



Australian Government
Australian Skills Quality Authority

ASQA

ASQA Annual Report 2025–26

Integrity ~ Quality ~ Innovation



The Australian Skills Quality Authority acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

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The background of the cover features a large, light gray circular graphic with a stylized 'Q' shape cut out of it. In the bottom left corner, there is a cluster of small, light gray wavy lines.

ASQA Annual Report

2025–26

Integrity ~ Quality ~ Innovation

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Letter of Transmittal

2 October 2026

The Hon Andrew Giles MP
Minister for Skills and Training
House of Representatives
Parliament House
Canberra ACT 2600

Dear Minister

I am pleased to present you with this Annual Report for the Australian Skills Quality Authority (ASQA) which covers the period 1 July 2025 to 30 June 2026.

This report has been prepared for the purposes of section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), which requires that an annual report be given to the Minister for presentation to the Parliament.

This report includes ASQA's annual performance statements and audited annual financial statements, as required by subsections 39(1) and 43(4) of the PGPA Act. This report has also been prepared in accordance with subsection 215(1) of the *National Vocational Education and Training Regulator Act 2011* (NVR Act).

Finally in accordance with section 10, and as required by subsection 17AG(2), of the *Public Governance, Performance and Accountability Rule 2014*, I certify that ASQA:

- has undertaken fraud and corruption risk assessments and prepared fraud and corruption control plans
- has in place appropriate fraud and corruption prevention, detection, investigation, recording and reporting mechanisms that meet ASQA's specific needs; and
- has taken all reasonable measures to appropriately deal with fraud and corruption relating to ASQA.

Yours sincerely



Saxon Rice
Chief Executive Officer

Chief Executive Officer's Introduction

I am pleased to present ASQA's Annual Report for 2025–26.

Australia's vocational education and training (VET) sector plays a vital role in developing the skilled workforce our economy depends on. As the national regulator, ASQA's role is to ensure that students, employers, governments and the broader community have confidence in the quality and integrity of nationally recognised training.

This year marked an important transition for both the sector and ASQA. Following the commencement of the 2025 Standards for Registered Training Organisations (RTOs) on 1 July 2025, our focus shifted from preparing for reform to supporting implementation, embedding new ways of thinking about quality, and maturing our regulatory approach. While implementation of the 2025 Standards remained a significant priority, it was also a year in which ASQA increasingly looked beyond immediate reform to the future of regulation, workforce development and Australia's role within a rapidly evolving regional skills landscape.

Throughout 2025–26, we supported providers as they adapted to the 2025 Standards and strengthened self-assurance practices, while continuing to protect the integrity of the VET sector through intelligence-led, risk-based regulation. We concentrated our efforts where risks to students, industry and the broader community were greatest, worked closely with government and law enforcement partners to respond to emerging threats, at the same time as supporting providers committed to delivering high-quality training and assessment.

As our regulatory approach matured domestically, it also became increasingly evident that Australia's VET system is attracting growing international attention and recognition. One of the most rewarding aspects of the year was seeing the role effective regulation plays in maintaining and enhancing that reputation.

Across the Indo-Pacific region, governments and industry are grappling with many of the same challenges we face in Australia: building a skilled workforce, ensuring training keeps pace with changing industry needs, and maintaining confidence in qualifications. Throughout the year, ASQA deepened its engagement with international counterparts, recognising that protecting and strengthening the reputation of Australian VET increasingly requires collaboration beyond our borders.

During the year, I had the opportunity to collaborate directly with India, Singapore and Cambodia, meeting with regulators, government agencies, industry leaders and training organisations. These engagements reinforced the strengths of Australia's VET system while providing valuable insights into emerging approaches to skills development, regulatory practice and industry engagement. They also highlighted growing international demand for Australian training expertise and the importance of ensuring that Australian VET delivered offshore reflects the same standards of quality, integrity and learner outcomes that underpin training delivered in Australia.

The year also saw increasing discussion across the VET sector about the opportunities and risks presented by artificial intelligence (AI). In collaboration with providers, peak bodies and other stakeholders, ASQA led the development of the Principles for the Responsible Use of AI in VET. Informed by national workshops and stakeholder engagement across Australia, the Principles provide a practical foundation for supporting innovation while maintaining training quality, assessment integrity and confidence in learner outcomes.

Our engagement with international partners reinforced an important lesson: quality regulation is not solely about compliance. It is about creating trust. Trust that qualifications reflect genuine skills and competence. Trust that learners receive the education they have been promised. Trust that employers can rely on the capabilities of graduates. And trust that Australia's skills education system continues to support economic growth and social opportunity.

That focus on trust continued to underpin our domestic regulatory activities throughout the year. To protect confidence in the international education sector and address emerging integrity risks, we collaborated closely with the Department of Education to implement a government decision to suspend new applications for registration on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) and applications to add new courses to existing CRICOS registrations for 12 months. The temporary measure, which took effect on 19 May 2026, was introduced in response to risks associated with non-genuine and poor-quality providers, including those seeking to enter the CRICOS market.

In partnership with the Tertiary Education Quality and Standards Agency (TEQSA), we released the Dual Sector Regulatory Strategy in September 2025, identifying 3 opportunities to harmonise aspects of regulation for dual-sector providers. Implementation of this Strategy has begun to reduce regulatory burden while supporting more effective risk-based regulation.

At the same time, we continued to invest in being a more modern, efficient and capable regulator. Progress through our Digital Transformation Program (DTP), improvements to our data and intelligence capability, and investments in our workforce are laying the foundations for more effective regulation and better services.

We also completed significant preparatory work for the implementation of our revised cost recovery framework. Extensive consultation, policy development and operational planning during the year established the foundations for a more transparent and sustainable cost recovery model that better aligns regulatory effort, regulatory risk and the services we deliver. This work positions us well to implement the new arrangements in 2026-27 while maintaining confidence in the regulatory framework. The achievements outlined in this report reflect the professionalism, expertise and commitment of ASQA's people, as well as the support and collaboration of our many stakeholders. I thank our staff, Advisory Council, government partners, training providers and sector representatives for their contributions over the course of 2025-26.

As Australia's national VET regulator, we remain committed to supporting a trusted, high-quality and future-focused VET sector that serves students, employers and the broader community. I am confident the work undertaken this year has positioned ASQA strongly to meet the opportunities and challenges ahead.



Saxon Rice
Chief Executive Officer
Australian Skills Quality Authority

ASQA at a glance

ROLE

What we do

Regulate Australia's national vocational education and training sector.

PURPOSE

Why we do it

To ensure quality vocational education and training so that students, industry, governments and the community have confidence in the integrity of national qualifications issued by training providers.

APPROACH

How we do it

By educating, monitoring, and conducting compliance and enforcement activities that draw on intelligence and data and are based on analysis of risk and evidence.

OUTCOME

Intended result

To deliver on our purpose by supporting, through effective regulation and stakeholder partnerships, the continuous improvement of the sector while addressing poor practice (including removing non-genuine providers).

BENEFITS

For stakeholders

Community trust and confidence in VET.
High-quality outcomes for students and industry.
Ability to make informed education choices.
A strong VET sector with a culture of and reputation for integrity and excellence.

PRINCIPLES OF REGULATOR BEST PRACTICE¹

Continuous improvement and building trust.
Risk-based and data-driven.
Collaboration and engagement.

¹ As set out in the Department of Finance's Resource Management Guide for Regulator Performance (RMG 128).

Our key achievements in 2025–26

In 2025–26, ASQA played a leading role in implementing the most significant reform to Australia's national VET regulatory framework in more than a decade. Against a backdrop of substantial sector reform, we:

- supported implementation of the 2025 Standards for Registered Training Organisations (RTOs)
- strengthened action against non-genuine providers
- matured our intelligence-led, risk-based regulatory approach
- continued to invest in the people, systems and partnerships needed to regulate a modern, high-quality VET sector.

Together, these achievements strengthened quality, integrity and confidence across Australia's vocational education and training system.

Supporting implementation of the 2025 Standards for RTOs

The commencement of the 2025 Standards for RTOs on 1 July 2025 marked a fundamental shift towards an outcomes-focused, quality-driven approach to regulation. The 2025 Standards place greater emphasis on learner outcomes, provider self-assurance and continuous improvement, creating a clearer connection between regulatory requirements and the quality of training delivered.

ASQA supported sector-wide implementation through an extensive program of education, guidance and engagement. We delivered webinars, guidance materials, practice resources and stakeholder communications to help providers understand and implement the 2025 Standards, supporting stronger self-assurance practices and a culture of continuous quality improvement across the sector.

