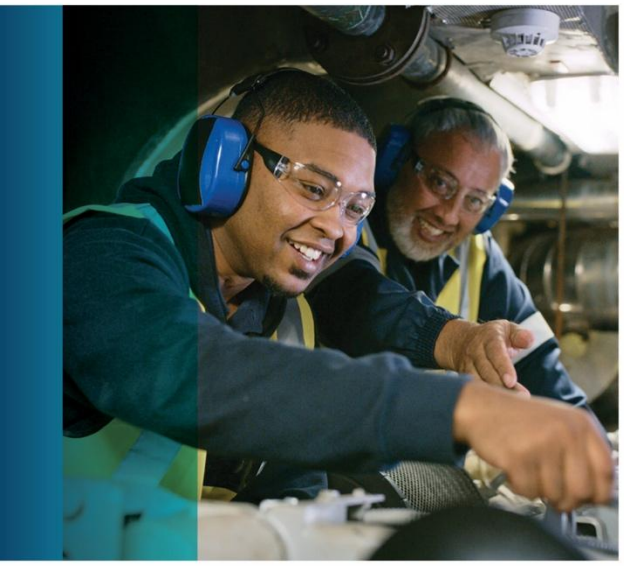
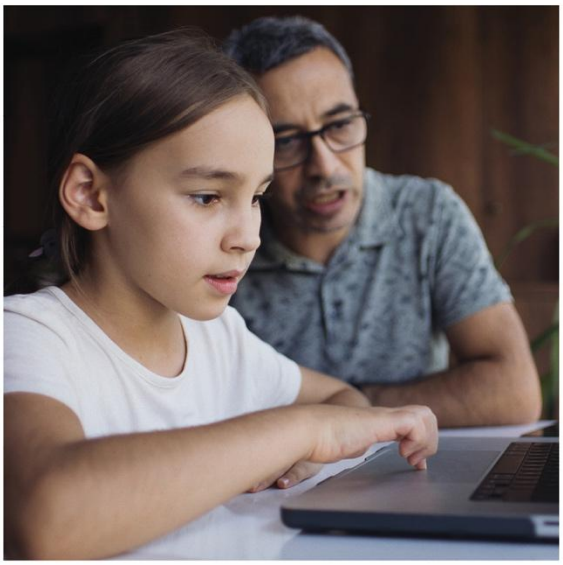
Victorian Registration & Qualifications Authority

# Annual Report 2025–26

Victoria's education and training regulator









VICTORIA State Government

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October 2026

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Gabrielle Williams MP
Minister for Education
Minister for Skills and Training

The Hon Anthony Carbines MP
Minister for Economic Development

Dear Ministers

In accordance with the *Financial Management Act 1994* (Vic) and the *Education and Training Reform Act 2006* (Vic), I am pleased to present the Victorian Registration and Qualifications Authority's annual report for the year ended 30 June 2026.

Yours sincerely



Dr Yehudi Blacher PSM
Chair
Victorian Registration and Qualifications Authority
14 September 2026

# Contents


**Report of operations – year in review** ..... **1**

Our purpose ..... 1

Our principles ..... 1

Our values ..... 1

Report of the Chair ..... 2

Report of the CEO (Director) ..... 3

**Introduction** ..... **5**

Strategic purpose ..... 5

Functions ..... 5

**Strategic priorities, ministerial expectations and key achievements** ..... **6**

Strategic plan ..... 6

Statement of Expectations ..... 6

Key achievements ..... 7

**Progress towards objectives and indicators** ..... **9**

Schools, school boarding premises, and senior and foundation secondary education ..... 9

Non-school providers of senior and foundation secondary courses ..... 12

International education ..... 12

Vocational education and training ..... 13

Child Safe Standards ..... 16

Home schooling ..... 18

Apprenticeships and traineeships ..... 20

Complaints ..... 22

Access to information ..... 23

Working with stakeholders and duty holders ..... 24

**VRQA financial review 2025–26** ..... **26**

**Report of operations – governance and organisational structure** ..... **27**

Ministers at 30 June 2026 ..... 27

The VRQA Board ..... 27

Standing committee ..... 31

Subcommittees ..... 32

VRQA staff ..... 33

VRQA organisational structure ..... 35

**Report of operations – workforce data** ..... **36**

Public administration values and employment principles ..... 36

Occupational health and safety ..... 36

Comparative workforce data ..... 37

Executive data ..... 40

**Report of operations – other disclosures** ..... **41**

Local Jobs First ..... 41

Government advertising expenditure ..... 41

Consultancies expenditure ..... 41
Reviews and studies expenditure ..... 41
Disclosure of major contracts ..... 42
Freedom of information ..... 42
Compliance with the *Building Act 1993* (Vic) ..... 42
Competitive Neutrality Policy ..... 43
Compliance with the *Public Interest Disclosures Act 2012* (Vic) ..... 43
Compliance with the *Carers Recognition Act 2012* (Vic) and the *Disability Act 2006* (Vic) ..... 44
Disclosure of emergency procurement ..... 44
Disclosure of procurement complaints ..... 44
Reporting of environmental data ..... 44
Fees and charges ..... 44
Additional information available on request ..... 44
Compliance with DataVic Access Policy ..... 45
Disclosure of social procurement activities under the Social Procurement Framework ..... 45
Compliance with the Asset Management Accountability Framework ..... 46
Attestation for financial management compliance with Ministerial Standing Direction 5.1.4 ..... 47
**Financial statements ..... 48**
Declaration in the financial statements ..... 48
Victorian Auditor-General's Office report ..... 49
How this report is structured ..... 51
**Notes to the financial statements ..... 55**
**Appendices ..... 72**
Appendix 1. Disclosure index ..... 72
Appendix 2. Ministerial Statement of Expectations for the VRQA ..... 74
Appendix 3. Ministerial Directions for the VRQA ..... 78
Appendix 4. Acronyms and abbreviations ..... 79

# Report of operations – year in review

## Our purpose

The Victorian Registration and Qualifications Authority (VRQA) regulates for quality learning outcomes.

## Our principles

The principles that underpin all our interactions with duty holders, co-regulators, stakeholders and the public are:

- transparency
- proportionality
- consistency and predictability
- sector neutrality
- efficiency and agility.

## Our values

The VRQA upholds the Victorian Public Sector Values and applies them at all levels of the organisation.

# Report of the Chair



It is an honour and opportune time to join the VRQA as its new Board Chair. The organisation's acquittal of its current strategic plan and securing of additional resources in the reporting period provide a solid and exciting foundation to build upon.

This report highlights that the VRQA has fulfilled the commitments and expectations defined by the Board and the priorities of the Victorian Government. Details of key achievements against the VRQA's Ministerial Statement of Expectations (SoE) and strategic priorities are in Table 1 on page 7.

In 2025–26, the VRQA has demonstrated leadership and a willingness to collaborate across Victoria's education and training sector. This includes a continued focus on working with its child safety co-regulators to ensure schools and school boarding premises keep children and young people safe.

In the reporting period, the VRQA continued to expand its regulatory reach across the apprenticeship sector through information sharing and joint communications and campaigns with co-regulators.

Work is underway on significant technology initiatives with the replacement of the home schooling register and the commencement of work to redevelop the State Register. These are critical projects that will continue to drive innovation and efficiency and facilitate continuous improvement of the VRQA's modern risk-based regulation.

The VRQA continued to provide guidance and support to schools and employers to comply. However, where they were not doing the right thing, it took decisive action to ensure students, apprentices and trainees were safe.

None of this would have been possible without the vision and contributions of my fellow Board members. In particular, I would like to acknowledge former Board Chair Pam White PSM. Pam's considered, strategic and steadfast leadership of the VRQA over the past decade has left a legacy I am privileged to continue.

To those who provided feedback through the VRQA's forums, consultations and research this year, the Board and I express gratitude. Your input shaped and improved regulatory services. We commit to continuing to act on the feedback you have provided.

I would also like to express my gratitude to Stefanie Veal, CEO (Director) and the VRQA staff. In my short tenure, you have demonstrated your commitment to ensure providers and employers provide quality learning outcomes and keep children and young people safe.



**Dr Yehudi Blacher PSM**
**Chair**

# Report of the CEO (Director)



The VRQA's key priority remains ensuring schools and employers keep Victorian children and young people safe from harm. Every Victorian child and young person has the right to high-quality education and training that enables them to thrive and succeed.

In 2025–26, we harnessed the power of collaboration with co-regulators to expand our regulatory reach, uplift engagement and drive voluntary compliance.

However, where schools, school boarding premises or employers were failing to keep children safe, we took decisive action.

During the reporting period, we engaged with schools, school boarding premises and international education providers. Through consultation, our review programs, site visits and information sessions, we listened to feedback and provided guidance to help them comply with the minimum standards and the Child Safe Standards.

New Memorandums of Understanding (MoUs) with the Department of Education (the department) and the Victorian Catholic Education Authority (VCEA) improved the quality and consistency of assessment across school sectors and facilitated the management of emerging risks and issues.

We also worked with the Social Services Regulator (SSR), the Victorian Institute of Teaching (VIT), the Victorian Early Childhood Regulatory Authority (VECRA) and the Commonwealth to share information and coordinate regulatory efforts.

To further strengthen our school regulation, we secured additional funding and resources. This means the VRQA can undertake more proactive risk-based regulation and provide greater education and guidance.

The new VRQA guidelines for vocational education and training (VET) providers will ensure consistency with the national standards for registered training organisations (RTOs). The VRQA will deliver information sessions to help RTOs understand the new requirements.

As a small organisation in a large apprenticeship sector, the VRQA prioritised resources to minimise the harms identified in our 2025–26 enforcement and compliance priorities. The new employer regulatory campaign and the review of the employer approval process helped new employers entering the system understand their obligations.

To increase our regulatory reach, we proactively sought opportunities to collaborate with co-regulators. This included joint media and communications with WorkSafe Victoria, the Fair Work Ombudsman (FWO) and Australian Skills Quality Authority (ASQA).

In 2025–26, we continued to engage with the home schooling community through the VRQA's Home Education Facebook page and as a member of the Victorian Home Education Advisory Committee. We commenced building a new home schooling register to streamline and improve services for home schooling parents.

Continuous improvement and refinement of our regulatory approach was a key focus this year and could only be achieved with input from duty holders and stakeholders.

I thank the duty holders, peak bodies, school review bodies, home schooling and parent advisory groups, and our co-regulators. Your willingness to provide feedback and intelligence protects the safety of all Victorian students, apprentices and trainees.

I also thank the VRQA Board and acknowledge the expert leadership of former Chair, Pam White PSM, whose stewardship shaped the VRQA's achievements in this reporting period. I welcome new Chair, Dr Yehudi Blacher PSM, whose vast experience and knowledge will enhance our capability and strategic direction.

I look forward to continuing to work with the dedicated VRQA team, our duty holders and co-regulators in the coming year to continuously improve outcomes for Victorian children and young people and keep them safe.



**Stefanie Veal**
**CEO (Director)**

# Introduction

This annual report meets the Financial Reporting Direction (FRD) 30, Standard requirements for the publication of annual reports, which states that annual reports must be 'reports of the financial and business operations of an entity, produced to comply with legislation and financial reporting directions'. This report complies with the Department of Treasury and Finance 2025–26 Model Financial Report and does not include material not required under relevant legislation and directions.

Appendix 1 is an index of the VRQA's compliance with statutory disclosure requirements.

## Strategic purpose

The VRQA regulates for quality learning outcomes.

Regulation aims to eliminate or minimise harm. For the VRQA, harm includes physical, psychological, emotional and financial harms, and reductions in the individual and societal benefits of education and training. The VRQA seeks to eliminate or minimise harm and the risk of harm to children, students, apprentices and trainees receiving education and training services within its scope of regulation. We do this directly and through our co-regulators.

## Functions

The VRQA is a statutory authority established under the *Education and Training Reform Act 2006* (Vic) (the Act) and is responsible to the Minister for Education, the Minister for Skills and TAFE, and the Minister for Economic Growth and Jobs.

The VRQA registers:

- schools, including approval on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) to deliver courses in schools
- school and non-school senior and foundation secondary education providers
- school boarding premises
- children for home schooling in Victoria
- awarding bodies for senior secondary qualifications
- vocational education and training (VET) providers delivering accredited training to domestic students in Victoria only, or Victoria and Western Australia only.

The VRQA also:

- regulates apprenticeships and traineeships in Victoria
- issues trade papers
- recognises group training organisations (GTOs) in Victoria
- approves school and non-school providers as student exchange organisations (SEOs)
- accredits courses and registers qualifications for VRQA-registered providers, and senior and foundation secondary courses and qualifications in Victoria
- investigates complaints against duty holders
- maintains a register of all VRQA-registered education providers and accredited courses
- acts to protect the interests of students as consumers of education.

# Strategic priorities, ministerial expectations and key achievements

## Strategic plan

In the reporting period, the VRQA extended its Strategic Plan 2022–25 until 31 December 2026. It sets out 6 strategic priorities:

1. Implement government directions effectively – deliver government decisions and expectations on time and to a high quality.
2. Continue to strengthen our regulatory approach – provide duty holders with clear education and support to drive compliance and strengthen our oversight of review bodies undertaking regulatory functions on our behalf.
3. Build greater clarity and visibility about our role – strengthen the visibility and understanding of our role and function and continue to clarify roles with co-regulators to ensure effective regulatory oversight.
4. Continue to improve business processes and systems – streamline business processes to improve internal efficiency and productivity and apply technology to improve client interactions. Evidence-based decision-making will be supported by building on our business analytics capabilities.
5. Develop, empower and support our people – build a positive workplace climate and culture underpinned by integrity that encourages leadership, energy and enthusiasm. We will attract and develop staff capabilities to meet current and future operational requirements.
6. Prudent financial management – undertake our regulatory functions and activities on a sustainable basis, working with the Department of Education (the department) to clarify our financial needs and pressures, including the dynamic and continuing changes in the sectors that we regulate.

The VRQA Board monitors progress and achievements against the strategic plan quarterly, and these are highlighted throughout this report.

## Statement of Expectations

The Minister for Education and the Minister for Skills and TAFE issue statements that outline the Victorian Government's expectations of the VRQA as a regulator.

Effective from November 2022, the current Statement of Expectation (SoE) is reproduced in full in Appendix 2. This SoE is the seventh issued by ministers.

It details 7 expectations in the areas of:

- home schooling
- schools
- apprenticeships and traineeships.

The Department of Treasury and Finance revised the Statement of Expectations Framework for Regulators in September 2022. The revised framework removes the requirement to update SoEs every 2 years and allows regulators to align updates with existing planning processes and timelines, unless changes in government or regulator priorities require more timely updates.

The VRQA Board monitors progress and achievements against the SoE. This progress is reported, as required, directly to ministers and is included in this annual report, in line with the Department of Treasury and Finance Statement of Expectations Framework for Regulators.

# Key achievements

Table 1 highlights the VRQA's key achievements in the 2025–26 reporting period and aligns them to the VRQA's 6 strategic priorities and the 7 expectations in its SoE.

**Table 1. Key achievements against the strategic priorities and SoE**

| Key achievements in 2025–26 | SoE alignment | Strategic priority |
|---|---|---|
| **Home schooling** | | |
| Commenced build of the new home schooling register | 1b, 1c | 2, 4, 5 |
| Continued to engage with the home schooling community through the VRQA's Home Education Facebook page and as a member of the Victorian Home Education Advisory Committee | 1a, 1b | 2, 3 |
| **Schools** | | |
| Uplifted collaboration, information sharing and alignment of regulatory activities with child safety co-regulators including the Social Services Regulator (SSR), the VIT and the VECRA | 3, 4 | 2, 3 |
| Provided input into the department's review of the Education and Training Reform Regulations 2017 | 3b, | 1, 2 |
| Undertook a significant review of the guidelines to the minimum standards for school registration and consulted widely to ensure they are fit for purpose and provide schools with greater clarity | 3a, 3b, 4b | 2, 4 |
| Implemented new review body Memorandums of Understanding (MoUs) with the department, the Victorian Catholic Education Authority (VCEA), and the review body assurance program to drive consistency of assessment, share best practice and manage emerging risks and issues | 4a, 4b, 4c | 2, 3 |
| Continued to increase engagement with schools, school boarding premises and CRICOS providers through the cyclical review program, site visits, information sessions and attendance at sector events | 3a, 4c | 3, 4, 5 |
| Commenced development of a schools compliance and enforcement framework | 3a | 2 |
| **Vocational education, apprenticeships and traineeships** | | |
| Developed new guidelines for VET providers to ensure consistency with the national 2025 Standards for RTOs | – | 1, 2 |
| Uplifted engagement, information sharing and collaboration with co-regulators, including:<br>• joint media and communications with WorkSafe Victoria, the Fair Work Ombudsman (FWO) and Australian Skills Quality Authority (ASQA)<br>• the development of MoUs with WorkSafe Victoria and Energy Safe Victoria (ESV)<br>• publishing the report on Connect:Protect, a joint campaign with the Labour Hire Authority | 5f, 5e, 7a, 7f | 2, 3 |
| Collaborated with the Department of Jobs, Skills, Industry and Regions (DJSIR) on the implementation of the Apprenticeships Taskforce reforms | 5f, 6 | 1, 6 |

| Key achievements in 2025–26 | SoE alignment | Strategic priority |
|---|---|---|
| Increased awareness of the VRQA and the obligations of employers, increased apprentice and trainee understanding of their rights and increased oversight of entry into the apprenticeship system through:<br>• the new employer campaign that included authorised officer visits to workplaces across Victoria<br>• reviewing the employer approval process to stop previously banned employers seeking to re-enter the system<br>• engagement with apprentices and trainees at TAFE trade days and industry events | 5a, 5b, 7b, 7d, 7e | 1, 3 |
| **Corporate** | | |
| Contributed to reforms and streamlined data provision by collaborating with DJSIR, the National Centre for Vocational Education Research and the Commonwealth Department of Employment and Workplace Relations on:<br>• national data reforms and information standards<br>• classification reforms to the Occupation Standard Classification for Australia | 5e | 1, 4 |
| Improved resourcing for school regulation, including by securing additional funding in the 2026–27 State Budget:<br>• for 12 additional full-time equivalent (FTE) staff to undertake more proactive risk-based regulation of compliance with the minimum standards and the Child Safe Standards in schools and boarding premises<br>• to commence replacement of the State Register | 3a, 4a, 4b, | 1, 4, 6 |
| Uplifted the skills and capacity of the VRQA's people through regular staff briefings, a focus on integrity, people and culture, the promotion of networks and greater access to opportunities and development | – | 4, 5 |
| Built greater clarity and visibility of the VRQA's role and drove voluntary compliance of duty holders in all sectors through increased communication and engagement | 1a, 3a, 5a, 5b | 2, 3 |
| Completed a review of the VRQA's website against the Victorian Government's accessible communications policy and commenced a website audit program to ensure the accuracy and relevance of digital information for duty holders | – | 1, 2, 3, 4 |

# Progress towards objectives and indicators

## Schools, school boarding premises, and senior and foundation secondary education

### Significant activities and achievements

#### School regulation

The VRQA registers and regulates all Victorian schools across the government, Catholic and independent sectors. It regulates government and Catholic schools through review body arrangements with the department and the VCEA.

