

South Australian
Skills Commission

Annual Report 2024–2025



Government
of South Australia

South
Australian
Skills
COMMISSION



**Government of
South Australia**

SOUTH AUSTRALIAN SKILLS COMMISSION

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ISSN: 2653-7532 (Online)
Date presented to Minister: 30 September 2025

To:

The Honourable Blair Boyer MP

Minister for Education, Training and Skills

This annual report will be presented to Parliament to meet the statutory reporting requirements of the [South Australian Skills Act 2008](#) and the requirements of Premier and Cabinet Circular *PC013* Annual Reporting.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.

Submitted on behalf of the SOUTH AUSTRALIAN SKILLS COMMISSION by:

Commissioner Cameron Baker

Chair of the South Australian Skills Commission

Date 30 September 2025



Signature



From the Chair of the South Australian Skills Commission

It gives me great pleasure to present the South Australian Skills Commission's annual report, which highlights the achievements and activity of the organisation across the 2024–2025 financial year.

This year has marked a milestone period for the South Australian Skills Commission (the Commission), as the organisation responded to unprecedented demand for skilled workers, supported regional communities to navigate significant economic disruption and worked hard to further the objectives of the state and national skills plans.

Through the National Skills Agreement (NSA), \$2.29 billion will be invested in the South Australian skills sector, to implement reforms that will achieve a high-quality, responsive, and accessible vocational education and training (VET) system. This investment will allow South Australia to deliver on national priorities while tailoring solutions to local workforce needs.

The Commission is key to achieving these reforms, by leading and contributing to initiatives that are: improving the quality of apprenticeships and traineeships, strengthening safety and regulatory compliance within the apprenticeship and traineeship system, and increasing apprentice commencements and completions. In particular this year, the NSA has enabled the Commission to significantly increase resources dedicated to regulation, compliance and investigations.

As a result of this, 106 investigations were undertaken this year, with a range of sanctions imposed, including prohibition of three employers from employing apprentices and trainees.

In terms of the Commission's industry engagement role, the organisation's ten Industry Skills Councils

(ISCs) provide strategic and technical advice across VET, higher education, and workforce development. This year, this included advising Jobs and Skills Councils (JSCs) on national training package development and reviewing the Traineeship and Apprenticeship Pathways (TAP) Schedule to ensure declared trades and vocations remain relevant to industry needs.

In September, the South Australian Training Awards celebrated outstanding achievements in VET within the state, with over 550 guests in attendance. In total, 14 winners were selected from 120 nominations, including South Australia's first female stonemason, an enrolled nurse supporting Aboriginal health outcomes, and a lighting technician, exemplifying the diversity of the state's talent.

Winners of the South Australian Training Awards participated in the 2024 Australian Training Awards in December, achieving unprecedented success, securing seven awards across multiple categories.

Planning for the 2025 South Australian Training Awards commenced shortly thereafter, including identification of the new category of 'Adult Community Education Provider of the Year' for the 2025 South Australian Training Awards and beyond. This category recognises the importance of the adult community education sector within South Australia.

In December, the Commission launched the Occupational Recognition Service (ORS), another first for the state. The ORS offers a formal qualification pathway for individuals who have not completed

an apprenticeship or traineeship but have acquired substantial skills and knowledge through employment, on-the-job experience, or other training.

Opportunities for skilled migration through the ORS were also explored, in order to fill critical skills gaps in key sectors in South Australia. This program demonstrates the Commission's commitment to addressing skills shortages in South Australia.

In December, the Commission also announced its second degree apprenticeship in mechanical engineering, in partnership with Flinders University, ASC Pty Ltd and BAE Systems Australia. This innovative program provides an 'earn while you learn' pathway, equipping students for careers in advanced manufacturing and defence industries.

In 2024–2025, the Commission supported Whyalla and surrounding regions following OneSteel Manufacturing Pty Ltd being placed into administration. This included contributing to the development and promotion of the Whyalla Apprentice Retention Package and maintaining an ongoing staff presence in the city to support employers, apprentices and trainees. These actions ensured that employers were supported to retain apprentices and trainees, minimised workforce disruption and reinforced the Commission's commitment to regional South Australia.

In May, the Commission reinforced its leadership in apprenticeship reform, announcing the Industry Accelerated Apprenticeship Pilot (IAAP), a three-year initiative commencing in 2026, to fast-track apprenticeships across seven critical trade pathways. To be delivered in partnership with Group Training Organisations (GTOs), the pilot will reduce apprenticeship durations by 12 to 18 months and support up to 1,000 new apprentices, addressing urgent construction workforce needs and increased housing demand.

May also marked the launch of the Early Educators Workforce Attraction Pilot, delivered in partnership with Group Training Employment (GTE) across the Limestone Coast. The program responds to early childhood workforce shortages by offering financial incentives and providing trainees with opportunities to gain experience across multiple early learning environments, with the goal of attracting and retaining educators in the region.

During the year, the Commission commenced work on a pilot to accredit a course under delegation from the Australian Skills Quality Authority (ASQA). The proposed Certificate IV in Non-Destructive Testing is designed to create a new entry-level pathway critical to supporting workforce needs in defence and advanced manufacturing.

This year, South Australia excelled at the WorldSkills National Championships in Brisbane, with Team SA winning three gold, seven silver and six bronze medals, as well as being awarded 12 certificates of excellence. Team SA increased from a team of seven in 2023 to a team of 63 in 2025.

At the conclusion of the event, it was announced that Adelaide will host the 2027 WorldSkills Australia National Championships and Skills Show, taking the national stage to lead a celebration of talent, innovation, and excellence in VET.