Protecting the integrity of Australia's VET sector

Protecting the integrity of nationally recognised training remained a central focus throughout the year. Supported by our Integrity Unit and enhanced intelligence capabilities, ASQA strengthened its ability to identify, investigate and respond to providers and individuals whose conduct threatened confidence in Australian VET.

During the year, we took significant regulatory action against providers involved in serious non-compliance and integrity breaches. Administrative Review Tribunal decisions upheld our regulatory decisions to cancel provider registrations and qualifications where necessary, reinforcing confidence in the integrity of Australia's qualifications framework.

ASQA also strengthened collaboration with law enforcement, Commonwealth agencies, state and territory regulators and other partners through mechanisms including the Fraud Fusion Taskforce and other multi-agency operations, improving our ability to detect emerging integrity threats and coordinate responses to unlawful and unethical conduct.

Maturing intelligence-led, risk-based regulation

ASQA continued to mature its regulatory model by strengthening the use of intelligence, evidence and provider risk profiles to inform regulatory decisions. This enables regulatory effort to be targeted where it has the greatest impact while reducing unnecessary burden on providers that consistently demonstrate quality outcomes.

The publication of our revised Regulatory Assessment and Monitoring Approach provided greater transparency about how intelligence, evidence and risk inform regulatory supervision and decision-making. The revised approach further supports proportionate, consistent and evidence-based regulation while encouraging provider self-assurance and continuous improvement.

Investing in digital and regulatory capability

We continued to invest in digital systems, data and regulatory capability to support contemporary regulation.

Progress through the Digital Transformation Program (DTP) strengthened digital service delivery, enhanced the use of data and intelligence to inform regulatory decisions, and improved information-sharing across the organisation and with government partners. We also continued to strengthen our data governance, cyber security and organisational capability to responsibly adopt emerging technologies, including artificial intelligence, to improve regulatory effectiveness and productivity.

Strengthening collaboration across the VET system

ASQA continued to strengthen partnerships across the VET sector, recognising that high-quality regulation depends on strong collaboration with governments, industry and education stakeholders.

During the year, we worked closely with providers, peak bodies, Commonwealth agencies, state and territory governments, Jobs and Skills Australia, Jobs and Skills Councils and the National Centre for Vocational Education Research (NCVER) to support implementation of the 2025 Standards, strengthen regulatory outcomes and contribute to continuous improvement across the VET system.

We also continued to strengthen collaboration with the Tertiary Education Quality and Standards Agency (TEQSA) to support a more coordinated regulatory approach for dual-sector providers and broader tertiary education reform.

Building organisational capability

ASQA continued to strengthen organisational capability by investing in our people, leadership and governance.

Initiatives to enhance workforce capability, wellbeing and leadership development supported our ability to respond to an evolving regulatory environment while maintaining a high-performing, values-driven organisation capable of delivering best-practice regulation.

Together, these achievements strengthened ASQA's capability as a modern, transparent and intelligence-led regulator, supporting implementation of the 2025 Standards, protecting the integrity of nationally recognised qualifications and reinforcing confidence in Australia's vocational education and training sector.

ASQA snapshot 2025–26

SECTOR AT A GLANCE (AS AT 30 JUNE 2026)

ASQA regulates:

3,754 **83**

RTOs

ELICOS²–only providers

3,837

Total providers

National RTO Market³:

3,754 (93.5%)

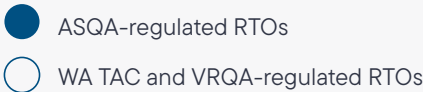
ASQA

158 (3.9%)

WA TAC

102 (2.5%)

VRQA



ASQA-regulated RTOs:

2,771

RTOs approved to deliver VET to domestic students.

697

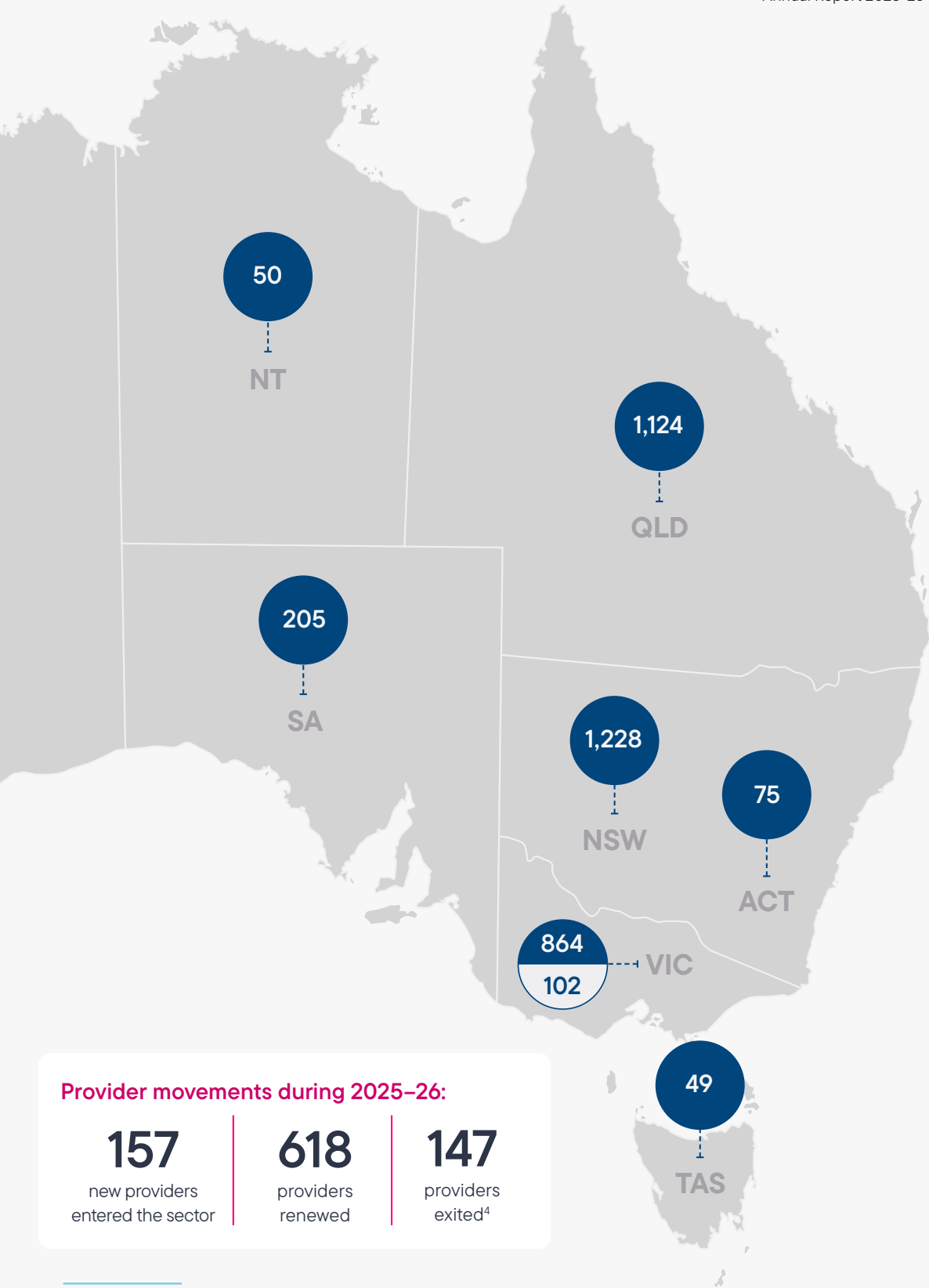
RTOs also registered on the CRICOS to deliver VET to overseas students

286

RTOs also registered on the CRICOS to deliver VET and ELICOS to overseas students

2 English Language Intensive Courses for Overseas Students

3 Percentages have been rounded and may not add to 100 per cent.



Provider movements during 2025-26:

