

## Acronyms

ABS	Australian Bureau of Statistics
ACARA	Australian Curriculum, Assessment and Reporting Authority
AEI	Australian Education International
ANAO	Australian National Audit Office
APEC	Asia–Pacific Economic Cooperation
ASEAN	Association of Southeast Asian Nations
AusAID	Australian Agency for International Development
BER	Building the Education Revolution
CGS	Commonwealth Grant Scheme
COAG	Council of Australian Governments
DASA	Diversity and Structural Adjustment Fund
DEEWR	Department of Education, Employment and Workplace Relations
DES	Disability Employment Service
ESOS	Education services for overseas students
EU	European Union
GEERS	General Employee Entitlements and Redundancy Scheme
HECS	Higher Education Contribution Scheme
HELP	Higher Education Loan Program
ICT/IT	information and communication technology
IHEAC	Indigenous Higher Education Advisory Council
ILAC	International Labour Affairs Committee
ILO	International Labour Organization
JCA	Job Capacity Assessment
JSA	Job Services Australia
LLN	language, literacy and numeracy
LLNP	Language, Literacy and Numeracy Program
Low-SES	low socioeconomic status
MKY	Mura Kaimel - Yarrangi Committee
MoU	Memorandum of understanding
NAPLAN	National Assessment Program—Literacy and Numeracy
NCVER	National Centre for Vocational Education Research
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational health and safety
RAP	Reconciliation Action Plan
TEQSA	Tertiary Education Quality and Standards Agency
UNESCO	United Nations Educational, Scientific and Cultural Organization
VET	Vocational education and training
WELL	Workplace English Language and Literacy Program

## Compliance index

This report is prepared in accordance with the Requirements for Annual Reports approved by the Joint Committee of Public Accounts and Audit under subsections 63(2) and 70(2) of the *Public Service Act 1999*. This index lists mandatory and recommended reporting items.

Part of Report	Description	Requirement	Page
	Letter of transmittal	Mandatory	iii
	Table of contents	Mandatory	iv
	Index	Mandatory	300
	Acronyms	Mandatory	297
	Contact officer(s)	Mandatory	ii
	Internet home page address and Internet address for report	Mandatory	ii
Review by Secretary	Review by departmental secretary	Mandatory	2–5
	Summary of significant issues and developments	Suggested	2–5
	Overview of department’s performance and financial results	Suggested	159
	Outlook for following year	Suggested	5
	Significant issues and developments—portfolio	Portfolio departments—suggested	2–5
Departmental Overview	Overview description of department	Mandatory	5
	Role and functions	Mandatory	5
	Organisational structure	Mandatory	8–9
	Outcome and program structure	Mandatory	10
	Where outcome and program structures differ from PB Statements/PAES or other portfolio statements accompanying any other additional appropriation bills (other portfolio statements), details of variation and reasons for change	Mandatory	n/a
	Portfolio structure	Portfolio departments—mandatory	10
Report on Performance	Review of performance during the year in relation to programs and contribution to outcomes	Mandatory	15–131
	Actual performance in relation to deliverables and KPIs set out in PB Statements/PAES or other portfolio statements	Mandatory	15–131
	Where performance targets differ from the PB Statements/PAES, details of both former and new targets, and reasons for the change	Mandatory	15–131
	Narrative discussion and analysis of performance	Mandatory	15–131
	Trend information	Mandatory	15–131
	Performance of purchaser/provider arrangements	If applicable, suggested	15–131
	Significant changes in nature of principal functions/services	Suggested	15–131
	Factors, events or trends influencing departmental performance	Suggested	15–131
	Contribution of risk management in achieving objectives	Suggested	15–131
	Social inclusion outcomes	If applicable, mandatory	271–279
	Performance against service charter customer service standards, complaints data and the department’s response to complaints	If applicable, mandatory	113–114 151

<b>Part of Report</b>	<b>Description</b>	<b>Requirement</b>	<b>Page</b>
	Discussion and analysis of the department's financial performance	Mandatory	159–161 166–261
	Discussion of any significant changes from the prior year or from budget	Suggested	n/a
	Agency resource statement and summary resource tables by outcomes	Mandatory	288–296
	Developments since the end of the financial year that have affected or may significantly affect the department's operations or financial results in future	If applicable, mandatory	n/a
<b>Management Accountability</b>			
<b>Corporate Governance</b>	Agency heads are required to certify that their agency comply with the Commonwealth Fraud Control Guidelines	Mandatory	iii
	Statement of the main corporate governance practices in place	Mandatory	148
	Names of the senior executive and their responsibilities	Suggested	6–9
	Senior management committees and their roles	Suggested	148
	Corporate and operational planning and associated performance reporting and review	Suggested	148
	Approach adopted to identifying areas of significant financial or operational risk	Suggested	149
	Policy and practices on the establishment and maintenance of appropriate ethical standards	Suggested	151
	How nature and amount of remuneration for SES officers is determined	Suggested	217–218
<b>External Scrutiny</b>	Significant developments in external scrutiny	Mandatory	161–162
	Judicial decisions and decisions of administrative tribunals	Mandatory	161–162
	Reports by the Auditor-General, a Parliamentary Committee or the Commonwealth Ombudsman	Mandatory	161–162
<b>Management of Human Resources</b>	Assessment of effectiveness in managing and developing human resources to achieve departmental objectives	Mandatory	152
	Workforce planning, staff turnover and retention	Suggested	151–154
	Impact and features of enterprise or collective agreements, individual flexibility arrangements (IFAs), determinations, common law contracts and AWAs	Suggested	156–157
	Training and development undertaken and its impact	Suggested	152–153
	Occupational health and safety performance	Suggested	157–158
	Productivity gains	Suggested	4
	Statistics on staffing	Mandatory	153–157
	Enterprise or collective agreements, determinations, common law contracts and AWAs	Mandatory	156–157
	Performance pay	Mandatory	157
<b>Assets Management</b>	Assessment of effectiveness of assets management	If applicable, mandatory	160
<b>Purchasing</b>	Assessment of purchasing against core policies and principles	Mandatory	160

<b>Part of Report</b>	<b>Description</b>	<b>Requirement</b>	<b>Page</b>
Consultants	The annual report must include a summary statement detailing the number of new consultancy services contracts let during the year; the total actual expenditure on all new consultancy contracts let during the year (inclusive of GST); the number of ongoing consultancy contracts that were active in the reporting year; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST). The annual report must include a statement noting that information on contracts and consultancies is available through the Austender website. (Additional information as in Attachment D to be available on the Internet or published as an appendix to the report. Information must be presented in accordance with the pro forma as set out in Attachment D.)	Mandatory	160
Australian National Audit Office Access Clauses	Absence of provisions in contracts allowing access by the Auditor-General	Mandatory	Nil to report
Exempt contracts	Contracts exempt from the AusTender	Mandatory	161
Financial Statements	Financial Statements	Mandatory	165–261
Other mandatory Information	Occupational health and safety (section 74 of the <i>Occupational Health and Safety Act 1991</i> )	Mandatory	157–158
	Freedom of Information for the period 1 July 2010 to 30 April 2011 inclusive (see terms of subsection 8(1) of the <i>Freedom of Information Act 1982</i> as it existed prior to 1 May 2011)	Mandatory	269–270
	Advertising and Market Research (Section 311A of the <i>Commonwealth Electoral Act 1918</i> ) and statement on advertising campaigns	Mandatory	284–285
	Ecologically sustainable development and environmental performance (Section 516A of the <i>Environment Protection and Biodiversity Conservation Act 1999</i> )	Mandatory	267–268
	Grant programs	Mandatory	161
	Disability reporting—explicit and transparent reference to agency-level information available through other reporting mechanisms	Mandatory	264–266
	Correction of material errors in previous annual report	If applicable, mandatory	286
	List of requirements	Mandatory	298