I extend my sincere thanks to the Honourable Blair Boyer MP, Minister for Education, Training and Skills, and to the Commission Board for their support during 2024–2025. I also wish to acknowledge the important contributions of outgoing Commission members, Ms Adrienne Nieuwenhuis and Ms Leonie Boothby.

The Commission's secretariat has been instrumental to the success of the organisation this year, and I also thank all team members for their valuable contributions.

As South Australia's skills system enters a new phase of transformation, we look ahead with purpose and confidence. The Commission's new Strategic Plan 2025–2030, launched in mid 2025, will provide the blueprint for action over the next five years, positioning the Commission to continue to play a leadership role in the critical work of skills system reform.

Thank you to all Commission stakeholders for your ongoing commitment. Together, we are shaping a vibrant, inclusive, and responsive skills system.



Commissioner Cameron Baker
Chair of the South Australian Skills Commission

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Overview: about the agency

Our purpose

The South Australian Skills Commission is an independent voice ensuring an industry-led skills system that delivers prosperity for South Australia.

Our vision

A high-performing workforce aligned to the needs of industry, enabling South Australia's individuals, communities and businesses to thrive.

Our values

Trusted – Our stakeholders know that we will always act with integrity and purpose.

Responsive – Listening, understanding and being responsive to the needs of our stakeholders and the South Australian economy is our core business.

Collaborative – We strive to be exceptional collaborators because we understand that it is through partnerships and collaboration that the best outcomes are achieved.

Effective – With a focus on outcomes we always seek to achieve genuine impact through our activities.

Our functions, objectives and deliverables

As set out in the [South Australian Skills Act 2008](#), the South Australian Skills Commission is required to:

- advise the Minister on:
 - o matters relating to the development, funding, quality and performance of vocational education and training and adult community education
 - o strategies and priorities for workforce development in the State with the aim of supporting employment growth and investment in the State (including recognition of skills and qualifications gained outside of Australia)
 - o the State's role as part of an integrated national system of education and training
- regulate the State's apprenticeship and traineeship system
- prepare the South Australian Skills Standards and other information for the purposes of this Act
- undertake complaint handling and provide, where appropriate, mediation and advocacy services in disputes relating to apprenticeships and traineeships, vocational education and training, higher education or international education, and to otherwise assist in the resolution of such disputes (including by providing advocacy services for parties in proceedings before the South Australian Employment Tribunal (SAET))
- monitor, and report to the Minister on, the state of vocational education and training and adult community education in the State, including the expenditure of public money in those areas
- promote the development of investment, equity and participation in, and access to, vocational education and training, adult community education, and higher education sectors

- promote pathways between the secondary school, vocational education and training, adult education and training, adult community education, and higher education sectors
- enter into reciprocal arrangements with appropriate bodies with respect to the recognition of education and training
- monitor, and make recommendations to the Minister on, the administration and operation of this Act
- such other functions as may be assigned to the Commission by the Minister or by or under this or any other Act.

The Commission must, in advising or making recommendations to the Minister, to such extent as may be reasonably practicable, consult with —

- (a) industry and commerce, including industry, skills and other advisory bodies and associations and organisations established by or representing industry and commerce
- (b) associations and organisations representing employees
- (c) relevant bodies, associations or organisations representing higher education, vocational education and training and adult community education
- (d) relevant government and community bodies.

The Commission may, in accordance with any requirements in the regulations, establish such industry engagement or advisory bodies as the Commission thinks appropriate (which may but need not consist of members of the Commission).

