE for Priority Courses*



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| *There were* 39,734 commencements in Free TAFE courses in 2019, an 87.6 per cent increase compared to commencements in the same courses in 2018. |

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| The number of students at TAFE and other government providers in Victoria grew by 14 per cent, higher than the national average growth of 6 per cent. |

National Comparisons

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| The *Skills First* reforms have matured to delivering high-quality training, with overall growth in government-funded VET in Victoria between 2018 and 2019.  |

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| TAFE Network providers have increased their training delivery to Indigenous students, unemployed and students with a disability |

Learner Cohorts



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| The training system continues to support all Victorians to have access to high quality training that supports their learning needs and leads to strong job outcomes.  |

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| Training is growing Victoria’s pool of skilled workers, particularly in government priority areas. Government-funded enrolments increased in courses related to the NDIS, Family Violence Prevention and Infrastructure workforces.  |

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| Share of enrolments in Government priority areas  |

Jobs and Skills

2018 37.5%

 39.0% 2019

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| *Skills First* has rebuilt TAFEs and increased TAFE market share, placing the TAFE Network at the centre of the Victorian training sector. |

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| TAFE Network share of students |

TAFE Network

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# National comparisons

* In 2019, 297,875 students were enrolled in government-funded vocational education and training (VET) in Victoria, an increase of 7 per cent compared to 2018. This increase exceeded the national trend, with student numbers across Australia increasing by 3 per cent over the same period.[[1]](#footnote-1)
* The TAFE Network shows an increase in the number of government-funded students, reflecting Victoria’s *Free TAFE* initiative and its commitment under *Skills First* to restore confidence in the TAFE and training system. The number of students at TAFE and other government providers in Victoria grew by 14 per cent, higher than the national average growth rate of 6 per cent.
* *Skills First* continues to strengthen the performance of the TAFE system, with students at TAFE providers (and Dual-Sector Universities) accounting for 50.5 per cent of all Victorian government-funded students in 2019.
* In 2019, 6.6 per cent of working age Victorians participated in government-funded VET, which is slightly lower than the national participation rate of 6.9 per cent.



* The number of students at TAFE and other government providers in Victoria increased for the third consecutive year, with these providers now training over half of all government-funded students in Victoria.
* In 2019, 57.4 per cent of government-funded students in Regional Victoria were training at TAFE Network providers, compared to 53.4 per cent across Metropolitan Melbourne.



Source: NCVER 2019, Australian vocational education and training statistics: Government-funded students and courses 2019 (Data Builder).

# Higher Quality VET system

* *Skills First* aims to ensure that every Victorian has access to high-quality training that students and employers can trust. In 2019, *Free TAFE for Priority Courses (Free TAFE)* reduced the financial barrier for students wanting to train in courses that lead to jobs in demand from Victorian employers.
* In 2019, there were 222,164 new government-funded course enrolments (i.e. commencements) and 106,078 continuing enrolments (i.e. students continuing their course from previous years).
* TAFE Network government-funded enrolments saw a resurgence in 2019 and led the training market’s revival. As a result, TAFE Network market share continues to strengthen, growing to 50.5 per cent of students in 2019 (up 3.6 percentage points from 2018).
* One of the highlights of *Free TAFE* was the growth of working age women accessing training. The strong participation by Victorian women has been a successful outcome. The benefits of *Free TAFE* are realised in regional Victoria, as well as across the state, with increased access to training across the regions. More information on *Free TAFE* can be found on page 6.
* Results from the Department’s Student and Employer Satisfaction Surveys point to general stability in the training quality of the government-funded training system. Almost three-quarters of students (73.1 per cent) reported that they had achieved their main reason for training, and 77.8 per cent reported that they were satisfied with the training provided by their registered training organisation (RTO).