## Alphabetic index

### A

*A shared responsibility: apprenticeships for the 21st century*, 72  
*Aboriginal and Torres Strait Islander Education Action Plan 2010–2014*, 27  
ABS, see Australian Bureau of Statistics  
ABSTUDY, 50, 59, 67, 68, 69, 86  
    employment, 108  
    tertiary and vocation education and training, 67, 69, 70, 293  
    secondary, 50, 51, 292  
ACARA, see Australian Curriculum, Assessment and Reporting Authority  
Advertising and market research, 284, 286  
AEI, see Australian Education International  
agreement making, 126, 209  
    collective agreements, 126  
    Workplace Agreements Database, 126  
ANAO, see Australian National Audit Office  
APEC, see Asia–Pacific Economic Cooperation  
Apprentice Kickstart, 71, 72  
    Extension, 72  
Apprenticeships for the 21st Century Expert Panel, 56, 72  
Aramac State School, 38  
Arbib, Senator the Hon Mark, 2, 11, 12, 144  
asbestos, 112–3, 123, 129–30, 163, 231, 246, 281, 289, 296  
ASEAN, see Association of Southeast Asian Nations  
Asia Education Foundation, 36  
Asia–Pacific Economic Cooperation (APEC), 80–1  
    Human Resources Development Working Group, 80  
Asia–Pacific region, 78, 81, 82, 123  
Assessment Subsidy for Overseas Trained Professionals, 80, 84, 294  
Assistance for Isolated Children Scheme, 50, 51  
Association of Southeast Asian Nations (ASEAN), 80  
AusAID, see Australian Agency for International Development  
Australian Agency for International Development (AusAID), 123, 128, 162  
Australian Apprenticeship Workforce Skills Development, 74, 77, 294  
Australian Apprenticeship, 55, 56, 72–4, 134  
    Australian Apprenticeships Access Program, 72, 77, 85–6, 294  
    Australian Apprenticeships Centres, 72, 77, 294  
    Support for, 72, 74, 77, 294  
Australian Building and Construction Commission, 10, 151  
Australian Bureau of Statistics (ABS), 22, 65, 99, 101, 124, 125, 126, 134, 273, 274, 275  
Australian Children’s Education and Care Quality Authority, 2, 16, 17  
Australian Council of Trade Unions, 121, 129, 280, 281

Australian Curriculum, 3, 26  
Australian Curriculum, Assessment and Reporting Authority (ACARA), 10, 26, 27, 29, 36, 40, 41, 47, 228, 277, 278  
Australian Early Development Index, 17  
Australian Education International (AEI), 57, 78, 80, 82, 83, 85, 87  
    AEI International Education Briefing 2011, 80  
Australian Employment Covenant, 105  
Australian Government Building and Construction OHS Accreditation Scheme, 119, 129  
Australian Indigenous Minority Supplier Council, 103, 105, 160  
Australian Information and Communications Technology in Education Committee, 39  
Australian Institute of Aboriginal and Torres Strait Islander Studies, 144  
Australian Institute for Teaching and School Leadership, 10, 46, 47, 228  
Australian JobSearch, 95  
Australian National Audit Office (ANAO), 150, 162  
Australian National University, 62, 228  
Australian Public Service Commission, 124, 130, 151, 152, 209, 210, 212, 223, 246  
    State of the Service Report, 264  
Australian Qualifications Framework, 57, 75, 85  
Australian Quality Training Framework, 57  
Australian Skills Quality Authority, 56, 57, 151, 285  
Australian Standard Geographical Classification, 68  
Australian Universities Quality Agency, 62, 194  
*Australian vocational education and training statistics: students and courses 2010*, 71  
Australian Youth Forum, 48  
Austudy, 51, 67, 69, 70, 86, 99, 108, 293  
Autism Spectrum Disorder, 34  
awards, 35, 58, 60, 79, 129, 142, 286  
    Endeavour, 79, 84, 285  
    Prime Minister’s Australia Asia, 79  
Ayres, Mr Russell, 142

### B

Baird, Mr Bruce AM, 56, 57, 83  
Barcaldine State School, 38  
Barker, Ian, 11  
Batchelor Institute of Indigenous Tertiary Education, 61, 62  
BER, see Building the Education Revolution  
Beyond Billabong, 145  
bilateral agreements, 46, 47  
Blackall State School, 38  
Boediono, Prof Dr, 83  
Bradley, Professor Denise, 82  
Bradley Review see Review of Australian Higher Education  
Brahim, Mr Kevin, 144, 145  
Buduls, Ms Anna, 91  
Building Australia’s Future Workforce, 3, 5, 92, 108, 135, 136, 137

Building the Education Revolution, 27, 43, 291  
    Implementation Taskforce, 27  
    National School Pride Program, 43, 45  
    Primary Schools for the 21st Century, 43, 44, 45, 163  
    Science and Language Centres for 21st Century Secondary Schools, 43, 44

### C

Capital Development Pool, 63  
Canada, 82  
Career Employment Australia, 35  
Carter, Rebecca, 13  
Central Queensland University, 60  
Centre for Social Impact, 59  
Centrelink, 13, 21, 23, 50, 51, 59, 80, 85–7, 93, 96, 99, 102, 111–2, 115, 135–6, 159, 161, 162, 193  
CGS, see Commonwealth Grant Scheme  
Chapman, Shona, 144  
Charles Darwin University, 60, 61  
Child Care Access Hotline, 17, 18  
Child Care Benefit, 20, 21, 23, 290  
Child Care Fee Assistance (Program 1.2), 21  
Child Care Rebate, 17, 21, 22, 290  
Child care services support, 20, 290  
Children and Family Centres, 3, 16, 18, 19  
*Children (Education and Care Services National Law Application) Act 2010*, 17  
China, 36, 81, 82, 98  
Ching Yee, Mrs Tan, 82  
Civics and Citizenship education, 34, 35  
Closing the Gap, 3, 26, 41, 91, 92, 103, 104, 137, 144, 148, 153, 159, 271  
COAG, see Council of Australian Governments  
*Coal Mining Industry (Long Service Leave Funding) Act 1992*, 119, 245  
collective agreement, 124, 126  
    DEEWR, 156, 157  
Collins, Senator the Hon Jacinta, 2, 10, 11, 12  
Comcare, 10, 112, 119, 128, 151, 158, 193, 225, 228, 231  
Commonwealth Disability Strategy, 264  
*Commonwealth Fraud Control Guidelines 2011*, 150  
Commonwealth Grant Scheme (CGS), 58, 63, 293  
    Enabling loading, 58, 63  
    Medical student loading, 58, 63  
    Regional loading, 58, 63  
    Transitional loading, 58, 63  
Commonwealth Ombudsman, 84, 131, 161, 266  
    *Talking in Language: Indigenous language interpreters and government communication*, 134, 161  
Commonwealth Procurement Guidelines, 104, 160, 265  
Commonwealth Register of Institutions and Courses for Overseas Students, 84  
Commonwealth Scholarships Program, 59  
    Indigenous Access Scholarship, 59  
    Indigenous Commonwealth Accommodation Scholarships, 59