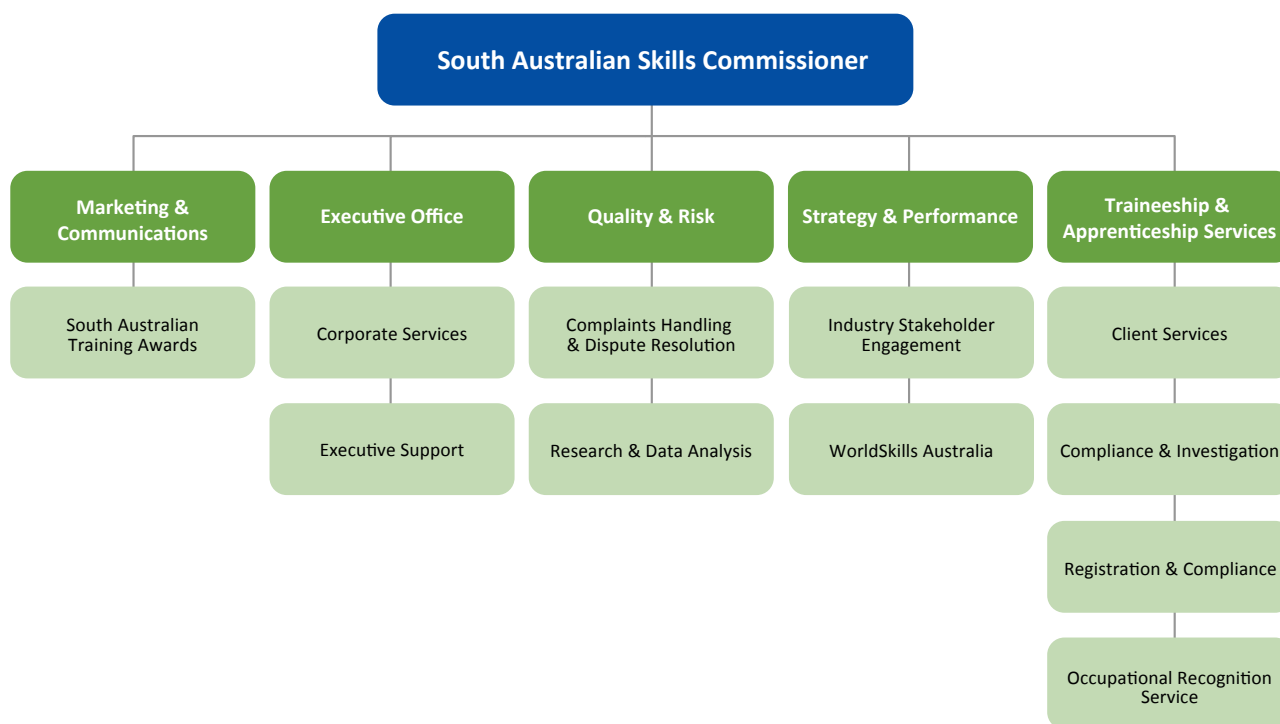
Our organisational structure

The following structure details membership of the Skills Commission, including as Chairs of ISCs and committees of the Commission, as at 30 June 2025. The term of each Commission member was 1 July 2024 to 30 June 2025.

Commissioner Cameron Baker was appointed to the role of South Australian Skills Commissioner (Commissioner) and Chair of the South Australian Skills Commission on 24 July 2023.



The following details the structure of the Office of the South Australian Skills Commission as at 30 June 2025.



Changes to the agency

Effective 1 July 2024, regulatory powers of the Commission, previously delegated to the Department for Education to exercise, were realigned with the Commission. This has enabled direct management of these functions by the Commission for the first time in a number of years.

Over 30 staff involved in compliance, investigations, employer registration, training contract administration and information support joined the Commission secretariat as a result of the realignment. This change is reflected in the above organisational chart, with the realigned functions associated with the Traineeship and Apprenticeship Services (TAS) directorate.

Since its establishment as an independent statutory organisation, corporate support for operations of the Commission (such as Finance, Human Resources and Information Technology) has been provided by an allied government department as nominated by the relevant Minister at the time.

Effective 1 July 2024, as part of Machinery of Government changes, provision of operational support to the Commission transitioned from the Department for Education to the Department of State Development.

There was no change to the legislated functions or role of the Commission as a result of either of the above two change processes.

Our Minister



The Honourable Blair Boyer MP

Minister for Education, Training and Skills

Blair lives in the North Eastern suburbs of Adelaide with his wife and three daughters. He grew up on the family farm in rural South West Victoria, not far from Mount Gambier. He was elected to represent the State electorate of Wright in 2018 and was appointed Minister for Education, Training and Skills in March 2022.

Blair is passionate about education and believes that a strong, affordable and accessible public education system is the key to equality.

Our Chair



Commissioner Cameron Baker

Chair of the South Australian Skills Commission

Cameron was appointed as the second South Australian Skills Commissioner and Chair of the South Australian Skills Commission on 24 July 2023. This role provides independent industry-led advice to the Government of South Australia on workforce development priorities and is responsible for advising the Minister for Education, Training and Skills on the performance of the training system.

Cameron has more than 20 years' experience in the vocational education and training sector. Engaging stakeholders across industry and training, he is passionate about effective and safe training for a dynamic and skilled workforce.

Legislation administered by the agency

[South Australian Skills Act 2008](#)

[South Australian Skills Regulations 2021](#)

Other related agencies (within the Minister's area/s of responsibility)

Department for Education

Department of State Development

The agency's performance

Performance at a glance for 2024–2025

Promoting Skills Excellence	
2024 Australian Training Awards	2025 WorldSkills Australia National Championships
Strongest performance ever with South Australia presented with four gold and three silver awards.	Team SA awarded three gold, seven silver and six bronze medals together with 12 certificates of excellence.
Strategic Engagement and Advice	
Commissioner's stakeholder engagements	Industry Skills Councils
606 external stakeholder engagements	Ten Industry Skills Councils 50 meetings in 2024–2025 124 members
VET Support Services	
Complaint Handling and Dispute Resolution	Information and advice
876 cases in total 790 relating to apprenticeships and traineeships 51 relating to domestic education 20 relating to international education 15 relating to other categories	Support and advice provided in response to: 25,178 inbound calls 17,202 emails
Apprenticeship/ Traineeship System Regulation and Compliance	
Apprentices and trainees in training	Registered Employers
22,470 (National Centre for Vocational Education Research, 2025, Apprentices and Trainees, In Training, Q4 2024)	11,839 (South Australian Skills Commission, 2025, Registered Employers Count)
Compliance Investigations	Employers prohibited from employing apprentices and trainees
106	Three

Meetings attended by board members during 2024–2025

Board member	Board	ISC	Committee
Adrienne Nieuwenhuis	10 of 11		8 of 8
Andy Keough CSC	9 of 11	3 of 4	
Commissioner Cameron Baker (Chair)	11 of 11	8 of 8	4 of 4
Helen Gibbons	10 of 11	4 of 4	
Ian Horne	8 of 11	4 of 4	
John Chapman OAM	11 of 11	3 of 4	
Leonie Boothby	9 of 11	4 of 4	7 of 7
Michael Luchich	10 of 11	4 of 4	
Robyn Verrall	9 of 11	4 of 4	
Stuart Gordon	11 of 11	4 of 4	6 of 7

