Australian Government

Jobs and Skills Australia

Actioning the Review of the Jobs and Skills Australia Act (2022)

Response by Jobs and Skills Australia

March 2026

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Commissioner's foreword

The Jobs and Skills Australia Act 2022 has reached a milestone with the completion of the Review by Dr Michele Bruniges who has considered the ongoing functions, governance and funding arrangements of Jobs and Skills Australia.

The Review has strongly endorsed our work here at JSA, finding that our core focus should continue to be providing strongly independent advice that's grounded in data and analytics.

It also supports many of the initiatives that we already have underway. Over the past year, we've been working to further increase the accessibility and utility of our reports and data findings. We're reporting disaggregated data, qualitative information and detailing our methodological approaches to assist our users to gain deeper insights. You'll also see us introducing new products and data, such as insight papers on important topics and regular reports on national matters such as productivity and tertiary harmonisation. Where the Review recommends strengthening our current arrangements, we are working to embed new processes and agreements to ensure we continue to be highly effective in our role.

Importantly, we've also intensified our consultation, building beyond our well-established processes to reach out to our tripartite partners and stakeholders alike to gain sector-specific perspectives and knowledge to incorporate into our research and reports. Most recently, this was successful when consulting on the VET workforce, National Skills Taxonomy and Roadmap for regional Australia. The timing and streamlining of our consultations will continue to be a focus to ensure best-practice collaboration.

Timing is also mentioned as part of the Review as a recommendation that we move to a 3-year workplan cycle. This would enable a more strategically cohesive body of work being carried out annually in support of government and stakeholder priorities, with an annual review, including consultation, of the projects needed to deliver real outcomes.

I'd like to thank Dr Bruniges for her work on the Review and all those who made submissions. From the knowledge and guidance we've received as a result of the Review, it's clear that we have both the agency and endorsement to continue to be effective in engaging, advising and assisting the Australian Government and other stakeholders on the current, emerging and future skills and workforce needs of the Australian economy.

Professor Barney Glover AO

Commissioner, Jobs and Skills Australia

About the Review

The Jobs and Skills Australia Act 2022 (the Act) required the Minister for Skills and Training to commence an independent legislative review (the Review) into the effectiveness of the operations of the Act by August 2025.

The Review was tabled with the House of Representatives on 5 March 2026.

The Government's response to the recommendations in the Review is a matter for the Minister for Employment and Workplace Relations and Minister for Skills and Training.

Actioning the Review

Jobs and Skills Australia (JSA) welcomes the opportunity to action the Review's recommendations. We acknowledge the significant effort invested by the reviewer and appreciate the constructive approach taken throughout the process. The report provides strong endorsements of our work, which more than justify the role of JSA within the skills architecture, our coverage of responsibilities under the Act, and our impact despite the relative youth of our organisation. We are committed to continuous improvement and value the recommendations provided.

Positive impact

The report contains many affirmations of JSA's contribution to Australia's workforce planning and policy development. These endorsements reinforce the importance of our independent, evidence-based advice and the breadth of our responsibilities. Our impact, as highlighted, demonstrates our ability to deliver on the Act's requirements and respond to emerging workforce challenges.

Stakeholder feedback consistently recognises JSA as a credible and independent provider of high-quality analysis and advice, with particular consensus around the value and objectivity of our outputs.

Since our inception, we have demonstrated effectiveness in fulfilling our legislated functions, delivering timely and relevant products that are widely utilised by governments, industry, and the broader community. The growing demand for our outputs is reflected in strong and increasing product download figures, with stakeholders reporting enhanced usability and practical application of our data and insights in their own planning and decision-making processes.

Our ability to rapidly build trust and credibility is further underpinned by our robust data capabilities, which are particularly valued by smaller jurisdictions that may lack the resources to conduct comparable analysis independently. By providing accessible, high-quality data and analysis, we play a crucial role in supporting evidence-based policy development across all levels of government and industry. This consensus on the value of JSA's contributions highlights our unique position as a reliable and essential source of workforce intelligence for Australia's skills sector.