Indigenous Commonwealth  
 Education Costs Scholarships, 59  
 Relocation Scholarships, 59  
 Student Start-up Scholarships, 59  
 Commonwealth supported places, 58, 66  
 Community Development Employment  
 Projects, 104, 110  
 Community Sector Wages Group, 127  
 Community Work Placements—Green  
 Army, 103  
 Compact  
   with Communities, 90  
   with Retrenched Workers, 90, 92  
   with Young Australians, 92  
 Compensation payments (Program 4.5),  
 112–3, 296  
   *Asbestos-related Claims  
 (Management of Commonwealth  
 Liabilities) Act 2005*, 112, 246  
   *Safety, Rehabilitation and  
 Compensation Act 1988*, 158, 246,  
 289  
 consultants and consultancy services, 287  
 corporate governance, 149  
 Council of Australian Governments  
 (COAG), 135, 159, 193, 294  
   early childhood education and child  
   care, 16, 17, 20, 274  
   employment, 104, 286  
   international, 78,  
   International Students Strategy for  
   Australia, 56, 57, 78  
   Reform Council, 40, 42, 46, 276  
   schools, 31, 37, 49, 276  
   tertiary, 67  
   vocational education and training,  
   70, 71  
 Cresswell, Ms Ara, 145  
 Critical Skills Investment Fund, 55, 77,  
 134, 268, 294  
 Crothers, Stone, 12  
 Curran, Mr Boyd, 145  
 Curtin University, 61  
 Customer service, 113  
   Employment Services Code of  
   Practice, 113  
   Employment Services Information  
   Line, 113  
   statistics (employment services), 113  
 Cyclone Yasi Wage Assistance, 102

## D

data matching, 87, 112  
 Dato' Sri Anifah Aman, the Hon, 82  
 DASA, *see* Diversity and Structural  
 Adjustment Fund  
 DEEWR Implementation Steering  
 Committee, 149  
 DEEWR Indigenous Business Procurement  
 Policy, 160  
 DEEWR Strategic Plan 2008–2011, 148,  
 264  
 DEEWR Service Charter, 151, 266  
 DEEWR's commitment to reconciliation,  
 141  
 Defence Force Remuneration Tribunal,  
 130  
 Departmental outputs, 23, 51, 85, 87,  
 114–5, 130–1  
 Department of Broadband,  
 Communications and the Digital  
 Economy, 39  
 Department of Families, Housing,  
 Community Services and Indigenous

Affairs (FaHCSIA), 34, 94, 118, 127, 135,  
 158, 161  
 Department of Finance and Deregulation,  
 187, 192  
 Department of Health and Ageing, 34,  
 135  
 Department of Human Services (DHS), 23,  
 51, 85, 86, 94, 111, 112, 161, 211, 212  
 Department of Immigration and  
 Citizenship, 87, 112, 134, 161  
 Department of Innovation, Industry,  
 Science and Research, 60, 61, 247  
 Department of Sustainability,  
 Environment, Water, Population and  
 Communities, 267  
 Department of the Treasury, 31, 193  
 DES, *see* Disability Employment Services  
 DHS, *see* Department of Human Services  
 Digital Education Revolution (Program  
 2.5), 27, 39, 291  
   National Broadband Network, 39,  
   163  
   National Secondary School Student  
   Computer Fund, 39, 162  
 disability, 93, 95, 106, 107, 264, 265, 276  
   children with, 21, 271, 275, 276  
   employees, 264, 265  
   job seekers with, 138, 279  
   people with, 4, 76, 90, 91, 92, 93, 94,  
   96, 97, 102, 106, 107, 108, 109, 134,  
   264, 265, 266, 271, 272, 279  
   students with, 5, 33, 59, 134, 265  
 Disability Discrimination Act 1992, 134,  
 265  
 Disability employment services (Program  
 4.3), 106, 295  
   Disability Employment Services (DES),  
   90, 106, 107, 113, 114, 139, 266, 272,  
   279, 295  
   Employment assistance and other  
   services, 107  
 Disability initiatives in DEEWR, 264  
   Accessibility of information, 265  
   Consulting, 265  
   DEEWR *Disability Employment Plan  
 2009–2012*, 264  
   Reasonable Adjustment Policy, 265  
   Disability Champion, 264, 265  
   Disability Employee Network, 264  
   Disability Employment Committee,  
   264  
   Grievance mechanisms, 266  
   International Day of People with  
   Disability, 265  
 Disability Services Act 1986, 106  
 Disability Standards for Education, 134  
 Disability Support Pension, 93, 98, 99, 108  
 disasters, 2, 5, 74, 75, 86, 91, 100, 102,  
 112  
   Cyclone Yasi Wage Assistance, 102  
   New Zealand, 100  
   Japan, 100  
   Support for individuals and  
   communities affected by natural  
   disasters, 102  
   Queensland, 73, 125  
   Queensland Natural Disasters Jobs  
   and Skills Package, 4, 12, 91, 103  
 Disney, Prof Julian AO, 91  
 Diversity and Structural Adjustment Fund  
 (DASA), 60–1  
 Drakeford, Ms Carla, 68

## E

Early childhood education (Program 1.3),  
 2, 19, 20, 22, 65, 78, 83, 139, 158, 273,  
 290  
 Early learning and care centres, 20  
 Early Years Learning Framework, 17, 18  
 EAS, *see* East Asia Summit  
 East Asia Summit (EAS), 81, 82  
   Education Ministers Meeting, 81  
   Leaders Meeting, 81  
   Senior Education Officials Taskforce,  
   81  
 Ecologically sustainable development,  
 267–8  
   *ICT Sustainability Plan 2010–2015*,  
   267  
   energy efficiency, 267  
   *Environment Protection and  
 Biodiversity Conversation Act 1999*,  
   267  
   water, 267  
   waste, 267  
 Economic analysis, 136  
 economic conditions, 92, 100  
 Edith Cowan University, 61  
 Education and Care Services National  
 Law, 17, 18  
   *Education and Care Services National  
 Law Act 2010*, 16, 17  
 Education infrastructure (Program 2.7),  
 43, 291  
   Building the Education Revolution,  
   27, 43, 291  
   BER Implementation Taskforce  
   recommendations, 43  
   Nation Building—Economic Stimulus  
   Plan, 43  
   National School Pride Program, 43,  
   45  
   Program assurance, 44  
   Primary Schools for the 21st Century,  
   43, 44, 45, 163  
   Science and Language Centres for  
   21st Century Secondary Schools, 43,  
   44  
 Education Investment Fund (EIF), 61, 63,  
 222, 251, 293, 294  
 Education Services Australia, 36, 47  
   National Projects Element, 36  
 Education Services for Overseas Students  
 (ESOS), 57, 83, 84  
 Education Services for Overseas Students  
 Act 2000, 55, 56, 78, 83, 84  
 Educators' Guide to the Early Years  
 Learning Framework, 18  
 EIF, *see* Education Investment Fund  
 Employee assistance (Program 5.1), 119,  
 296  
   *Coal Mining Industry (Long Service  
 Leave Funding) Act 1992*, 119, 296  
   General Employee Entitlements and  
   Redundancy Scheme, 119, 296  
 Employer Broker Program, 93  
 Employer Incentives Scheme, 106  
   Supported Wage System, 106, 107  
   Wage Subsidy Scheme, 106, 107  
   Employment Assistance Fund, 106  
   National Disability Recruitment  
   Coordinator, 106, 107  
   JobAccess service, 106  
 Employment services (Program 4.1), 3,  
 90, 91, 92, 93, 96, 97, 98, 103, 113, 138,  
 271, 272, 279, 285  
   Australian JobSearch, 95