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| **Chart 2. Proportion of government-funded students by** **provider type.** Source: DET Training Market |
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| **Chart 3. Market share of course enrolments by provider type**Source: DET Training Market |
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Table 3. Numbers of students, enrolments, commencements and providers by provider type for the Victorian training system

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|  | **Provider Type** | **2017** | **2018** | **2019** | **% change 2018-19** |
| **Students** | TAFE |  95,808  |  93,211  | 104,061  | 11.6% |
|  | Dual Sector |  30,099  |  31,518  |  37,034  | 17.5% |
|  | ACE |  46,624  |  48,283  |  47,605  | -1.4% |
|  | Private | 119,739  |  92,962  |  90,660  | -2.5% |
|  | All | 292,270  | 265,974  | 279,360  | 5.0% |
| **Total Enrolments** | TAFE | 109,005  | 104,533  | 114,617  | 9.6% |
|  | Dual Sector |  32,637  |  34,644  |  40,211  | 16.1% |
|  | ACE |  70,544  |  74,310  |  75,231  | 1.2% |
|  | Private | 134,217  |  101,343  |  98,183  | -3.1% |
|  | All | 346,403  | 314,830  | 328,242  | 4.3% |
| **New** | TAFE |  67,991  |  62,373  |  73,662  | 18.1% |
| **Commencements** | Dual Sector |  21,522  |  22,818  |  27,683  | 21.3% |
|  | ACE |  64,675  |  66,828  |  68,408  | 2.4% |
|  | Private |  67,396  |  50,315  |  52,411  | 4.2% |
|  | All | 221,584  | 202,334  | 222,164  | 9.8% |
| **Providers** | TAFE |  12  |  12  |  12  | 0.0% |
|  | Dual Sector |  4  |  4  |  4  | 0.0% |
|  | ACE |  259  |  258  |  251  | -2.7% |
|  | Private |  322  |  268  |  233  | -13.1% |
|  | All |  597  |  542  |  500  | -7.7% |

Source: DET training market data.

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| **Table 4. Selected results from the Department’s Student Satisfaction Survey and Employer Satisfaction Survey** |
|  | **2017** | **2018** | **2019** | PP change 2018-19 |
| **Proportion of VET students who achieved their main reason for training** | 73.2% | 73.5% | 73.1% | -0.4% |
| **Proportion of VET students with an improved employment status after training\*** | 50.8% | 50.3% | 48.5% | -1.8% |
| **Proportion of VET students who were satisfied with training provided by their RTO** | 77.0% | 77.5% | 77.8% | 0.3% |
| **Proportion of employers of apprentices and trainees who were satisfied with training provided by their RTO** | 77.6% | 78.5% | 79.1% | 0.6% |
| Source: DET student and employer survey. Year represents the year students left training (eg. 2019 students were surveyed in 2020). PP = percentage point change, the mathematical difference between 2019 and 2018 results. \*Historical results for 2017 and 2018 have been revised to align with the new methodology for this measure implemented in 2020. The 2020 survey of 2019 students are likely to have been impacted by Covid-19 as the survey was undertaken in Mar-May 2020. |

# Training for real jobs

Table 5. Enrolments in Government priority areas by provider type

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| --- | --- | --- | --- | --- | --- |
|  | **Provider type** | **2017** | **2018** | **2019** | **% change 2018-19** |
| **NDIS** | TAFE | 8,491 | 9,179 | 14,431 | 57.2% |
|  | Dual Sector | 2,693 | 3,053 | 4,222 | 38.3% |
|  | ACE | 3,941 | 5,004 | 6,044 | 20.8% |
|  | Private | 13,682 | 13,368 | 14,101 | 5.5% |
|  | All | 28,807 | 30,604 | 38,798 | 26.8% |
| **Family** | TAFE | 5,673 | 6,676 | 8,492 | 27.2% |
| **Violence** | Dual Sector | 1,968 | 2,296 | 3,355 | 46.1% |
|  | ACE | 1,801 | 2,343 | 2,597 | 10.8% |
|  | Private | 5,382 | 5,741 | 6,006 | 4.6% |
|  | All | 14,824 | 17,056 | 20,450 | 19.9% |
| **Infrastructure** | TAFE | 24,254 | 24,374 | 25,662 | 5.3% |
|  | Dual Sector | 8,646 | 9,181 | 10,224 | 11.4% |
|  | ACE | 249 | 165 | 48 | -70.9% |
|  | Private | 20,844 | 17,267 | 18,122 | 5.0% |
|  | All | 53,993 | 50,987 | 54,056 | 6.0% |
| **High-Value** | TAFE | 2,713 | 2,806 | 3,051 | 8.7% |
| **Traineeships** | Dual Sector | 111 | 158 | 254 | 60.8% |
|  | ACE | 902 | 960 | 946 | -1.5% |
|  | Private | 6,906 | 6,500 | 6,351 | -2.3% |
|  | All | 10,632 | 10,424 | 10,602 | 1.7% |
| **Apprentices** | TAFE | 26,767 | 28,903 | 29,593 | 2.4% |
|  | Dual Sector | 6,955 | 7,485 | 7,768 | 3.8% |
|  | ACE | 98 | 158 | 155 | -1.9% |
|  | Private | 12,382 | 11,660 | 11,303 | -3.1% |
|  | All | 46,202 | 48,206 | 48,819 | 1.3% |
| **At least one priority area** | TAFE | 50,525 | 52,475 | 58,330 | 11.2% |
| Dual Sector | 14,299 | 15,215 | 17,608 | 15.7% |
| ACE | 5,602 | 7,212 | 8,007 | 11.0% |
|  | Private | 48,017 | 43,290 | 44,190 | 2.1% |
|  | All | 118,443 | 118,192 | 128,135 | 8.4% |