JSA's overall approach to responding to the review

The review provides a suite of recommendations which will support JSA to continuously improve in delivering on requirements of the Jobs and Skills Australia Act 2022. JSA sees two broad themes emerging from the recommendations.

Deepening strategic impact

The review recommends JSA shift to a multi-year planning horizon, built around a core set of strategy priorities set by our Ministers. It recommends we remain focused on providing strongly independent advice grounded in its data and analytic capabilities, and that we ensure our products are appropriately tailored to maximise impact.

JSA's impact is maximised when:

- enduring policy problems are addressed through sustained programs of work
- analytical effort is proportionate to the decision being influenced.

To this end, we have developed an integrated response which builds on and refines JSA's approach to this work. Through this response we are:

- working with government to organise JSA's workplan around enduring programs of national capability. These programs will each have a stable multi-year purpose but flexible annual outputs, delivering predictability and coherence for stakeholders, and cumulative influence in our work. This will also support JSA to update the key trends and evidence bases of high-value reports and data assets that are aligned with government strategic priorities
- implementing a framework to clearly balance between how far JSA's analysis and advice extend into providing explicit policy recommendations. Under this approach the strength of JSA's voice will be proportionate to the following principles: maturity of the evidence, the clarity of JSA's mandate, and the proximity to a policy decision. There will be four categories of voice: consultation insights; findings; considerations for policy-makers and recommendations. Voice will be escalated where justified by the principles. Where JSA makes recommendations they will be explicitly framed and procedurally robust, with clear addressee, engagement process, and opportunity for a response.

Efficiently and effectively working with partners in the jobs and skills eco-system

Deep, enduring and trusted relationships are foundational to JSA's success. The review provides a set of recommendations to support JSA to work with tripartite partners in an effective and efficient way, as well as deepen JSA's relationships with analytical organisations with related functions.

We are successful in working with our partners when:

- engagement is designed upfront and gives partners the opportunity to engage from initial scoping
- outputs are carefully tailored to the audience and the decisions they take.

To this end, we are:

- strengthening our delivery approach to ensuring we understand partner expectations and sensitivities as early as possible in our project planning, and that partners can appropriately assist in finalising our findings and recommendations
- working with Jobs and Skills Councils and the Department of Employment and Workplace Relations (DEWR) to formalise relationships and ensure efficient and effective engagement with industry stakeholders
- working with the National Centre for Vocational Education Research (NCVER), Australian Bureau of Statistics (ABS) and other data and evidence custodians to deepen and formalise relationships
- working with the Ministerial Advisory Board to strengthen its focus on emerging issues and priorities to shape the workplan; initial scoping and design of key JSA projects to maximise impact, and expertise to assist in developing tailored engagement strategies for JSA projects.

Our approach to each individual recommendation is detailed in the following section.

Conclusion

We appreciate the thoroughness of the Review and the constructive recommendations provided. We remain committed to delivering independent, evidence-based advice, strengthening our consultation processes, and collaborating with key agencies to enhance Australia's workforce planning. We look forward to ongoing engagement with stakeholders and policy makers to ensure our work continues to deliver positive outcomes for the nation.

Recommendations and our commitments

Recommendation 1 (Policy vs analysis)

JSA's core focus should remain to provide strongly independent advice grounded in its data and analytic capabilities.

- **JSA reports and advice to government need to be framed as directions for possible further action, key insights and opportunities emerging from JSA's data and analysis.**
- **Consideration should be given to opportunities to embed clearer feedback loops from government and the Secretary that acknowledge JSA's reports and advice where relevant.**

JSA acknowledges the recommendation and will continue to be focused on independent advice grounded in our data and analytics capabilities. JSA's output will continue to:

- be **transparent and evidence-led, including qualitative as well as quantitative evidence, informed by wide engagement including with our Ministerial Advisory Board, States and Territories and our partners**.
- align with JSA's **legislated mandate**
- support **informed decision-making** by government, tripartite and social partners
- preserve JSA's **independence and credibility**.