- Employment initiatives in remote Australia, 96  
Golden Gurus program, 96, 139  
Harvest Labour Services, 94  
Job Services Australia, 4, 90, 92, 93, 95, 97, 98, 103, 114, 193, 272, 279, 295  
Job Capacity Assessment, 93–4, 211, 212  
Jobs Fund, 4, 90, 92, 94, 295  
New Enterprise Incentive Scheme, 11, 94, 96, 114  
Productive Ageing Package, 91, 95, 96, 295  
Support for individuals and communities affected by natural disasters, 102  
employment service providers, 4, 93, 108  
Endeavour Awards, 79, 84, 285  
Engagement with international organisations, 137  
    Organisation for Economic Co-operation and Development, 137  
    World Association of Public Employment Services, 137  
English Language Intensive Courses for Overseas Students (ELICOS), 84, 85  
enrolments, 2, 63, 64, 65, 273  
    international student, 84, 85  
    preschool, 22  
    postgraduate, 64  
    school, 30  
    student, 30, 31, 32, 38, 59, 84  
    undergraduate, 55, 58, 64, 68  
Enterprise Based Productivity Places Program, 3, 56, 74  
ESOS, *see* Education Services for Overseas Students  
*ESOS Legislation Amendment Act 2011*, 83  
Establishment Assistance, 20, 286  
Evans, Senator the Hon Chris, 2, 12, 14, 61, 68, 76, 81, 82, 83, 129  
Evans, Trish, 13  
Executive Meeting, 148  
Experience+, 95  
External scrutiny and liaison, 161  
    Judicial decisions and decisions of administrative tribunals, 161  
    Parliamentary committee inquiries, 162–3  
    Reports by the Auditor-General, 162  
    Reports on the operations of the department by the Commonwealth Ombudsman, 161
- F**
- FaHCSIA, *see* Department of Families, Housing, Community Services and Indigenous Affairs  
*Fair Work Act 2009*, 4, 118, 121, 123, 126, 127, 128, 130, 283  
Fair Work Australia, 10, 118, 125, 126, 127, 129, 283  
Fair Work framework, 4, 119, 128  
Fair Work Ombudsman, 10, 151  
Fair Work Principles, 120, 121  
    Cleaning Consultative Group, 120  
Family Centred Employment Project, 135, 136, 137, 139  
family day care, 20  
Fanning, Ms Katrina, 144  
Fary, Mr Geoff, 129  
FEE-HELP, 66, 67
- Financial management, 149, 150, 159  
    Asset management, 160  
    Consultancies, 160, 161, 181, 286, 287  
    Discretionary grants, 161  
    Exempt contracts, 161  
    Financial performance, 159  
    Purchasing, 160  
*Financial Management and Accountability Act 1997*, 150, 160, 184, 242, 243, 250, 251, 252, 253, 254  
Flexible Funding Pool, 103  
FOI, *see* Freedom of information  
Framework for Open Learning, 291  
Framework for School Age Care, 17, 18, 287  
fraud control, 149, 150  
free trade agreement, 80, 123  
freedom of information (FOI), 269  
    Access to documents, 270  
    Arrangements for outside participation, 269  
    Australian Information Commissioner, 269  
    Categories of documents held by the department, 269  
    *Freedom of Information Act 1982*, 269–70  
    Organisation and functions and powers of the department, 269  
Fresh Ideas for Work and Family Grants program, 118, 121, 122  
    Redstick Strategic Communications, 122  
full-time, 2, 16, 20, 68, 95, 109, 125, 153, 155  
    education, 50, 67, 273, 276  
    employment, 37, 63, 64, 65, 100  
    equivalents, 63, 64, 102  
    long day care, 22  
    students, 30, 31, 32, 37, 56, 60, 64, 66, 67, 273  
Furlani, Joe, 11  
Furness, Ryan, 12
- G**
- Garrett, the Hon Peter AM MP, 2, 12, 19, 35, 36, 47  
GEERS, *see* General Employee Entitlements and Redundancy Scheme  
General Employee Entitlements and Redundancy Scheme (GEERS), 4, 119–20, 131, 222, 234, 296  
    Fletchers' Freighters, 120  
Geospatial and regional performance monitoring, 136  
    Australian Statistical Geography Standard, 136  
    online spatial analysis platform, 136  
Gillard, Prime Minister the Hon Julia MP, 3, 4, 14, 47, 61, 82  
global recession, 54, 75, 90, 92  
Golden Gurus Program, 96, 139  
Gonski, David AC, 3, 26  
Governance, 148, 153  
    Committees, 148, 149, 152  
    Executive Meeting, 148  
Government (schooling), 3, 26, 27, 28, 30, 31, 34, 35, 36, 37, 39, 40, 42, 43, 46, 47, 291  
Government schools national support (Program 2.1), 31  
    Government Schools Specific Purpose Payment, 31
- Intergovernmental Agreement on Federal Financial Relations, 31  
Grant, Peter PSM, 91  
Great Forest Australia, 268  
Group of Eight Universities, 80  
Group Training in the Trades Program, 74, 77  
group training organisations, 76, 77  
Guiren, Professor Yuan, 81
- H**
- Hackett, Professor Jeanette, 61  
Harding, Professor Sandra, 68  
Harvest Labour Services, 94  
    National Harvest Labour Information Service, 94  
health and safety, *see* occupational health and safety  
HECS, *see* Higher Education Contribution Scheme  
HELP, *see* Higher Education Loan Program  
Helping Children with Autism package, 34  
Higher education equity programs, 58  
    Centre for Social Impact, 59  
    Higher Education Participation and Partnership Program, 58  
    Higher Education Disability Support Program, 59  
Higher Education Loan Program (HELP) (Program 3.2), 55, 57, 65, 184, 185, 192, 254, 284, 293  
    FEE-HELP, 66, 67, 192  
    HECS-HELP, 65, 66, 67, 192, 226, 235, 236, 237, 238, 239, 241  
    OS-HELP, 66, 192  
    SA-HELP, 66–7  
    VET FEE-HELP, 66, 67, 192, 284  
Higher Education Student Statistical Collection, 59  
Higher Education Support (Program 3.1), 57  
    Commonwealth Grant Scheme, 58, 63, 293  
    Commonwealth Scholarships Program, 59, 63  
    Diversity and Structural Adjustment Fund, 60  
    Education Investment Fund, 61, 63  
    Regional loading, 58  
    Higher Education Base Funding Review, 62  
    Higher education equity programs, 58, 63  
    Indigenous Support Program, 59  
    National institutes, 62  
    Structural Adjustment Fund, 61, 63  
    Superannuation Program, 62  
    Tertiary Education and Quality Standards Agency, 62  
*Higher Education Support Act 2003*, 57, 62, 181, 192, 245, 254, 289, 293  
Home Insulation Program, 91  
Home Interaction Program for Parents and Youngsters, 3, 12, 17  
homelessness, 4, 91, 134, 137, 271  
    Homelessness Delivery Review Board, 134  
    Prime Minister's Council on Homelessness, 134  
Homeworkers Code of Practice program, 122  
    Council of Textile Fashion Industries of Australia, 122  
    Ethical Clothing Australia, 122