Source: DET training market data. The priority areas are not mutually exclusive. NDIS, Family Violence and High-Value Traineeship courses are defined in the *2019 Funded Courses List*, and Infrastructure courses in the *Jobs and Training Needs Reports*. Equivalent superseded courses are also included.

* The Victorian TAFE and training system aims to develop skills that lead to real jobs.
* It prioritises funding to courses that align to industry needs and workforce demands, have strong job outcomes and are linked to government priorities that are of the greatest value to the Victorian economy.
* These include the National Disability Insurance Scheme (NDIS), Family Violence and Infrastructure workforces, and Apprenticeships and High‑Value Traineeships.
* Overall government-funded enrolments in priority areas are growing, particularly in courses related to Family Violence Prevention and NDIS.
* Table 5 shows that TAFE Network providers expanded their delivery across each of these key priority areas between 2018 and 2019.
* Growth in the five industries with the largest volumes of apprenticeship enrolments has decreased compared to the surge in 2018 shown in Table 6, broadly reflecting a national trend in declining apprenticeships.
* The TAFE Network continues to lead in traineeships growth. Overall traineeship enrolments have increased, reversing last year’s trend of a decline in traineeship enrolments.
* The five industries with the largest volumes of government-funded enrolments make up more than half (51 per cent) of total enrolments. Table 8 shows that Health Care and Social Assistance and Construction continue to have the most enrolments.

Table 6. Top 5 industries for apprentice enrolments

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **2017** | **2018** | **2019** | **% change 2018-19** |
| **Construction** | 27,222 | 29,562 | 30,851 | 4.4% |
| **Other Services\*** | 8,011 | 8,048 | 7,898 | -1.9% |
| **Manufacturing** | 4,252 | 4,289 | 4,225 | -1.5% |
| **Accommodation and Food Services** | 2,918 | 2,652 | 2,369 | -10.7% |
| **Retail Trade** | 1,960 | 1,900 | 1,796 | -5.4% |

 Source: DET training market data.

Table 7. Traineeship enrolments by provider type

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| --- | --- | --- | --- | --- |
| **Provider type** | **2017** | **2018** | **2019** | **% change 2018-19** |
| TAFE | 5,366 | 5,663 | 5,815 | 2.7% |
| Dual Sector | 424 | 462 | 702 | 51.9% |
| ACE | 1,276 | 1,279 | 1,269 | -0.8% |
| Private | 12,843 | 11,496 | 11,427 | -0.6% |
| All | 19,909 | 18,900 | 19,213 | 1.7% |

Source: DET training market data.

 Table 8. Enrolments by broad industry area – Top 5

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| --- | --- | --- | --- | --- | --- |
|  |  | **2017** | **2018** | **2019** | **% change 2018-19** |
| **Health Care and Social Assistance** |  | 68,016 | 62,565 | 67,900 | 8.5% |
| **Construction** |  | 52,738 | 50,760 | 53,714 | 5.8% |
| **Education and Training** |  | 10,954 | 11,711 | 15,919 | 35.9% |
| **Other Services\*** |  | 17,524 | 15,523 | 14,824 | -4.5% |
| **Manufacturing** |  | 15,982 | 12,669 | 12,641 | -0.2% |

Source: DET training market data. Training data excludes qualifications that are not aligned to industry.