To provide clarity to JSA's stakeholders and the jobs and skill system, JSA will adopt a framework to clearly balance between how far JSA's analysis and advice extend into providing explicit policy recommendations. The strength of JSA's voice will be proportionate to the maturity of the evidence, the clarity of JSA's mandate, and the proximity to a policy decision. There will be four categories of voice:

- Consultation insights: what we have heard
- Findings: JSA's view on what the qualitative and quantitative evidence shows
- Considerations for Policy-Makers: what matters if action is being considered
- Recommendations: what should be done

Voice will be escalated where justified by the principles. Where JSA makes recommendations, they will be explicitly framed and procedurally robust, with clear addressee, informed by close engagement, consideration of broader government actions and opportunity for a response. JSA will seek to have this process in place in the next six months.

Recommendation 2 (Ensuring complementarity and deconfliction)

JSA should further delineate its functions and services from other government entities to avoid potential duplication. JSA would benefit from:

- **seeking to maintain and further good working relationships with similar entities**
- **formalising collaborative agreements, such as through memoranda of understanding, with government entities to enhance data availability and sharing and clearly define responsibilities to ensure complementarity, particularly with Jobs and Skills Councils (JSCs), NCVER and Australian Tertiary Education Commission (ATEC), once established**
- **adopting a stewardship role with JSCs**
- **establishing an annual senior executive meeting between organisations, including at least JSA, JSCs, NCVER, ATEC, ABS and Productivity Commission (PC), to discuss and share forward work plans and key strategic priorities**
- **providing an overview on its website of the nature of its relationship with other similar organisations and their respective roles within the system, to improve transparency and community awareness.**

JSA acknowledges the recommendation and considers several of these elements are already underway. We will continue to collaborate with all relevant government or related entities in the jobs and skills ecosystem, including our state and territory partners and Jobs and Skills Councils.

We seek opportunities to expand on existing formal data sharing agreements, including two way data sharing with our state and territory partners, using mechanisms such as JSA's existing memoranda of understanding with the ABS to support our VET National Data Asset (VNDA) and Skills Tracker projects.

JSA maintains close collaborative working relationships with the JSCs, including through regular engagement between JSA's Commissioner and Deputy Commissioners and the Jobs and Skills Councils' (JSC) CEOs, to ensure complementarity of key strategic work streams and avoid potential duplication of effort, noting that the overall design of the Jobs and Skills Council program is a matter for the Australian Government.

JSA will seek to convene an annual senior executive meeting between organisations as outlined to discuss key strategic priorities, as a complement to a range of existing regular bilateral meetings that JSA has with the JSCs, ABS, ATEC and other organisations. This group may be of particular use as we progressively transition from the long-established Australian and New Zealand Standard Classification of Occupations the Occupation Standard Classification for Australia (ANZSCO to OSCA) as and where possible. We will continue to engage with the ABS and look to show leadership going forward to champion stakeholder perspectives on these occupation classifications.

We will provide information articulating how we fit within the jobs and skills network of organisations to increase transparency and community awareness of our role. This will be in addition to existing prominent links on the JSA webpage to DEWR, JSCs and NCVER websites.

JSA will continue to work with the interim ATEC and looks forward to formalising working arrangements with the ATEC once it is formally established. These will be addressed by the end of 2026.

Recommendation 3 (Suitability of functions under the JSA Act)

JSA's functions set out in the Jobs and Skills Australia Act 2022 are fit-for-purpose and no amendments are recommended.

JSA's functions are a matter for the Australian Government and Parliament.

Recommendation 4 (Quality)

JSA should continue, where possible and relevant, to report disaggregated data and qualitative information to assist users to gain deeper insights, including by:

- **exploring a two-way mechanism for responsive data sharing with Commonwealth and state and territory governments on a case-by-case basis, allowing jurisdictional breakdowns or supplementary datasets to be provided**
- **better balancing between qualitative and quantitative data to ensure that insights are reflective of the full context**
- **seek to establish longitudinal datasets in priority areas.**

JSA acknowledges the recommendations and recognises the importance of disaggregated data and qualitative information in creating deeper insights and will further strengthen our actions in support of this outcome. The current regional disaggregation of timely labour market data in JSA outputs is heavily influenced by the disaggregation that can be provided in a robust fashion by the ABS, particularly through its Labour Force Survey. Currently, this data is only available at the Statistical Area 4 (SA4) level, noting that the ABS continues to progress work on improving its SA4 data and producing new estimates at the more granular Statistical Area 3 (SA3) level in the future. JSA will strengthen our engagement with the ABS as per recommendation 2.