Agency specific objectives and performance

Agency objectives	Indicators	Performance
Connected Skills Sector	Facilitating connectivity within the skills sector and contributing to the ongoing development of education pathways.	Stakeholder Engagement During 2024–2025 the Commissioner participated in 606 external stakeholder engagements to build connections and discuss priorities and opportunities. This included engagement with the following: local, state, Commonwealth and international government agencies; industry associations; peak bodies; registered training organisations; sector/industry representatives/organisations; unions; higher education; regulatory bodies and tribunals. Industry Skills Councils The Commission supports ten ISCs, whose primary role is to provide strategic advice on skills, training and workforce matters to the Commission, to inform Commission advice to the responsible Minister. The overall configuration of ISCs reflects the composition of the Commonwealth JSCs. Membership on ISCs is representational and includes industry associations, peak bodies, employee associations, unions and regulatory bodies. As at 30 June 2025, there were 124 ISC members across the ten ISCs. Each ISC has met at least quarterly during the reporting period. ISCs continue to develop strong relationships with government and other bodies and provided input into skills and training-related policies and initiatives to ensure they reflect the needs of South Australian industry. In 2024–2025 these included: • TAP Schedule review to ensure that pathways are relevant and required by industry. • Skills SA’s Jobs and Skills Outlook 2025. • Department for Education’s Industry Sector Plans. • Department of State Development’s draft Construction Workforce Plan. • The South Australian Productivity Commission’s inquiry into how to improve economic participation amongst disadvantaged South Australians. ISCs engaged with key agencies and organisations to ensure industry

Agency objectives	Indicators	Performance
		insights were provided to both the Commission and other decision-making bodies, including: • Department for Education • Department of State Development • Jobs and Skills Australia • JSCs. Federated Industry Skills Network Established in 2022, the Federated Industry Skills Network (FISN) is a network of state and territory government industry skills bodies and a platform for states and territories to share information and best practice. The FISN also enables states and territories to coordinate advocacy efforts regarding skills and workforce development matters to be brought before the Commonwealth. Since its inception, the FISN has invited JSCs, Jobs and Skills Australia, and the Department of Employment and Workplace Relations (DEWR) to engage at quarterly meetings, creating the unique opportunity for valuable cross-jurisdiction and industry discussions. The Commissioner chaired two of the four FISN meetings held during the reporting period, and attended the remaining two as a member when chairing of the group was taken up by Victoria at the beginning of 2025.
Responsive Skills System	Monitoring and promoting development of the skills system in South Australia, inclusive of the provision of information and dispute resolution services.	State, National and International Activities During the reporting period, the Commission contributed to state, national and international level activities/initiatives through provision of industry-led and evidence-based advice aimed at improving the quality and responsiveness of the training system. This included: • Participation as a panel member in the Organisation for Economic Co-operation and Development (OECD) COP29 Virtual Pavillion: ‘Jobs, skills and ensuring a just transition to a green economy.’ • Participation in the Strengthening VET delegation to South East Asia, led by Her Excellency the Governor of South Australia. • Co-hosting the South Australian Skills Commission and Jobs and Skills Australia 2024 Symposium as part of Jobs and Skills Australia’s nationwide roadshow, showcasing Better Together – The Jobs and Skills Report 2024. • Participation in the Industry Skills Australia (ISA) Transport and Logistics Roundtable. • Attendance at the Jobs and Skills Australia AI Capacity Study Steering Group meetings.

Agency objectives	Indicators	Performance
		• Participation as a panel member on the Master Builders Association (MBA) Building Beyond Tomorrow Conference. • Input to the SACE Board’s Capabilities and Learner Profile Pilot. • Input to the Jobs and Skills Australia Occupation Shortage List survey. • Presented to the TAFE SA Academic and Quality Committee. Skills and Workforce Ministerial Council The Skills and Workforce Ministerial Council (SWMC) provides national coordination and stewardship across the VET system and on the intersection of skills and training policy with workforce issues. The Council, comprising all state, territory and Commonwealth skills ministers, collaboratively progresses items of national importance to achieve agreed objectives and priorities. The Commissioner attends SWMC meetings in support of South Australia’s Minister for Education, Training and Skills. During 2024–2025, apprentice and trainee wellbeing, managing the transition to Net Zero, implementation of the NSA and ensuring a pipeline of skilled residential construction workers into the housing industry were discussed. Senior Skills Officials Network The Senior Skills Officials Network (SSON) engages on areas of shared responsibility in the national training system and works with SWMC to consider and implement skills system reform. Membership of the SSON is comprised of senior officials representing each state, territory and the Commonwealth. The SSON also has a range of working groups that provide technical and policy feedback and advice on SSON and SWMC recommendations and initiatives. The Commissioner is a member of the SSON with Commission staff members represented on working groups. One such working group has been charged with making recommendations to improve VET data collections. Micro-credential Pilot Program The Micro-credential Pilot Program (the Pilot), commenced in November 2020 as a partnership with Skills SA. The Pilot ceased on 30 June 2023, when an evaluation was conducted by Skills SA. The Pilot aimed to facilitate the development of high quality, short form training to meet the demands of South Australian industries. Skills SA supported development of new micro-credentials and the Commission endorsed micro-credentials, on application, that satisfied a range of criteria, providing an industry seal of approval.