\*The Other Services industry includes a broad range of personal services; religious, civic, professional and other interest group services; selected repair and maintenance activities; and private households employing staff. The top apprenticeship courses in Other Services are Certificate III in Light Vehicle Mechanical Technology, Certificate III in Hairdressing and Certificate III in Heavy Commercial Vehicle Mechanical Technology. The top enrolments in Other Services are Certificate III in Hairdressing, Certificate III in Light Vehicle Mechanical Technology and Certificate III in Heavy Commercial Vehicle Mechanical Technology.

# Equitable Access

* *Skills First* aims to create an inclusive training system that ensures all Victorians have access to high quality training that leads to strong job outcomes, regardless of age, background, circumstance or postcode.
* Representation of key cohorts are growing in most areas and the TAFE Network is leading in the delivery of training to many key student cohorts. The Victorian TAFE and training system is delivering on its promise to offer equitable access. Table 9 shows that half of government-funded enrolments in Victoria are by students without a prior Certificate III or above, and 25.2 per cent of enrolments are by those who are unemployed.
* The TAFE Network plays an important part in helping our most disadvantaged and/or disengaged students to access and stay connected with training. Table 9 also shows that the TAFE Network accounted for the majority of enrolments (69.4 per cent) of Early School Leavers and half of Indigenous students accessing training in 2019.
* The Adult and Community Education (ACE) sector provides training to learners facing barriers to engagement in education, training and employment. ACE providers primarily deliver pre-accredited and foundation training across Victoria to support students to transition back into learning, develop basic skills for work and improve their language, literacy and numeracy.
* One of the great successes in 2019 was the growth in female enrolments in training. This is especially pronounced among the TAFE Network. Table 11 shows that TAFE Network enrolments of working-age females have increased 18.7 per cent from 2018.

Table 9. Key cohorts

|  |  |  |
| --- | --- | --- |
|  | **All providers** | **TAFE Network % of total cohort** |
| **Cohort** | **Enrolments** | **% of total enrolments** |
| **People with a disability** | 40,756 | 12.4% | 33.5% |
| **Indigenous people** | 6,287 | 1.9% | 50.3% |
| **People with no prior Certificate III (20 to 64)** | 164,706 | 50.2% | 44.3% |
| **Early School Leavers (15 to 19)** | 22,005 | 6.7% | 69.4% |
| **Unemployed people** | 82,866 | 25.2% | 32.6% |
| **At least one cohort** | 231,235 | 70.4% | 45.5% |

Source: 2019 DET training market data. The cohorts are not mutually exclusive. Students may be represented in more than one key cohort (for example, students may have no prior Certificate III and have a disability).

Table 11. Enrolments by gender and age group (working age people)

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| --- | --- | --- | --- |
|  |  | **All providers** | **TAFE Network providers** |
| **Gender** | **Age group** |  | **2017** | **2018** | **2019** | **% change 2018-2019** |  | **2017** | **2018** | **2019** | **% change 2018-2019** |
| **Female** | 15-19 |  | 26,048 | 23,348 | 23,415 | 0.3% |  |  13,289  |  12,941  |  13,662  | 5.6% |
|  | 20-24 |  | 29,345 | 26,388 | 27,906 | 5.8% |  |  13,572  |  13,757  |  15,558  | 13.1% |
|  | 25-44 |  | 69,008 | 65,028 | 72,884 | 12.1% |  |  20,497  |  21,037  |  26,700  | 26.9% |
|  | 45-64 |  | 42,604 | 40,095 | 42,349 | 5.6% |  |  8,787  |  8,963  |  11,397  | 27.2% |
|  | Working age total |  | 167,005 | 154,859 | 166,554 | 7.6% |  |  56,145  |  56,698  |  67,317  | 18.7% |
| **Male** | 15-19 |  | 37,105 | 35,258 | 35,301 | 0.1% |  |  23,811  |  23,868  |  24,561  | 2.9% |
|  | 20-24 |  | 44,459 | 41,435 | 42,156 | 1.7% |  |  27,606  |  27,429  |  28,474  | 3.8% |
|  | 25-44 |  | 59,733 | 50,631 | 51,994 | 2.7% |  |  25,699  |  23,802  |  26,334  | 10.6% |
|  | 45-64 |  | 27,394 | 22,384 | 22,069 | -1.4% |  |  7,440  |  6,426  |  6,938  | 8.0% |
|  | Working age total |  | 168,691 | 149,708 | 151,520 | 1.2% |  |  84,556  |  81,525  |  86,307  | 5.9% |
| **All** | 15-19 |  | 63,217 | 58,726 | 58,858 | 0.2% |  |  37,143  |  36,875  |  38,301  | 3.9% |
|  | 20-24 |  | 73,891 | 67,938 | 70,203 | 3.3% |  |  41,230  |  41,252  |  44,120  | 7.0% |
|  | 25-44 |  | 129,118 | 116,014 | 125,354 | 8.1% |  |  46,279  |  44,923  |  53,202  | 18.4% |
|  | 45-64 |  | 70,285 | 62,758 | 64,730 | 3.1% |  |  16,245  |  15,417  |  18,383  | 19.2% |
|  | Working age total |  | 336,511 | 305,436 | 319,145 | 4.5% |  | 140,897  | 138,467  | 154,006  | 11.2% |