We are building upon our existing data sharing agreements with agencies in several jurisdictions, making detailed data available for research. We continue to look to work closely with our state and territory counterparts to develop two-way data sharing agreements.

We recognise growing stakeholder appetite for more qualitative analysis and we are actively working to meet this. In addition, we note that significant qualitative research is undertaken through our consultation and engagement processes rather than through our core datasets, which are largely quantitative. The qualitative data JSA uses typically includes:

- employer feedback gathered through the Recruitment Experiences and Outlook Survey
- stakeholder consultations with industry bodies, unions, Jobs and Skills Councils (JSCs), training providers, and state and territory governments
- submissions and interviews during reviews and advisory processes
- advisory committee input, including from the Ministerial Advisory Board (MAB) and project-specific steering committees

- sectoral and cohort-specific engagement (e.g. targeted discussions with industries or communities) to capture nuanced views on inclusivity, accessibility, and future skills requirements.

We will continue to deepen our work. For example, we are developing a survey instrument to further capture worker perspectives on the labour market.

We will continue to build longitudinal data assets through Person Level Integrated Data Asset (PLIDA) projects, such as VNDA. In addition, we'll produce long-term time series data in our own data assets, such as the Internet Vacancy Index (IVI) and Occupation Shortage List (OSL), to support longitudinal insights into employer demand in different parts of the labour market. JSA will continue to work towards this by the end of 2026.

Recommendation 5 (Visibility)

JSA could further enhance the visibility of its methodological approaches by:

- **undertaking earlier consultation with key stakeholders, particularly during the scoping phase, to enhance consistency of methodologies**
- **holding webinars for interested parties to explain their methodological approaches on the release of their major reports, where they can articulate data discrepancies**
- **continuing to produce their technical reports, outlining the methodological approaches taken, which aids transparency.**

JSA acknowledges the recommendation and considers several of these elements are already underway. We engage with key tripartite stakeholders during the project conceptualisation and scoping stages, including the Ministerial Advisory Board (MAB). For major studies, this often includes a public Terms of Reference process to inform scoping, complemented by discussions with key experts. Will we consider how this can be strengthened, including through our program and project management practices.

Publishing of methodologies – both papers and detailed webpages - will continue to be one of our key activities. Building on the popularity of the near-monthly JSA webinars held in 2025 to detail and discuss major reports, we will continue to offer these as a valuable tool in activating an informed dialogue.

We are committed to ongoing transparency on methodology through the production of technical reports and have a strong focus on building the suite of methodological information on our website. In doing this, we balance transparency and replicability with security, confidentiality and data governance where external data sets are used. We will work to improve this commitment by the end of 2026.

Recommendation 6 (Impact)

JSA should extend the accessibility and utility of its reports and data findings by:

- **further tailoring the format of its products to its diverse audience, including through more concise reports**
- **making the progress of its publications more visible via its website, including those that are underway and planned.**

JSA acknowledges the recommendation and considers several of these elements are already underway. We are progressively evolving our approach to research and analysis, to ensure that report formats support engagement by a broader audience and are also tailored appropriately for key decision makers. This includes continuing to refine our combination of deep analytical products and more concise reports, supported by a range of communications channels and products.

We are investing in additional data-sharing capabilities such as Application Programming Interfaces and web-based applications, along with simple dashboards and portals, to make our data more accessible.