All Victorian schools must meet the minimum standards for registration of schools (minimum standards). In 2025–26, the VRQA's education-focused work involved consulting and engaging with stakeholders and responding to feedback from schools, including about what further assistance they would find helpful. A draft update to the VRQA guidelines to the minimum standards for school registration was completed in the reporting period. This draft was publicly available for consultation between 4 May and 5 June 2026. During the consultation period, the VRQA:

- held meetings and forums with 12 groups of stakeholders
- received 12 written submissions and 42 responses to the online consultation survey.

The Education and Training Reform Regulations 2017 are scheduled to sunset in June 2027. In the reporting period, the VRQA provided input into the department's review of these regulations.

As an outcome of feedback from previous reporting periods and the review body assurance program, the VRQA continued to improve the efficiency, sector neutrality and effectiveness of school regulation this reporting period with:

- uplifted engagement, including increased site visits for schools under review
- training and moderation to ensure the consistency and quality of onsite assessments conducted by external reviewers
- improved timeliness of responses to schools and completion of reviews
- signing new review body MoUs with the department in December 2025 and the VCEA in January 2026
- commencing development of a schools compliance and enforcement framework.

To support this work and provide sector and school leaders with support and guidance, during the reporting period, the VRQA:

- increased engagement and collaboration, including meeting with schools with non-compliances to provide targeted support
- provided 3 information sessions and ongoing guidance at duty holder forums.

VRQA information sessions for duty holders were held to provide guidance on the cyclical review process for schools, the Child Safe Standards and the registration reapproval process to provide education to overseas students (through CRICOS). Information sessions and pre-application meetings were also conducted for prospective independent school applicants.

In response to reports of unregistered schools, the VRQA undertook regulatory activities, including issuing production notices and conducting authorised officer visits.

#### School boarding premises regulation

Since 2021, the VRQA has regulated school boarding premises to ensure they meet minimum standards and the Child Safe Standards.

There are 37 school boarding premises registered in Victoria (2 government, 7 Catholic, 24 independent and 4 non-school providers). To minimise regulatory burden, where possible and in consultation with schools, cyclical reviews of school boarding premises were conducted in conjunction with a school's cyclical review or CRICOS re-registration.

In addition to its existing guidelines and information for boarding premises, the VRQA commenced development of a guide to 24-hour supervision in school boarding premises.

### Secondary education pathways

In the reporting period, the VRQA continued to work with the department and the Victorian Curriculum and Assessment Authority to support and regulate secondary education including:

- the Victorian Certificate of Education (VCE), including the VCE Vocational Major
- the Victorian Pathways Certificate
- the International Baccalaureate Diploma Programme
- school-based apprenticeships and traineeships
- non-school senior and foundation secondary providers.

## Other activities

The VRQA conducts reviews of independent schools on a 5-year cycle to ensure their continuing compliance with the minimum standards and the Child Safe Standards. The VRQA may also open an out-of-cycle review if concerns are identified regarding a school's compliance with the minimum standards, including matters relating to the safety of students.

Reviews typically run across a calendar rather than a financial year. In 2025–26, the VRQA completed 46 independent school and school boarding premises reviews.

Of Victoria's 2,343 schools, 69% are government schools, 21% are Catholic and 10% are independent. In 2025–26, the VRQA registered 22 new schools – 16 primary schools, 3 secondary schools, 2 specialist schools and one primary and secondary school.

**Figure 1. Registered schools by sector at 30 June 2026**

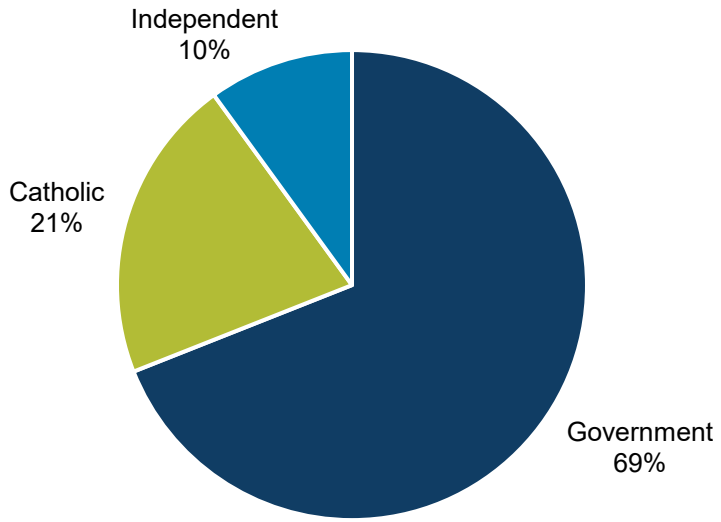


**Table 2. Number of registered schools at 30 June 2026[(a)]**

| School type | 2026 | 2025 |
|---|---|---|
| Government | 1,617 | 1,600 |
| Catholic | 495 | 496 |
| Independent | 231 | 233 |
| **Total** | **2,343** | **2,329** |

Note: (a) While the department's census date for registered schools is in February, the VRQA's census date is in June. Unlike the department's data, the VRQA's data includes schools with temporary populations, such as hospital schools and those in youth justice facilities.

**Table 3. School registration by activity 2025–26**

| Registration type | Government | Catholic | Independent | Total |
|---|---|---|---|---|
| **New school** | | | | |
| Primary | 13 | 2 | 1 | 16 |
| Secondary | 3 | – | – | 3 |
| Primary and secondary | 1 | – | – | 1 |
| Specialist | 2 | – | – | 2 |
| **Additions and amendments** | | | | |
| Additional campuses | 1 | 3 | 11 | 15 |
| Additional secondary year levels | 3 | – | 10 | 13 |
| Additional primary year levels | 1 | – | – | 1 |
| School relocation | – | – | 3 | 3 |
| Campus relocation | 1 | – | 3 | 4 |
| Change of proprietor | – | – | 12 | 12 |
| Senior and foundation secondary registration | 4 | – | – | 4 |
| Other | – | – | 1 | 1 |
| **Closures or cancellations** | | | | |
| Schools closed | 3 | 4 | 2 | 9 |
| Campuses closed | 3 | 2 | 7 | 12 |

**Table 4. School boarding premises registration by activity 2025–26**

| Registration type | Government | Catholic | Independent | Total |
|---|---|---|---|---|
| Premises closed | – | – | 1 | 1 |
| Campuses closed | – | – | – | – |

**Table 5. Number of registered school boarding premises at 30 June 2026**

| School boarding premises type | |
|---|---|
| Government | 2 |
| Catholic | 7 |
| Independent | 24 |
| Non-school provider | 4 |
| **Total** | 37 |

# Non-school providers of senior and foundation secondary courses

## Significant activities and achievements

Non-school providers deliver senior and foundation secondary courses to students in a non-school environment.

The number of non-school providers continues to decrease. At 30 June 2026, there were 13 registered non-school providers in Victoria.

## Other activities

In the reporting period, no new non-school providers were registered, and 2 non-school providers requested voluntary cancellation of their registration. Five providers were re-registered, and one provider registered an online campus. Six providers are seeking re-registration in 2026.

**Table 6. Non-school providers at 30 June 2026**

| Organisation type | 2026 | 2025 |
|---|---|---|
| Community-based adult education provider | – | 1 |
| TAFE institute or university | 12 | 12 |
| Other | 1 | 2 |
| **Total** | **13** | **15** |

# International education

## Significant activities and achievements

At 30 June 2026, there were 67 VRQA-approved providers with CRICOS registration to deliver school education to international students. These comprised 66 registered schools (54 independent and 12 Catholic) and the department. Victorian government schools are registered under a single CRICOS registration held by the department.

The VRQA approved one new CRICOS registration for a non-government school and reapproved 14 schools to provide courses to overseas students.

In March 2026, the VRQA cancelled the approval of one independent secondary school to offer courses to overseas students. The VRQA found that the school was not meeting its obligations for the accommodation, support and welfare of students. It was also not meeting the Child Safe Standards. Following this regulatory action, the school cancelled its registration. One other non-government school voluntarily cancelled its registration.

## Other activities

The VRQA approves schools and not-for-profit organisations to be SEOs that offer outbound student exchange programs to Victorian students and inbound exchange programs to international students.

At 30 June 2026, there were 26 VRQA-approved SEOs, comprising 15 registered schools and 11 not-for-profit organisations.

**Table 7. CRICOS approval activity 2025–26**

| Approval type | Government | Catholic | Independent | Non-school | Total |
|---|---|---|---|---|---|
| CRICOS approvals | – | 1 | – | – | **1** |
| CRICOS reapprovals | 1 | 2 | 11 | – | **14** |
| Provider cancellations | – | – | 2 | – | **2** |
| Amendments to scope | 3 | – | 3 | – | **6** |

**Table 8. SEOs at 30 June 2026**

| Approved SEOs | 2026 | 2025 |
|---|---|---|
| Government school | 4 | 4 |
| Non-government school | 11 | 9 |
| Non-school organisation | 11 | 11 |
| **Total** | **26** | **24** |

# Vocational education and training

In Australia, registered training organisations (RTOs) deliver VET.

The VRQA registers training organisations that deliver training in Victoria only or in Victoria and Western Australia. The principal place of business must be in Victoria to apply for registration with the VRQA. Victorian RTOs can choose to register with the Australian Skills Quality Authority (ASQA) and must register with them if delivering training outside Victoria and Western Australia (including online) or to international students.

Victoria's regulatory framework for VET providers comprises the Australian Quality Training Framework and the VRQA guidelines. These apply to all RTOs registered with VRQA.

The Australian Government Department of Employment and Workplace Relations announced changes to the standards for RTOs in March 2024. On 1 July 2025, their 2025 Standards for RTOs came into effect.

## Significant activities and achievements

In the reporting period, the VRQA provided support for RTOs to understand their obligations. This included:

- communication about the new national 2025 Standards for RTOs in August 2025
- pre-audit and new standards information sessions in the first quarter of 2026
- pre-registration information sessions for prospective RTOs in December 2025 and March 2026.

In May 2026, the VRQA collaborated with state and national regulators to warn students to be on the lookout for bogus training providers and to share information about the Commonwealth Government's Real Skills Deserve Real Recognition campaign.

## Other activities

The VRQA approved 111 amendment-to-scope applications in the reporting period.

In terms of course accreditation activity, the VRQA:

- accredited 4 courses
- re-accredited 11 courses
- modified 8 courses
- extended 6 courses' accreditations (for a maximum of 12 months).

The VRQA also has the authority to extend the end dates of training packages beyond the standard 12-month period. There were no training package extensions beyond 12 months approved in 2025–26.

**Table 9. Number of VRQA-registered RTOs by type at 30 June 2026**

| Organisation type | 2026 | 2025 |
|---|---|---|
| Education or training business or centre | 24 | 28 |
| Community-based adult education provider | 27 | 38 |
| Industry association | 4 | 4 |
| Enterprise – non-government | 3 | 3 |
| Enterprise – government | 8 | 9 |
| School – government | 12 | 15 |
| School – independent | 19 | 15 |
| School – Catholic | 4 | 4 |
| Other – not elsewhere classified | 2 | 2 |
| **Total** | **103** | **118** |

**Table 10. Number of new VRQA-registered RTOs by type**

| Organisation type | 2025–26 |
|---|---|
| Education or training business or centre | 0 |
| School[(a)] | 0 |
| **Total** | **0** |

Note: (a) The number of independent school RTOs increased by 4 due to community-based adult education providers who were already RTOs registering as schools and shifting classification. There were no new RTOs in the reporting period.

**Table 11. VET registration activity**

| Registration activity | 2025–26 | 2024–25 |
|---|---|---|
| New registration | – | 2 |
| Cancellation | 13 | 9 |
| Transfer to ASQA | 2 | 3 |
| Registration renewal | 14 | 31 |
| Amendment to scope | 111 | 95 |

**Table 12. Course accreditation activity**

| Activity type | 2025–26 | 2024–25 |
|---|---|---|
| New courses accredited | 4 | 9 |
| Courses re-accredited | 11 | 20 |
| Course modifications | 8 | 1 |
| Course accreditation extensions (for a maximum of 12 months) | 6 | 10 |
| Courses expired or deleted | 48 | 34 |

**Table 13. VRQA-accredited courses by qualification type at 30 June 2026**

| Qualification type | 2026 | 2025 |
|---|---|---|
| Short course | 63 | 61 |
| Certificate I | 10 | 9 |
| Certificate II | 15 | 16 |
| Certificate III | 17 | 19 |
| Certificate IV | 15 | 15 |
| Diploma | 11 | 12 |
| Advanced diploma | 5 | 9 |
| Graduate certificate | 4 | 3 |
| Graduate diploma | 3 | 3 |
| **Total** | **143** | **147** |

### Group training organisations

The VRQA is responsible for GTO recognition and assesses compliance against the *National Standards for GTOs*. At 30 June 2026, there were 39 organisations recognised as GTOs. One GTO cancelled in the reporting period. The VRQA received 6 new applications, and 2 were awarded recognition in the reporting period. The VRQA conducted 4 financial capability assessment audits and 9 quality audits of GTOs.

## Child Safe Standards

The responsibilities of the Commission for Children and Young People (CCYP) to oversee regulation of the Child Safe Standards were transferred to the Social Services Regulator (SSR) in February 2026. In the reporting period, the VRQA worked collaboratively with CCYP and SSR to ensure the Child Safe Standards and Ministerial Order 1359 continued to be implemented across regulated sectors.

## Significant activities and achievements

In March 2026, the VRQA collaborated with SSR to communicate with education providers about the transition of responsibility for the Child Safe Standards and their legal requirement to notify the SSR of allegations of reportable conduct against a child or young person by a worker or volunteer in their organisations.

The VRQA has a section of its website dedicated to the Child Safe Standards, with guidance for education providers on how to comply with the standards. This website section provides support and guidance for:

- schools across all sectors
- school boarding premises
- non-school senior and foundation secondary providers
- international education providers
- RTOs.

Guidance about the Child Safe Standards and Ministerial Order 1359 was included in all VRQA information sessions held for education providers during the reporting period.

In addition, compliance with the Child Safe Standards and Ministerial Order 1359 was the key focus of the 2025 and 2026 school cyclical review programs. In 2026, the VRQA particularly focused on compliance with Child Safe Standard 6, which requires schools to ensure only suitable people work with children and young people.

The new review body MoUs with the department and VCEA included strategies to drive the quality and consistency of assessment of Ministerial Order 1359, and the reporting of significant child safety incidents to the VRQA.

The VRQA's assurance of its review bodies continued to include a community of practice with members from the department, VCEA and VRQA. This focused on building quality and consistency of assessment across sectors, including implementation of child safety policies, procedures and practices.

# Other activities

## Monitoring of compliance with the Child Safe Standards

There were 637 completed assessments of providers' compliance with the Child Safe Standards and Ministerial Order 1359. These included registration and review activities for regulated entities, as well as complaints investigations and assessments following concerns raised with the VRQA, including through referrals from CCYP, SSR and other regulators.

Ministerial Order 1359 has 126 requirements that schools and school boarding premises must meet to demonstrate compliance with the Child Safe Standards. This is compared to 50 requirements in the Child Safe Standards.

Table 14 shows data on compliance with the Child Safe Standards collected by the VRQA for non-school providers, international providers, RTOs and school boarding premises, and collected by the VRQA and review bodies for schools.

**Table 14. Monitoring of compliance with the Child Safe Standards**

| 1 July 2025 to 30 June 2026 | No. | % initially assessed as not compliant | % assessed as not compliant following rectification |
|---|---|---|---|
| School and school boarding premises reviews | 586 | 85% | 0.3%[(a)] |
| School and school boarding premises investigations | 6 | 100% | 0% |
| **Registration activity, including assessment of compliance against the Child Safe Standards** | | | |
| Schools and school boarding premises | 34 | 32% | 9%[(b)] |
| Non-school senior and foundation secondary providers | 5 | 100% | 0% |
| SEOs | 2 | 100% | 0% |
| RTOs | 4 | 50% | 0% |
| **Complaints – all sectors** | | | |
| Complaint investigations (Child Safe Standards)[(c)] | – | – | – |
| **Total assessments** | **637** | – | – |
| Referrals from CCYP[(d)] | 1 | – | – |
| Referrals from SSR[(d)] | – | – | – |
| Sanctions imposed relating to the Child Safe Standards | 2 | – | – |
| Enforceable undertakings relating to the Child Safe Standards | 1 | – | – |

Notes: (a) Two Catholic school reviews were closed with non-compliances against Ministerial Order 1359. New reviews of these 2 schools were opened immediately under the VCEA's new compliance assurance approach model. Both schools are now compliant.
(b) Three new school registration applications were refused due to non-compliance including non-compliances against Ministerial Order 1359.
(c) Not all complaint investigations result in assessments. Where there is potential non-compliance, an out-of-cycle review may be opened and is recorded against school and school boarding premises reviews.
(d) Not all CCYP or SSR referrals result in assessments. Where assessment is undertaken, it is captured elsewhere in the table.

# Home schooling

## Significant activities and achievements

Home schooling registrations continued to increase during the 2025–26 reporting period, exceeding the rate of growth seen in recent years.

In 2025–26, the VRQA:

- communicated to home schooling families about the annual review cycle and what to expect if they were selected for review
- notified families about the continuation process and provided guidance on how to respond
- commenced the project to replace the home schooling register to improve efficiency and the regulatory experience for home schooling families.

The VRQA took an average of 15 days to notify families about the outcome of complete registration applications. This is an increase from the 2024–25 reporting period (when the average was 13 days) but still below the 28-day regulatory requirement.

The VRQA Home Education Facebook page continued to be used to communicate and interact with the home education community. At 30 June 2026, the page audience had increased by 9% from the previous reporting period to 3,112 followers.

## Other activities

During the reporting period, the VRQA finalised 26 reviews, received 4,710 home schooling applications and registered 4,478 children. Home schooling registrations have increased by 9% since the previous reporting period, with 12,708 children registered in 8,954 households (Table 15). Some home schooling applications were still being assessed at the close of the reporting period.

The VRQA did not refuse any applications in the reporting period. However, 906 parents were informed that their application did not meet requirements at initial submission. Most subsequently provided sufficient information to meet registration requirements. There were 142 applications withdrawn prior to refusal.