Source: DET training market data.
Note: Sums and totals do not match, as ‘all’ includes indeterminate/intersex/unspecified and unknown.

Table 10. Foundation enrolments by provider type

|  |  |  |  |
| --- | --- | --- | --- |
| **Provider type** | **2017** | **2018** | **2019** |
| **TAFE** | 10,768 | 9,646 | 8,914 |
| **Dual Sector** | 3,015 | 3,352 | 3,282 |
| **ACE** | 11,733 | 10,147 | 8,943 |
| **Private** | 4,877 | 3,078 | 2,714 |
| **All** | 30,393 | 26,223 | 23,853 |

Source: DET training market data.

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#  free tafe for priority courses

* *Free TAFE* for priority courses began on 1 January 2019. By the end of 2019 there were 39,734 commencements in Free TAFE courses across the TAFE network.
* *Free TAFE* aims to lift quality and improve access for students to study at TAFE, giving Victorians skills they need to secure rewarding jobs.
* Across regional Victoria, Free TAFE has boosted enrolments. Increases are especially pronounced in courses on the Free TAFE list in Loddon Mallee (109.1 per cent increase), Grampians (99.6 per cent increase) and in Metropolitan Melbourne (92.3 per cent increase) in 2019 compared with 2018 (see Table 12).
* *Free TAFE* has seen an increase of participation among women, with women making up 56.4 per cent of all commencements in Free TAFE courses in 2019. Participation by women was especially pronounced in Gippsland, where they accounted for 75.6 per cent of all enrolments in *Free TAFE*, and in Loddon Mallee, where they accounted for 64.5 per cent.
* Table 13 shows the top five most popular *Free TAFE* courses in each region in Victoria. *Free TAFE* has been instrumental in supporting the health and community sector fill critical job vacancies and in equipping students with skills to improve the lives of Victorians.

 Table 12. Free TAFE course commencements by region and Female representation

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| --- | --- | --- | --- | --- |
| **Region** | **2018** | **2019** | **% change 2018-2019** | **Female representation** |
| Melbourne | 15,529 | 29,858 | 92.3% | 53.4% |
| Barwon South West | 1,654 | 2,507 | 51.6% | 59.4% |
| Gippsland | 1,061 | 1,901 | 79.2% | 75.6% |
| Grampians | 473 | 944 | 99.6% | 56.1% |
| Hume | 1,384 | 2,272 | 64.2% | 67.0% |
| Loddon Mallee | 1,091 | 2,281 | 109.1% | 64.5% |
| **Victoria** | **21,175** | **39,734** | **87.6%** | **56.4%** |