Our revised approach to research and analysis will be focusing on more frequent, shorter reports, insights papers, data visualisations and other products to promote continuous engagement with our audiences. We'll continue to include information on how our work is progressing, (updating this to include planned work where possible) and the sequence of releases, as during the Gender Economic Equality Study and other major pieces of work that we have undertaken. This work will be undertaken by the end of 2026.

Recommendation 7 (Impact)

JSA needs to ensure its work program is aligned to whole-of-government strategic priorities.

- **Continuing to invest in strong relationships with key line agencies and government entities in strategic priority areas at the senior executive level to strengthen relevance, visibility and dissemination of outputs across government.**
- **Update the key trends and evidence bases of high-value reports and data assets that are aligned with government strategic priorities.**

JSA acknowledges the recommendation and considers several of these elements are already underway. JSA is committed to ensuring our work contributes to the delivery of whole-of-government strategic priorities.

Our work plan is approved by the Minister and endorsed by Government. We chair and are actively involved in several cross-government committees, maintaining productive relationships with line agencies across jurisdictions. Agencies are consulted during the development of our work plan, and relevant agencies are heavily consulted on major projects. We will ensure that these relationships are continuously renewed and deepened over time.

Building on the current annual project planning process, we will develop multi-year work programs which will include, where appropriate and possible within resources constraints, dedicating capacity to periodically updating high-value reports and data assets. The workplan will be released later in 2026.

Recommendation 8: (More diverse engagement)

JSA should ensure that it tailors its consultation approach to reflect the nature of the project at hand. There are opportunities for JSA to:

- **better engage with industry, particularly with smaller sectors and small and medium enterprises, including by utilising existing channels**
- **enhance the inclusivity of its engagement, particularly where a report is more closely related to or impacts a specific cohort**
- **ensure its consultation approach is designed in a way that reflects the needs of particular cohorts and is supported by transparent two-way feedback.**

JSA acknowledges the recommendation and considers several of these elements are already underway. We continue to work in partnership with industry and other stakeholders in a way that enables genuine engagement with minimum burden.

The appointment of our Deputy Commissioners is fundamental to the effectiveness of our stakeholder engagement and strategic outreach, forming the backbone of our ability to cultivate and sustain strong, strategic relationships. This high level of engagement ensures our outreach is both deeply informed and genuinely collaborative, underpinning the success of our programs and the achievement of our organisational goals.

We have a program underway to strengthening engagement with underrepresented voices. Expanding regional and underrepresented cohort-specific engagement is crucial. By broadening our outreach and tailoring our approach to meet the unique needs of these groups, we can foster greater inclusion and ensure that diverse voices are reflected in our stakeholder engagement processes.

We are working to establish an advisory group for a research program for Aboriginal and Torres Strait Islander peoples (building on the success of the Cultural Advisory Panel for the Murtu Yayngiliyn Project) and for people with disability and will continue to further our approach to inclusive engagement, building on recent effective examples, including the steering groups for the Food Supply Chain Workforce, and Gender Economic Equality studies. JSA expects to have dedicated cohort Advisory Working Groups established in the next six months.

Recommendation 9: (Streamlined consultation)

JSA should continue to strengthen coordination of its engagement efforts and processes with the JSCs and DEWR, where feasible, to reduce duplicative consultation and stakeholder fatigue. JSA could do this by:

- **better coordinating its stakeholder engagement, particularly with JSCs, including through joint or co-designed consultation processes**
- **reconsidering the necessity for, and extent of use of, Deeds of Confidentiality, particularly for members of the Ministerial Advisory Board (MAB)**
- **engaging in a more strategic and efficient manner, including better utilising its tripartite model and the MAB.**

JSA acknowledges the recommendation. We proactively and genuinely pursue stakeholder engagement across the life of our programs of work in recognition of the value that

stakeholder perspectives bring to our analysis, insights and advice. Our collaborative relationships with the JSCs provide additional access to industry, unions and government agencies.

JSA would welcome the opportunity for more formal arrangements with Jobs and Skills Councils in relation to the Jobs and Skills Council program. These arrangements could cover streamlined consultation arrangements.

Deeds of Confidentiality will only be used where they are imposed on JSA by an external process.