There were 653 exemptions granted from one or more of the learning areas, the majority for children with individual learning needs. For older children, exemptions were sought to allow them to focus on learning areas relevant to their future study or career goals. Some exemption applications were withdrawn by the parents following clarification from the VRQA.

**Table 15. Home schooling registrations at 30 June 2026**

| | 2026 | 2025 |
|---|---|---|
| Children | 12,708 | 11,691 |
| Households | 8,954 | 8,154 |

**Table 16. Home schooling activity, 1 July 2025 to 30 June 2026**

| Activity type | 2025–26 |
|---|---|
| Registrations | 4,478 |
| Applications received | 4,710 |
| Incomplete applications received | 906 |
| Average days to notify of outcome of complete application | 15 |
| Applications seeking an exemption from one or more learning areas | 676 |
| Exemptions from learning areas granted | 653 |
| Applications refused | – |
| Registrations reviewed | 26 |
| Delegate-ordered cancellations | – |
| VRQA registration decisions resulting in an internal review request | – |
| VRQA registration decisions resulting in the applicant seeking review at the Victorian Civil and Administrative Tribunal | – |

# Apprenticeships and traineeships

The VRQA registers training contracts and approves employers to employ apprentices and trainees in Victoria. The VRQA apprenticeships and traineeships compliance and enforcement framework explains the approach to ensuring employers meet their obligations and that apprentices and trainees are protected from harm.

This includes workplace visits by authorised officers and investigations, including as part of strategic campaigns. When employers do not meet their obligations, the VRQA has a range of regulatory tools to protect apprentices and trainees from harm.

The VRQA's regulatory powers include:

- revoking an employer's approval to employ apprentices and trainees in Victoria
- refusing to approve an employer to employ apprentices and trainees in Victoria
- refusing to approve or register training contracts
- cancelling registered training contracts
- making orders regarding disputes between employers and apprentices.

## Significant activities and achievements

In 2025–26, the VRQA continued to protect apprentices and trainees from harm through compliance and investigation activities, regulatory actions and reforms in response to its SoE.

Regulatory actions taken by the VRQA in 2025–26 included:

- 24 employer approvals revoked (compared to 22 in 2024–25 and 27 in 2023–24)
- 81 delegate-ordered cancellations of training contracts (compared to 136 in 2024–25 and 92 in 2023–24).

The VRQA also exercised its powers by:

- refusing to register 567 training contracts for 2 separate employers because they did not demonstrate they could meet their obligations to apprentices or trainees
- issuing 9 dispute orders (compared to 5 in 2024–25 and 7 in 2023–24).

The VRQA's 2025–26 compliance and enforcement priorities were published in April 2025. In the reporting period, the VRQA enacted these priorities by:

- completing the Connect:Protect campaign report in July 2025, investigating whether labour hire organisations are meeting their employer obligations
- increasing engagement with apprentices and trainees and raising awareness of the VRQA through attendance at TAFE trade days and industry events
- conducting the new employers campaign between November 2025 and June 2026, which included workplace visits to new employers across Victoria
- commencing the poor outcomes campaign in March 2026, targeting employers with poor apprentice and trainee outcomes, specifically those with completion rates significantly lower than the average for their industry.

In 2025–26, the VRQA increased its engagement with co-regulators, building on the 2024 Heads of Agreement for information sharing, by:

- providing data and information to the Labour Hire Authority, Energy Safe Victoria (ESV), ASQA, the Building and Plumbing Commission (formerly the Victorian Building Authority), the Fair Work Ombudsman (FWO) and WorkSafe Victoria
- receiving weekly information from WorkSafe Victoria about safety incidents involving apprentices and trainees

- issuing a joint media release with WorkSafe Victoria in February 2026 that urged Victorian employers to improve safety for apprentices at work
- promoting resources and sharing communications with ESV, Apprenticeships Victoria, the FWO and WorkSafe Victoria
- commencing negotiations to renew MoUs with WorkSafe Victoria and ESV
- meeting regularly with the Building and Plumbing Commission to share information about employers of apprentices in the building and plumbing industries.

Of the 24 employer revocations in 2025–26, 21 resulted from information sharing with other agencies, including co-regulators. Of these:

- 11 were complaints or referrals from Apprenticeships Victoria's Apprenticeship Support Officer program
- 6 related to referrals or actions taken by other agencies, including prosecutions by the FWO, WorkSafe Victoria and National Disability Insurance Scheme Commission
- 4 were referrals from Apprentice Connect Australia Providers about employers not meeting their obligations.

## Other activities

The VRQA operates a call centre that received over 7,800 calls for assistance in the reporting period. Callers included apprentices and trainees, parents, employers, Apprentice Connect Australia Providers and RTOs. The VRQA also received over 14,100 emails, many seeking assistance regarding matters directly or indirectly affecting an apprenticeship and traineeship experience.

Many of the requests for assistance were resolved immediately or soon after the call or email. Others were referred to the VRQA's Apprenticeships Field Services for investigation or to VRQA's co-regulators.

**Table 17. Apprenticeship and traineeship activity**

| Activity type | 2025–26 | 2024–25 | 2023–24 |
|---|---|---|---|
| Training contracts registered | 23,870 | 24,888 | 33,023 |
| Employer approvals | 3,505 | 3,584 | 3,960 |
| Employer approvals revoked | 24 | 22 | 27 |
| Training schemes approved | 17 | 3 | 19 |
| Apprenticeship cancellations | 11,949 | 12,395 | 14,027 |
| Traineeship cancellations | 4,718 | 5,077 | 8,451 |
| Dispute orders issued[(a)] | 9 | 5 | 7 |
| Delegate as guardian on training contract | 3 | 2 | 5 |
| Delegate-ordered cancellations or withdrawals | 81 | 136 | 92 |
| Training contract proposals refused | 2 | 2 | – |

Note: (a) This has same meaning as term 'formal disputes listed' used in previous reporting periods.

### Apprenticeships Field Services

Apprenticeships Field Services has authorised officers who undertake investigations and conduct workplace inspections. The 2025–26 reporting period marked the third year of operation for the insourced field services, which commenced on 1 July 2023.

In the reporting period, Apprenticeships Field Services completed 562 cases, including:

- 213 risk assessment contact (RAC) calls to apprentices and trainees to identify potential compliance issues for escalation to review
- 56 enquiry, review and advice cases, including providing advice and responding to information requests from internal and external stakeholders, and assessing high-risk training contract proposals from employers
- 269 investigations, including from complaints, referrals, RAC escalations, co-regulator actions, VRQA-directed campaigns and follow-ups
- 24 disputes between employers and apprentices, including where authorised officers resolved the dispute by mediating between the parties, and where the VRQA made an order to resolve it.

There was a significant reduction in the number of RAC calls in 2025–26 compared to the previous reporting period. This was a deliberate shift in focus that enabled authorised officers to undertake more complex investigations and unannounced visits. Previously, RAC calls have resulted in limited regulatory activity. Completion of more time-consuming and higher-risk investigation cases increased by 27%, and enquiries and reviews increased by 107%.

The most common dispute cases are where apprentices want to cancel their training contracts, but employers do not agree.

**Table 18. Apprenticeships Field Services activity**

| Case type | 2025–26 | 2024–25 |
|---|---|---|
| RAC | 213 | 571 |
| Enquiry, review and advice | 56 | 27 |
| Investigations from a complaint referral,[(a)] RAC escalation, co-regulator action or VRQA direction | 269 | 211 |
| Disputes | 24 | 29 |
| **Total** | **562** | **838** |

Note: (a) Complaint referral refers to complaints received and investigated by the Apprenticeships Field Services, which are separate from those managed by the VRQA's Complaints Unit (see Table 19).

### Trade papers

A trade paper is a certificate recognising the successful completion of a trade apprenticeship. The Victorian Government reintroduced trade papers in 2019. In the reporting period, the VRQA issued 11,541 trade papers.

## Complaints

The VRQA has the power to investigate complaints about the compliance of these providers with standards:

- schools, school boarding premises, RTOs, non-school senior and foundation secondary providers and SEOs
- parents of children registered for home schooling
- VRQA-approved employers of apprentices or trainees.

The VRQA will also investigate complaints about VRQA authorised officers or contractors engaged to undertake functions of the authority, the service provided by the VRQA and interactions with VRQA staff.

## Significant activities and achievements

The VRQA received 199 complaints within its jurisdiction in 2025–26, an increase of 22% compared to 2024–25 (Table 19). The largest number of complaints related to the school sector.

School complaints were most commonly about compliance with the minimum standards for the care, safety and welfare of students. There were 15 complaints about alleged unregistered schools, a decrease of 44% compared to 2024–25.

## Other activities

Consistent with its strategic goal to build greater visibility and clarity about its role, the VRQA published complaints data on its website during the reporting period.

The number of apprenticeship and traineeship complaints remained low. These are complaints lodged through the VRQA's website complaints form and passed to Apprenticeships Field Services for appropriate action. However, the main gateway for employers, apprentices, trainees and related stakeholders to raise issues with the VRQA is through its dedicated apprenticeship administration call centre (see the Apprenticeships and traineeships section and Table 18 for details).

**Table 19. Number of complaints received**

| Type | 2025–26[(a)] | 2024–25[(a)] |
|---|---|---|
| Apprenticeships | 3 | 3 |
| School boarding premises | 10 | 14 |
| Home schooling | 12 | 7 |
| Schools | 134 | 97 |
| Senior and foundation secondary providers (school and non-school) | 5 | 10 |
| SEOs | 1 | 2 |
| VET | 14 | 15 |
| VRQA | 20 | 15 |
| **Total** | **199** | **163** |

Note: (a) Data for both reporting periods relates to complaints within VRQA's jurisdiction. In the VRQA Annual Report 2024–25, complaints out of VRQA's jurisdiction were included.

# Access to information

## VRQA websites

The VRQA publishes information, advice, policies and data to give duty holders and stakeholders access to accurate and meaningful information across all regulatory areas.

The redevelopment of the VRQA's independent website was completed in June 2025 with the transition of the VRQA-owned Child Safe Standards for education providers website from the shared Victorian Government platform. Following this, the VRQA continues to monitor and implement feedback to continuously improve its website.

In the reporting period, the VRQA completed an audit and review of its websites to ensure compliance with the August 2025 Victorian Government accessible communications policy and the Web Content Accessibility Guidelines 2.2.

Overall website statistics for 2025–26:

- 289,628 sessions by 167,430 users, of which 31% were via mobile devices (including tablet devices) from 1 July 2025 to 30 June 2026.

Child Safe Standards for education providers website section statistics for 2025–26:

- 10,741 sessions by 7,882 users, of which 18.3% were via mobile devices (including tablet devices) from 1 July 2025 to 30 June 2026.

## Information sessions

The VRQA hosted 8 information sessions in 2025–26, attended by 321 stakeholders and duty holders. To maximise accessibility and attendance, the VRQA held information sessions online and in person during the reporting period.

In response to duty holder feedback, the VRQA also implemented improvements to enhance the quality of presentations at information sessions in 2025–26.

Of attendees who completed information session follow-up surveys in 2025–26:

- 95% said they would be 'likely' or 'very likely' to recommend them to a colleague
- 88% said presenters were 'effective' or 'very effective' at delivering presentations.

## State Register

The State Register provides information on VRQA-registered education and training providers and the qualifications and courses they deliver. The State Register also publishes each Victorian school's annual report.

## Digital news and social media

In 2025–26, the VRQA posted:

- 99 times on the VRQA Home Education Facebook page, and it was viewed 47,300 times, an increase of 419% from the previous reporting period
- 27 times on the VRQA LinkedIn page, gaining 26,578 impressions and 306 new followers, an increase of 48% from the previous reporting period.

In 2025–26, the VRQA sent:

- 3 editions of VRQA e-News to all subscribed stakeholders
- 2 special consultation edition e-News to all subscribed schools
- 3 email updates to support students impacted by provider closure
- targeted emails about review selection and the continuation process to home schooling families
- 5 follow-up emails to attendees at VRQA information sessions
- 7 updates for Epsilon users.

# Working with stakeholders and duty holders

All individuals and entities regulated by the VRQA have duties and obligations under Victorian law. We refer to these entities as duty holders. The VRQA recognises that effective engagement of stakeholders and duty holders improves regulatory capacity and capability.

The *VRQA Regulatory Approach Statement 2022* outlines our regulatory approach, including key terms, regulatory purpose, regulatory toolkit, who we regulate and how we regulate. It provides duty holders and the public with a clear statement of how the VRQA performs its role and what can be expected from it. It sets out 5 regulatory principles that underpin how the VRQA engages with stakeholders and duty holders.

These principles are:

- transparency – that relevant information, other than private and commercial-in-confidence information, is available to duty holders and the community
- proportionality – that processes, incentives and penalties are proportional to the consequences of the particular risk
- consistency and predictability – that processes and decisions will be sufficiently consistent as to be predictable to duty holders
- sector neutrality – that all duty holders will be held to the same standards within the regulated sector, while respecting their diversity and not taking a one-size-fits-all approach
- efficiency and agility – that processes deliver maximum public benefit for minimum resources, using co-regulators effectively, allowing for flexible, case-specific responses and resulting in timely decisions.

## Client and stakeholder research

The VRQA conducts annual client and stakeholder research to measure provider and stakeholder satisfaction with the VRQA's performance as a regulator. The VRQA uses this research for reporting, updating services and improving regulatory activities. Voluntary participation in the research has declined over successive years. In 2025, to ease the burden on duty holders and stakeholders, the research was streamlined to a quantitative online survey. Survey responses were provided by stakeholders, schools, RTOs, home educators, employers, apprentices and trainees.

Key findings include that:

- 97% of stakeholders, 97% of home educators, 88% of RTOs, 84% of independent schools, 77% of apprentices and trainees and 83% of employers surveyed considered the VRQA an effective regulator
- 79% of stakeholders, 86% of home educators, 77% of RTOs, 61% of independent schools, 63% of apprentices and trainees and 61% of employers surveyed were satisfied with the VRQA and its services
- 53% of employers and 44% of apprentices and trainees surveyed reported awareness of the VRQA.

This feedback identified opportunities to improve our regulatory services, including the redevelopment of website resources and the enhancement of information sessions for all education providers.

In 2026, the VRQA will pause annual research to redesign the methodology and delivery. This will ensure the VRQA can effectively capture feedback through research that is more targeted and easier to engage with.

# VRQA financial review 2025–26

This is the VRQA's 19th year of operation. Table 20 summarises the 2025–26 financial information and compares it with that of previous years.

In 2025–26, total income from transactions increased by $2.28 million to $18.38 million.

VRQA's major sources of revenue were grants and resources received free of charge from the Victorian Government, representing 95%. Fees represented 4% and interest and other income represented 1%.

In addition:

- total expenses from transactions increased by $0.73 million to $20.12 million
- the VRQA ended the year with a net deficit of $1.74 million, compared to a net deficit of $3.29 million in 2024–25
- total assets decreased by $1.29 million to $5.49 million
- total liabilities increased by $0.45 million to $1.95 million.

**Table 20. Five-year financial summary**

| | 2026 $ | 2025 $ | 2024 $ | 2023 $ | 2022 $ |
|---|---|---|---|---|---|
| Total income from transactions | 18,378,043 | 16,099,483 | 18,858,412 | 18,969,608 | 18,413,634 |
| Total expenses from transactions | 20,118,010 | 19,393,014 | 20,161,685 | 19,410,944 | 19,867,122 |
| **Net result from transactions** | **(1,739,967)** | **(3,293,531)** | **(1,303,273)** | **(441,336)** | **(1,453,488)** |
| Net gain/loss on non-financial assets | – | – | – | – | – |
| **Net result from transactions (net operating balance)** | **(1,739,967)** | **(3,293,531)** | **(1,303,273)** | **(441,336)** | **(1,453,488)** |
| **Net cash flow from (used) operating activities** | **(1,213,916)** | **(3,209,655)** | **(1,884,505)** | **186,919** | **994,267** |
| **Total assets** | **5,498,931** | **6,792,219** | **9,977,970** | **11,863,324** | **12,693,244** |
| **Total liabilities** | **1,954,284** | **1,507,605** | **1,399,825** | **1,981,906** | **2,370,490** |

# Report of operations – governance and organisational structure

## Ministers at 30 June 2026

**Minister for Education, Minister for Medical Research, Minister for WorkSafe and the TAC, Deputy Premier**
**The Hon Ben Carroll MP**

The Hon Ben Carroll MP was appointed as the Deputy Premier and Minister for Education in October 2023, and as Minister for WorkSafe and the TAC in December 2024.

The Minister for Education is responsible for overseeing Victoria's Education State reforms and providing education to more than a million Victorian students. This portfolio includes Victorian Government investment in school infrastructure and programs.

**Minister for Skills and TAFE (from April 2026), Minister for Industry and Advanced Manufacturing, Minister for Defence Industry**
**The Hon Colin Brooks MP**

Minister Brooks was elected to the Victorian Parliament as the Member for Bundoora in 2006. He was appointed as Minister for Skills and TAFE, Minister for Industry and Advanced Manufacturing and Minister for Defence in April 2026.

Minister Brooks' previous portfolio responsibilities have included Industry, Advanced Manufacturing and Innovation, Creative Industries, Development Victoria, Precincts, Housing, Multicultural Affairs, Disability, Ageing and Carers, Child Protection and Family Services.

Among other roles in the Victorian Government, Minister Brooks has served as Speaker of the Legislative Assembly, Parliamentary Secretary to the Premier and Shadow Parliamentary Secretary for Education.

**Minister for Economic Growth and Jobs, Minister for Sport and Major Events**
**Mr Steve Dimopoulos MP**

Minister Dimopoulos was elected to the Victorian Parliament in 2015 as the Member for Oakleigh. He has held the office of Minister for Economic Growth and Jobs since April 2026.

Before entering Parliament, Minister Dimopoulos operated his own small business.

Minister Dimopoulos' previous portfolio responsibilities have included Tourism, Environment, Outdoor Recreation and Creative Industries.

Minister Dimopoulos has served as Parliamentary Secretary to the Premier, the Treasurer and for Mental Health. The Minister for Economic Growth and Jobs lead on whole of sector issues relating to international education.

## The VRQA Board

VRQA Board membership requires ministerial nomination and appointment by the Governor in Council. Section 4.2.4 of the *Education and Training Reform Act 2006* (Vic) sets out criteria the Minister must regard when considering nominees.

Nominations aim to ensure the Board incorporates appropriate skills and experience from relevant fields, including education (school, VET, adult, community and higher education), quality assurance, business management, institutional governance, law, finance and industry.

The Board met 6 times during the reporting period.