Agency objectives	Indicators	Performance
		Endorsement by the Commission was normally for a period of between two and four years. Given this, there continues to be micro-credentials with active endorsement. As at 30 June 2025: • There were 11 micro-credentials remaining with active endorsement. • Across the period of the Pilot and to date, there have been 1,236 enrolments and 784 completions recorded for endorsed micro-credentials. Complaint Handling and Dispute Resolution Service The Commission's Complaint Handling and Dispute Resolution Service provides assistance to apprentices, trainees and employers in dispute, and VET students who have a complaint about their training provider. The service also assists those involved in apprenticeship/traineeship matters being heard by the SAET. During the reporting period, 876 cases were managed, including: • 162 enquiries (18.5% of total cases) • 714 disputes (81.5% of total cases). Recorded enquiries reduced for this business area over the period because 'front of house' responsibilities for the Commission were transitioned to an incoming business unit within the Commission's secretariat. Of the 876 cases: • 790 related to apprenticeships and traineeships • 51 related to domestic education • 20 related to international education • 15 related to other categories. Ten clients (apprentices, trainees, employers) were supported to access the SAET. Training Contract variations, particularly in relation to Training Contract terminations and transfers (latter associated with Skills Standard 9), continue to represent a significant portion of the cases managed by this service.

Agency objectives	Indicators	Performance
		National Centre for Vocational Education Research The National Centre for Vocational Education Research (NCVER) is the VET industry’s research and data provider. This year, the Commission partnered with the NCVER on a pilot project exploring how the time lag associated with release of the quarterly Apprentice and Trainee dataset might be reduced. Results are expected at the end of 2025. Presentation of Trade Certificates In an effort to improve completion rates and celebrate success, the Commissioner personally presents trade certificates where possible to selected completing apprentices, including those in regional areas. This initiative also provides the opportunity for the Commission and the Commissioner to directly connect with employers and acknowledge their critical role in the success of an apprenticeship. South Australian Training Awards Hosted by the Commission, the annual South Australian Training Awards are this state’s most prestigious awards program for recognising excellence in VET. The 2024 South Australian Training Awards saw 14 awards presented during a gala presentation attended by over 550 guests in September. Many award recipients went on to represent South Australia at the Australian Training Awards in December. The event saw the state’s strongest national performance to date with South Australia being presented with four gold and three silver awards. Planning for the 2025 South Australian Training Awards commenced shortly thereafter. During the planning stage, the new category of ‘Adult Community Education Provider of the Year’ was identified for inclusion in the 2025 South Australian Training Awards and beyond. This category recognises the importance of the adult community education sector within South Australia. Nominations for the 2025 South Australian Training Awards opened in May 2025 with a 38% increase in total nominations received in comparison to 2024. WorldSkills WorldSkills is a longstanding global organisation and platform that raises the profile of VET and showcases the importance of skills and trades internationally.

Agency objectives	Indicators	Performance
		Regional competitions are held across Australia, with a national competition held every two years; an international competition is also held every two years. In 2024, the Commission established a new partnership with WorldSkills Australia to support reinvigoration of the program in South Australia. In line with this, a delegation that included the Minister for Education, Training and Skills, the Shadow Minister for Training and Skills, and the Commissioner travelled to Lyon, France in September 2024 to attend the WorldSkills International Competition and to support South Australia's Henry Baker, who was the Australian WorldSkills Youth Ambassador for the event. Following this, in 2025, the Commission supported a team of 63 from South Australia to compete in the WorldSkills Australia National Championships and Skills Show in Brisbane. Team SA were awarded three gold, seven silver and six bronze medals, as well as 12 certificates of excellence. During the closing ceremony, Adelaide was announced as the city that would host WorldSkills Australia's 2027 National Championships.
Contemporary Apprenticeship and Traineeship System	Regulating, promoting and supporting individuals and employers within South Australia's Apprenticeship and Traineeship system.	Regulation of the Apprenticeship and Traineeship System The Commission is specified as regulator of the apprenticeship and traineeship system under the <i>South Australian Skills Act 2008</i>. Effective 1 July 2024, regulatory powers of the Commission, previously delegated to the Department for Education to exercise, were realigned with the Commission. Over 30 staff in key regulatory roles transferred to the Commission as a result of this change. This has enabled direct management of these functions by the Commission for the first time in a number of years. As at 30 June 2025, there were 22,470 apprentices and trainees in training in South Australia (NCVER, 2025, <i>Apprentices and Trainees, In Training, Q4 2024</i>), with 11,839 employers registered to employ them (South Australian Skills Commission, 2025, <i>Registered Employers Count</i>). All apprenticeships and traineeships are governed by a binding Training Contract. As part of its regulatory activities in relation to the apprenticeship and traineeship system, the Commission undertakes the following: • Provision of information and advice regarding VET careers and pathways as well as Training Contracts.

Agency objectives	Indicators	Performance
		• Administration of all Training Contracts between apprentices/trainees and employers, and parents/guardians where applicable. • Assessment and determination of applications for registration as an employer who can employ and train trainees and apprentices. • Investigation of alleged breaches of the <i>South Australian Skills Act 2008</i> and application of sanctions where non-compliance is identified. During the reporting period: • Staffing of the compliance and enforcement unit was boosted significantly, resulting in more compliance activity and safer working environments for apprentices and trainees. • 106 investigations were undertaken in response to allegations of non-compliance and as a result of undertaking routine visits to workplaces. • Where breaches are identified, one or a combination of education, conditions on registration, fines or prohibition may be applied. • Conditions were applied to the registration of 19 employers and the registration of three employers was suspended. • Three employers were declared prohibited from employing apprentices and trainees for serious breaches of the <i>South Australian Skills Act 2008</i>. • Advice and information regarding the VET system, and in particular pertaining to apprenticeships and traineeships, was provided in response to over 25,000 calls and 17,000 emails during the year. Degree Apprenticeships In August, the Commission declared its second degree apprenticeship in the trade of Mechanical Engineer. This innovative program enables apprentices to apply theoretical knowledge, gained through their university course, in the workplace, under the supervision and guidance of a qualified supervisor. Upon graduation, apprentices will be equipped for careers in advanced manufacturing and defence industries. South Australia leads the nation in supporting its workforce through future-focused initiatives such as degree apprenticeships in engineering, which are underpinned by a legally binding Training Contract similar to the Training Contracts for traditional apprenticeships. Industry Accelerated Apprenticeship Pilot During the reporting period, the Commission announced the IAAP, a three-year initiative commencing in 2026, that will fast-track apprenticeships across seven critical construction trade pathways.