In refining the nature of our stakeholder consultation, we will have a particular focus on utilising the MAB for strategic discussions of JSA's key priorities.

JSA will work closely with partners in the next six months to improve consultation.

Recommendation 10: (Allowing sufficient time for consultation)

JSA should improve the timeliness of its stakeholder consultation processes to enable stakeholders sufficient time to provide meaningful contributions, including by:

- **engaging with stakeholders earlier in the project development process**
- **ensuring JSA's project-specific steering committees are genuinely engaged from the outset of a project's development process**
- **maximising consultation periods**
- **publishing and better communicating its consultation processes that are underway and planned to enable stakeholders to better plan their input.**

JSA acknowledges the recommendation. Where possible, we will work to improve the timeliness of consultations within the parameters set by governance and legislative requirements, balanced with the need to ensure timely advice to decision-makers.

Our published Engagement and Outreach Strategy reflects the need for and JSA's commitment to:

- shared ownership of priorities
- cross-sectoral input into national labour market advice that reflects regional and priority cohort issues
- the importance of leveraging the experience, knowledge, and skills of our network to build robust outputs in financially constrained circumstances.

We will engage with key tripartite stakeholders during project conceptualisation and scoping stages, including the MAB. We implement internal project management process to ensure appropriate engagement at the project scoping phase, as well as explore opportunities to lift the efficiency of consultation through bundling projects into programs.

We also explore how to maximise the length of consultation periods, while balancing the need for responsive and timely project delivery within broader process parameters.

We will review our consultation communications processes, noting we have published 22 consultation pages on our website, each detailing the project open for consultation and how stakeholders can participate in providing their feedback. Our direct 'latest news' emails to

around 7,000 subscribers and our LinkedIn page, with around 17,000 followers. We will continue to explore new channels and promotional strategies to ensure stakeholders are made aware of consultations in a timely fashion.

In 2024-25, we had over 1,300 responses to public consultations and 51 briefings/workshops with stakeholders. In late 2024 and again in late 2025, we undertook national roadshows to connect directly with stakeholders across the country. JSA will have structures in place to address this in the next six months.

Recommendation 11: (Structural governance arrangements)

JSA should remain as a secondary statutory body attached to DEWR and undertake measures to reinforce its alignment with the PGPA Act and strengthen its accountability. This includes:

- **Progress against JSA's performance metrics should be incorporated as an Annex in DEWR's annual report.**
- **Appropriate and meaningful performance measure(s) related to JSA should be reflected in DEWR's corporate plan.**
- **Continue to demonstrate its markers of independence to its stakeholders.**

JSA's structure is a matter for the Australian Government and Parliament.

JSA welcomes opportunities to report on its performance and has recently done so on our website, as foreshadowed in our annual report contribution. In addition to any actions taken by DEWR in support of this recommendation, JSA will continue to visibly differentiate ourselves from DEWR in our brand identity, how we undertake our work, and our voice within the jobs and skills system. Public commentary from the Jobs and Skills Australia Commissioner will continue to be an important demonstration of this independence.

Recommendation 12: (Commissioner and Deputy Commissioner roles)

Recognising its unique composition, JSA needs to provide further clarity to stakeholders on the role of the Commissioners and the reporting lines between them, the Executive Director and the Secretary, including by communicating role descriptions on its website.

JSA acknowledges the recommendation. JSA will update its website with additional information in this regard. These actions will be undertaken in the next three months.

Recommendation 13 (MAB functions)

To fully realise the benefits of the Ministerial Advisory Board's (MAB's) tripartite model, the MAB's roles and responsibilities need to be better articulated and the expertise of MAB members fully utilised.