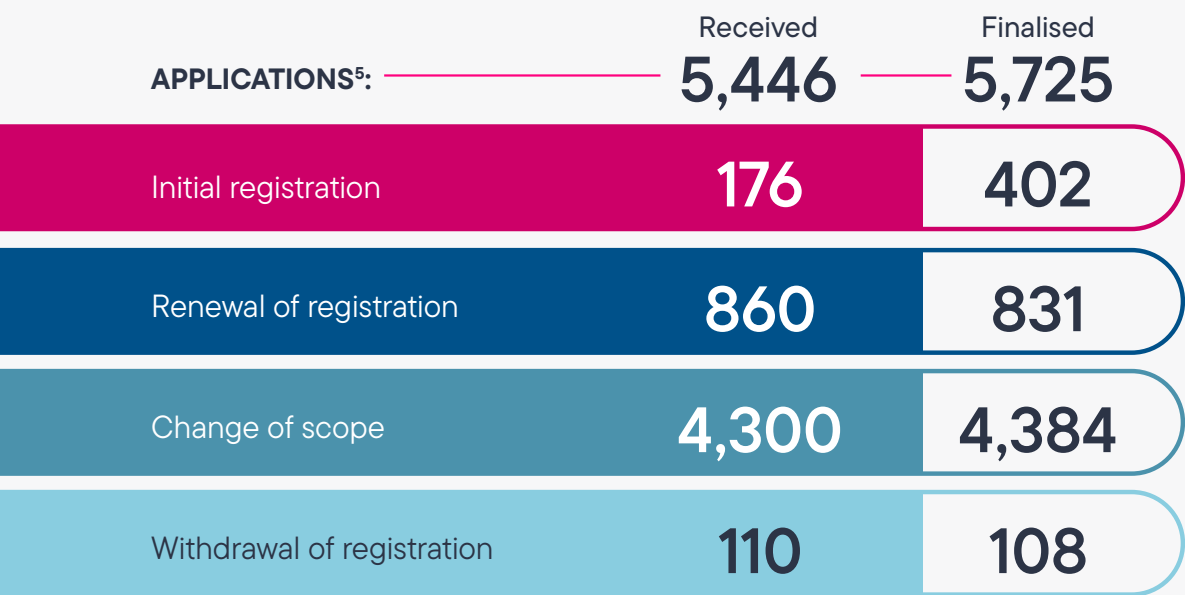
157
new providers
entered the sector

618
providers
renewed

147
providers
exited⁴

4 Of these 47 cancelled, 37 expired, 63 withdrawn

PROVIDER REGISTRATION



A further **2,132 material change requests** from providers were processed.

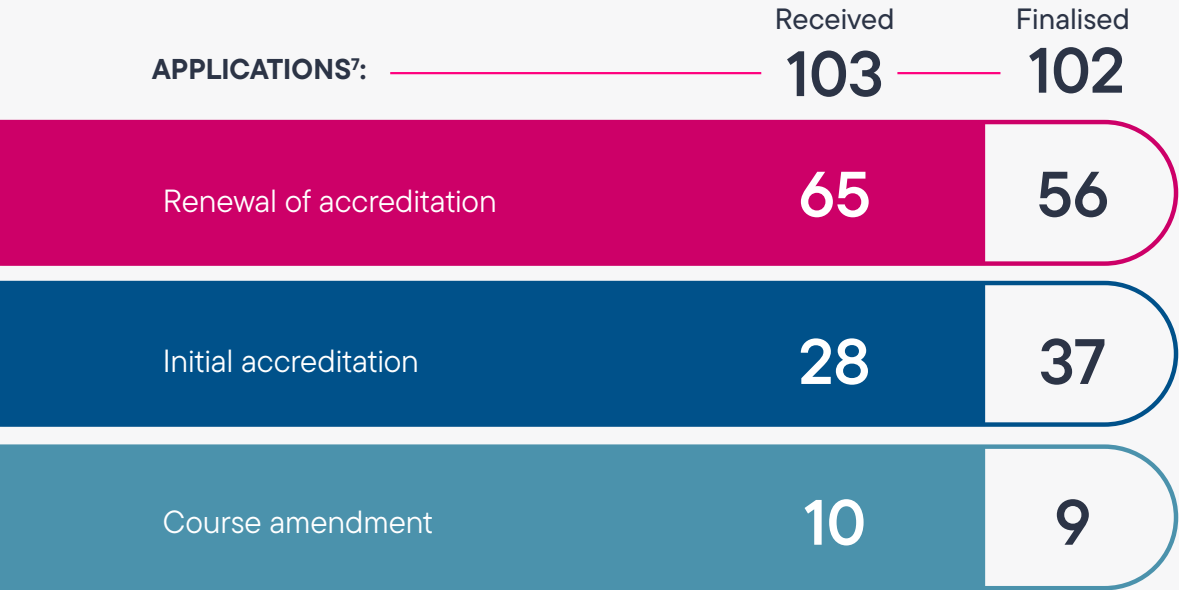
OUTCOMES⁶



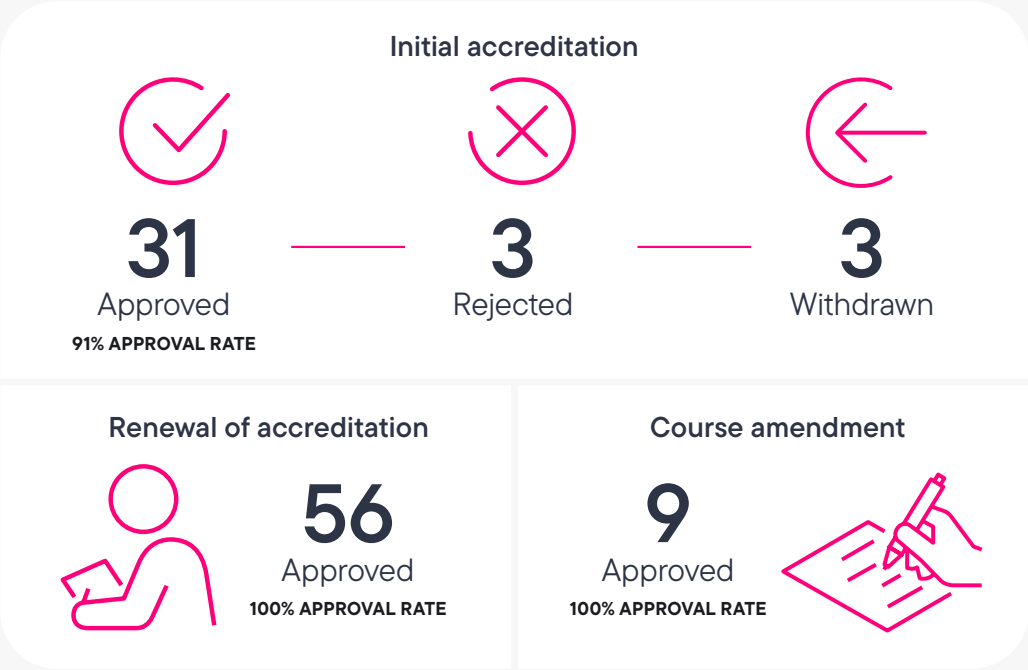
5 The number of application outcomes includes applications that were received in a previous financial year but not finalised until the current financial year.

6 Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.

COURSE ACCREDITATION



OUTCOMES⁸



7 The number of application outcomes included applications that were received in a previous financial year but not finalised until the current financial year.

8 Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.

ENQUIRIES



27,679

Phone calls



6,346

Emails



5,295

Student record enquiries

VET TIP-OFFS



5,220

Received

ASSESSMENT AND MONITORING ACTIVITIES

1,432 assessment and monitoring activities completed:

581

Regulatory
monitoring
activities

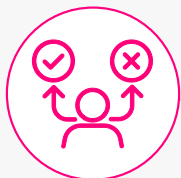
490

Evidence
reviews

361

Performance
assessments

COMPLIANCE AND ENFORCEMENT ACTIONS



110

Decisions made to cancel registration or reject renewal in relation to

60

providers⁹



Made decisions to cancel

18,941

qualifications and statements of attainment issued without appropriate training or assessment



1

Successful criminal prosecution for advertising VET courses after registration was cancelled



10

infringement notices issued totalling

\$128,700

SITE VISITS



127 SITE VISITS

(Announced, unannounced and virtual)



DIRECTING COMPLIANCE

18

Warning letters

71

Conditions imposed

172

Written directions

3

Agreements to Rectify entered into

1

Enforcement Warrant executed

4,079

Statement of Regulatory Expectations letters sent

OTHER SANCTIONS



40

Decisions to suspend registration

3

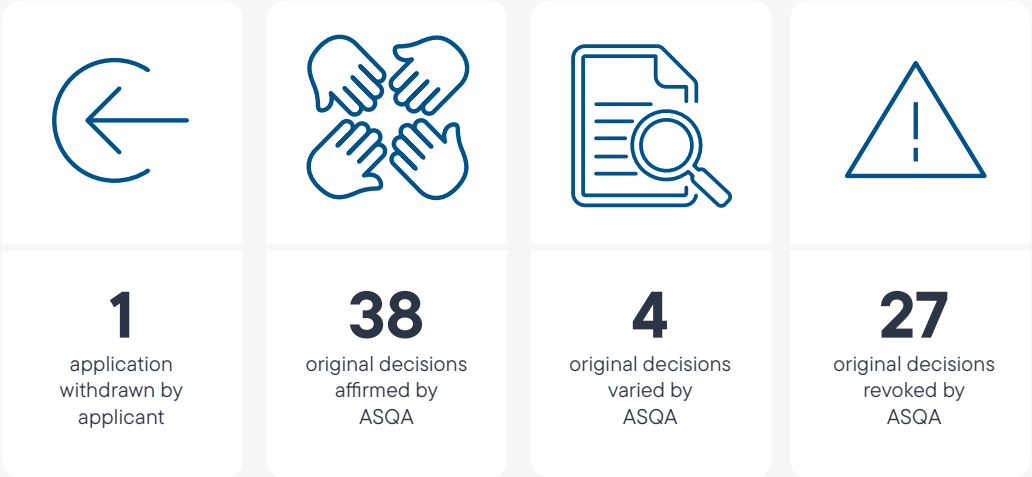
Decisions to vary periods of registration



⁹ The number of providers in relation to which decisions were made to cancel registration or reject renewal in 2025-26 (60 providers) differs from the number of providers that exited the sector due to cancellation (47 providers) during the same period, due to the scope, timing or review of those decisions.