**Dr Yehudi Blacher PSM, LLD (Honoris Causa), MA, BA (Hons), FIPAA (Vic), National Fellow IPAA (from June 2026)**
**Chair**

Dr Yehudi Blacher commenced as Chair of the VRQA Board on 3 June 2026. He has over 30 years experience in a variety of Victorian Government departments. His work involved major system and program reforms, including reforms to child and family services.

Dr Blacher was Secretary of the former Department for Victorian Communities and Department of Planning and Community Development. Prior to that, he held senior executive roles, including Deputy Secretary (Department of Premier and Cabinet and Department of Human Services) and Director of the Victorian Office of Local Government.

Dr Blacher is an Institute of Public Administration Australia (IPAA) Fellow and has previously served on a wide range of boards and committees, including as:

- Deputy Chancellor, Monash University Council
- Chair and Deputy Chair, VicTrack
- Chair, former Victorian Taxi Commission
- Chair, Port of Hastings Development Authority
- Deputy President of IPAA.

Dr Blacher served as Municipal Monitor for Yarra City Council in 2021–22 and the City of Whittlesea in 2019–20. He is a member of Victoria's Local Government Arbiter Panel.

In 2012, Dr Blacher received the Public Service Medal (PSM) for outstanding public service in the instigation, promotion and implementation of innovative reforms in public administration. He was awarded an honorary Doctor of Laws degree by Monash University in 2022 and was also a Professorial Fellow at the University of Melbourne from 2012 to 2022.

**Ms Pam White, PSM, BA (Hons), GAICD (to May 2026)**
**Chair**

Ms Pam White concluded her appointment as Chair of the VRQA Board on 3 May 2026, after serving in the role since 2016. She has over 30 years of experience in senior management and leadership positions in the Victorian Public Service (VPS), in both policy development and operations. Most of her work has been in child protection, disability, housing, youth justice and emergency management.

For 2 years, she led the State Services Authority (now the Victorian Public Sector Commission), the body responsible for public sector administration, governance, service delivery, and workforce management and development. She is a member of the department's Remuneration Committee, a Board member at the Country Fire Authority and a Board director at Launch Housing.

Ms White has an expert understanding of the roles and workings of all levels of government, the development and administration of legislation and regulations, and the importance of good governance in delivering effective and integrated public services. In 2012, she was awarded the Public Service Medal (PSM) for her work in improving services for vulnerable children, and for services to emergency management recovery services.

**Mr Tony Bates, PSM**
**Ex-officio member**

Tony Bates was Acting Secretary of the department from March 2025 until August 2025. He was appointed Secretary of the department on 25 August 2025. Tony joined the department in April 2019 as Deputy Secretary – Financial Policy and Information Services. Tony has worked in the Department of Premier and Cabinet, the Department of Health, Treasury and Finance, Victoria Police and the Department of Justice and has led significant strategic reforms to business, human resources and financial services, and worked in a range of roles covering fiscal strategy, portfolio analysis and natural disaster recovery arrangements.

As Secretary of the department, Tony has responsibility for the management, oversight and delivery of the government school system in Victoria, as well as landmark reforms in early childhood education aiming to deliver transformative social as well as economic benefits for the state.

Tony holds a Bachelor of Science (Honours) and Master of Science degree from the University of Melbourne, is a Member of the Australian Institute of Company Directors and an alumni of the Australia and New Zealand School of Government Executive Fellows program. Tony was awarded a PSM in January 2016 for outstanding public service to fiscal management in Victoria.

During the reporting period, Mr Bates was represented at Board meetings by Ms Andrea Del Monaco, Deputy Secretary, Financial Policy and Information Services.

**Dr Geraldine Atkinson, AO, BEd, MEd**
**Member**

Dr Geraldine Atkinson has broad experience within Koorie Education. Dr Atkinson played a pivotal role in the establishment of the Minimbah Adult Education Program, which provided Koorie people with an opportunity to take a new direction through training. She has contributed her expertise to key policies and strategies that have yielded significant improvement in outcomes through her role as President of Victorian Aboriginal Education Association Incorporated. She co-chairs the First Peoples' Assembly of Victoria and has been instrumental in driving government and policy reform in Aboriginal education for over 40 years.

**Dr Julie Caldecott, MBBS, MBA**
**Member**

Dr Julie Caldecott has extensive experience as a consultant and non-executive director across both the public and private sectors. As a Director and Partner of Boston Consulting Group, she focused on consumer goods, health and public policy reforms. She trained as a medical practitioner prior to joining Boston Consulting Group, and has a Master of Business Administration (MBA) from the Melbourne Business School, University of Melbourne.

Dr Caldecott chairs the Infrastructure Australia Audit, Risk and Compliance Committee. She is a member of the Victorian Infrastructure Delivery Authority Board and chairs the Program Audit, Risk and Integrity Committee. In addition, Dr Caldecott is a member of the Sacred Heart Mission Board and a non-executive Director at Scope (Australia).

Her previous board memberships include Board Chair of BlueCross Aged Care and Maxlife Care as well as non-executive directorships at Melbourne's Royal Children's Hospital, the Victorian Transport Accident Commission, the Institute for Safety, Compensation and Recovery Research and St John of God Healthcare.

**Mr Mark Cameron, MAICD, BEng (Hons), MBA**
**Member**

Mr Mark Cameron has had a long career in the industrial and manufacturing sectors. He is an industry representative with strong experiences developing training programs and promoting apprenticeships in the transport, welding and electrical trades. Mr Cameron is a non-executive Director of Sparkways, a leading independent social enterprise focused on children and young people delivering youth services and early education and care, and Chair of Barker Trailers, a significant employer of trade-qualified personnel.

**Ms Penny Hutchinson, BA, MA, GAICD, FCA, AmusA**
**Member**

Ms Penny Hutchinson commenced her professional career with a chartered accounting firm in London, before migrating to Australia in 1983. Ms Hutchinson was the Director of Arts Victoria from 2000 to 2013, managing relationships across several major government institutions and numerous non-government organisations across arts and culture. She had a leadership role in several major cultural infrastructure projects in Victoria. Ms Hutchinson is also highly experienced in the finance sector. She is a chartered accountant and was a partner in a large financial services and consultancy firm.

Ms Hutchinson has been on the Board and chaired the audit committee of many organisations, including Medibank Private, the Federal Airports Corporation and Monash University, and is currently on the boards of Eastern Health and Central Gippsland Region Water Corporation.

Ms Hutchinson holds a Master of Public Policy and Management from the University of Melbourne, a Music Performance diploma, and an honours degree in German and Music from the University of London. She is also a Graduate of the Australian Institute of Company Directors (GAICD), a Fellow of Chartered

Accountants Australia and New Zealand, and an Associate of the Institute of Chartered Accountants in England and Wales.

**Mr Peter Loney, BA, TPTC**
**Member**

Mr Peter Loney is a former teacher, Member of Parliament (MP) and academic. Following a long teaching career, he was elected to the Parliament of Victoria in 1992.

An MP until 2006, Mr Loney held several parliamentary positions, including Deputy Speaker, Chair of the Public Accounts and Estimates Committee, Chair of the Australasian Council of Public Accounts Committees, Chair of the Privileges Committee, and member of the Standing Orders and Law Reform Committees.

From 2006 to 2010, Mr Loney was Adjunct Professor and Executive Director of the Public Sector Governance and Accountability Research Centre at La Trobe University and was Adjunct Professor specialising in legislative governance at Deakin University's Alfred Deakin Research Institute from 2010–2019. He is currently Adjunct Professor, School of Humanities and Social Sciences at Deakin University.

**Mr Tony Nippard, MA, BComm (Hons), BA, FGIA, FCG, FCHSM, FAICD**
**Member**

Mr Anthony Nippard is a governance professional, Board Chair, Board Director and committee member. Since 1988, he has been a director of not-for-profit and public entities spanning sectors including higher education and training, children's services, community and mental health, and school governance. He has worked on advisory committees in the child protection, defence, public sector governance and university sectors.

He is the Governance and Managing Director of Nippard Pty Ltd, a Principal of Thoughtpost Governance, and a Board Director of Melbourne Forum. Mr Nippard has previously been a Board Director at Neami Limited, Mental Health and Wellbeing Australia Limited and Box Hill Institute of TAFE, as well as a Board Member at the Victorian TAFE Association.

Mr Nippard has extensive experience as a senior executive in various roles, primarily in the areas of health, housing finance, public and community housing, homeless housing services, financial management, corporate services, public administration and integrity, knowledge management and public sector governance.

**Mr Neil Pharaoh, LLB, BComm, GAICD**
**Member**

Mr Neil Pharaoh sits on a number of boards, including Tactiv and Thorne Harbour Health, where he is also member of the Risk, Audit and Finance Committee. He is an Advisory Board Member at Hybrid Energy Australia, Executive Director at Tanck Pty Ltd and Director of Corporate Affairs at Hireup. He is also a Board Director of Sustainability Victoria.

He is experienced in social purpose, government, public policy and advocacy organisations. Mr Pharaoh has been a strong contributor to leading social policy and advocacy campaigns, as well as national and international philanthropic and development work in child welfare, education, refugee and LGBTIQ+ issues.

**Mr Tri Nguyen, LLB, BSc, GCLP, GradDipAppCorpGov, Notary Public, FGIA, FCG**
**Member**

Mr Tri Nguyen was born in Vietnam and arrived in Australia via Malaysia by boat as part of the UNHCR Refugee Program in the early 1980s. He was the first Vietnamese law graduate of the University of Adelaide. He is an accomplished corporate lawyer highly experienced in mergers and acquisitions, corporate restructuring and capital raising, corporate governance, compliance, risk, finance and stakeholder relationships. Mr Nguyen has over 2 decades of board level experience.

He is a non-executive Director of the Indigenous Education Foundation, an Independent Director of First Super (Chair Audit Risk and Compliance, Remuneration and Nominations Committees), Chair of NoLo Life Ltd, Trustee at Trust for Nature (Chair Finance and Investment Committee and Member, Audit and Risk and Development Committees), Director at Clean Swell Dreaming Pty Ltd, Special Legal Counsel and

Company Secretary at genU, Company Secretary and Consultant Legal Advisor at the National Aboriginal Community Controlled Health Organisation.

Previously he has held roles as General Counsel at Gunns Ltd (incorporating the Auspine Group, where he was also Company Secretary), General Counsel at Indigenous Land and Sea Corporation, and General Counsel and Company Secretary at Redundancy Payment Central Fund Ltd (Incolink). He is a Fellow of the Governance Institute of Australia.

**Ms Fran Reddan, BA (Hons), DipEd, BEdSt, MEdSt, FACEL, GAICD, ACC, CCEO**
**Member**

Ms Fran Reddan is a senior education leader with more than 3 decades of leadership and governance experience. She was Principal of Mentone Girls' Grammar School for almost 15 years, where she led significant strategic and organisational transformation.

Ms Reddan has served on a range of boards, including those of a university residential college and a charitable trust. She was also President of the Alliance of Girls' Schools Australasia, then the regional peak body for girls' schools, and has undertaken school accreditation and evaluation work in Australia, including for the Council of International Schools.

A GAICD and National Fellow of the Australian Council for Educational Leaders, Ms Reddan now leads her own executive coaching and consulting practice and holds a coaching credential from the International Coaching Federation. Her contribution to education has been recognised through inclusion in *Who's Who in Australia* and *Who's Who of Australian Women*.

**Ms Judy Rose, PSM, BA, BEd, GradDipSpecEd, DipEd, GAICD**
**Member**

Ms Judy Rose was the Regional Director for the North-Eastern Victoria Region, Department of Education and Training, where she had direct responsibility for over 400 schools. She has worked for the Victorian education department for over 35 years in both metropolitan and rural Victoria, as well as at Monash University's education faculty.

Ms Rose served on the department's Education State Board for several years, the Australian Institute for Teaching and School Leadership (School Teaching and Learning Advisory Committee), and Deakin University Education Faculty Board (Primary Education).

Ms Rose worked as a Senior Principal Adviser with the Colman Education Foundation for several years after leaving the department and supported the establishment of the Our Place sites in Seymour and Mooroopna.

In 2016, Ms Rose was awarded the PSM for her work in establishing flexible learning options for disengaged young people in north-east Victoria. Ms Rose is also a consultant with Waldara Business Support Services.

## Standing committee

The Board's one standing committee is the Audit and Risk Management Committee.

## Audit and Risk Management Committee

The members of the Audit and Risk Management Committee are:

- Penelope Hutchinson (Chair), VRQA Board
- Tri Nguyen, VRQA Board
- Fran Reddan, VRQA Board.

The Committee helps the VRQA Board fulfil its monitoring and oversight responsibilities for governance, risk management, audit, integrity and business assurance activities, including monitoring Board delegations. The Committee exchanges minutes with the department's Audit and Risk Committee. It met 4 times during 2025–26.

# Subcommittees

VRQA Board subcommittees provide advice and make recommendations to the Board on specific areas. Three subcommittees convened during 2025–26.

## Apprenticeships and Skills Compliance and Quality Subcommittee

The members of the Apprenticeships and Skills Compliance and Quality Subcommittee are:

- Tony Nippard (Chair), VRQA Board
- Peter Loney, VRQA Board
- Mark Cameron, VRQA Board
- Gary Workman (independent)
- Amanda Threlfall (independent).

This subcommittee oversees VET regulation and the reform and modernisation of apprenticeship and traineeship regulation on behalf of the VRQA Board. It met 3 times in 2025–26.

## Schools and Students Compliance and Quality Subcommittee

The members of the Schools and Students Compliance and Quality Subcommittee are:

- Dr Julie Caldecott (Chair), VRQA Board
- Dr Geraldine Atkinson, VRQA Board
- Neil Pharaoh, VRQA Board
- Judy Rose, VRQA Board.

This subcommittee oversees providers' compliance with regulatory requirements. It provides guidance on specific matters as they arise and periodically tests the VRQA's regulatory framework to ensure the effectiveness of its quality assurance processes. It met 3 times in 2025–26.

## Home Schooling Review Subcommittee

The members of the Home Schooling Review Subcommittee are:

- Dr Yehudi Blacher (Chair), VRQA Board
- Dr Julie Caldecott, VRQA Board
- Tony Nippard, VRQA Board
- Fran Reddan, VRQA Board
- Judy Rose, VRQA Board.

This subcommittee provides an internal review mechanism for parents where an initial application for their child's registration for home schooling is refused, or they are advised that the VRQA intends to cancel their child's registration following a review. The subcommittee was formed in February 2018 and meets when needed. It did not meet in 2025–26.

# VRQA staff

VRQA staff are department employees. They provide advice and report to the VRQA Board on the functions they perform, which include:

- accrediting courses and registering providers of education and training
- developing and implementing accreditation and registration procedures and processes
- administering quality assurance services related to:
  - Victorian minimum standards for school, school boarding premises and non-school senior and foundation secondary registration
  - providing VET and complying with national standards and protocols
  - providing courses to overseas students
- regulating apprenticeships and traineeships
- regulating SEOs
- regulating home schooling
- monitoring the quality of how institutions and agencies implement the VRQA's directions
- strategic planning
- managing the VRQA's resources.

## CEO (Director)

The CEO (Director) is responsible to the VRQA Board for the effective and efficient implementation of the Board's decisions and to the department Secretary for the organisation's management and effective interaction with the department.

## Staff organisation

VRQA staffing was organised into the 14 functional areas of:

- Home Schooling
- Communications
- Information Services
- Complaints and Student Services
- Finance
- Legal
- Governance and Corporate Services
- Regulatory Projects, Risks and Resources
- International Education
- Registration
- School Reviews
- Apprenticeships Field Services
- Apprenticeships Administration
- VET Industry and Engagement.

VRQA has a core staffing establishment, with additional staff appointed through secondments or short-term contracts to work on specific projects.

Figure 2 (on page 355) illustrates the VRQA's organisational structure.

## Delegations

Section 4.2.7 and clause 11 of Schedule 2 of the *Education and Training Reform Act 2006* (Vic) (the Act) empowers the VRQA Board to delegate its functions and powers. The VRQA Board has made instruments of delegation to delegate the following functions and powers:

- all functions and powers of the VRQA, other than the power of delegation, to the VRQA CEO (Director)
- all functions and powers of the VRQA in Chapter 4, Parts 4.2, 4.3 (Divisions 1, 1A and 3), 4.5A and 4.9 of the Act and regulations in relation to these parts and divisions (except for the reserved powers listed in the limitations and conditions), other than the power of delegation, to the Deputy CEO, Schools
- all functions and powers of the VRQA in Chapter 4, Parts 4.2, 4.3 (Division 4), 4.4, 4.6A (Division 1), 4.9 and 5.5 of the Act and regulations in relation to these parts and divisions (except for the reserved powers listed in the limitations and conditions), other than the power of delegation, to the Deputy CEO, Skills and Training
- all functions and powers of the VRQA in Chapter 4, Parts 4.2, Part 4.3 (Division 2), 4.6A and 4.9 of the Act and regulations in relation to these parts and divisions (except for the reserved powers listed in the limitations and conditions), other than the power of delegation, to the Deputy CEO, Students and Services
- all functions and powers under section 4.3.9(1)(a) of the Act and regulations 73(1), 74 and 76–80 of the Education and Training Reform Regulations 2017, other than the power of delegation, to the Manager Home Schooling, VRQA and the Home Schooling Senior Officer, VRQA
- all functions and powers under section 4.3.9 of the Act and Part 6 of the regulations, other than the power of delegation, to the members of the Home Schooling Review Subcommittee
- the power to establish and maintain an emergency contact register for schools and school boarding premises under section 4.2.3(1) of the Act, in connection with section 4.2.2(1)(g) of the Act to specified positions in the department's Security and Emergency Management Division.

Note: Financial delegations to the CEO are from the Minister, while financial delegations to the management team are from the Secretary.

A report on activities conducted under delegation is made at each Board meeting to ensure statutory responsibilities are being met.