Agency objectives	Indicators	Performance
		The IAAP will be delivered in partnership with GTOs. It will reduce apprenticeship durations by 12 to 18 months and support up to 1,000 new apprentices to obtain their trade qualification. This initiative will directly address urgent construction workforce needs, particularly in residential construction. South Australian Skills Standards As part of regulating the apprenticeship/traineeship system, the Commission is responsible for development and enactment of the South Australian Skills Standards. Amendments during the reporting period included: • Standard 1: Declaration of Trades and Vocations. Reference to the Department for Education amended to South Australian Skills Commission. • Standard 6: Training Plan and Nominated Training Organisations. Reference to the Department for Education amended to South Australian Skills Commission. • Standard 14: Record Keeping. Reference to the Department for Education amended to South Australian Skills Commission. Declaration of Trades and Vocations The Minister has delegated to the Commission the power to declare an occupation to be a trade (apprenticeship) and/or declared vocation (traineeship) that can be undertaken under a Training Contract in association with a nationally endorsed qualification. Applications are assessed by the Traineeship, Apprenticeship and Accreditation Committee (TAAC), which makes recommendations to the Commission as to whether a trade or declared vocation should be established. In determining an application, the Commission ensures that there is industry demand for a traineeship or apprenticeship pathway and employment outcomes for completing apprentices and trainees. Trades and declared vocations approved by the Commission form the TAP Schedule. During the reporting period: • Ten applications for new trades/vocations were recommended by the TAAC and endorsed by the Commission. • One application for reactivation of an archived trade/declared vocation was endorsed by the Commission.

Agency objectives	Indicators	Performance
Futureproofed Workforce	Enabling a high performing workforce, including through responding to skill shortages.	Apprentice and Trainee Training and Safety Committee The Commission established the Apprentice and Trainee Training and Safety Committee (ATTS) to provide advice to the Commission and Commissioner relating to risk management, and quality and safety of the state’s apprenticeship and traineeship system. Chaired by the Commissioner, the Committee brings together regulatory and other government agencies with overlapping responsibilities for apprentices/trainees and employers in the apprenticeship and traineeship system. This year, Committee members have mapped the services, communication and regulatory overlaps between each agency to identify strategic opportunities for collaborative work. Opportunities for joint work have also been identified through data sharing and analysis. The Committee met five times during the reporting period. Training, Implementation and Delivery Committee The establishment of the Training, Implementation and Delivery (TID) Committee replaced individual training organisation representation on ISCs and elevates membership to include peak bodies and organisations representing VET, higher education, apprenticeships and traineeships, and adult community education (ACE) sectors. The Committee, drawing on the knowledge and experience of its members, has a mandate to gather intelligence from the broader tertiary education sector regarding the capability, capacity and quality of training delivery; and further to this, to provide advice and develop innovative training responses to industry skills and workforce training requirements. Occupational Recognition Service In line with its legislated responsibilities, during the reporting period the Commission developed an ORS that can recognise a person’s skills and experience obtained outside of a formal Training Contract. The ORS was officially launched in December. Following this, the Commissioner led a delegation to the Philippines to explore opportunities for skilled migration to Australia by Filipino workers recognised in key occupations through the ORS. Discussions are well progressed regarding this opportunity for responding to chronic skills shortages in key occupations in Australia. Skilled migration pathways under the ORS were also a topic of conversation with a delegation from the Government of Timor-Leste. A further delegation, including Commission staff, visited the Philippines to explore potential sites for offshore ORS assessments.

Agency objectives	Indicators	Performance
		During the reporting period, the first local applicants applied for and completed recognition in the automotive electrical technician occupation, with the Motor Trade Association of South Australia and Northern Territory (MTA SA/NT) contracted to provide assessment. The Food and Beverage Development Fund of South Australia also delivered assessments for commercial cookery during the reporting period. Partnerships with the National Meat Industry Training Advisory Council (MINTRAC), the Master Builders Association of South Australia (MBA SA) and the South Australian Hair and Beauty Association (SAHBA) will deliver assessments for additional occupations. Upper Spencer Gulf Workforce and Skills Advisory Group The Commissioner chaired meetings of this group which has a key focus on supporting, sustaining and developing the region’s skilled workforce. Local business and industry, training organisations and the three levels of government are represented on the group. Employer Fora During 2024–2025, the Commissioner hosted three employer fora, in Mount Gambier (in conjunction with the Mount Gambier Chamber of Commerce), Adelaide and Port Lincoln. The purpose of the fora was to share the work and services of the Commission and to discuss local workforce challenges and traineeship/apprenticeship activity. Many local employers had questions relating to apprenticeships and traineeships that were responded to at the time or following the event. Fora such as these provide the Commission with greater understanding of local training and workforce challenges, which in turn contribute to advice provided to the Minister by the Commission, regarding strategies and priorities for workforce development. Creative Industries Promotion The Creative Industries, Arts, Finance, Technology and Business ISC, in collaboration with the Department for Education, hosted an event at Lot Fourteen during the year, for year ten students from across 15 schools in South Australia. The purpose of the day was to enable students to explore career pathways in ICT, Cyber and STEM.