 Table 13. Free TAFE course commencements by top 5 courses in region

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Metropolitan Melbourne** | **Barwon South West** | **Gippsland** |
| 1 | Cert. IV in Accounting and Bookkeeping | Cert. III in Individual Support | Cert. III in Individual Support |
| 2 | Dip. of Nursing | Dip. of Nursing | Cert. IV in Accounting and Bookkeeping |
| 3 | Dip. of Community Services | Dip. of Community Services | Dip. of Nursing |
| 4 | Cert. IV in Cyber Security | Cert. IV in Accounting and Bookkeeping | Dip. of Community Services |
| 5 | Cert. IV in Education Support | Cert. III in Hospitality | Cert. III in Education Support |
|  | **Grampians** | **Hume** | **Loddon Mallee** |
| 1 | Dip. of Nursing | Dip. of Nursing | Dip. of Community Services |
| 2 | Cert. IV in Accounting and Bookkeeping | Cert. IV in Accounting and Bookkeeping | Dip. of Nursing |
| 3 | Cert. III in Horticulture | Cert. IV in Education Support | Cert. IV in Community Services |
| 4 | Cert. III in Individual Support | Cert. IV in Community Services | Cert. III in Individual Support |
| 5 | Dip. of Community Services | Cert. III in Individual Support | Cert. IV in Accounting and Bookkeeping |

# Notes on the data

***Data source***

The main source of VET data in this report is DET’s training activity database referred to as the Skills Victoria Training System (SVTS). This administrative data is reported to DET by government‑funded training providers.

SVTS data included in this report may differ to previous publications as classifications are updated from time to time to improve data quality and consistency across years. In addition, changes to reporting and data standards may lead to minor revisions to data previously reported.

SVTS data presented in this report is not comparable to other publicly available data such as:

* National Centre for Vocational Education Research (NCVER) data – the information reported by NCVER is sourced from data submitted by all states and territories. While the NCVER data for Victoria is sourced from data submitted by the Victorian Department of Education and Training, there will be marginal differences between Departmental data and published NCVER data due to national statistical and counting rules that seek to ensure consistency and comparability between jurisdictions.
* Budget Paper No. 3 data (Chapter 2 - Department performance statements) because of differences in counting rules and definitions.

The main measures used in this report are students, course enrolments and course commencements. New course commencements show the number of new course enrolments in a given year, as courses often take more than one year to complete. Total course enrolments include both new commencements and continuing enrolments. A student may be enrolled in more than one course at a training provider during a given reporting period.

The report also draws on publicly available data on the VET system from NCVER (which allows for inter-jurisdictional comparisons) and from the Australian Bureau of Statistics.

***Data scope***

This report covers government-funded training activity only. Training activity for the 2019 full year is compared with the same period in 2017 and 2018 to provide a picture of changes and trends over time.

***Learn Local and Adult and Community Education (ACE)***

The Training Market Report generally classifies providers as TAFE, Dual Sector, Adult and Community Education (ACE) or private. However, some data sources use a slightly different definition – Learn Local – rather than ACE. Only Learn Local organisations report activity through to the Adult, Community and Further Education Board, while ACE organisations are self-identified and are not required to do so. Some Learn Local organisations self‑identify as private RTOs and are therefore not included in the ACE definition.

***Industry classifications***

All industry titles and classifications included in this Report are defined as per the Australian and New Zealand Standard Industrial Classifications (ANZSIC). For more information, see: www.abs.gov.au/ANZSIC.

Where a qualification is considered relevant across several industries, enrolments have been proportionally allocated across relevant ANZSIC industries using employment data as a guide.

***Foundation courses***

Foundation courses are identified as set out in the *Guidelines about Determining Student Eligibility and Supporting Evidence* for the relevant reporting period. The 2019 Guidelines are available at: <https://www.education.vic.gov.au/Documents/training/providers/rto/2019_FINAL_Eligibility_v1.pdf>.

***Regional analysis***

Data on regional training is reported by the region in which the training was delivered (as distinct from the region where the student lives). Note a course can be delivered to a student across multiple regions. In these cases, the course enrolment will be counted in each region in which it was delivered. Consequently, for tables that present data by delivery region, totals may not match the sum of their components.

1. The figures presented in the National Comparisons section are compiled by the National Centre for Vocational Education Research (NCVER). They differ slightly from the Victorian data because of the application of a number of different statistical treatments to ensure consistency across jurisdictions and the inclusion of training activity funded by other Ministerial portfolios or the Commonwealth. [↑](#footnote-ref-1)