INTERNAL REVIEW

70 internal review applications finalised:



EXTERNAL REVIEW

90 Administrative Review Tribunal matters finalised:



SERVICE STANDARDS

EIGHT OF EIGHT MET

Target

2025-26 Result

Initial Registration

Notified of an assessment outcome within 90 calendar days



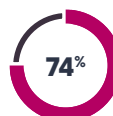
Renewal of Registration

Renewal application finalised prior to registration expiry



Change of Scope

Notified of application outcome within 28 calendar days



Performance and Monitoring

Performance assessment and monitoring activities completed within 90 calendar days



Enquiries

Telephone calls answered within 5 minutes



Enquiries

Written correspondence answered within 10 calendar days



Complaints about ASQA

Complaints finalised within 90 calendar days



Course Accreditation

Application decision notified within 120 calendar days







1. Agency Overview

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About us

Our purpose

Our purpose is to ensure quality VET so that students, industry, governments and the community have confidence in the integrity of national qualifications issued by training providers.

Our role and functions

We regulate providers that deliver:

- VET qualifications and courses to students in Australia or offer Australian qualifications internationally.
- VET courses to overseas students – approved on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) to teach overseas students on student visas in Australia.
- English Language Intensive Courses for Overseas Students (ELICOS) – approved on the CRICOS.

We accredit VET courses to make sure nationally approved standards are met, based on established industry, enterprise, education, legislative or community need.

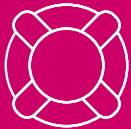
We take regulatory action against non-registered training providers and other entities that are not authorised to deliver VET qualifications if they breach the law.



We support confidence in the integrity of national qualifications issued by registered training providers by:



Ensuring our monitoring, compliance, enforcement, and education activities make full use of intelligence and data so that the community can be confident that our activities are based on analysis of risk.



Maintaining essential safeguards by responding adeptly to provider non-compliance and taking effective action, applying a range of compliance and enforcement activities proportionate to the level of harm.



Using education as a key regulatory tool and providing feedback that enables regulated entities to take responsibility for meeting their obligations, and support providers to address risks and monitor, evaluate and continuously improve VET outcomes.

Our legislation

ASQA is a Statutory Agency under the *Public Service Act 1999*, and a non-corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

ASQA operates within a framework of wider VET legislation, including:

- legislation establishing ASQA as the national VET regulator – the *National Vocational Education and Training Regulator Act 2011* (NVR Act)
- the VET Quality Framework
- the *Standards for VET Accredited Courses 2021*
- legislation relating to education for overseas students, including the *Education Services for Overseas Students Act 2000* (ESOS Act).

Key legislation is listed in Appendix B of this report.

Our values

At ASQA, our values underpin our mindset and behaviour. They provide an important foundation from which we act to achieve our purpose and fulfil our role as regulatory stewards of Australia’s VET sector. Our values guide our decisions and actions – how we conduct ourselves and how we interact with each other and with our stakeholders. They describe the way we work together to enact our regulatory authority, according to our regulatory approach as outlined in our Regulatory Risk Framework and regulatory principles, policies, and practice guides.

Each ASQA staff member holds responsibility for bringing our values to life. Implementing our values means integrating them into our branch and team plans and reflecting them in our individual performance agreements, to guide how we work to achieve our objectives and collectively contribute to ASQA’s purpose. By actively championing our values and holding each other to account for putting them into practice, we embed them in ASQA’s organisational culture.

Figure 1: ASQA’s values



Our structure

Across 2025–26, ASQA evolved our corporate structure in alignment with our regulatory maturity journey. Importantly, the Transformation and Reform Branch was established with a focus on shaping policy, delivering digital capability, and ensuring fairness and integrity through the review process.

Figure 2: ASQA's organisational structure as at 30 June 2026



Our leadership team

Saxon Rice, Chief Executive Officer



CEO Saxon Rice commenced as a Commissioner of ASQA on 16 April 2018, before being appointed as Chief Commissioner and CEO (initially Acting) on 7 October 2019. With effect from 1 January 2021, Ms Rice was appointed CEO and her current appointment is until 30 June 2027. Ms Rice was the Agency's Accountable Authority throughout the 2025–26 financial year. The CEO and Accountable Authority play a critical leadership and governance role and is responsible for ASQA's statutory and regulatory oversight, strategic leadership, governance and risk management, performance and accountability, and cultural and organisational stewardship.

Ms Rice has extensive experience across the VET and employment services sectors as well as the public policy process. She previously held a range of senior executive, parliamentary and leadership positions and is a founding member of the Commonwealth Regulator Cohort and a Graduate of the Australian Institute of Company Directors.

Vidoshi Jana PSM, Deputy Chief Executive Officer



Vidoshi Jana is Deputy Chief Executive Officer of ASQA. She leads ASQA's Transformation and Reform, Registration and Performance, Integrity and Compliance, and Corporate and Enabling branches, with responsibility for regulatory delivery, organisational performance and strategic reform.

Ms Jana has more than two decades of senior public sector experience across corporate leadership, governance, finance, people strategy and transformation. Before joining ASQA, she was Chief Operating Officer at the National Emergency Management Agency (NEMA) and held senior roles across the Department of Home Affairs, the Department of Immigration and Border Protection, and ComSuper.

Ms Jana was awarded the Public Service Medal (PSM) in 2024 for her pivotal role in establishing NEMA and is a Fellow of CPA Australia, a Certified HR Practitioner and a graduate of the Australian Institute of Company Directors.

Ty Emerson, Executive Director, Corporate and Enabling

Ty Emerson is responsible for leading ASQA's Governance, People, Finance, Communications, as well as Technology and Records functions. He is also ASQA's Chief Operating Officer, Chief Security Officer, Diversity and First Nations Champion, Privacy Champion and AI Accountable Official.

Gregory Simmons, Acting Executive Director, Integrity and Compliance

Gregory Simmons is responsible for Integrity and Compliance at ASQA, where he leads intelligence, compliance and enforcement functions to protect the integrity of Australia's VET system. Mr Simmons provides strategic and operational leadership to ensure ASQA's regulatory responses are intelligence-led, proportionate, timely and legally robust, and that the agency continues to strengthen public confidence in the quality and integrity of Australia's VET sector.

Sharayne Given, Acting Executive Director, Registration and Performance

Sharayne Given is a senior executive serving as Acting Executive Director, Registration and Performance Branch. Ms Given's responsibilities include overseeing key aspects of VET regulation for ASQA, including registration entry and registration management, provider performance monitoring, service delivery, data and insights and continuous improvement initiatives.

With over two decades of expertise in regulatory roles, Ms Given's background extends across the Australian Public Service (APS) where she has led several operational divisions and implemented large-scale transformation programs, including legislative and Standards reform.

Katerina Lawler, Executive Director, Transformation and Reform

Katerina Lawler commenced with ASQA on 15 June 2026. Ms Lawler is responsible for regulatory policy advice for the VET sector, and whole of government regulatory reform, along with internal reviews and appeals, tribunal matters, and ASQA's Digital Transformation Program.

Ms Lawler has extensive experience across the public policy process and the tertiary sector, including most recently with the Department of Workplace Relations (DEWR).

Denise Lowe-Carlus, Executive Director, Strategic Projects

On 2 March 2026, Denise Lowe-Carlus transitioned from Executive Director, Registration and Performance to Executive Director, Strategic Projects. Ms Lowe-Carlus is responsible for progressing future options for market entry, advancing a differentiated regulatory approach and delivering bi-annual reporting to the Minister.