## Authorised officers

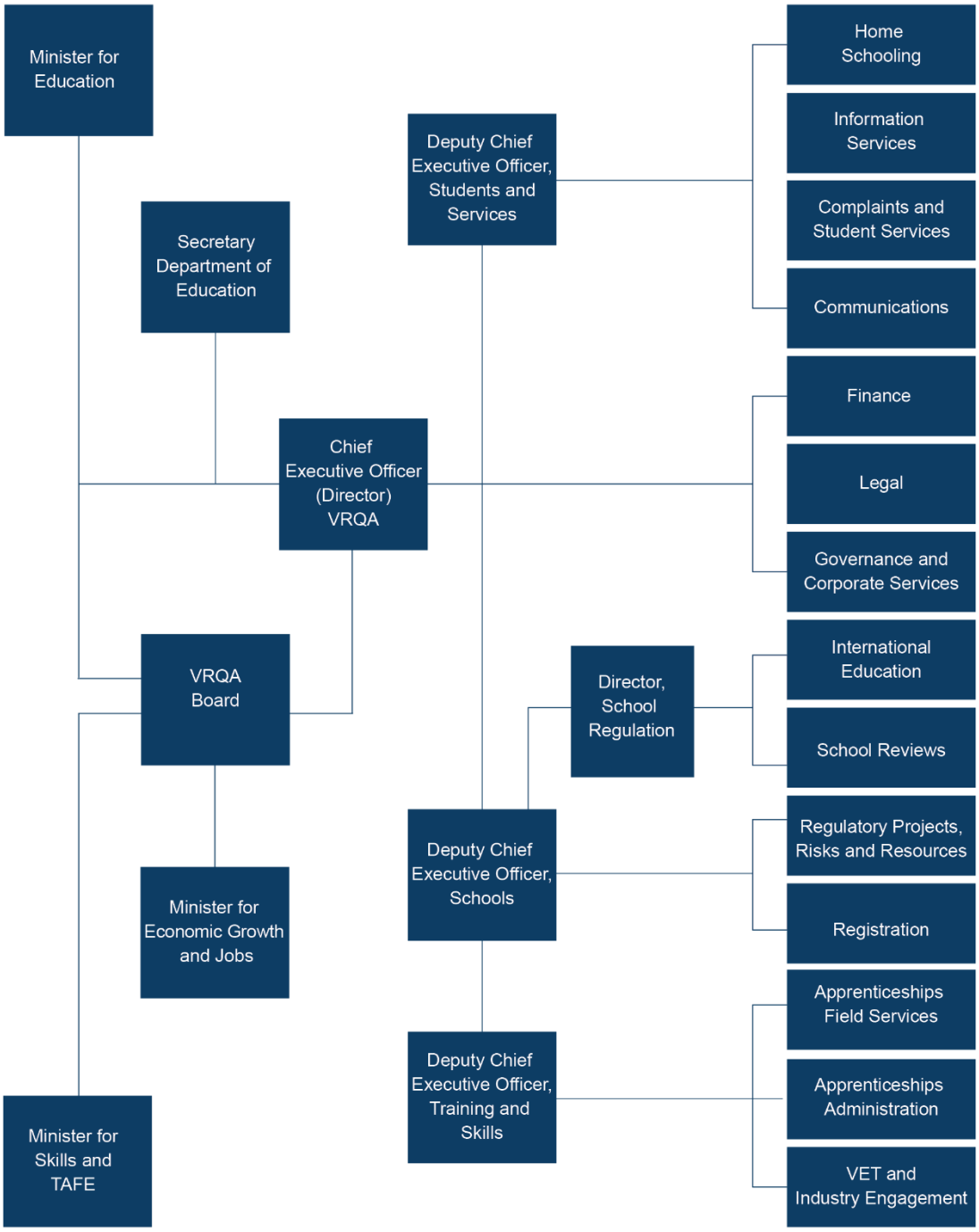
Part 5.8 of the Act provides for the appointment of authorised officers.

At 30 June 2026, there were 37 authorised officers (all VRQA staff).

All authorised officers are issued with identification cards and, where applicable, a document setting out their powers in accordance with Part 5.8 of the Act.

# VRQA organisational structure

**Figure 2. Organisational structure at 30 June 2026**



# Report of operations – workforce data

The VRQA operates within the financial, asset, human resources and information technology policy frameworks of the department.

## Public administration values and employment principles

The VRQA applies the employment principles issued by the Victorian Public Sector Commission. These set out the essential requirements for managers to apply the public sector values and employment principles under the *Public Administration Act 2004* (Vic).

The principles stipulate that:

- employment decisions are merit-based
- public sector employees are treated fairly and reasonably
- equal employment opportunity is provided
- public sector employees have a reasonable avenue of redress against unfair or unreasonable treatment
- a career in the public service is fostered (in the case of public service bodies).

The VRQA is committed to developing and supporting its workforce by:

- building leadership capacity
- building a future workforce by enhancing workforce capacity
- actively shaping supply and managing employee relations
- creating and supporting a culture of health, safety and wellbeing
- creating and supporting a performance and development culture
- implementing robust human resources management systems.

## Occupational health and safety

The VRQA operates within the department's infrastructure and abides by the department's occupational health and safety policies and procedures (see the *2025–26 Annual Report: Department of Education* for more information).

# Comparative workforce data

**Table 21. Full-time equivalent staffing trends 2022–2026 [a][b]**

| 2026 | 2025 | 2024 | 2023 | 2022 |
|---|---|---|---|---|
| 89.4 | 83.4 | 92.2 | 77.7 | 71.9 |

Notes: (a) Figures are for staff on pay during the last full pay period in June of each year and exclude those on leave without pay, those absent on secondment, external contractors, external consultants, temporary staff employed by employment agencies, and a small number of people who are not employees but are appointees of a statutory office as defined in the *Public Administration Act 2004* (Vic).
(b) The VPS comprises the Senior Executive Service (SES), VPS-classified staff, allied health staff, nurses, senior medical advisers and ministerial transport officers.

**Table 22. Summary of employment levels, June 2025 and 2026 [a][b]**

| | | Ongoing employees (headcount) | | | Fixed-term and casual employees |
|---|---|---|---|---|---|
| | Employees | Full-time | Part-time | FTE | FTE |
| June 2025 | 85 | 76 | 5 | 83.4 | 3.8 |
| June 2026 | 91 | 81 | 4 | 89.4 | 5.6 |

Notes: (a) Figures are for staff on pay during the last full pay period in June of each year and exclude those on leave without pay, those absent on secondment, external contractors, external consultants, temporary staff employed by employment agencies, and a small number of people who are not employees but are appointees of a statutory office as defined in the *Public Administration Act 2004*.
(b) The VPS comprises the SES, VPS-classified staff, allied health staff, nurses, senior medical advisers and ministerial transport officers.

## Table 23. Details of VRQA employment levels in June 2025 and 2026 [a][b][c][d]

| | | June 2025 | | | | | | | June 2026 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | All employees | | Ongoing | | | Fixed-term and casual employees | | All employees | | Ongoing | | | Fixed-term and casual employees | |
| | | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE |
| Demographic data | **Gender** | | | | | | | | | | | | | | |
| | Women | 55 | 53.6 | 48 | 4 | 50.8 | 3 | 2.8 | 61 | 59.4 | 53 | 4 | 55.8 | 4 | 3.6 |
| | Men | 29 | 28.8 | 27 | 1 | 27.8 | 1 | 1 | 29 | 29 | 27 | – | 27 | 2 | 2 |
| | Self-described | 1 | 1 | 1 | – | 1 | – | – | 1 | 1 | 1 | – | 1 | – | – |
| | **Age** | | | | | | | | | | | | | | |
| | 15–24 | 1 | 1 | 1 | – | 1 | – | – | 1 | 1 | 1 | – | 1 | – | – |
| | 25–34 | 9 | 9 | 8 | – | 8 | 1 | 1 | 10 | 10 | 7 | – | 7 | 3 | 3 |
| | 35–44 | 16 | 15.9 | 15 | 1 | 15.9 | – | – | 18 | 17.9 | 17 | 1 | 17.9 | – | – |
| | 45–54 | 28 | 27.6 | 26 | 1 | 26.8 | 1 | 0.8 | 28 | 27.6 | 27 | – | 27 | 1 | 0.6 |
| | 55–64 | 27 | 26.7 | 24 | 2 | 25.7 | 1 | 1 | 30 | 29.7 | 27 | 2 | 28.7 | 1 | 1 |
| | 65+ | 4 | 3.2 | 2 | 1 | 2.2 | 1 | 1 | 4 | 3.2 | 2 | 1 | 2.2 | 1 | 1 |
| Classification data | **VPS 1–6** | **81** | **79.4** | **72** | **5** | **75.6** | **4** | **3.8** | **86** | **84.4** | **76** | **4** | **78.8** | **6** | **5.6** |
| | VPSG1 | – | – | – | – | – | – | – | – | – | – | – | – | – | – |
| | VPSG2 | 7 | 7 | 6 | – | 6 | 1 | 1 | 7 | 7 | 6 | 0 | 6 | 1 | 1 |
| | VPSG3 | 8 | 8 | 7 | – | 7 | 1 | 1 | 6 | 6 | 5 | 0 | 5 | 1 | 1 |
| | VPSG4 | 21 | 20.9 | 20 | 1 | 20.9 | – | – | 24 | 23.5 | 21 | 1 | 21.9 | 2 | 1.6 |
| | VPSG5 | 29 | 27.8 | 25 | 2 | 26 | 2 | 1.8 | 32 | 31 | 28 | 2 | 29 | 2 | 2 |
| | VPSG6 | 16 | 15.7 | 14 | 2 | 15.7 | – | – | 17 | 16.9 | 16 | 1 | 16.9 | – | – |
| | **Senior employees** | **4** | **4** | **4** | **–** | **–** | **–** | **–** | **5** | **5** | **5** | **–** | **5** | **–** | **–** |
| | STS | – | – | – | – | – | – | – | 1 | 1 | 1 | – | 1 | – | – |

| | June 2025 | | | | | | | June 2026 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | All employees | | Ongoing | | | Fixed-term and casual employees | | All employees | | Ongoing | | | Fixed-term and casual employees | |
| | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE | Number (headcount) | FTE | Full-time (headcount) | Part-time (headcount) | FTE | Number (headcount) | FTE |
| Executives | 4 | 4 | 4 | – | – | – | – | 4 | 4 | 4 | – | 4 | – | – |
| **Total employees** | **85** | **83.4** | **76** | **5** | **79.6** | **4** | **3.8** | **91** | **89.4** | **81** | **4** | **83.8** | **6** | **5.6** |

Notes: (a) 'Headcount' refers to the number of people employed, where each person counts as an employee, regardless of the number of hours engaged to work.
(b) 'Casual' means a person who is subject to clause 25, Casual Employees – Loading of the VPS Agreement 2006, or similar clauses in other relevant agreements. It includes persons employed on a sessional basis, where such provision is made under an applicable industrial agreement.
(c) Age of staff is calculated at 30 June each year.
(d) The category VPSG2 includes graduate recruits.

# Executive data

**Table 24. Number of Senior Executive Service members classified in 'ongoing' and 'special projects'**

| | All | | Ongoing | | Special projects | |
|---|---|---|---|---|---|---|
| Class | Number | Variance | Number | Variance | Number | Variance |
| SES–3 | – | – | | – | – | – |
| SES–2 | 1 | – | 1 | – | – | – |
| SES–1 | 3 | – | 3 | – | – | – |
| **Total** | **4** | **–** | **4** | **–** | **–** | **–** |

**Table 25. Gender breakdown of Senior Executive Service members in 'ongoing' and 'special projects'**

| | Ongoing | | | | | | | Special projects | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Self-described | | Vacancies | Male | | Female | | Vacancies |
| Class | No. | Var. | No. | Var. | No. | Var. | Number | No. | Var. | No. | Var | Number |
| SES–3 | – | – | | – | – | – | – | – | – | – | – | – |
| SES–2 | – | – | 1 | – | – | – | – | – | – | – | – | – |
| SES–1 | 1 | – | 2 | – | – | – | – | – | – | – | – | – |
| **Total** | **1** | – | **3** | – | – | – | – | – | – | – | – | – |

**Table 26. Reconciliation of executive numbers**

| | | 2025 | 2026 |
|---|---|---|---|
| | Executives with total renumeration over $100,000 (see Note 8.4.1) | 4 | 5 |
| Add | Vacancies | – | – |
| | Executives employed with total remuneration less than $100,000 | – | – |
| | Accountable officer (Director) | 1 | – |
| Less | Separations | -1 | -1 |
| Less | Portfolio entity executives | – | – |
| | **Total executive numbers at 30 June** | **4** | **4** |

# Report of operations – other disclosures

## Local Jobs First

There were no contracts related to the *Local Jobs First Act 2003* (Vic), which brings together the Victorian Industry Participation Policy and the Major Projects Skills Guarantee. Details of disclosed contracts can be viewed at Buying for Victoria <https://www.buyingfor.vic.gov.au>.

## Government advertising expenditure

In 2025–26, the VRQA had no government advertising campaigns with a total media spend of $100,000 or greater.

## Consultancies expenditure

There were no major consultancies over $10,000 for the period 1 July 2025 to 30 June 2026. The VRQA did not engage any consultancies costing less than $10,000 each during 2025–26.

## Reviews and studies expenditure

During 2025–26, there were 2 reviews and studies undertaken with a total cost of $126,520. Details of individual reviews and studies are outlined below.

**Table 27. Reviews and studies expenditure**

| Name | Reason for review or study | Scope | Timeline | Anticipated outcomes | Estimated cost for the year (ex. GST) | Final cost (ex. GST) | Publicly available (Y/N) |
|---|---|---|---|---|---|---|---|
| Annual client and stakeholder research | Stakeholder consultation and engagement, annual reporting obligations | Gather feedback from duty holders about the VRQA's performance | July 2025 – March 2026 | Findings in a report used in strategic planning and operations | $56,737 | $56,737 | Y, annual reports and research <https://www2.vrqa.vic.gov.au/vrqa-annual-report> |
| Review of School Regulation | Ensure school regulation aligns with the *VRQA Regulatory Approach Statement* | Review regulatory approach and evidence required to demonstrate compliance | March 2024 – May 2026 | School regulation is efficient, effective and outcomes focused | $77,783 | $69,783[(a)] | N, due to stakeholder privacy |

Note: (a) The Review of School Regulation commenced in 2024, with a total contract value of up to $289,638 (ex. GST). In 2024–25, $190,000 was paid, with the remaining milestone payment of $77,783 expected in 2025–26. The actual final payment made in 2025–26 to complete the project was $69,783.

# Disclosure of major contracts

There were no major contracts greater than $10 million in value entered into by the VRQA during the financial year ended 30 June 2026.

# Freedom of information

The *Freedom of Information Act 1982* (Vic) (FOI Act) allows public access to documents of the Victorian Government and its agencies, including those held by the VRQA.

## Making a request

Freedom of information (FOI) requests can be lodged online <https://online.foi.vic.gov.au>. An application fee of $33.60 applies. Access charges may also be payable for the search or creation of documents.

When making an FOI request, applicants should ensure requests are in writing, clearly identify what types of material or documents are being sought and be accompanied by the application fee to be valid.

If an applicant is unable to make a request online, documents in the possession of the VRQA can be requested by writing to:

Freedom of Information Officer
Victorian Registration and Qualifications Authority
GPO Box 2317
Melbourne VIC 3001
Email: vrqa@education.vic.gov.au
Telephone: (03) 9637 2806

Access charges may apply once documents have been processed and a decision on access is made, for example, photocopying and search and retrieval charges.

## Freedom of information statistics and timelines

During 2025–26, the VRQA received 7 FOI applications. Of these requests, 3 were from the media and the remainder were from the public. Five applications resulted in formal FOI decisions and 2 applications did not proceed.

The VRQA made 5 FOI decisions during the 12 months ended 30 June 2026. One decision was made within the statutory 30-day period and 4 were made within an extended statutory period of 45–60 days. The VRQA met all response times required by statute during the reporting period.

During 2025–26, one decision was subject to review by the Office of the Victorian Information Commissioner.

## Further information

Further information regarding the operation and scope of FOI can be obtained from the FOI Act, regulations made under the FOI Act and the Office of the Victorian Information Commissioner <https://ovic.vic.gov.au/>.

# Compliance with the *Building Act 1993* (Vic)

The VRQA does not own or control any government buildings and consequently, is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993* (Vic).

# Competitive Neutrality Policy

The review of fees and charges indicated that the VRQA did not add any restrictions on competition between providers of accredited courses.

# Compliance with the *Public Interest Disclosures Act 2012* (Vic)

The *Public Interest Disclosures Act 2012* (PID Act) encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The PID Act provides protection to people who make disclosures in accordance with the PID Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

The VRQA Board does not tolerate improper conduct by employees, or the taking of reprisals against those who come forward to disclose such conduct. The Board is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources or conduct involving a substantial risk to public health and safety or the environment.

The VRQA Board will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

## Making disclosures

Disclosures of improper or corrupt conduct by the VRQA Board or its employees are protected if made in accordance with Part 2, Division 2 of the PID Act to either the:

- Independent Broad-based Anti-corruption Commission (IBAC)
  GPO Box 24234
  Melbourne VIC 3001

  Telephone: 1300 735 135
  IBAC website <https://www.ibac.vic.gov.au>
- Victorian Ombudsman
  Level 2, 570 Bourke Street
  Melbourne VIC 3000

  Telephone: (03) 9613 6222
  Toll-free: 1800 806 314 (regional only)
  Email the Victorian Ombudsman <ombudvic@ombudsman.vic.gov.au>
  Victorian Ombudsman website <https://www.ombudsman.vic.gov.au>

Disclosures of detrimental action taken by the VRQA Board or its employees in reprisal for making a protected disclosure may be made to:

- The Public Interest Disclosures Coordinator
  Victorian Registration and Qualifications Authority
  GPO Box 2317
  Melbourne Vic 3001

## Procedures under the *Public Interest Disclosures Act 2012* (Vic)

The procedures for protecting people from detrimental action in reprisal for making a protected disclosure are available on request.

The VRQA Board did not receive disclosures of detrimental action taken in reprisal for the making of a protected disclosure in 2025–26.

## Compliance with the *Carers Recognition Act 2012* (Vic) and the *Disability Act 2006* (Vic)

The VRQA operates within the department's infrastructure and abides by the department's human resources policies and procedures (see the *2025–26 Annual Report: Department of Education* for more information).

## Disclosure of emergency procurement

There were no contracts of any value awarded under emergency procurement procedures during the financial year ended 30 June 2026.

## Disclosure of procurement complaints

The VRQA operates within the department's procurement policies and received no complaints related to procurement in the financial year ended 30 June 2026 (see the *2025–26 Annual Report: Department of Education* for more information).

## Reporting of environmental data

Environmental data related to VRQA operations, systems and processes is collected and managed through the department. This includes indicators related to energy, water and waste generated in office accommodation and transportation, such as fleet and air travel (see the *2025–26 Annual Report: Department of Education* for more information).

## Fees and charges

Section 5.2.13 of the *Education and Training Reform Act 2006* (Vic) enables ministers to fix fees and charges. Ministerial Order 957 held VET fees at 2017 levels.

All other fees were increased on 1 January 2026. Details of fees and charges are available on the VRQA website <https://www2.vrqa.vic.gov.au/fees>.