Homeworkers Code Committee  
Incorporated, 122  
Hosking, Mr Peter, 268

## I

IEP, *see* Indigenous Employment Program  
IHEAC, *see* Indigenous Higher Education  
Advisory Council  
ILO, *see* International Labour  
Organization  
Improving School Enrolment and  
Attendance through Welfare Reform  
Measure (SEAM), 135–6, 139  
Incentives for Higher Technical Skills  
program, 76  
income support, 47, 50, 55, 56, 59, 67, 68,  
69, 86, 87, 90, 91, 93, 94, 97, 98, 99, 100,  
107, 108, 109, 110, 111, 112, 134, 135,  
136, 139, 193, 245  
Independent Review of the Job Seeker  
Compliance Framework, 91  
India, 80, 83, 98  
Indigenous Australian Government  
Development Program, 153  
Indigenous Capital Assistance Scheme,  
103  
Indigenous Commonwealth Education  
Costs Scholarships, 59  
Indigenous Coordination Centres, 158  
Indigenous Economic Participation  
National Partnership Agreement, 104  
Indigenous employment (Program 4.2),  
103  
    Indigenous Capital Assistance  
    Scheme, 103  
    Indigenous Economic Participation  
    National Partnership Agreement, 104  
    Indigenous Employment Exchange  
    Forum, 104  
    Indigenous Employment Program, 11,  
    72, 90, 92, 103, 105, 145, 295  
    Indigenous Opportunities Policy, 104  
    Indigenous Youth Careers Pathways  
    Program, 12, 104  
Indigenous Funding Guarantee, 32  
Indigenous Higher Education Advisory  
Council (IHEAC), 60, 293  
    Aboriginal and Torres Strait Islander  
    Researcher Network, 60  
    Universities Australia Indigenous  
    Cultural Competency in Australian  
    Universities Project, 60  
    Indigenous Elders and Leaders  
    Awards, 60  
    Indigenous Staff Scholarships, 60  
    National Indigenous Higher  
    Education Workforce Strategy, 60  
    Neville Bonner Memorial Scholarship,  
    60  
    Review of Higher Education Access  
    and Outcomes for Aboriginal and  
    Torres Strait Islander People, 56, 60  
Indigenous Supplementary Assistance  
program, 32  
Indigenous Support Program, 59, 63, 293  
    National Aboriginal and Torres Strait  
    Islander Education Policy, 59  
Indigenous Youth Careers Pathways  
Program, 12, 104  
Indigenous Youth Leadership Program,  
12, 34, 35, 37, 285  
    Partnership Brokers, 36  
    Cape York Institute for Policy and  
    Leadership, 36

Catholic Education Office Diocese of  
Townsville, 36  
Dubbo College Senior Campus, 36  
MADALAH Limited, 36  
MADEC Australia, 36  
Presbyterian Ladies' College Perth, 36  
The Smith Family, 36  
Yalari Limited, 36  
Indigenous Youth Mobility Program, 34,  
35, 37, 146  
    Aboriginal Hostels, 35  
    AUSWIDE Projects, 35  
    Career Employment Australia, 35  
    Goulburn Ovens Institute of TAFE, 35  
    Nyaarla Projects, 35  
    Yarnteen, 35  
Indonesia, 36, 80, 81, 83, 123  
industrial dispute, 125–6  
    *Industrial Disputes (ABS)*, 125–6  
    working days lost, 125–6  
information and communication  
technology (ICT), 151, 267  
Information technology management,  
151  
    services for other agencies, 151  
Innovation Fund, 93, 137  
Insulation Workers Adjustment Package,  
91  
Intergovernmental Agreement for a  
National Licensing System for Specified  
Occupations, 55  
Intergovernmental Agreement for  
Regulatory and Operational Reform in  
Occupational Health and Safety, 118  
Internal audit, 149–50  
    Audit Committee, 150  
    *Auditor-General Act 1997*, 150  
International education and training  
(Program 3.6), 78, 84, 209, 294  
    Increasing the Profile of Australia's  
    International Education Sector  
    Program, 78  
    International scholarships, 79, 84  
    Mobility programs, 78, 79, 84  
    Professional Services Development  
    Program, 78, 84  
    Regional Links Program, 78  
International Labour Organization (ILO),  
119, 123, 126, 130, 163, 280–2  
    Australia and ILO Partnership  
    Agreement 2010–2015, 123  
    International Labour Affairs  
    Committee, 280–1  
    International labour standards and  
    priority conventions, 123  
IP Australia, 151

## J

James, Natalie, 13  
Japan, 36, 80, 81, 82, 100  
JETCCFA, *see* Jobs Education and Training  
Child Care Fee Assistance  
Job and Skills Development Officers, 103  
Job Capacity Assessment, 93, 211, 212,  
295  
Job Network, 92  
job placements, 92, 97, 107  
Job Services Australia (JSA), 4, 90, 92, 95,  
97, 98, 103, 114, 193, 272, 279, 295  
    Employer Broker Program, 93  
    Employment Services, 93  
    Innovation Fund, 93  
Jobs and Training Compact, 90, 94, 109,  
114, 139

Jobs Education and Training Child Care  
Fee Assistance (JETCCFA), 20  
Jobs Fund, 4, 90, 92, 94, 295  
Jones, Dr Chris, 68  
*JSA*, *see* Job Services Australia

## K

Karen Sheldon Hospitality (NT), 105  
Keep Australia Working Jobs and Skills  
Expos, 91  
Korea, 36, 80, 82  
Kovacic, Mr John, 264–5