Our outcome and program structure

ASQA’s outcome and program structure for 2025–26 was set out in the 2025–26 Portfolio Budget Statements (PBS) for the Employment and Workplace Relations portfolio.

OUTCOME 1:

Through our regulation and partnership with stakeholders, ensure quality vocational education and training so that students, employers, the community and governments have confidence in the integrity of national qualifications issued by training providers.

Program 1.1	Regulation and advice
Key activities	Key activities that relate to this program: • registering training providers to provide national qualifications • accrediting national courses to meet statutory requirements • delivering education activities relating to the regulation of RTOs and to support compliance • promoting provider capacity to deliver quality VET and continuously improve outcomes through effective self-assurance • analysing data, intelligence and information to identify and respond proportionately to risk • monitoring provider performance against applicable standards and obligations • deploying a range of compliance and enforcement actions • partnering with stakeholders to improve the impact and effectiveness of our regulatory activities • publishing information about our regulatory functions, outputs, decisions and insights about sector performance • publishing information about our performance • engaging with policy agencies and other stakeholders to support reform and improve regulatory outcomes.



Our regulatory approach

How we regulate

The work we do is intended to deliver on our purpose and is in line with ASQA's Ministerial Statement of Expectations and Statement of Intent.

Our focus is:

- to enable a strong high-quality sector
- to protect the integrity of the sector
- to continuously improve our regulatory practice and performance to support productivity and reduce unnecessary regulatory burden
- collaboration and stewardship both nationally and internationally.

We do this by performing a range of regulatory activities:

- registering providers of VET
- accrediting courses that may be offered by RTOs
- using data, evidence, intelligence and complaints to inform our regulatory priorities
- monitoring the quality and compliance of services provided by registered providers
- taking compliance action where providers are not meeting requirements
- considering the legitimacy of individual qualifications issued by providers
- conducting education programs and actively engaging with our stakeholders
- collecting, analysing, interpreting and disseminating information about sector and provider performance
- publishing information about providers in accordance with legislation
- taking action against non-registered organisations operating illegitimately.

Principles of regulatory best practice

Our regulatory approach is set out in our [Regulatory Operating Model](#) and [Regulatory Risk Framework](#), which describe how we manage sector and provider risk and apply our regulatory functions. As a Commonwealth regulator, we are accountable to government and committed to meeting the performance and reporting expectations outlined in the Resource Management Guide for Regulator Performance (RMG 128).

These expectations are underpinned by 3 principles of regulatory best practice:

- **Continuous improvement and building trust:** Regulators adopt a whole-of-system perspective, continuously improving their performance, capability and culture to build trust and confidence in Australia's regulatory settings.
- **Risk-based and data-driven:** Regulators manage risks proportionately and maintain essential safeguards, while minimising regulatory burden and leveraging data and digital technology to support those they regulate to comply and grow.
- **Collaboration and engagement:** Regulators are transparent and responsive communicators, implementing regulations in a modern and collaborative way.

We apply these principles by:

- adopting a whole-of-sector perspective, to ensure consistent high-quality VET across Australia
- applying an appropriate mix of education, compliance and enforcement tools to support the sector to continuously improve, and to prevent, manage and act on key risks
- regularly reviewing and, where necessary, adjusting our priorities and practices to meet changing social, technological and commercial contexts
- being open and consistent in our engagement with stakeholders, including industry, government and the broader community
- being responsive to government policy objectives for VET and the reforms endorsed by the Skills and Workforce Ministerial Council (SWMC).

We remain committed to continuous improvement in performance and capability, building trust in our regulatory framework, and ensuring that our regulation is as effective, efficient and transparent as possible.

CASE STUDY

Building trust through direct engagement

Regulatory best practice principle: Continuous improvement and building trust

ASQA's 2026 national workshop series demonstrated our commitment to continuous improvement and building trust with the VET sector. Held in March and April 2026, the workshops brought together staff from across ASQA to engage directly with providers, respond to their enquiries and support capability uplift. The workshops included presentations about ASQA's revised regulatory approach, practical insights on maintaining compliance with the 2025 Standards and ASQA's draft Principles for the Responsible Use of Artificial Intelligence in VET. Valuable feedback and insights were gathered from the workshops to help inform ASQA's future education, guidance and policy development activities.

A total of 17 workshops were delivered across 8 states and territories with 1,870 participants. Many attendees travelled from regional and remote locations, reflecting strong provider interest in face-to-face engagement opportunities.

The workshops followed an interactive format that encouraged open dialogue, discussion and learning. Participants submitted more than 760 written questions, with more than 100 additional questions addressed live during the 'Ask ASQA Anything' panel sessions.

The series achieved an overall participant rating of 3.97/5. Participants' feedback highlighted the knowledge, authenticity and approachability of presenters as well as the effectiveness of the Q&A sessions. Many participants reported increased confidence in applying regulatory principles, with less requests for prescriptive tools. The table-based activity on draft AI principles was particularly well received.

Based on this feedback, the workshops delivered clear strategic benefits. They helped break down perceived barriers between ASQA and VET providers; reinforced our approach to building trust through genuine two-way engagement; and the insights gathered through participant questions and survey responses give us a strong evidence base to inform future policy and education development.

The workshops were followed by a 90-minute webinar on 28 May 2026 attended by over 2,650 people, further demonstrating ASQA's commitment to continuously improving its methods for engaging and building trust with the sector.

Our regulatory activity

Market entry

Initial registration applications

We assess applications for registration against criteria under our legislation to ensure that students, employers, governments and the community have confidence in the providers we register. We assess initial applications to determine:

- preparedness to be fully compliant with the VET Quality Framework from the date of registration
- commitment and capability to sustain compliance over time.

Assessments involve requests for further evidence, information and interviews with key people involved in the organisation. Depending on the scope and circumstances of the application, we may also undertake a site visit.

We are continuing to refine our assessment methodology to make it as efficient and effective as possible, at the same time as maintaining appropriate safeguards and ensuring alignment with the 2025 Standards that took effect from 1 July 2025. However, we have been identifying significant integrity concerns in relation to a number of these applications, which is requiring more thorough interrogation. ASQA is also noting higher rejection rates in 2024–25 and 2025–26 than in previous years.

Our initial registration activities and outcomes for 2025–26 and the previous 2 financial years are set out in Figures 3 and 4 below.

In 2025–26, we received 176 initial registration applications from organisations seeking to enter the VET market, and finalised 402 applications (of which 219 were approved, 91 rejected and 92 withdrawn).

This high volume of applications processed in 2025–26, more than double the volume received in the same year, demonstrates ASQA's commitment to clearing outstanding applications from the previous year, even with the added scrutiny and increased integrity focus.

The passage of the *Education Legislation Amendment (Integrity and Other Measures) Bill 2025* (the Bill) in December 2025 contributed to a decline in initial registration applications received during 2025–26. The Bill requires providers to have been registered as an RTO and delivering training domestically for at least 2 years before applying for CRICOS registration, reducing the number of dual registration applications received. The decline in applications received was further influenced by the temporary suspension on the submission of new CRICOS applications, which came into effect under the *Education Services for Overseas Students Act 2000* (ESOS Act) from 19 May 2026 for a period of 12 months.

While fewer applications were received during this financial year, a significant number of applications carried over from previous years have now been finalised.

Of the 219 initial registration applications approved in 2025–26, the number of new providers entering the sector over the period included:

- 102 providers approved to deliver to domestic students
- 50 providers approved to deliver to domestic and overseas students (each submitting 2 applications – one for provider registration and one for CRICOS registration)
- 12 existing providers approved to deliver to overseas students
- 5 providers approved to deliver English-language training only.