## Additional information available on request

In compliance with the requirements of the Standing Directions of the Assistant Treasurer, details in respect of the items listed have been retained by the VRQA and are available on request, subject to FOI Act provisions, including:

- a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- details of publications produced by the entity about the entity, and how these can be obtained
- details of changes in prices, fees, charges, rates and levies charged by the VRQA

- details of any major external reviews carried out on the VRQA
- details of major research and development activities undertaken by the VRQA
- details of overseas visits undertaken, including a summary of the objectives and outcomes of each visit
- details of major promotional, public relations and marketing activities undertaken by the VRQA to develop community awareness of the VRQA and its services
- details of assessments and measures undertaken to improve the occupational health and safety of employees
- a general statement on industrial relations within the VRQA, and details of time lost through industrial accidents or disputes
- a list of major committees sponsored by the VRQA, the purposes of each committee and the extent to which the purposes have been achieved
- details of all consultancies and contractors, including:
  - consultants and contractors engaged
  - services provided
  - expenditure committed for each engagement.

This information is available on request from:

- Manager, Governance and Corporate Services, VRQA
  GPO Box 2317
  Melbourne VIC 3001

  Telephone: (03) 9637 2806

## Compliance with DataVic Access Policy

Consistent with the DataVic Access Policy issued by the Victorian Government in 2016, which enables public access to government data, information included in this annual report will be available at DataVic in machine-readable format.

The VRQA contributes to datasets published by the department at DataVic.

## Disclosure of social procurement activities under the Social Procurement Framework

The VRQA operates within the department's corporate procurement framework, including its Social Procurement Strategy.

The Social Procurement Strategy was revised in February 2024 to reflect the evolution of Victoria's Social Procurement Framework and the guidance on its implementation that has been provided by the Department of Government Services.

The Social Procurement Strategy prioritises 5 social procurement objectives for:

- opportunities for Victorian Aboriginal people
- opportunities for Victorians with disability
- women's equality and safety
- opportunities for Victorian priority jobseekers
- environmentally sustainable outputs.

See the *2025–26 Annual Report: Department of Education* for more information, including consolidated metrics on direct spend with social benefit suppliers.

# Compliance with the Asset Management Accountability Framework

The following information summarises the VRQA's assessment of maturity against the requirements of the Asset Management Accountability Framework (AMAF).

The AMAF is a non-prescriptive, devolved accountability model of asset management that requires compliance with 41 mandatory requirements. These requirements can be found on the Department of Treasury and Finance website <www.dtf.vic.gov.au/infrastructure-investment/asset-management-accountability-framework>.

The VRQA's target maturity rating is 'competence', meaning systems and processes are fully in place, consistently applied and systematically meeting the AMAF requirements, including a continuous improvement process to expand system performance above AMAF minimum requirements.

## Leadership and accountability (requirements 1–19)

The VRQA has met its target maturity level under most requirements within this category. Requirements 3 and 10 were not applicable, since the VRQA does not outsource asset management functions to entities excluded from the Standing Directions. Requirement 17 is not applicable, since the VRQA does not have an Asset Information Management System. This is due to the VRQA having very few assets, and these assets having a short-term life cycle.

The VRQA can still provide relevant asset information and performance data and respond to reasonable information reporting requests, as required by government and central agencies.

There is no material non-compliance reported in this category.

## Planning (requirements 20–23)

The VRQA has met its target maturity level in this category.

## Acquisition (requirements 24 and 25)

The VRQA has met its target maturity level in this category.

## Operation (requirements 26–40)

The VRQA has met its target maturity level in this category.

## Disposal (requirement 41)

The VRQA has met its target maturity level in this category.

# Attestation for financial management compliance with Ministerial Standing Direction 5.1.4

**Victorian Registration and Qualifications Authority financial management compliance attestation statement**

I, Yehudi Blacher, on behalf of the Responsible Body, certify that the Victorian Registration and Qualifications Authority has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* (Vic) and Instructions.



**Dr Yehudi Blacher PSM**
**Chair**
**Victorian Registration and Qualifications Authority**

14 September 2026

# Financial statements

## Declaration in the financial statements

The attached financial statements for the Victorian Registration and Qualifications Authority have been prepared in accordance with Standing Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994* (Vic), applicable Financial Reporting Directions and Australian Accounting Standards, including interpretations and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2026 and the financial position of the Victorian Registration and Qualifications Authority at 30 June 2026.

At the time of signing, we are not aware of any circumstance that would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 14 September 2026.



Dr Yehudi Blacher PSM
Chair
Victorian Registration and Qualifications Authority

14 September 2026



Stefanie Veal
CEO (Director)
Victorian Registration and Qualifications Authority

14 September 2026



Catherine Shih
Chief Financial Officer
Victorian Registration and Qualifications Authority

14 September 2026

# Victorian Auditor-General's Office report

VAGO
Victorian Auditor-General's Office

## Independent Auditor's Report

***To the Board of the Victorian Registration and Qualifications Authority***

| | |
|---|---|
| **Opinion** | I have audited the financial report of the Victorian Registration and Qualifications Authority (the authority) which comprises the:<br>• balance sheet as at 30 June 2026<br>• comprehensive operating statement for the year then ended<br>• statement of changes in equity for the year then ended<br>• cash flow statement for the year then ended<br>• notes to the financial statements, including material accounting policy information<br>• declaration in the finanical statements.<br>In my opinion, the financial report presents fairly, in all material respects, the financial position of the authority as at 30 June 2026 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the *Financial Management Act 1994* and Australian Accounting Standards - Simplified Disclosures. |
| **Basis for Opinion** | I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.<br>My independence is established by the *Constitution Act 1975.* My staff and I are independent of the authority in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.<br>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion. |
| **Other information** | The Board is responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2026, but does not include the financial report and my auditor's report thereon.<br>My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.<br>In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether it is materially inconsistent with the financial report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.<br>If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I are required to report that fact. I have nothing to report in this regard. |
| **Board's responsibilities for the financial report** | The Board of the authority is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the *Financial Management Act 1994*, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.<br>In preparing the financial report, the Board is responsible for assessing the authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so. |

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T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

| | |
|---|---|
| **Auditor's responsibilities for the audit of the financial report** | As required by the *Audit Act 1994,* my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.<br><br>As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:<br><br>• identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.<br>• obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the authority's internal control.<br>• evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.<br>• conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the authority to cease to continue as a going concern.<br>• evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.<br><br>I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit. |



MELBOURNE
18 September 2026

Kevin Chan
*as delegate for the Auditor-General of Victoria*

2

# How this report is structured

The Victorian Registration and Qualifications Authority (VRQA) has presented its audited general purpose financial statements for the financial year ended 30 June 2026 in the following structure to provide users with information about the VRQA's stewardship of resources entrusted to it.

## Financial statements

Comprehensive operating statement for the financial year ended 30 June 2026 ..... 52
Balance sheet as at 30 June 2026 ..... 53
Cash flow statement for the financial year ended 30 June 2026 ..... 54
Statement of changes in equity for the financial year ended 30 June 2026 ..... 54

## Index to the notes to the financial statements

Note 1. About this report ..... 55
Note 2. Funding delivery of our services ..... 56
Note 3. The cost of delivering services ..... 60
Note 4. Key assets to support service delivery ..... 60
Note 5. Other assets and liabilities ..... 62
Note 6. How we financed our operations ..... 64
Note 7. Financial instruments, contingencies and valuation judgements ..... 69
Note 8. Other disclosures ..... 69

# Comprehensive operating statement for the financial year ended 30 June 2026

| | Notes | 2026 $ | 2025 $ |
|---|---|---|---|
| **Revenue and income from transactions** | | | |
| Grants | 2.2.1 | 16,235,172 | 13,903,576 |
| Registration and accreditation fees | 2.2.2 | 692,599 | 1,009,135 |
| Assets and services received free of charge or for nominal consideration | 2.2.3 | 1,168,577 | 730,098 |
| Interest | 2.2.4 | 281,583 | 456,616 |
| Other income | | 112 | 58 |
| **Total revenue and income from transactions** | | **18,378,043** | **16,099,483** |
| **Expenses from transactions** | | | |
| Administrative expenses | 3.1.1 | 14,530,937 | 13,823,615 |
| Contractors | 3.1.2 | 3,289,220 | 3,862,004 |
| Supplies and services | 3.1.3 | 1,108,789 | 951,032 |
| Assets and services provided free of charge or for nominal consideration | 2.2.3 | 1,168,577 | 730,098 |
| Depreciation and amortisation | 4.1 | 16,140 | 24,985 |
| Interest expense | 6.1 | 4,347 | 1,280 |
| **Total expenses from transactions** | | **20,118,010** | **19,393,014** |
| Net result from transactions (net operating balance) | | **(1,739,967)** | **(3,293,531)** |
| Other economic flows – other comprehensive income | | **–** | **–** |
| Comprehensive result | | **(1,739,967)** | **(3,293,531)** |

Note: The accompanying notes form part of these financial statements.

# Balance sheet as at 30 June 2026

| | Notes | 2026 $ | 2025 $ |
|---|---|---|---|
| **Assets** | | | |
| **Financial assets** | | | |
| Cash and deposits | 6.2 | 5,310,364 | 6,545,087 |
| Receivables | 5.1 | 110,781 | 146,978 |
| **Total financial assets** | | **5,421,145** | **6,692,065** |
| **Non-financial assets** | | | |
| Prepayments | 5.2 | 7,453 | 30,000 |
| Property, plant and equipment | 4.1 | 70,333 | 70,154 |
| **Total non-financial assets** | | **77,786** | **100,154** |
| **Total assets** | | **5,498,931** | **6,792,219** |
| **Liabilities** | | | |
| Payables | 5.3 | 1,602,612 | 1,363,667 |
| Contract liabilities | 5.4 | 293,825 | 97,822 |
| Borrowings – lease liabilities | 4.2.1 | 57,847 | 46,116 |
| **Total liabilities** | | **1,954,284** | **1,507,605** |
| **Net assets** | | **3,544,647** | **5,284,614** |
| **Equity** | | | |
| Accumulated surplus | | 2,132,028 | 3,871,995 |
| Contributed capital | | 1,412,619 | 1,412,619 |
| **Net worth** | | **3,544,647** | **5,284,614** |

Note: The accompanying notes form part of these financial statements.

# Cash flow statement for the financial year ended 30 June 2026

| | Notes | 2026 $ | 2025 $ |
|---|---|---|---|
| **Cash flows from operating activities** | | | |
| **Receipts** | | | |
| Receipts from government | | 16,235,171 | 13,903,576 |
| Receipts from other entities | | 921,658 | 815,795 |
| Interest received | | 281,583 | 456,616 |
| **Total receipts** | | **17,438,412** | **15,175,987** |
| **Payments** | | | |
| Payments to suppliers and employees | | (18,647,116) | (18,383,336) |
| GST paid to the Australian Taxation Office[(a)] | | (865) | (1,026) |
| Interest and other costs of finance paid | | (4,347) | (1,280) |
| **Total payments** | | **(18,652,328)** | **(18,385,642)** |
| **Net cash flows from/(used in) operating activities** | | **(1,213,916)** | **(3,209,655)** |
| **Cash flows from investing activities** | | | |
| Net acquisition of non-financial assets | | – | – |
| **Net cash flows from/(used in) investing activities** | | | - |
| **Cash flows from financing activities** | | | |
| Net (repayment of) borrowings and lease liabilities | | (20,807) | (19,716) |
| **Net cash flows from financing activities** | | **(20,807)** | **(19,716)** |
| **Net increase/(decrease) in cash and cash equivalents** | | (1,234,723) | (3,229,371) |
| Cash and deposits at beginning of financial year | | 6,545,087 | 9,774,458 |
| **Cash and deposits at the end of the financial year** | 6.2 | **5,310,364** | **6,545,087** |

Note: [(a)] GST paid to the Australian Taxation Office is presented on a net basis.

# Statement of changes in equity for the financial year ended 30 June 2026

| | Contributed capital $ | Accumulated surplus $ | Total $ |
|---|---|---|---|
| **Balance at 1 July 2025** | **1,412,619** | **7,165,526** | **8,578,145** |
| Comprehensive result for the year | | (3,293,531) | (3,293,531) |
| **Balance at 30 June 2025** | **1,412,619** | **3,871,995** | **5,284,614** |
| Comprehensive result for the year | | (1,739,967) | (1,739,967) |
| **Balance at 30 June 2026** | **1,412,619** | **2,132,028** | **3,544,647** |

Note: The accompanying notes form part of these financial statements.

# Notes to the financial statements

## Note 1. About this report

The VRQA is a state-owned public authority established under the *Education and Training Reform Act 2006* (Vic). As an independent public authority, the VRQA is a separate legal entity and accountable for resources under its control. Section 4.2.8 of the Act requires the VRQA to maintain a fund to account for all money received and paid by the VRQA.

The address of the principal place of VRQA is:

Victorian Registration and Qualifications Authority
Level 7, 1 Spring Street
Melbourne VIC 3000

### Basis of preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 General Purpose Financial Statements – Simplified Disclosure for For-Profit and Not-for-Profit Tier 2 Entities and FRD 101 Application of Tiers of Australian Accounting Standards.

These financial statements are in Australian dollars, and the historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured on a different basis.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of AASB 1004 Contributions, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of the VRQA.

Other transfers that are in the nature of contributions to, or distributions by, owners have also been designated as contributions by owners.

Transfers of net assets arising from administrative restructurings are treated as distributions to, or contributions by, owners. Transfers of net liabilities arising from administrative restructurings are treated as distributions to owners.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and in future periods that are affected by the revision. Judgements and assumptions made by management in applying Australian Accounting Standards (AAS) that have significant effects on the financial statements and estimates are disclosed in the notes.

These financial statements cover VRQA as an individual reporting entity and include all the controlled activities of VRQA. There is no entity consolidated into VRQA.

All amounts in the financial statements have been rounded to the nearest dollar unless otherwise stated.

## Compliance information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (Vic) and applicable AASs, including interpretations, issued by the Australian Accounting Standards Board (AASB).

Where appropriate, AAS paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

# Note 2. Funding delivery of our services

The VRQA's objectives are to:

- regulate for quality learning outcomes
- ensure schools, registered training organisations (RTOs) and employers of apprentices and trainees keep children and young people safe
- implement government directions effectively
- prudently manage its finances.

## Economic dependence

To enable the VRQA to fulfil its objectives, it receives funding from the Department of Education (the department) and the Department of Jobs, Skills, Industry and Regions (DJSIR) in the form of general purpose grants, upon which it is economically dependent. The VRQA also charges fees for registration of providers of education and training and accreditation of courses under the Act. These fees and charges are set by Ministerial Order.

## 2.1. Summary of revenue and income that funds the delivery of our services

| | Notes | 2026 $ | 2025 $ |
|---|---|---|---|
| Grants | 2.2.1 | 16,235,172 | 13,903,576 |
| Registration and accreditation fees | 2.2.2 | 692,599 | 1,009,135 |
| Assets and services received free of charge or for nominal consideration | 2.2.3 | 1,168,577 | 730,098 |
| Interest income | 2.2.4 | 281,583 | 456,616 |
| Other income | | 112 | 58 |
| **Total revenue and income from transactions** | | **18,378,043** | **16,099,483** |

Revenue and income that fund delivery of the VRQA's services are accounted for consistently with the requirements of the relevant accounting standards disclosed in the following notes.

# 2.2. Revenue and income from transactions

## 2.2.1. Grants

| | 2026 $ | 2025 $ |
|---|---|---|
| General purpose – the department | 10,024,062 | 8,471,273 |
| General purpose – DJSIR | 6,211,110 | 5,432,303 |
| **Total grants** | **16,235,172** | **13,903,576** |

The VRQA has determined that the grant income included in the table above under AASB 1058 Income of Not-for-Profit Entities has been earned under arrangements that are either not enforceable or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations, or that are not enforceable, is recognised when the VRQA has an unconditional right to receive cash, which usually coincides with receipt of cash. On initial recognition of the asset, the VRQA recognises any related contributions by owners, increases in liabilities, decreases in assets, and revenue ('related amounts') in accordance with other AASs. Related amounts may take the form of:

- contributions by owners in accordance with AASB 1004 Contributions
- revenue or a contract liability arising from a contract with a customer in accordance with AASB 15 Revenue from Contracts with Customers
- a lease liability in accordance with AASB 16 Leases
- a financial instrument in accordance with AASB 9 Financial Instruments
- a provision in accordance with AASB 137 Provisions, Contingent Liabilities and Contingent Assets.

## 2.2.2. Registration and accreditation fees

| | 2026 $ | 2025 $ |
|---|---|---|
| Registration and accreditation fees | 692,599 | 1,009,135 |
| **Total registration and accreditation fees** | **692,599** | **1,009,135** |

The registration and accreditation fees included in the table above are transactions that the VRQA has determined to be classified as revenue from contracts with customers in accordance with AASB 15 Revenue from Contracts with Customers.

**Performance obligations and revenue recognition policies**

Revenue is measured based on the consideration specified in the contract with the customer. The VRQA recognises revenue when it transfers control of a service to the customer (that is, when or as the performance obligations for the services to the customer are satisfied).

Revenue from the rendering of services is recognised at a point in time when the performance obligation is satisfied, when the service is completed, and over time when the customer simultaneously receives and consumes the services as it is provided.

Revenue from annual registration fees is recognised at a point in time when the VRQA has completed its performance obligation to register the provider.

Application for registration and accreditation fees are recognised at a point in time as each performance obligation is satisfied (that is, with reference to the stage of the assessment process completed by the VRQA).

Consideration received in advance of recognising the associated revenue from the customer is recorded as a contract liability (Note 5.4). Where the performance obligation is satisfied but not yet billed, a contract asset is recorded.

### 2.2.3. Assets and services received free of charge or for nominal consideration

| | 2026 $ | 2025 $ |
|---|---|---|
| Accommodation[(a)] | 1,168,577 | 730,098 |
| **Total assets and services received free of charge or for nominal consideration** | **1,168,577** | **730,098** |

Note: (a) The VRQA moved to 1 Spring Street, Melbourne, VIC 3000 on 14 July 2025 from its previous principal place of business at Level 4, 2 Lonsdale Street, Melbourne VIC 3000.

The VRQA was provided with accommodation by the department, the cost of which is not charged to the VRQA. The amounts are recognised in the operating statement as an expense and offset to income as resources received free of charge.

Contributions of resources received free of charge or for nominal consideration are recognised at fair value when control is obtained over them, irrespective of whether these contributions are subject to restrictions or conditions over their use. The amount recognised as revenue from such contributions reflects the economic benefit received by the VRQA in the form of assets or services.

### 2.2.4. Interest income

| | 2026 $ | 2025 $ |
|---|---|---|
| Interest on bank deposits | 281,583 | 456,616 |
| **Total interest income** | **281,583** | **456,616** |

Interest income includes interest received on bank term deposits (Note 6.2). Interest income is recognised using the effective interest method, which allocates the interest over the relevant period.