## L

labour force participation rate, 98–9, 272  
labour market, 2, 60, 63, 77, 80, 90, 91,  
95, 97, 98, 100, 107, 108, 110, 114, 139,  
223, 224  
    conditions, 100–1  
Language, Literacy and Numeracy  
Program (LLNP), 56, 72, 75, 77, 85, 86,  
109  
Language, Literacy and Numeracy  
Practitioner Scholarships, 76, 285  
Lee Dow, Prof Kwong AM, 55, 68  
literacy and numeracy, 28, 31, 33, 40, 41,  
42, 45, 46, 54, 71, 72, 75, 139, 276, 284,  
294  
    *2010 National Assessment  
    Program—Civics and Citizenship  
    Years 6 and 10 Report*, 29  
    2011 Progress in International  
    Reading Literacy Study, 30  
    National Assessment Program, 26,  
    28–30, 41, 42, 227, 278  
    National Partnership, 40, 41, 42, 45,  
    138, 272, 276  
    International assessments, 28, 30  
    Programme for International Student  
    Assessment, 30, 137, 287  
    Progress in International Reading  
    Literacy Study, 30  
    *National Assessment Program—  
    Science Literacy Year 6 Report 2009*,  
    29  
    Trends in International Mathematics  
    and Science Study, 30  
Literacy, Numeracy and Special Learning  
Needs program, 33  
LLNP, *see* Language, Literacy and  
Numeracy Program  
Local Employment Coordinators, 90, 92  
long-term unemployed, 97, 100, 102, 138,  
271–2  
Longreach School of Distance Education,  
38  
Longreach State High School, 38

## M

MacNeill, Mr Felix, 268  
Malaysia, 80, 82  
Managing our business, 148  
Manthorpe, Mr Michael, 144  
Maric, Ms Mladjenka, 144  
Maroochydore State School, 41  
Marshall, Ms Helen, 129  
mature-age, 91, 95, 96, 109, 139  
McGregor, Ms Elizabeth, 68  
McPherson, Justin, 12  
mental health, 48, 134, 163  
Michel, Elissa, 13  
Milton, Mr Michael, 265

Ministerial Council for Education, Early Childhood Development and Youth Affairs, 2, 18, 27, 28, 39, 41, 228, 274  
Ministerial Council for Tertiary Education and Employment, 39  
Mobility Allowance, 108, 295  
Muhammad Nuh, Prof. Dr, 83  
Murdoch, Rebecca, 11  
mychild.gov.au, 17, 18  
*My School 2.0*, 26, 27

## N

Najib Tun Razak, Prime Minister, 82  
NAPLAN, 26, 28–9, 41, 42, 51, 163, 277, 278  
National Aborigines and Islanders Day Observance Committee (NAIDOC) Week, 144  
National Action Plan on Literacy and Numeracy (Program 2.6), 40, 291  
    Literacy and Numeracy pilots, 40  
National Agreement for Skills and Workforce Development, 70, 71, 72  
National Asian Languages and Studies in Schools program, 36  
    Becoming Asia Literate: Grants to Schools, 36  
    Strategic Collaboration and Partnership Fund, 36  
National Assessment Program—Literacy and Numeracy, *see* NAPLAN  
National Broadband Network, 39, 163  
    National Broadband Network Co Ltd, 39  
National Centre for Vocational Education Research (NCVER), 71, 73, 287, 294  
National Childcare Accreditation Council, 17  
National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2007, 83  
National Conversation with Principals, 47  
National Disability Coordination Officers (NDCO) Program, 76, 77  
National Early Childhood Development Strategy, 17  
National Education Agreement, 31, 45  
National Green Jobs Corps, 103, 268, 295  
    Supplement, 109  
National History Challenge, 35  
National Mental Health and Disability Employment Strategy, 137  
National Mental Health Reforms, 134  
National Occupational Licensing Authority, 56  
National Office of Overseas Skills Recognition, 83  
National Partnership  
    Agreement for the Productivity Places Program, 71  
    Agreement on Literacy and Numeracy, 40, 41, 42, 45, 138, 272, 276  
    Agreement on Early Childhood Education, 17, 22, 273, 274  
    Agreement on Indigenous Early Childhood Development, 3, 16, 17, 18, 19, 137  
    Indigenous Economic Participation, 104  
    on Youth Attainment and Transitions, 27, 48, 49

Smarter Schools—Low Socio-economic Status School Communities, 27, 41, 45, 137, 292  
Smarter Schools—Improving Teacher Quality, 27, 46, 292  
National Professional Standards for Teachers, 27, 46  
National Quality Framework, 16, 17, 20  
    for Early Childhood Education and Care, 16  
National Reconciliation Week, 13, 145  
National Resources Sector Employment Taskforce, 76  
    National Resources Sector Workforce Strategy, 76, 134  
    *Resourcing the future*, 76  
National School Chaplaincy Program, 34, 36, 291  
National School Pride Program, 43, 45  
National Schools Constitutional Convention, 35  
National Secondary School Student Computer Fund, 39, 162  
National Standards for Group Training Organisations, 76  
*National Vocational Education and Training Regulator*, 3, 163  
*National Vocational Education and Training Regulator Act 2011*, 62  
National Workplace Education program, 118, 121  
    Australian Council of Trade Unions, 121  
    Union Education Foundation, 121  
National Workplace Relations Consultative Council, 280  
NCVER, *see* National Centre for Vocational Education Research  
NDCO, *see* National Disability Coordination Officers Program  
New Enterprise Incentive Scheme, 11, 94, 96, 114  
Newstart Allowance, 99, 107, 108, 109, 110, 111, 295  
Non-government (schooling), 26, 28, 30, 31, 32–3, 34, 35, 36, 37, 39, 40, 43, 45, 276  
Non-government schools national support (Program 2.2), 32  
    Capital Grants—Non-government, 32  
    Country Areas Program, 33  
    English as a Second Language—New Arrivals—Non-government, 33  
    Literacy, Numeracy and Special Learning Needs Program, 33  
    Recurrent Grants—Non-government, 32  
    School Languages Program, 33  
    Short Term Emergency Assistance—Non-government, 32  
Norman, Lara, 13  
Northern Territory, 33, 37, 41, 82, 105, 121, 128, 135–6  
Northern Territory Emergency Response, 75  
Not-for-profit sector reforms, 137  
    Not-for-Profit Sector Reform Council, 137  
    Office for the Not-for-Profit Sector, 137  
    Productivity Commission, 137

## O

Occupational health and safety (OHS), 118, 119, 128, 129–30, 157–8, 211  
    Health, Safety and Wellbeing Strategy 2010–2012, 157  
    investigations, 158  
    reporting, 158  
    Wellbeing Officer Network, 157  
*Occupational Licensing National Law Act 2010*, 56  
OECD, *see* Organisation for Economic Co-operation and Development  
Office for Youth, 27, 48  
    Australian Clearinghouse for Youth Studies, 48  
    Australian Youth Affairs Coalition, 48  
    Australian Youth Forum, 48  
    Longitudinal Surveys of Australian Youth, 48, 284, 286  
    National Youth Week, 48, 285  
    Young Australian of the Year Award, 48  
    youth centres, 48  
    Youth Engagement Steering Committee, 48  
Office of Early Childhood Education and Child Care, 144, 148  
Office of the Federal Safety Commissioner, 119, 129, 131  
OFSC, *see* Office of the Federal Safety Commissioner  
OHS, *see* occupational health and safety  
Olive, Mr Mark, 144  
Open Universities Australia, 66  
Organisation for Economic Co-operation and Development (OECD), 30, 90, 98, 137, 287  
    Centre for Educational Research and Innovation, 137  
    Cooperative Action Programme on Local Economic and Employment Development, 137  
    Education Policy Committee, 137  
    Employment, Labour and Social Affairs Committee, 137  
    Programme for International Student Assessment, 137  
    Programme for the International Assessment of Adult Competencies, 137  
    Teacher and Learning International Survey, 137  
O'Sullivan, Catherine, 13  
OS-HELP, 66, 192  
Our people, 151  
    Employment agreements, 156  
    Ethical standards, 151  
    Hypothetical events, 151  
    Occupational health and safety, 157  
    Performance management systems, 154  
    Recruitment, 153  
    Remuneration and conditions of employment, 156  
    Strategic people management and people capability, 152  
    Workforce profile, 154  
Outback Hospitality Trade Training Centre, 38  
Overseas Students Ombudsman, 57  
Oxford University, 146