Agency objectives	Indicators	Performance
		Supporting Workers and Business in Whyalla and Surrounds In late 2024, the Commission commenced a program of activity to support workers and businesses impacted or at risk of being impacted by a downturn in work and/or redundancies in the Whyalla region, associated with OneSteel Manufacturing being placed into administration. This has included visiting all registered employers of apprentices and trainees in the city to raise awareness of the Commission’s services that support parties under a Training Contract; regular visits to the city by the Commissioner to speak at community events and attend meetings; and support to develop and promote the Whyalla Apprentice Retention Package. In total, 56 on-site employer visits were conducted in Whyalla over a four-month period. During this time Commission staff visited the city each week. Port Lincoln Commission Board Meeting In June, the Commission held its monthly board meeting in Port Lincoln. This visit also included meeting with several local education and training providers to understand local challenges to the provision of VET and how the Commission might assist. Board members also met with local employer representatives of the early childhood education and care sector, seafood industry, and health sector, to discuss workforce challenges and potential remedies.

Corporate performance summary

The South Australian Skills Commission is administratively supported by the Department of State Development (the Department). This report will refer to the Department’s [Annual Report](#) where appropriate and data from previous years can be located at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#).

Employment opportunity programs

Refer to the Department’s Annual Report.

Agency performance management and development systems

Performance management and development system	Performance
Performance Management and Development Plan requires two formal sessions per year	All staff participated in regular one-on-one sessions with their respective line manager, to monitor and discuss progress with assigned work, performance, and training and development opportunities.

Work health, safety and return to work programs

Program name	Performance		
Workplace Health Safety & Injury Management System	All staff participated in training programs in accordance with Department policy and adhered to relevant policies and procedures relating to workplace health and safety, injury management and incident reporting.		
Workplace injury claims	Current year 2024–2025	Past year 2023–2024	% Change (+ / -)
Total new workplace injury claims	Please refer to the Department's Annual Report		
Fatalities			
Seriously injured workers*			
Significant injuries (where lost time exceeds a working week, expressed as frequency rate per 1,000 FTE)			

*number of claimants assessed during the reporting period as having a whole person impairment meeting the relevant threshold under the Return to Work Act 2014 (Part 2 Division 5)

Work health and safety regulations	Current year 2024–2025	Past year 2023–2024	% Change (+ / -)
Number of notifiable incidents (<i>Work Health and Safety Act 2012, Part 3</i>)	Please refer to the Department's Annual Report		
Number of provisional improvement, improvement and prohibition notices (<i>Work Health and Safety Act 2012 Sections 90, 191 and 195</i>)			

Return to work costs**	Current year 2024–2025	Past year 2023–2024	% Change (+ / -)
Total gross workers compensation expenditure (\$)	Please refer to the Department's Annual Report		
Income support payments – gross (\$)			

**before third party recovery

Data for previous years is available at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#)

Executive employment in the agency

Executive classification	Number of executives
The Chair of the South Australian Skills Commission is a statutory appointment.	1
The Director, Traineeship and Apprenticeship Services is employed at the SAES classification level.	1

Data for previous years is available at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#)

The [Office of the Commissioner for Public Sector Employment](#) has a [workforce information](#) page that provides further information on the breakdown of executive gender, salary and tenure by agency.

Financial performance

Financial performance at a glance

The following is a brief summary of the overall financial position of the agency. The information is unaudited. Full audited financial statements for 2024–2025 are attached to this report.

Statement of Comprehensive Income	2024–2025 Budget \$000s	2024–2025 Actual \$000s	Variation \$000s	2023–2024 Actual \$000s
Total Income	6,175	9,460	3,285	3,426
Total Expenses	6,175	10,155	(3,980)	3,642
Net Result	0	(695)	(695)	(216)
Total Comprehensive Result	0	(695)	(695)	(216)

The Commission reported a \$0.695 million net loss in the 2024–2025 financial year. This result is \$0.695 million unfavourable compared to the original budget due to expenses incurred on the transition of staff leave liabilities, valued at \$0.874 million, from the Department to the Commission.

After excluding this once-off adjustment, the Commission was favourable against its original 2024–2025 budget by \$0.179 million.

Statement of Financial Position	2024–2025 Budget \$000s	2024–2025 Actual \$000s	Variation \$000s	2023–2024 Actual \$000s
Current assets	1,331	1,807	476	1,062
Non-current assets	0	0	0	0
Total assets	1,331	1,807	476	1,062
Current liabilities	501	1,228	(727)	362
Non-current liabilities	330	990	(660)	416
Total liabilities	831	2,218	(1,387)	778
Net assets	500	(411)	(911)	284
Equity	500	(411)	(911)	284

The Commission's net assets as at 30 June 2025 were (\$0.411) million, \$0.911 million lower than original budget primarily due to an increase in leave liabilities relating to the transition of staff from the Department to the Commission. Accounting adjustments have been progressed in 2025–2026 to transfer net assets from the Department to the Commission to offset this increase in employee liabilities.

Consultants disclosure

The following is a summary of external consultants who have been engaged by the agency, the nature of work undertaken, and the actual payments made for the work undertaken during the financial year.

Consultancies with a contract value below \$10,000 each

Consultancies	Purpose	\$ Actual payment
All consultancies below \$10,000 each - combined	Various	\$4,924

Consultancies with a contract value above \$10,000 each

Consultancies	Purpose	\$ Actual payment
Atomix Design Pty Ltd	Strategy Consulting Website Redevelopment	\$32,696
	Total	\$32,696

Data for previous years is available at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#)

See also the [Consolidated Financial Report of the Department of Treasury and Finance](#) for total value of consultancy contracts across the South Australian Public Sector.