# Note 3. The cost of delivering services

This section provides an account of the expenses incurred by the VRQA in delivering services and outputs. In Note 2, the funds that enable the provision of services were disclosed, and in this note, the costs associated with the provision of services are disclosed.

## 3.1. Expenses incurred in delivering services

| | Notes | 2026 $ | 2025 $ |
|---|---|---|---|
| Administrative expenses | 3.1.1 | 14,530,937 | 13,823,615 |
| Contractors | 3.1.2 | 3,289,220 | 3,862,004 |
| Supplies and services | 3.1.3 | 1,108,789 | 951,032 |
| Assets and services provided free of charge or for nominal consideration | 2.2.3 | 1,168,577 | 730,098 |
| **Total expenses incurred in delivery of services** | | **20,097,523** | **19,366,749** |

Expenses from transactions are recognised as they are incurred and reported in the financial year to which they relate.

### 3.1.1. Administrative expenses

| | 2026 $ | 2025 $ |
|---|---|---|
| Employee benefits for VRQA staff employed by the department | 13,121,176 | 12,529,208 |
| Superannuation expense | 1,409,761 | 1,294,407 |
| **Total administrative expenses** | **14,530,937** | **13,823,615** |

Administrative expenses relate to employee benefits for VRQA staff who are employees of the department. The VRQA reimburses the department for all employee entitlements including wages and salaries, superannuation employer contributions, fringe benefits tax (FBT), leave entitlements, termination payments and WorkCover premiums. The costs are classified as administrative expenses in the comprehensive operating statement.

Provisions for annual leave and long service leave for services rendered to the reporting date are recognised and recorded as liabilities by the department. When a staff member accesses their leave entitlement, it is paid by the department and reduces the accumulated balances of the provision accounts within the department's balance sheet.

### 3.1.2. Contractors

| | 2026 $ | 2025 $ |
|---|---|---|
| Contractors | 3,289,220 | 3,862,004 |
| **Total contractors** | **3,289,220** | **3,862,004** |

Contractors represent the costs incurred in normal operations. They include the hire of temporary staff, contractors used to undertake regulatory functions and contractors used to provide other services.

### 3.1.3. Supplies and services

| | Notes | 2026 $ | 2025 $ |
|---|---|---|---|
| Purchase of supplies and consumables | | 331,195 | 362,572 |
| Travel expenses | | 10,038 | 12,480 |
| Printing | | 2,041 | 5,251 |
| Phone and postage | | 11,366 | 49,983 |
| Legal expenses | | 306,125 | 163,504 |
| Insurance | | 46,480 | 43,097 |
| Minor equipment purchases | | 15,859 | 9,777 |
| IT expenses | | 312,490 | 241,371 |
| Advertising | | 15,477 | 16,696 |
| Audit fees | 8.6 | 53,300 | 46,300 |
| Impairment loss on receivables | 5.1 | 4,418 | – |
| **Total supplies and services** | | **1,108,789** | **951,032** |

Supplies and services expenses generally represent the day-to-day running costs incurred in normal operation and are recognised as an expense in the reporting period in which they are incurred.

# Note 4. Key assets to support service delivery

The VRQA controls intangible assets and other assets that are used in fulfilling its objectives and conducting its activities. They represent the resources that have been entrusted to the VRQA to be used for delivery of those outputs.

## 4.1. Property, plant and equipment

| | Office equipment $ | Leased motor vehicles $ | Total $ |
|---|---|---|---|
| **2026** | | | |
| **At cost** | | | |
| Opening balance | 74,073 | 58,780 | 132,853 |
| Additions | – | 36,885 | 36,885 |
| Disposals | (37,169) | (29,136) | (66,306) |
| **Closing balance** | **36,904** | **66,528** | **103,432** |
| **Accumulated depreciation** | | | |
| Opening balance | 49,893 | 12,806 | 62,699 |
| Depreciation | 7,381 | 8,759 | 16,140 |
| Depreciation on asset disposed | (33,291) | (12,449) | (45,740) |
| **Closing balance** | **23,983** | **9,116** | **33,099** |
| **Net book value at year end** | **12,921** | **57,412** | **70,333** |
| **2025** | | | |
| **At cost** | | | |
| Opening balance | 74,073 | 58,272 | 132,345 |
| Additions | – | 29,643 | 29,643 |
| Disposals | – | (29,135) | (29,135) |
| **Closing balance** | **74,073** | **58,780** | **132,853** |
| **Accumulated depreciation** | | | |
| Opening balance | 33,231 | 20,887 | 54,118 |
| Depreciation | 16,662 | 8,323 | 24,985 |
| Depreciation on asset disposed | – | (16,404) | (16,404) |
| **Closing balance** | **49,893** | **12,806** | **62,699** |
| **Net book value at year end** | **24,180** | **45,974** | **70,154** |

Note: Leased motor vehicles included in the table above are right-of-use assets measured at cost (refer to Note 4.2).

### 4.1.1. Depreciation and amortisation

All property, plant and equipment that have finite useful lives are depreciated.

Depreciation is generally calculated on a straight-line basis at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term.

| Assets | Useful life (years) |
|---|---|
| Office equipment | 5 |
| Right-of-use assets: vehicles | 3 |

## 4.2. Right-of-use assets and lease liabilities

VRQA's right-of-use assets include leased motor vehicles with lease contracts typically entered for a fixed period of 3 years with an option to renew the lease after that date. Right-of-use assets are included in Note 4.1.

**Recognition and measurement of leases as a lessee**

A lease is defined as a contract or part of a contract that conveys the right to use an asset for a period in exchange for payment. The VRQA recognises a right-of-use asset and a lease liability at the lease commencement date. Lease liabilities are effectively secured as the rights to the leased assets. The lease asset is depreciated on a straight-line basis over the shorter of the estimated useful life of the asset and the term of the lease.

**Lease liability – initial measurement**

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable, or the incremental borrowing rate of the VRQA.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date
- amounts expected to be payable under a residual value guarantee
- payments arising from purchase and termination options reasonably certain to be exercised.

**Lease liability – subsequent measurement**

Subsequent to initial measurement, the lease liability is reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes to in-substance fixed payments.

**Presentation of right-of-use assets and lease liabilities**

VRQA presents right-of-use assets as 'property plant equipment' in the balance sheet. Lease liabilities are presented as 'borrowings' in the balance sheet.

### 4.2.1. Borrowings – lease liabilities

| Maturity analysis – contractual undiscounted cash flows | 2026 $ | 2025 $ |
|---|---|---|
| Less than one year | 11,672 | 23,753 |
| 1–5 years | 51,427 | 25,511 |
| **Total undiscounted lease liabilities** | **63,099** | **49,263** |
| Less: future finance changes | (5,252) | (3,147) |
| **Present value of minimum lease payments** | **57,847** | **46,116** |
| | | |
| **Lease liabilities included in the balance sheet** | | |
| Current | 8,846 | 22,310 |
| Non-current | 49,001 | 23,806 |
| **Total lease liabilities** | 57,847 | 46,116 |

# Note 5. Other assets and liabilities

This section sets out those assets and liabilities that arose from the VRQA's controlled operations.

## 5.1. Receivables

| | 2026 $ | 2025 $ |
|---|---|---|
| **Current receivables** | | |
| **Contractual** | | |
| Fees receivable | 115,199 | 146,978 |
| | **115,199** | **146,978** |
| Less: Allowance for expected credit losses | (4,418) | **–** |
| | **110,781** | **146,978** |
| Total receivables | **110,781** | **146,978** |

Contractual receivables are classified as financial instruments and categorised as financial assets at amortised cost. They are initially recognised at fair value, plus any directly attributable transaction costs. Subsequent to initial measurement, they are measured at amortised cost using the effective interest method, less any impairment.

The average credit period for sales of goods and services and for other receivables is 14 days or 30 days and no interest charged.

**Impairment of financial assets**

VRQA's contractual receivables are subject to AASB 9 Financial Instruments impairment assessment. VRQA assesses whether there is objective evidence that a contractual receivable is impaired by considering all reasonable and supportable information available.

During the reporting period, the VRQA recognised an impairment expense of $4,418 (2025: $0) in the absence of sufficient evidence supporting recovery of the outstanding balance.

## 5.2. Other non-financial assets

| | 2026 $ | 2025 $ |
|---|---|---|
| **Current other non-financial assets** | | |
| Prepayments | 7,453 | 30,000 |
| **Total other non-financial assets** | **7,453** | **30,000** |

Other non-financial assets include prepayments, which represent payments in advance of receipt of goods or services, or the payments made for services covering a term extending beyond that financial accounting period.

## 5.3. Payables

| | 2026 $ | 2025 $ |
|---|---|---|
| **Contractual payables** | | |
| Supplies and services | 369 | 32,532 |
| Amounts payable to government | 1,023,577 | 717,320 |
| Accrued expenses | 578,621 | 613,795 |
| **Statutory payables** | | |
| FBT payable | 45 | 20 |
| **Total payables** | **1,602,612** | **1,363,667** |
| **Represented by:** | | |
| Current payables | 1,602,612 | 1,363,667 |
| Non-current payables | – | – |

Payables consist of:

- contractual payables, classified as financial instruments and measured at amortised cost, including accounts payable, which represent liabilities for goods and services provided to the VRQA prior to the end of the financial year that are unpaid
- statutory payables, recognised and measured similarly to contractual payables, but not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 10 days.

## 5.4. Contract liabilities

| | 2026 $ | 2025 $ |
|---|---|---|
| Unearned revenue | 293,825 | 97,822 |
| **Total contract liabilities** | **293,825** | **97,822** |
| **Represented by:** | | |
| Current contract liabilities | 293,825 | 97,822 |
| Non-current contract liabilities | – | – |

Contract liabilities include consideration received in advance from customers in respect of registration and accreditation services. Invoices are paid prior to services being provided to them. Revenue is recognised when the relevant registration and accreditation services are provided (refer to Note 2.2.2). The remaining revenue is recognised when the services are rendered in the following year.

# Note 6. How we financed our operations

This section provides information on the sources of finance used by the VRQA during its operations, along with interest expenses and other information related to financing activities of the VRQA. This section includes disclosures of balances that are financial instruments (such as borrowings and cash balances).

## 6.1. Interest expense on borrowings

The following amounts are recognised as interest expense in the comprehensive operating statement and as a cash out flow in the statement of cash flow. Interest expenses are incurred in connection with the interest-bearing liabilities related to leases and are classified as financial instruments in Note 7.1.1.

| | 2026 $ | 2025 $ |
|---|---|---|
| Interest on lease liabilities | 4,347 | 1,280 |
| **Total amount recognised as expense/cash outflow** | **4,347** | **1,280** |

## 6.2. Cash flow information and balances

Cash and deposits include cash at bank. VRQA's bank accounts are held in the Central Banking System under the Standing Directions 2018.

| | 2026 $ | 2025 $ |
|---|---|---|
| Total cash and deposits disclosed in the balance sheet | 5,310,364 | 6,545,087 |
| **Balance as per cash flow statement** | **5,310,364** | **6,545,087** |

Note: Cash and deposits bear variable interest rate with a weighted average interest rate of 4.02% during the year (2025: 4.42%).

## 6.3. Commitments for expenditure

Commitments for future expenditure include operating commitments arising from contracts. These commitments are recorded below at their nominal value and inclusive of GST.

Other commitments payable have been determined by management after estimating the number of jobs or quantum of work required from the suppliers after analysing their historical workload and the intended workload that is required or possible within the adopted budget. These contracts do not stipulate a number of jobs or quantum of work. However, history has shown that the suppliers do the estimated amount of work as there were no internal resources to perform the function.

| | Less than 1 year $ | 1–5 years $ | Total $ |
|---|---|---|---|
| **Nominal amounts 2026** | | | |
| Other commitments payable | 1,255,262 | – | 1,255,262 |
| **Total commitments (inclusive of GST)** | | | |
| Less GST recoverable | (114,115) | | (114,115) |
| **Total commitments (exclusive of GST)** | **1,141,147** | | **1,141,147** |
| **Nominal amounts 2025** | | | |
| Other commitments payable | 108,717 | – | 108,717 |
| **Total commitments (inclusive of GST)** | **108,717** | **–** | **108,717** |
| Less GST recoverable | (9,883) | | (9,883) |
| **Total commitments (exclusive of GST)** | **98,834** | **–** | **98,834** |

# Note 7. Financial instruments, contingencies and valuation judgements

It is often necessary for VRQA to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out specific information for financial instruments, as well as those items that are contingent in nature or require a higher level of judgement to be applied. For VRQA, these related mainly to fair value determination.

## 7.1. Financial instruments specific disclosures

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the VRQA's activities, certain financial assets and liabilities arise under statute rather than a contract (for example, taxes, fines and penalties). Such assets and liabilities do not meet the definition of financial instruments in AASB 132 Financial Instruments: Presentation.

### Financial assets at amortised cost

Financial assets are measured at amortised cost if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the VRQA to collect the contractual cash flows
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interest.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method, less any impairment.

The VRQA recognises the following assets in this category:

- cash and deposits
- receivables (excluding statutory receivables).

### Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the right to receive cash flows from the asset have expired
- the VRQA retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement
- the VRQA has transferred its rights to receive cash flows from the asset and either:
  - has transferred substantially all the risks and rewards of the asset
  - has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where the VRQA has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the VRQA's continuing involvement in the asset.

## Financial liabilities at amortised cost

Financial liabilities measured at amortised cost are initially recognised on the date they originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in the comprehensive operating statement over the period of the interest-bearing liability using the effective interest rate method.

The VRQA recognises the following liabilities in this category:

- payables (excluding statutory payables)
- borrowings (including lease liabilities).

## Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, is cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised as an ‘other economic flow’ in the Comprehensive Operating Statement.

### 7.1.1. Financial instruments – net gain/(loss) on financial instrument by category

| | Carrying amount | Net gain/ (loss) | Total interest income/ (expense) | Fee income/ (expense) | Impairment loss |
|---|---|---|---|---|---|
| **2026** | | | | | |
| **Financial assets at amortised cost** | | | | | |
| Cash and deposits | 5,310,364 | – | 281,583 | – | – |
| Receivables[(a)] | 110,781 | – | | – | 4,418 |
| **Total financial assets at amortised cost** | **5,421,145** | **–** | **281,583** | **–** | **4,418** |
| **Financial liabilities at amortised cost** | | | | | |
| Trade payables[(a)] | 369 | – | | – | – |
| Accrued expenses | 578,621 | – | | – | – |
| Borrowings – lease liabilities | 57,847 | – | (4,347) | – | – |
| **Total contractual financial liabilities** | **636,837** | **–** | **(4,347)** | **–** | **–** |
| **2025** | | | | | |
| **Financial assets at amortised cost** | | | | | |
| Cash and deposits | 6,545,087 | – | 456,616 | – | – |
| Receivables[(a)] | 146,978 | – | – | – | – |
| **Total financial assets at amortised cost** | **6,692,065** | **–** | **456,616** | **–** | **–** |
| **Financial liabilities at amortised cost** | | | | | |
| Trade payables[(a)] | 32,532 | – | | – | – |
| Accrued expenses | 613,815 | – | | – | – |
| Borrowings – lease liabilities | 46,116 | – | (1,280) | – | – |
| **Total contractual financial liabilities** | **692,463** | **–** | **(1,280)** | **–** | **–** |

Note: (a) The total amounts disclosed here exclude statutory receivables and statutory payables (for example, amounts owing from or to the Victorian Government and GST input tax credit recoverable).

## 7.2. Fair value determination

This section sets out information on how the VRQA determines fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

**Fair value hierarchy**

In determining fair value, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into 3 levels, also known as the fair value hierarchy. The levels are:

- Level 1 – quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 – valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 – valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The VRQA's property plant and equipment include office equipment and right-of-use assets (leased motor vehicles) that are measured at cost model.

## 7.3. Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, are measured at nominal value.

Contingent assets and liabilities are presented inclusive of GST receivable or payable.

**Contingent assets**

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

These are classified as either quantifiable, where the potential economic benefit is known, or non-quantifiable.

**Contingent liabilities**

Contingent liabilities are either of the following:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity
- present obligations that arise from past events but are not recognised either because it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations, or because the amount of the obligations cannot be measured with sufficient reliability.

Contingent liabilities are also classified as either quantifiable or non-quantifiable.

The VRQA was notified of a possible legal action with the potential financial liability currently unknown. Legal proceedings have not commenced. Any compensation and defence costs will be covered by the Victorian Managed Insurance Authority, subject to a $1,000 excess (2025: nil).

# Note 8. Other disclosures

This section includes additional material disclosures required by accounting standards or otherwise for the understanding of this financial report.

## 8.1. Changes in accounting policy

Effective from 1 July 2025, FRD 104 Leases was amended to change the measurement basis from the revaluation model to the cost model for the subsequent measurement of right-of-use assets arising from market leases. This amendment had no impact on the VRQA's financial statements.

## 8.2. Responsible persons

In accordance with the Ministerial Directions issued by the Minister for Finance under the *Financial Management Act* (Vic), the following disclosures are made regarding responsible persons for the reporting period.

### Names

The persons who held the positions of ministers and accountable officers in the VRQA were as follows:

| | | |
|---|---|---|
| Minister for Education | The Hon Ben Carroll MP | 1 July 2025 to 30 June 2026 |
| Minister for Skills and TAFE | The Hon Gayle Tierney MP | 1 July 2025 to 15 April 2026 |
| Minister for Skills and TAFE | The Hon Colin Brooks MP | 15 April 2026 to 30 June 2026 |
| Minister for Economic Growth and Jobs | The Hon Danny Pearson MP | 1 July 2025 to 15 April 2026 |
| Minister for Economic Growth and Jobs | The Hon Steve Dimopoulos MP | 15 April 2026 to 30 June 2026 |
| Director (accountable officer) | Stefanie Veal | 1 July 2025 to 30 June 2026 |
| Chairperson | Pam White PSM | 1 July 2025 to 3 May 2026 |
| | Dr Yehudi Blacher PSM | 3 June 2026 to 30 June 2026 |
| Board members | Tony Bates PSM* | 1 July 2025 to 30 June 2026 |
| | Dr Geraldine Atkinson AO | 1 July 2025 to 30 June 2026 |
| | Dr Julie Caldecott | 1 July 2025 to 30 June 2026 |
| | Mark Cameron | 1 July 2025 to 30 June 2026 |
| | Peter Loney | 1 July 2025 to 30 June 2026 |
| | Penelope (Penny) Hutchinson | 1 July 2025 to 30 June 2026 |
| | Anthony (Tony) Nippard | 1 July 2025 to 30 June 2026 |
| | Tri Nguyen | 1 July 2025 to 30 June 2026 |
| | Neil Pharaoh | 1 July 2025 to 30 June 2026 |
| | Francoise (Fran) Reddan | 1 July 2025 to 30 June 2026 |
| | Judith (Judy) Rose PSM | 1 July 2025 to 30 June 2026 |

Note: *The VRQA did not pay Tony Bates (Secretary, Department of Education) as a Board member, as he is an employee of the department and therefore not included in Note 8.3. Andrea Del Monaco is the nominated representative of the department's Secretary.