- **Recalibrating the MAB's responsibilities towards:**
  - **providing advice on strategic items for inclusion in the work plan, particularly as it relates to emerging issues and priorities**
  - **providing advice to assist with initial scoping and design of key JSA projects**
  - **providing expertise to assist in developing tailored engagement strategies for JSA projects.**
- **Clarifying the role of the MAB through updating and publishing its Terms of Reference via JSA's website.**
- **Streamlining and shortening MAB meetings to ensure they foster robust, strategic discussion.**

JSA acknowledges the recommendation and considers several of these elements are already underway. The MAB is a critical part of JSAs architecture, bringing direct tripartite engagement and advice to JSA's work. It also provides advice to the Jobs and Skills Australia Commissioner and directly to the Minister for Skills and Training. The JSA Commissioner and Executive Director will work with the MAB to give effect to this recommendation. JSA also recognises that tripartite engagement will not always achieve agreement. Where stakeholder views diverge, JSA seeks to determine how to apply advice in its work and transparently note differing views.

The MAB Terms of Reference are now published on our website's Ministerial Advisory Board page, along with member biographies, meeting communiques and the dates of upcoming meetings. We are also making the role of the MAB as an advisory body visible in other ways, such as in the annual Jobs and Skills Report.

We provide secretariat support for the MAB and its meetings in accordance with the direction of the MAB Chair and Deputy Chairs. To enhance efficiency, we are exploring reorientating the workplan from project to a program basis. This will facilitate streamlined strategic discussion. JSA anticipates this recommendation will be actioned in the next three months.

Recommendation 14: (MAB composition)

The MAB's size and composition should be maintained, but the way it operates can be enhanced by:

- **ensuring both smaller and larger jurisdictions are represented on the MAB and rotated on a regular basis**
- **better leveraging the MAB sub-working groups to inform its advice**
- **staggering future appointments of MAB members and ensuring vacant positions are proactively filled.**

The JSA MAB composition is a matter for the Australian Government and Parliament.

Members of the MAB are appointed by the Minister for Skills and Training and administrative arrangements undertaken by DEWR.

Under the current MAB Terms of Reference, the Advisory Board consists of:

- a Chair
- 2 members representing the states and territories
- 4 members representing employee organisations
- 4 members representing employer organisations
- not more than 4 other members (who must not be a representative of employee or employer organisations).

We engage with the MAB Chair, Deputy Chairs and members to utilise members' roles in consulting widely and seeking insights from stakeholders and others on specific skills and workforce issues.

Sub-working groups are an important component of MAB consultation. Currently, the Education Training Advisory Group operates as a critical reference point on education and training issues. The First Nations Cultural Advisory Group and a People with Disability Advisory Group is currently being developed for stand-up in 2026.

Recommendation 15: (Work plan cadence)

JSA needs to adopt a 3-year work plan cycle (with an annual update), supported by funding certainty across the cycle.

JSA's work plan cycle and funding certainty are a matter for the Australian Government.

If implemented, JSA would support a 3-year program-based work plan cycle.

Recommendation 16: (Work plan direction and approvals)

The Minister for Employment and Workplace Relations and the Minister for Skills and Training should issue an attached schedule to a Statement of Expectations setting out the government's key strategic priorities to serve as a centrepiece for JSA's work plan.

The Ministers' directions are a matter for the Australian Government.

The proposed schedule would support multi-year planning and support JSA's ongoing efforts to maximise impact. If instituted by the Government, JSA will incorporate such a schedule into our work plan.

Recommendation 17: (Departmental support)

JSA and DEWR should formalise a Statement of Agreed Arrangements to clarify and strengthen key components of the relationship. This should include:

- **staffing and corporate and enabling functions, in particular data systems and governance**
- **roles and responsibilities**
- **markers of the clear independence of JSA.**

JSA acknowledges the recommendations and will seek to deliver our components of this recommendation.

A Statement of Agreed Arrangements with DEWR is currently being developed. We are also implementing an update of our data strategy, to ensure better alignment with DEWR. We will seek to have this agreed with DEWR in six months.

Recommendation 18: (Resourcing)

JSA should receive sufficient ongoing funding to deliver on its legislated functions.

JSA's funding is a matter for the Australian Government and Parliament.

Recommendation 19: (Resourcing)

Develop and seek approval for a charging model that allows commissioned work.

JSA's funding is a matter for the Australian Government. We will explore options regarding this recommendation.