Figure 3: Initial registration applications received, 2023–24 – 2025–26

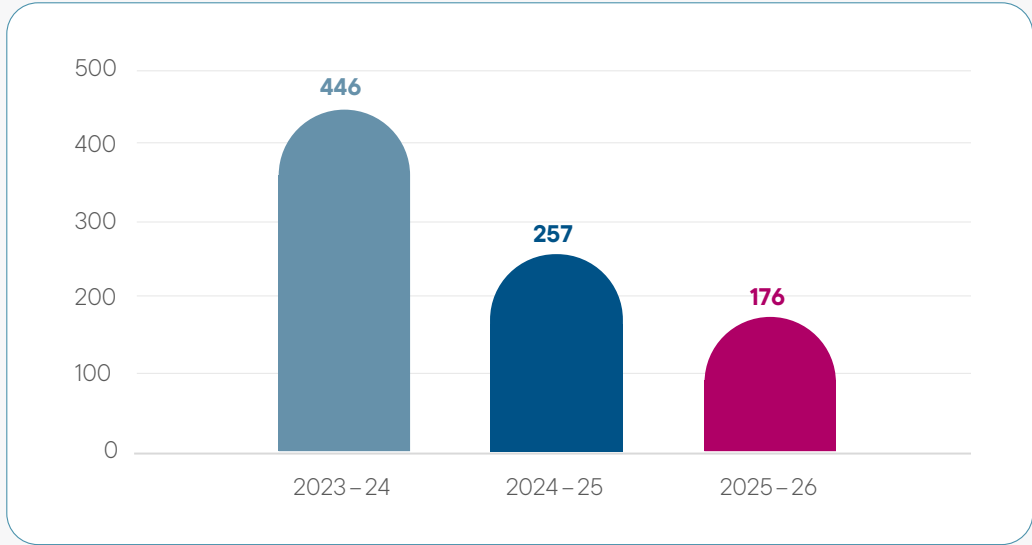
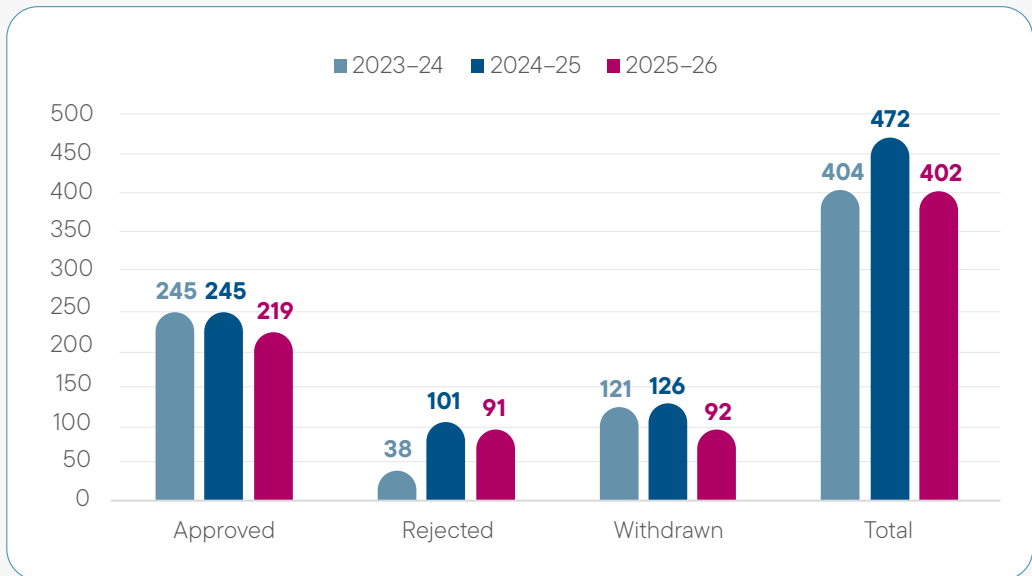


Figure 4: Initial registration application outcomes¹⁰, 2023–24 – 2025–26



¹⁰ The number of application outcomes includes applications that were received in the previous financial year but not finalised until the current financial year. Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.

CASE STUDY

Strengthening risk-based regulation through ESOS reform

Best-practice regulator principle: Risk-based and data-driven

In 2025–26, amendments to the *Education Services for Overseas Students Act 2000* (ESOS Act) strengthened Australia's legislative framework for international education. As an ESOS agency for the VET sector, ASQA played a central role in implementing these reforms which further enhance our ability to identify, assess and respond to integrity risks.

The amendments included strengthened Fit and Proper Provider requirements, increased transparency of education agent arrangements and commissions, changes to provider registration requirements and processes, and new powers relating to course suspension and cancellation in certain circumstances.

ASQA undertook a coordinated program of work to operationalise the reforms. This included communicating with the sector, building staff capability, and incorporating new regulatory information into decision-making processes. Information relating to provider ownership and control, as well as education agent arrangements, is now more systematically incorporated into risk assessment, monitoring and regulatory activities.

The reforms have strengthened our ability to identify and mitigate integrity risks within the international education sector. By integrating new information sources and enhancing the range of available regulatory responses, ASQA has improved its capacity to target regulatory effort towards areas of greatest risk and support the ongoing protection of overseas students and the integrity of Australia's VET sector.

Active providers

Registration applications

Registration renewal

Providers must apply to renew their registration before their registration period expires. In considering whether to renew a provider's registration, we need to be satisfied the provider remains committed to, and capable of, delivering quality training and/or assessment.

As shown in Figure 5, we continued to undertake a high volume of renewal activity throughout 2025–26, with 860 renewal applications received. While this represents a decrease compared to 2023–24 and 2024–25, volumes remain elevated and reflect the ongoing cycle of registration expiries across the sector.

During 2025–26, there was a significant focus on refining our renewal assessment approach to deliver more efficient and timely outcomes for providers, while maintaining confidence that providers remain committed to and capable of delivering quality training and assessment.

As shown in Figure 6, 774 renewal applications were approved in 2025–26, with 22 applications not approved for renewal and 35 withdrawn. Applications for withdrawals continued to increase compared to earlier periods, indicating some providers electing to cease registration rather than pursue renewal.

Figure 5: Renewal of registration applications received, 2023–24 – 2025–26

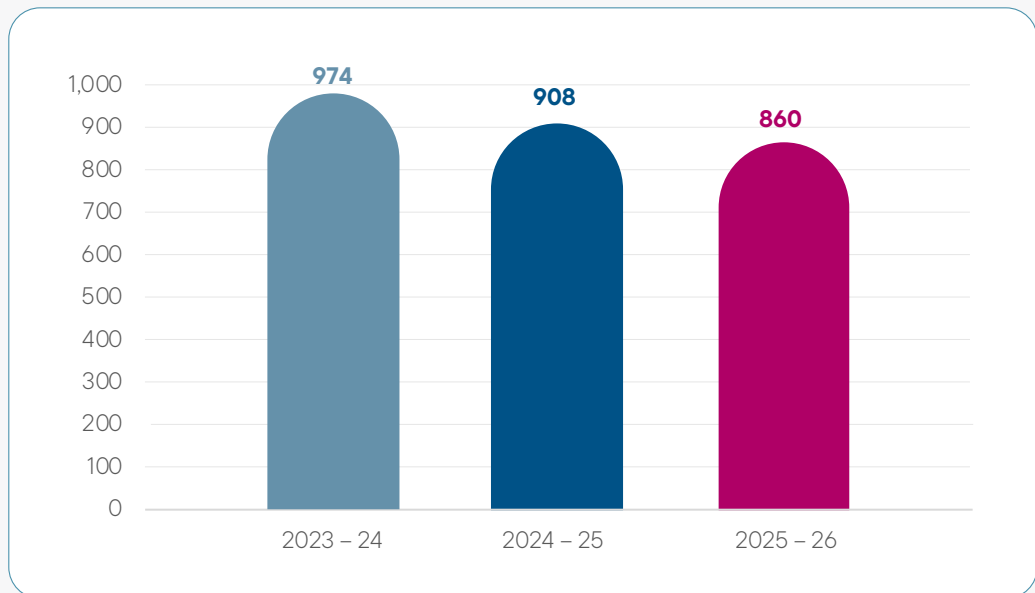
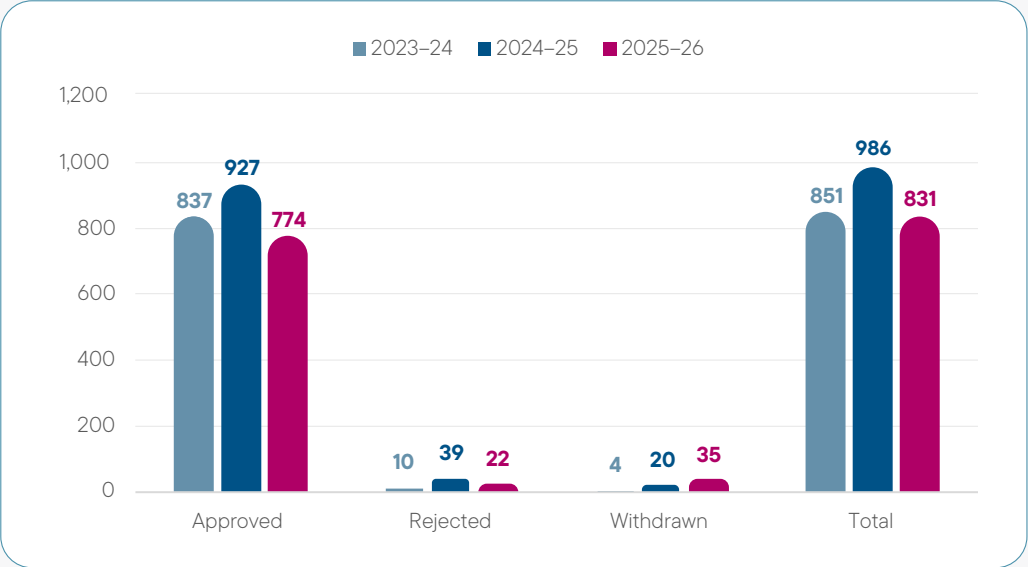


Figure 6: Renewal of registration outcomes¹¹, 2023-24 – 2025-26



Change of scope

Providers may apply to add or remove training products from their scope of registration and amend their ESOS registration to add new delivery locations. When an application to change scope is made, we consider matters set out in the legislation in deciding whether to grant a change of scope.