## 8.3. Remuneration of responsible persons

Remuneration received or receivable by the Accountable Officer in connection with the management of the VRQA during the reporting period was $380,000–$390,000 (2025: $370,000–380,000).

## 8.4. Executive officers

The number of executive officers, other than ministers and accountable officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provide a measure of full-time equivalent (FTE) executive officers over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 Employee Benefits) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered. Accordingly, remuneration is determined on an accrual basis.

### 8.4.1. Remuneration of executives

| Remuneration of the Senior Executive Service | 2026 $ | 2025 $ |
|---|---|---|
| Total remuneration | 769,513 | 624,657 |
| Total number of executives[(a)] | 5 | 4 |
| Total annualised employee equivalents[(b)] | 3 | 3 |

Notes: (a) The total number of executive officers includes persons who meet the definition of key management personnel of the entity under AASB 124 Related Party Disclosures and are also reported within the related parties note disclosure (Note 8.5).
(b) Annualised employee equivalent is based on the time fraction worked over the reporting period.

## 8.5. Related parties

The VRQA is a wholly owned and controlled entity of the State of Victoria. Related parties of the VRQA include:

- all key management personnel and their close family members and personal business interests
- all cabinet ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole-of-state consolidated financial statements.

All related party transactions have been entered into on an arms-length basis.

## Significant transactions with government-related entities

The VRQA received income from grants of $10,024,062 (2025: $8,471,273), resources free of charge of $1,168,577 (2025: $730,098) and fees of $76,183 (2025: $42,858) from the department, and made payments of $14,530,937 (2025: $13,823,615) for administrative expenses to the department.

The VRQA also received income from grants of $6,050,931 (2025: $5,352,041) and reimbursement of group training organisation (GTO) review expenses of $160,178 (2025: $80,262) from the DJSIR.

Key management personnel of the VRQA includes the portfolio Ministers, the Hon Ben Carroll MP, the Hon Colin Brooks MP, the Hon Steve Dimopoulos MP, the Director, Stefanie Veal, members of the senior executive team Annie Tinney, Keith Don, Bree Gauci and Sonia Rivalland, and members of the Board.

The compensation detailed below excludes the salaries and benefits the Portfolio Ministers receive. Ministers' remuneration and allowances are set by the *Parliamentary Salaries and Superannuation Act 1968* (Vic) and are reported in the State's Annual Financial Report.

| Remuneration of key management personnel | 2026 $ | 2025 $ |
|---|---|---|
| Total[(a)] | 1,467,523 | 1,307,639 |

Note: (a) Key management personnel are also reported in the disclosure of remuneration of responsible persons (Note 8.3) and executive officers (Note 8.4.1).

## Transactions and balances with key management personnel and other related parties

Given the breadth and depth of State government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public, for example, through paying stamp duty and other government fees and charges. Further employment of processes within the Victorian public sector occurs on terms and conditions consistent with the *Public Administration Act 2004* (Vic) and Codes of Conduct and Standards issued by the Victorian Public Sector Commission.

Procurement processes occur on terms and conditions consistent with the Victorian Government Purchasing Board requirements.

Outside of normal citizen-type transactions with the VRQA, there were no related party transactions that involved key management personnel, their close family members and their personal business interests. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

All other transactions that have occurred with key management personnel and their related parties were conducted on an arms-length basis in the ordinary course of business. They have not been considered material for disclosure. In this context, transactions are only disclosed when it is considered necessary to draw attention to the possibility that the VRQA's financial position and profit or loss may have been affected by the existence of related parties, and by transactions and outstanding balances, including commitments, with such parties.

## 8.6. Remuneration of auditors

| | 2026 $ | 2025 $ |
|---|---|---|
| Victorian Auditor-General's Office (VAGO) for the audit of the financial statements | 53,300 | 46,300 |
| **Total remuneration of auditors** | **53,300** | **46,300** |

Note: The VAGO is prohibited from providing non-audit services.

## 8.7. Subsequent events

There are no known subsequent events that will have a material impact on the financial statements.

The policy in connection with recognising events that occur between the end of the reporting period and the date when the financial statements are authorised for issue is that:

- adjustments are made to amounts recognised in the financial statements where those events provide information about conditions that existed at the reporting date
- disclosure is made where the events relate to conditions that arose after the end of the reporting period and they are considered to be of material interest.

# Appendices

## Appendix 1. Disclosure index

| Legislation | Requirement | Page |
|---|---|---|
| **Standing Directions (SD) and Financial Reporting Directions (FRD)** | | |
| Report of operations | | |
| **Charter and purpose** | | |
| FRD 22 | Manner of establishment and the relevant ministers | 5 |
| FRD 22 | Purpose, functions, powers and duties | 5 |
| FRD 8 | Departmental objectives, indicators and outputs | 6 |
| FRD 22 | Key initiatives and projects | 7 |
| **Management and structure** | | |
| FRD 22 | Organisational structure | 35 |
| **Financial and other information** | | |
| FRD 8 | Performance against output performance measures | 7 |
| FRD 10 | Disclosure index | 72 |
| FRD 12 | Disclosure of major contracts | 42 |
| FRD 15 | Executive disclosures | 70 |
| FRD 22 | Employment and conduct principles | 36 |
| FRD 22 | Occupational health and safety policy | 36 |
| FRD 22 | Summary of the financial results for the year | 26 |
| FRD 22 | Significant changes in financial position during the year | 26 |
| FRD 22 | Subsequent events | 71 |
| FRD 22 | Application and operation of the *Freedom of Information Act 1982* (Vic) | 42 |
| FRD 22 | Compliance with building and maintenance provisions of the *Building Act 1993* (Vic) | 42 |
| FRD 22 | Statement on the National Competition Policy | 43 |
| FRD 22 | Application and operation of the *Public Interest Disclosures Act 2012* (Vic) | 43 |
| FRD 22 | Application and operation of the *Carers Recognition Act 2012* (Vic) | 44 |
| FRD 22 | Details of consultancies over $10,000 | 41 |
| FRD 22 | Details of consultancies under $10,000 | 41 |
| FRD 22 | Disclosure of government advertising expenditure | 41 |
| FRD 22 | Reviews and studies expenditure | 41 |
| FRD 22 | Statement of availability of other information | 42 |
| FRD 22 | Asset Management Accountability Framework (AMAF) maturity assessment | 46 |
| FRD 22 | Disclosure of emergency procurement | 44 |
| FRD 22 | Disclosure of procurement complaints | 44 |
| FRD 24 | Environmental reporting | 44 |
| FRD 25 | Local Jobs First | 41 |
| FRD 29 | Workforce data disclosures | 36 |
| SD 5.2 | Specific requirements under SD 5.2 | 5 |

| Legislation | Requirement | Page |
|---|---|---|
| **Compliance attestation and declaration** | | |
| SD 3.7.1 | Attestation for compliance with Ministerial SD | 47 |
| SD 5.2.3 | Declaration in report of operations | Prelim |
| **Financial statements** | | |
| **Declaration** | | |
| SD 5.2.2 | Declaration in financial statements | 48 |
| **SD and FRD** | | |
| **Other requirements under SD 5.2** | | |
| SD 5.2.1(a) | Compliance with Australian Accounting Standards (AAS), other authoritative pronouncements | 48 |
| SD 5.2.1(a) | Compliance with SD | 48 |
| SD 5.2.1(b) | Compliance with Model Financial Report | 5 |
| **Other disclosures as required by FRD in notes to the financial statements** | | |
| FRD 21 | Disclosures of responsible persons, executive officers and other personnel (contractors with significant management responsibilities) in the financial report | 69 |
| FRD 103 | Non-financial physical assets | 62 |
| FRD 110 | Cash flow statements | 54 |
| FRD 112 | Defined benefit superannuation obligations | 59 |
| FRD 114 | Financial instruments – general government entities and public non-financial corporations | 65 |

| Legislation | Page |
|---|---|
| *Freedom of Information Act 1982* (Vic) | 42 |
| *Building Act 1993* (Vic) | 42 |
| *Public Interest Disclosures Act 2012* (Vic) | 43 |
| *Carers Recognition Act 2012* (Vic) | 44 |
| *Local Jobs First Act 2003* (Vic) | 41 |
| *Financial Management Act 1994* (Vic) | 47 |

# Appendix 2. Ministerial Statement of Expectations for the VRQA

In November 2022, the Minister for Education and the Minister for Training and Skills issued a new Statement of Expectations (SoE) for the VRQA.

This SoE introduced new expectations regarding apprenticeships and traineeships that applied from 1 November 2022. It made no change to the expectations about home schooling and schools. These expectations remain the same as in the previous SoE, which applied from 1 July 2021.

State Government of Victoria

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BRI22108927

Ms Pam White PSM
Chair
Victorian Registration and Qualifications Authority
GPO Box 2317
MELBOURNE VIC 3001

Dear Ms White

We are pleased to provide the Victorian Registration and Qualifications Authority (VRQA) with this Statement of Expectations (SOE), which applies from 1 November 2022 onwards until renewed.

As Minister for Education, Minister for Training and Skills and Minister for Higher Education, and together with the Minister for Trade, we are responsible for administering the *Education and Training Reform Act 2006* (the Act), which provides for a high standard of education and training for all Victorian students, including by setting out the functions and powers of the VRQA. This SOE should be read in the context of the objectives, obligations and functions outlined in the Act.

This SOE introduces new expectations of the VRQA by the Minister for Training and Skills and Minister for Higher Education regarding **Apprenticeships and Traineeships**. It makes no change to the expectations of the VRQA by the Minister for Education about **Home Schooling** and **Schools.** These latter expectations remain the same as in the previous SOE which applied from 1 July 2021.

Recent consultations with apprentices, trainees and other key stakeholders including industry, employers and unions have indicated there is a real need to significantly strengthen our systems of protection for apprentices and trainees in Victoria.

The new expectations seek to urgently reinforce and strengthen the key role the VRQA must play through the exercise of its regulatory functions to ensure apprentices and trainees, many of whom are among the youngest and most vulnerable of workers, work in an environment that provides for their physical and psychosocial safety.

Based on recent consultation between the Department of Education and Training (DET) and the VRQA regarding the Government's priorities and emerging risks in apprenticeships and traineeships, our expectations for the VRQA are outlined in **Attachment A** of this letter. The VRQA should incorporate appropriate milestones and actions into its business plans to implement these new expectations, noting the context of its legislative authority. VRQA should also provide the Minister for Training and Skills with a detailed timeframe of when it expects these to be delivered and updates on progress achieved. We note the need for ongoing collaboration with apprentices, trainees, industry, employers, unions, other regulators and DET.

We further request the VRQA to undertake a regular review of all the expectations in this letter as part of its annual reporting obligations and to advise us if there are any refinements recommended when the letter needs to be updated or renewed.

We thank you for this ongoing, important work to strengthen our apprenticeship and traineeship system, so that Victorians can be safe in training and at work and go on to rewarding jobs and careers.

Kind regards

The Hon Natalie Hutchins MP
Minister for Education
Minister for Women

The Hon Gayle Tierney MP
Minister for Training and Skills
Minister for Higher Education
Minister for Agriculture

**Attachment A – Ministerial Expectations**

| Home schooling |
|---|
| ***Compliance Related Assistance and Advice*** |
| 1. We expect the VRQA will increase home schooling parents' understanding of requirements for registration and review. The VRQA should:<br>a. continue to co-create policies, guides, advice and general communication with the home schooling community, through the Victorian Home Education Advisory Committee<br>b. strengthen its resource library to help families address the learning areas and enrich their educational programs<br>c. ensure the VRQA can contribute to future evaluations of the new regulations, including the evaluation of new home school regulations over 2018-20, by working with DET to develop evidence of the longer-term educational attainment of home schooled students as outlined in the Regulatory Impact Statement (2017). |
| ***Timeliness*** |
| 2. We expect the VRQA to provide clarity about the scheduling of home schooling reviews and publish the amount of time taken to complete a review (across all methods) in its Quarterly Home Schooling Reporting. |
| **Schools** |
| ***Compliance-related assistance and advice*** |
| 3. We expect the VRQA to support the goal of improving compliance with, and understanding of, the minimum standards across all Victorian schools. We expect the VRQA will contribute to this outcome by:<br>a. providing effective, practical and ongoing assistance and advice on compliance with the minimum standards to schools. The VRQA should regularly review and update guidance based on feedback from school reviews and other relevant reports and reviews.<br>b. continue to work with DET to facilitate the Government's commitment to build new schools and reduce regulatory burden for all government schools by identifying departmental policies that can be universally applied for new and ongoing school registration, where it is appropriate to do so. |
| ***Clear and consistent regulatory activities*** |
| 4. We expect the VRQA to support effective and consistent application of the minimum standards across and within sectors by taking a leadership role in simplifying compliance for schools. To support this expectation, the VRQA should:<br>a. clearly define the evidence to be used by school reviewers to assess and determine compliance and provide review bodies with VRQA policies, checklists and other assistance to drive consistency in reviews (including identifying the essential elements required in school documentation such as policies). The VRQA should support consistent reviewer training across sectors on how reviewers assess compliance with the minimum standards<br>b. consider any other issues or themes raised in relevant reports and reviews that will inform improved practices with respect to clear, supportive and consistent regulation of Victorian schools.<br>c. further develop the Review Body Assurance Program, including a mechanism for evaluation which will support effective and consistent application of the minimum standards. |
| **Apprenticeships and Traineeships** |
| ***Compliance-related assistance and advice*** |
| 5. We expect the VRQA to significantly enhance confidence in the administration and quality of the apprenticeship and traineeship system and encourage the participation of apprentices, trainees and their employers. To meet this expectation, the VRQA should:<br>a. significantly improve employers' awareness of their roles, responsibilities and legal and regulatory obligations in taking on and supporting apprentices and trainees, with the goal of supporting individuals to complete their training<br>b. significantly improve VRQA visibility and improve employer, apprentice and trainee awareness and understanding of the VRQA's role and responsibility in the administration and enforcement of apprenticeship and traineeship obligations including greater clarity of its legal and regulatory frameworks<br>c. support the expansion of A&T options into new and emerging industries and consult, as necessary, with DET and other agencies, including industry stakeholders in approving training schemes to ensure appropriate durations and relevance to industry<br>d. continue to recognise and monitor Group Training Organisations against National Standards and report on compliance<br>e. increase collaboration and cooperation with other regulators represented on its Operational Working Group and DET to develop an information portal for employers and apprentices to publish regulatory actions and provide information about regulatory requirements<br>f. work with other relevant regulators and the department to identify a more streamlined complaints resolution approach across the regulatory system for apprentices and trainees<br>g. continue to support the implementation of relevant budget initiatives. |
| ***Timeliness*** |
| 6. We expect the VRQA to ensure the timing and scope of regulatory activities relating to apprenticeships and traineeships are clear and efficient. |
| ***Clear and consistent regulatory activities*** |

7. We expect that the VRQA will continue to lift the quality of apprenticeships and traineeships in Victoria, contributing to improved completion outcomes, by administering consistent and reliable monitoring and education with a particular focus apprentice and trainee cohorts who require additional safeguards from physical and other harms. To contribute to these outcomes, the VRQA should:
   a. collaborate with WorkSafe and other relevant regulators to assess the risk associated with employers of apprentices and trainees (regarding the suitability of employers) and inform compliance and enforcement activities
   b. focus monitoring and compliance activities in relation to employers with consistently poor outcomes (such as low levels of completion, high cancellations, dissatisfaction and safety concerns) and considering carefully where issues have been identified with employers by other regulators
   c. continue to work with DET on reforms to school-based apprenticeships and traineeships
   d. review and revise its practice in relation to employer approvals and revocations to ensure it has a current assessment of the fitness of an employer to engage an apprentice or trainee
   e. strengthen training plan arrangements by informing minimum requirements for training plans and review its approach to the oversight and monitoring of training plans over the life of a training contract
   f. review its practice related to labour hire arrangements, and publish a policy on its future approach
   g. review its delivery of regulatory field services to ensure the best possible outcomes from these services, with a view to insourcing these services going forward
   h. work with the Department of Education and Training to develop outcome metrics to better monitor the effectiveness of the regulatory regime

# Appendix 3. Ministerial Directions for the VRQA

Section 5.2.1(5) of the *Education and Training Reform Act 2006* (Vic) requires the VRQA to include a copy of each Ministerial Direction given under the section in that year's annual report.

In the financial year ending 30 June 2026, no Ministerial Directions were made.

# Appendix 4. Acronyms and abbreviations

| | |
|---|---|
| AAS | Australian Accounting Standards |
| AASB | Australian Accounting Standards Board |
| the Act | *Education and Training Reform Act 2006* (Vic) |
| AMAF | Asset Management Accountability Framework |
| CCYP | Commission for Children and Young People |
| CEO | Chief Executive Officer |
| CRICOS | Commonwealth Register of Institutions and Courses for Overseas Students |
| the department | Department of Education |
| DJSIR | Department of Jobs, Skills, Industry and Regions |
| ESV | Energy Safe Victoria |
| FBT | fringe benefits tax |
| FOI | freedom of information |
| FOI Act | *Freedom of Information Act 1982* (Vic) |
| FRD | Financial Reporting Direction |
| FTE | full-time equivalent |
| FWO | Fair Work Ombudsman |
| GAICD | Graduate of the Australian Institute of Company Directors |
| GST | goods and services tax |
| GTO | group training organisation |
| IPAA | Institute of Public Administration Australia |
| MAICD | Member of the Australian Institute of Company Directors |
| MBA | Master of Business Administration |
| MoU | Memorandum of Understanding |
| PID Act | *Public Interest Disclosures Act 2012* (Vic) |
| PSM | Public Service Medal |
| RAC | risk assessment contact |
| RTO | registered training organisation |
| SEO | student exchange organisation |
| SES | Senior Executive Service |
| SSR | Social Services Regulator |

| | |
|---|---|
| SoE | Statement of Expectations |
| TAFE | technical and further education |
| VAGO | Victorian Auditor-General's Office |
| VCE | Victorian Certificate of Education |
| VCEA | Victorian Catholic Education Authority |
| VECRA | Victorian Early Childhood Regulatory Authority |
| VET | vocational education and training |
| VIT | Victorian Institute of Teaching |
| VPS | Victorian Public Service |
| VRQA | Victorian Registration and Qualifications Authority |