## P

Paid Parental Leave scheme, 118, 119, 127  
Parental Income Test, 50, 68, 69  
Parenting Payment, 98, 99, 108, 109, 110, 111, 295  
Parliament and Civics Education Rebate, 34  
Parliamentarians' and judicial office holders' remuneration and entitlements (Program 5.3), 124, 296  
parliamentary committee inquiries, 162–3  
Partner Allowance, 99, 109, 295  
Paul, Lisa AO PSM, 5, 81  
Pensioner Education Supplement, 109, 295  
Personal Support Program, 91, 93  
People and Leadership Committee, 152  
people with disability, *see* disability, people with  
Phillips, Aunty Jannette, 144  
Post-Program Monitoring survey, 98, 113, 115  
Prakash, Professor Ved, 83  
Primary Schools for the 21st Century, 43, 44, 45, 163  
Prime Ministers Australia Asia Awards, 79  
Productive Ageing Package, 91, 95, 96, 295  
    Experience+, 95  
productivity, 2, 3, 5, 31, 47, 54, 55, 57, 63, 71, 74, 90, 92, 106, 118, 121, 124, 125, 126, 130, 134, 136, 159, 283  
Productivity Places Program, 72, 74, 77  
    Enterprise Based, 3, 74  
    National Partnership Agreement for the, 71  
Professional Services Development Program, 78, 84  
Protected Action Ballots Scheme, 123, 296  
*Public Service Act 1999*, 151, 156, 254

## Q

Quality Initiatives, 293  
quality teachers, 46  
Queensland Natural Disasters Jobs and Skills Package, 4, 12, 91, 103

## R

Ralston, Prins, 11  
Ramingining School, 41  
Random Sample Survey Program, 86, 111  
RAP, *see* Reconciliation Action Plan  
Reconciliation Action Plan (RAP), 142, 144, 145, 148  
    communications, 142  
    DEEWR Reconciliation Action Plan 2011–2014, 146  
    RAP Implementation Sub-committee, 142  
Reconciliation Australia, 142, 145  
Recruitment, 153  
    Aboriginal and Torres Strait Islander recruitment, 153  
    Entry-level programs, 153  
    Identified Positions Policy, 154  
Recurrent Grants, 32  
Regional Links Program, 78  
*Remuneration and Allowances Act 1990*, 124, 212, 223, 245, 246, 289, 296

Remuneration and conditions of employment, 156  
    DEEWR Collective Agreement 2009–2011, 156, 157  
    Performance pay, 157  
    Salary arrangements and non-salary benefits, 156  
Remuneration Tribunal, 124, 128, 130, 210, 212, 223, 246, 296  
*Remuneration Tribunal Act 1973*, 124  
*Report on government services 2011*, 22, 274, 276  
research and evaluation, 114, 139, 269  
Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People, 56, 60  
Review of Australian Higher Education (Bradley Review), 55, 57, 59, 62, 68  
    Review of Base Funding, 55, 62  
Richards, Ms Rebecca, 146  
risk management, 55, 78, 83, 84, 148, 149, 193  
    framework, 149  
    Risk Management Benchmarking Survey, 149  
Rural and Regional Taskforce, 55, 68  
Rural Tertiary Hardship Fund, 55, 68, 69

## S

SA-HELP, 66–7  
Safe Work Australia, 4, 130, 151, 211, 250  
*Safety, Rehabilitation and Compensation Act 1988*, 128, 158, 246, 289  
Sarra, Dr Chris, 145  
Saunders, Sue, 142  
School Languages Program, 33  
*Schools Assistance Act 2008*, 32, 33, 181, 245, 289, 291  
School student assistance (Program 2.11), 50, 292  
    ABSTUDY—Secondary, 50–1  
    Assistance for Isolated Children scheme, 50–1  
    Youth Allowance—Secondary, 50–1  
Schools support (Program 2.3), 34, 291  
    Asia Education Foundation, 35  
    Civics and Citizenship Education, 34, 35  
    Helping Children with Autism Package, 34  
    Indigenous Youth Leadership Program, 34, 35  
    Indigenous Youth Mobility Program, 34, 35  
    National Asian Languages and Studies in Schools Program, 35  
    National School Chaplaincy Program, 34, 35  
    Parliament and Civics Education Rebate, 34  
    Positive Partnerships, 34  
    Sporting Chance Program, 34, 35  
Science and Language Centres for 21st Century Schools, 43, 44  
SEAM, *see* Improving School Enrolment and Attendance through Welfare Reform Measure  
SEAMEO *see* Southeast Asian Ministers of Education Organization  
Shaddock, Emeritus Professor Mr Tony, 265  
Sickness Allowance, 99, 108, 295  
Simpson Prize, 35  
Singapore, 80, 82  
Skills for Sustainable Growth package, 71  
    Apprentice Kickstart, 71  
Smarter Schools, 27, 41, 45, 46, 292  
    Improving Teacher Quality, 27, 46, 292  
    Literacy and Numeracy, 27, 41  
    Low Socio-Economic Status School Communities, 27, 45, 292  
    National Partnerships, 41  
Smarter Schools—Low Socio-economic Status School Communities National Partnership (Program 2.8), 45  
    National Education Agreement, 45  
Smarter Schools—Improving Teacher Quality National Partnership (Program 2.9), 46  
    Australian Institute for Teaching and School Leadership, 46  
    National Conversation with Principals, 47  
    National Professional Standards for Teachers, 27, 46  
    reward funding, 41, 46  
    Teach for Australia initiative, 46  
Social inclusion, 2, 16, 31, 47, 57, 92, 134, 137, 264  
    Australian Social Inclusion Board, 137  
    National Social Inclusion Statement, 137  
    measurement framework, 137–8, 271–9  
Social innovation, 134, 138  
    Social Enterprise Development and Investment Fund, 138  
Social policy, 91, 134  
    Research Services Agreement, 139  
    initiatives for disadvantaged groups, 134  
    policy trials, 135  
*Social Security Act 1991*, 192, 254, 293  
Southeast Asian Ministers of Education Organization (SEAMEO), 81  
    Council Conference, 81  
    SEAMEO—Australia Press Award, 81  
Southern Youth and Family Services, 49  
Sporting Chance Program, 36  
    School-based sports academies, 36  
    Education Engagement Strategies, 36  
State network, 158  
Strategic Collaboration and Partnership Fund, 36  
Structural Adjustment Fund, 61, 63  
Supplementary payments, 109  
    Approved Program of Work Supplement, 110  
    Community Development Employment Projects Participant Supplement, 110  
    Education Entry Payment, 110  
    Language, Literacy and Numeracy Supplement, 110  
    National Green Jobs Corps Supplement, 110  
    Pensioner Education Supplement, 110, 295  
    Training Supplement, 110  
    Utilities Allowance, 110, 295  
Support for individuals and communities affected by natural disasters, 102  
    Cyclone Yasi Wage Assistance, 102  
    Queensland Natural Disasters Jobs and Skills Package, 4, 12, 91, 103  
Support for the child care system (Program 1.1), 19, 20, 290