As shown in Figure 7, we continue to manage large volumes of change of scope applications, with 4,300 received in 2025-26. While application volumes remained below the peak level recorded in 2023-24, they increased compared to 2024-25, reflecting sustained demand from providers seeking to expand or amend their scope of delivery. There was also an increase in applications prior to the commencement of the temporary suspension which came into effect under the ESOS Act from 19 May 2026 for 12 months.

For example, in the few hours prior to the instrument being announced late on 18 May 2026 and taking effect from midnight on 19 May 2026, we received the equivalent of four months' worth of applications. This created a significant and immediate increase on the assessment team's work program.

As shown in Figure 8, we finalised 4,384 change of scope applications during the year, exceeding the number received and demonstrating our continued focus on timely case resolution. The majority of applications were approved, with 41 rejected and 183 withdrawn, similar to previous years. Consistent with our risk-based approach, we continue to apply increased scrutiny where applications identify potential risks to training quality or provider capability.

11 The number of application outcomes includes applications that were received in the previous financial year but not finalised until the current financial year. Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.

Figure 7: Change of scope applications received, 2023–24 – 2025–26

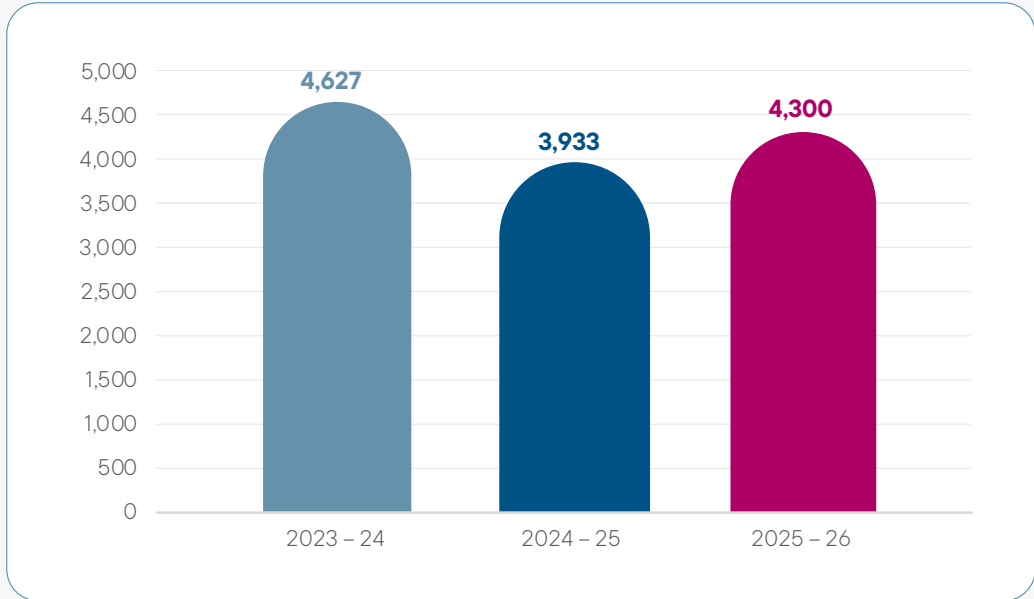
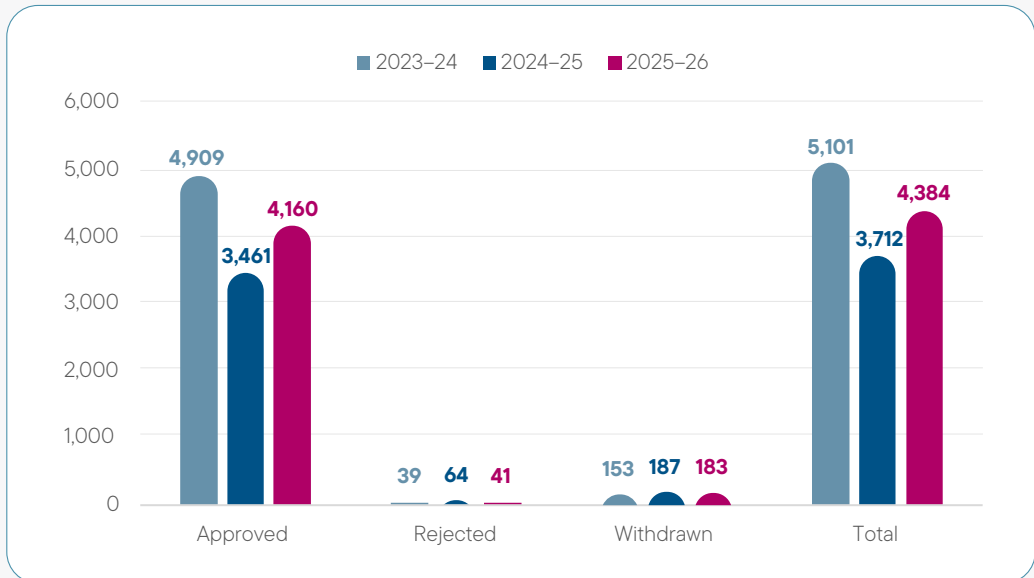


Figure 8: Change of scope application outcomes¹², 2023–24 – 2025–26



¹² The number of application outcomes includes applications that were received in the previous financial year but not finalised until the current financial year. Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.

Complaints, tip-offs and intelligence about providers

We receive complaints, tip-offs and intelligence about provider practices through several channels, including from students, staff of providers, industry representatives, and government agencies.

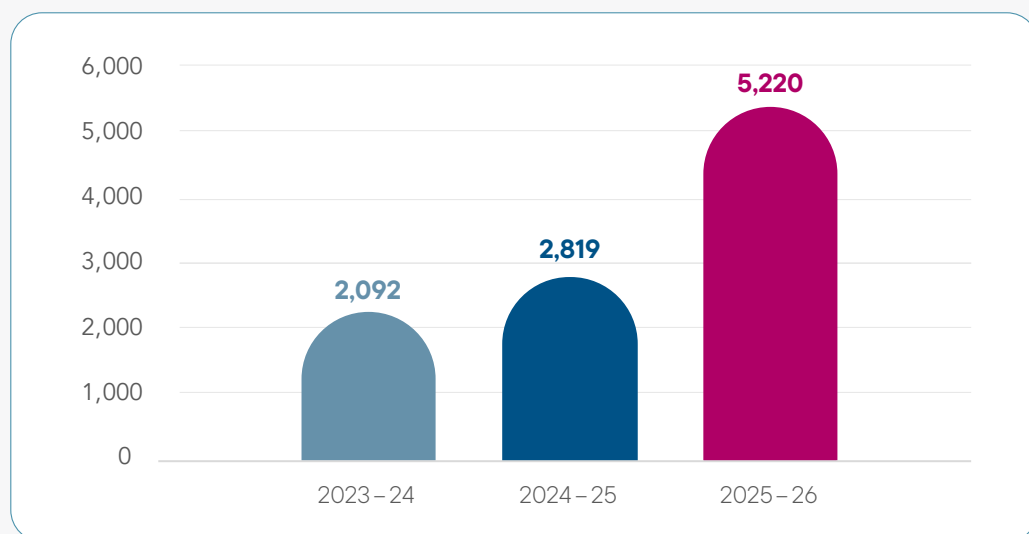
While ASQA is not a complaints-handling body, we engage with certain complainants where the information provided indicates potential non-compliance or risk to the integrity of VET.

Our VET tip-off line operates as a single, centralised channel for receiving reports about providers. Individuals can submit reports through a secure online form or by calling our dedicated phone line. Both options offer a confidential mechanism for reporting potential non-compliance, unethical conduct, or risks to the integrity of the VET sector.