Contractors disclosure

The following is a summary of external contractors who have been engaged by the agency, the nature of work undertaken, and the actual payments made for work undertaken during the financial year.

Contractors with a contract value below \$10,000

Consultancies	Purpose	\$ Actual payment
All contractors below \$10,000 each - combined	Various	\$42,098

Contractors with a contract value above \$10,000 each

Contractors	Purpose	\$ Actual payment
Aerial Consultancy Pty Ltd	Industry Engagement & Course Accreditation Consulting	\$138,100
Randstad Pty Ltd	Temporary Staff - Various	\$572,396
DFP Recruitment Services	Temporary Staff	\$42,922
Hays Specialist Recruitment	Temporary Staff - Various	\$232,828
Maxima Group Training	Temporary Staff - Trainee	\$21,036
Movers & Shakers	Awards Evaluator Services	\$16,545
NCVER	NCVER Pilot Project	\$76,750
Nous Group Pty Ltd	Apprenticeship Pilot Concept	\$13,000
OGGI Consulting Pty Ltd	Building & Construction Industry Discussion Paper, Occupational Recognition Service Project	\$13,760
On the Table Events Pty Ltd	Awards Event Management services	\$22,336
Streamer Strategy	Strategic Planning	\$50,685
The Eventful Learning Co	WorldSkills Camp Facilitation	\$12,080
	Total	\$1,212,438

Data for previous years is available at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#)

The details of South Australian Government-awarded contracts for goods, services, and works are displayed on the SA Tenders and Contracts website. [View the agency list of contracts.](#)

The website also provides details of [across government contracts](#).

Risk management

Fraud detected in the agency

Category/nature of fraud	Number of instances
Nil	0

NB: Fraud reported includes actual and reasonably suspected incidents of fraud.

Strategies implemented to control and prevent fraud

The Department has risk-based strategies in place to control and prevent fraud. The Commission's processes comply with these policies.

Public interest disclosure

Number of occasions on which public interest information has been disclosed to a responsible officer of the agency under the [Public Interest Disclosure Act 2018](#):

0

Data for previous years is available at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#)

Note: Disclosure of public interest information was previously reported under the *Whistleblowers Protection Act 1993* and repealed by the [Public Interest Disclosure Act 2018](#) on 1/7/2019.

Reporting required under any other act or regulation

NIL

Reporting required under the *Carers' Recognition Act 2005*

The *Carers' Recognition Act 2005* is deemed applicable for the following: Department of Human Services, Department for Education, Department for Health and Wellbeing, Department of State Development, Department of Planning, Transport and Infrastructure, South Australia Police and TAFE SA.

Section 7: Compliance or non-compliance with section 6 of the Carers Recognition Act 2005 and (b) if a person or body provides relevant services under a contract with the organisation (other than a contract of employment), that person's or body's compliance or non-compliance with section 6.

Please refer to the Department's Annual Report.

Public complaints

Number of public complaints reported

Complaint categories	Sub-categories	Example	Number of Complaints 2024–2025
Professional behaviour	Staff attitude	Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency	0
Professional behaviour	Staff competency	Failure to action service request; poorly informed decisions; incorrect or incomplete service provided	0
Professional behaviour	Staff knowledge	Lack of service specific knowledge; incomplete or out-of-date knowledge	0
Communication	Communication quality	Inadequate, delayed or absent communication with customer	0
Communication	Confidentiality	Customer's confidentiality or privacy not respected; information shared incorrectly	0
Service delivery	Systems/ technology	System offline; inaccessible to customer; incorrect result/information provided; poor system design	0
Service delivery	Access to services	Service difficult to find; location poor; facilities/ environment poor standard; not accessible to customers with disabilities	0
Service delivery	Process	Processing error; incorrect process used; delay in processing application; process not customer responsive	0
Policy	Policy application	Incorrect policy interpretation; incorrect policy applied; conflicting policy advice given	0
Policy	Policy content	Policy content difficult to understand; policy unreasonable or disadvantages customer	0
Service quality	Information	Incorrect, incomplete, out-dated or inadequate information; not fit for purpose	0
Service quality	Access to information	Information difficult to understand, hard to find or difficult to use; not plain English	0

Complaint categories	Sub-categories	Example	Number of Complaints 2024–2025
Service quality	Timeliness	Lack of staff punctuality; excessive waiting times (outside of service standard); timelines not met	0
Service quality	Safety	Maintenance; personal or family safety; duty of care not shown; poor security service/premises; poor cleanliness	0
Service quality	Service responsiveness	Service design doesn't meet customer needs; poor service fit with customer expectations	0
No case to answer	No case to answer	Third party; customer misunderstanding; redirected to another agency; insufficient information to investigate	0
Total			0

Additional Metrics	Total
Number of positive feedback comments	N/A
Number of negative feedback comments	
Total number of feedback comments	
% complaints resolved within policy timeframes	

Data for previous years is available at: [Data SA, Department of State Development \(formerly Department for Industry Innovation and Science\)](#)

Service Improvements

During 2024–2025, the Commission's complaints management process was reviewed, with recommendations from the review to be implemented in 2025–2026. Improvements will result in creation of a more streamlined, easy-to-access process.

Compliance Statement

The South Australian Skills Commission is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector	Y
The South Australian Skills Commission has communicated the content of PC 039 and the agency's related complaints policies and procedures to employees	Y

South Australian Skills Commission

Call: 1800 006 488

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