Supported Wage System, 106, 107  
Sustainability Assistance, 20

## T

TAFE, 68, 70  
TAFE Directors Australia, 80  
Teach for Australia initiative, 46–7  
    Australian Council for Educational Research, 47  
    Phase 1 Summary Evaluation Report, 47  
Teaching and Learning Capital Fund, 56  
Teenage parents and jobless families, 135, 136  
Teng, Mr Chua, 82  
TEQSA, *see* Tertiary Education Quality and Standards Agency  
Tertiary Education Quality and Standards Agency (TEQSA), 3, 55, 56, 57, 62, 82, 151, 163, 194, 293  
Tertiary student assistance (Program 3.3), 67–70  
    ABSTUDY, 67–70  
    Austudy, 67–70  
    Relocation Scholarship, 69  
    Rural Tertiary Hardship Fund, 68, 69  
    Student Start-up Scholarship, 69  
    Youth Allowance (student), 67–70  
Torres Strait Islander, 145  
Tougher Rules for Job Seekers, 91  
Trade Training (Program 2.4), 37  
    Trade Training Centres in Schools Program, 27, 37–8, 51  
training.gov.au, 56  
Transition to Independent Living Allowance, 49  
    Southern Youth and Family Services, 49  
Transitional Costs Program, 58  
Tripartite consultation on International Labour Organization matters, 280

## U

unemployment, 5, 97, 100–2  
UNESCO, *see* United Nations Educational, Scientific and Cultural Organization  
United Nations Commission on the Status of Women, 135  
United Nations Educational, Scientific and Cultural Organization (UNESCO), 81–2  
Universal access to early childhood education, 2, 22  
Universities Australia, 60, 66, 81, 284  
University of Adelaide, 146  
University of Melbourne, 46, 62, 287  
University of New South Wales, 59  
University of Tasmania, 62  
University of Wollongong, 121

## V

Vang, Dr Nguyen Xuan, 83  
very long-term unemployed, 3, 4, 91, 92, 97, 102  
VET FEE-HELP, 66, 67, 192, 284  
VET national support (Program 3.5), 71, 294  
    Apprenticeship commencements and completions, 73, 74  
    Australian Apprenticeship Access Program, 74, 77, 294  
    Australian Apprenticeship Workforce Skills Development, 74, 77, 294  
    Australian Apprenticeships Centres, 72,

    Incentives for Higher Technical Skills Program, 76  
    Innovative community-based places, 75, 77  
    Language, Literacy and Numeracy Program, 56, 72, 75, 77, 85, 86, 109  
    National Disability Coordination Officer Program, 76, 77  
    National programs, 76  
    Support for Australian Apprenticeships, 72,  
    Workplace English Language and Literacy Program, 75, 77  
Victorian College of the Arts, 62  
Victorian Department of Education and Early Childhood Development, 49  
Vietnam, 80, 83  
Vinson, Prof Tony AM, 55, 68  
Vocational Education and Training (Program 3.4), 70, 293  
vocational education and training, 5, 35, 37, 51, 54, 62, 65, 70, 158, 250, 252

## W

Wage Subsidy Scheme, 106, 107  
wages and earnings, 124  
    Australian Bureau of Statistics (ABS), 124  
    *Australian National Accounts: National Income, Expenditure and Product*, 124  
    Minimum Wage Panel, 125, 283  
    wage price index, 124  
WELL Program, *see* Workplace English Language and Literacy Program  
West Belconnen Child and Family Centre, 19  
Western Australia, 37, 126, 155, 159, 228  
Widow Allowance, 99, 109, 295  
Willing, Mr Jeff, 129  
Wilson, Leann, 13  
Winton State School, 38  
Wiradjuri Echoes, 145  
Work Health and Safety Bill 2011, 118, 128  
    model Work Health and Safety Regulations, 118  
workers compensation, 112, 122, 128, 130, 195, 197, 211, 231, 246, 296  
workforce participation, 3, 5, 68, 92, 118, 127, 134, 139, 163  
Working age payments (Program 4.4), 91, 107, 111, 295  
    Newstart Allowance, 107  
    Mobility Allowance, 108  
    Parenting Payment (Partnered and Single), 108  
    Partner Allowance, 109  
    Sickness Allowance, 108  
    Supplementary Payments, 109  
    Widow Allowance, 109  
    Youth Allowance (other), 108  
working hours, 125  
Workplace Assistance (Program 5.2), 120  
    Fair Work Principles, 120  
    Fresh Ideas for Work and Family Grants program, 121  
    Homeworkers Code of Practice program, 122  
    International Labour Organization, 123  
    National Workplace Education program, 121

    Protected Action Ballots Scheme, 123, 296  
    Workplace Education Projects in cleaning, security and construction, 121  
Workplace English Language and Literacy (WELL) Program, 72, 75, 77, 285, 294  
Workplace Modifications Scheme, 107  
Workplace relations implementation and safety, 129  
    *Building and Construction Industry Improvement Act 2005*, 129  
    Office of the Federal Safety Commissioner, 129  
    reporting, 129  
Workplace relations legal, 128  
    Regulations, 128  
    Safety, Rehabilitation and Compensation and Other Legislation Amendment Bill 2011, 128  
    Work Health and Safety Bill 2011, 128  
    Workplace Relations Ministers' Council, 128  
Workplace relations policy, 126  
    A national workplace relations system for the private sector, 126  
    Building and construction industry, 127  
    Domestic Violence Workplace Rights and Entitlements Project, 127  
    Equal remuneration for social and community services workers case, 127  
    Paid Parental Leave, 127  
World Trade Organization, 80

## Y

Youth Allowance, 50–1, 67–70, 86, 87, 99, 286, 293  
Youth Allowance (other), 87, 101, 102, 108, 110, 111, 295  
Youth Attainment and Transitions, 27, 48, 49, 292  
    School Business Community Partnership Brokers, 49  
    Youth Connections, 49  
Youth Support (Program 2.10), 47, 292  
    National Partnership on Youth Attainment and Transitions, 48, 49  
    *National Strategy for Young Australians*, 48  
    Office for Youth, 27, 48  
    Transition to Independent Living Allowance, 49  
    Youth Development and Support Program, 48

## Z

Zenadh Kes Mari, 145