As shown in Figure 9, ASQA recorded 5,220 tip-offs and intelligence referrals in 2025–26. This represents an increase on previous years, reflecting an expanded reporting methodology that captures intelligence and referrals received through a broader range of channels, including the National Training Complaints Hotline, other government agencies, key stakeholders, ASQA staff and other external sources. We continued to receive a high volume of reports through our online tip-off form and dedicated tip-off phone line, with a significant proportion submitted anonymously. The volume of intelligence received demonstrates continued engagement with ASQA's reporting channels and supports the agency's ability to identify emerging risks and trends across the VET sector. The top 3 categories of concerns raised in tip-offs during 2025–26 related to allegations of:

- assessment that is invalid, insufficient and/or lacks currency
- inadequate support provided to students
- administration and governance issues.



Figure 9: VET tip-offs received, 2023–24* – 2025–26

*4 October 2023 – 30 June 2024

Regulatory assessment and monitoring of providers

We undertake a range of regulatory assessment and monitoring activities. These are part of ASQA's broader regulatory approach, and include targeted activities with providers to assess or monitor their performance against their regulatory obligations, including the 2025 Standards and the National Code.

Our focus this year has been to widen our regulatory approach, supporting increased visibility of providers as a whole, sometimes multiple assessment and monitoring activities with a single provider across the year.

In total, we completed 1,432 regulatory assessment and monitoring activities during the period. Across these activities, we conducted 96 site visits comprising announced, unannounced and virtual site visits. This extended our regulatory reach, alongside application assessments, to more than 70% of the sector across the year.

These activities include:

- undertaking performance assessments
- requesting providers to complete self-assessments
- conducting phone interviews with providers
- undertaking site visits of providers' delivery locations (as announced, unannounced or virtual)
- requesting data and documents from providers and/or other government entities
- executing targeted campaigns.

Throughout 2025–26, ASQA delivered a comprehensive regulatory campaign program focused on 6 risk priorities (academic integrity, recognition of prior learning, shortened course duration, student work placement, international education marketing/recruitment/delivery, and non-genuine providers)

and three industry-themed priorities (Early Childhood Education and Care (ECEC), Construction and High Risk Work (HRW), and Aviation). Educative and stakeholder engagement activities included sector workshops, webinars, provider reference groups, self-assessment tools and sector alerts.

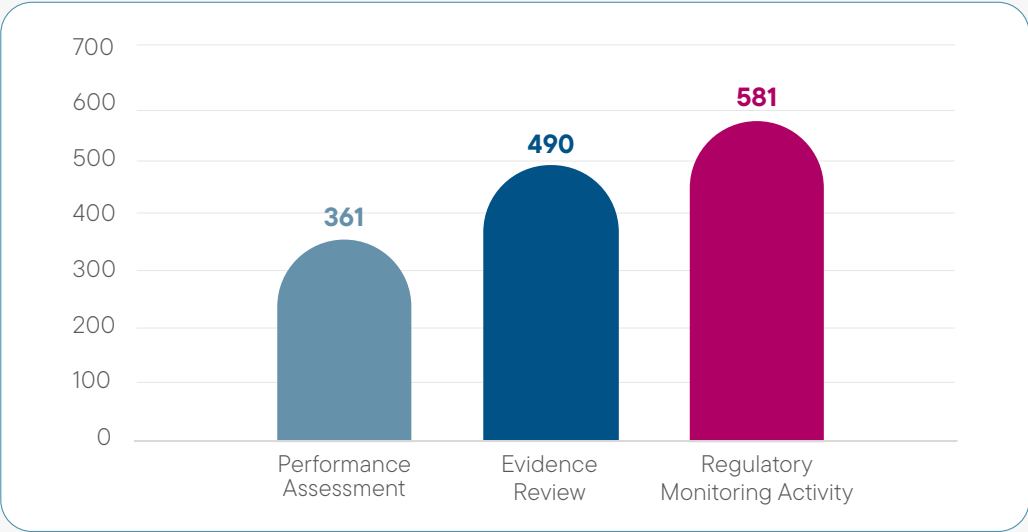
ASQA also undertook significant monitoring, compliance and enforcement activity across these priority areas, including:

- 348 assessments of work placement requirements (131 identifying concerns)
- 52 assessments of recognition of prior learning requirements (21 identifying concerns), approximately 300 assessments of providers delivering training to international students
- 108 enforcement assessments and 57 investigations focused on provider authenticity and sector integrity
- cancellation of more than 18,900 qualifications and statements of attainment due to credential integrity concerns
- rejection of 27 CRICOS registration applications, and decisions to cancel or not renew the registration of 60 providers¹³.

Investigation activity relating to academic integrity, international education and non-genuine provider risks also continued throughout the year. When we conduct a performance assessment of a registered provider, a sample of training products, applicable standards and broader regulatory obligations are tested. The scope of a performance assessment is informed by systemic and provider-specific risk factors.

As shown in Figure 10, we completed 361 provider performance assessments in 2025–26. Noting that the selection of these performance assessments is based on risk indicators, 228 (63.2%) resulted in a finding of non-compliance.

Figure 10: Assessment and monitoring activities completed¹⁴, 2025–26



¹³ The number of providers in relation to which decisions were made to cancel registration or reject renewal in 2025–26 (60 providers) differs from the number of providers that exited the sector due to cancellation (47 providers) during the same period, due to the scope, timing or review of those decisions.

¹⁴ ASQA's regulatory approach has shifted in 2025–26, expanding on the types of regulatory activities delivered. Figure 10 reflects the realignment and expansion of our regulatory assessment and monitoring activities.

Taking compliance and enforcement action

Where a provider is committed to delivering quality training and assessment, but may be falling short in their capability, we use a range of escalating regulatory tools to compel and enforce compliance. If we find that a provider is not committed or capable of delivering quality training and assessment, we will take regulatory action through sanctions, including to de-register those providers who threaten the quality, integrity and reputation of the VET sector.

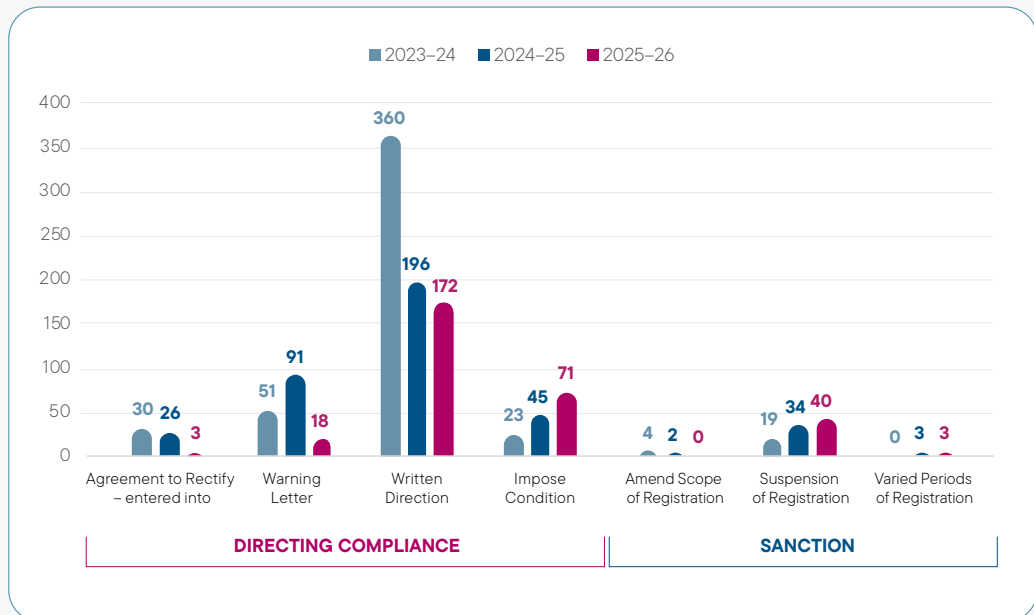
In 2025–26, ASQA undertook a range of compliance and enforcement actions, which are detailed in Figure 11. We conducted 31 site visits related to compliance and enforcement actions. The number of sanctions imposed (other than decisions to cancel registration and/or reject renewal of registration) relate to a total of 32 providers.

Where a provider demonstrates a commitment and capability to address issues identified, we may offer an Agreement to Rectify (ATR), which describes:

- the actions the provider proposes to address the issues
- the evidence they will provide of their return to compliance
- the timeframes for completing these actions.

In 2025–26, three providers entered into an ATR. Five ATRs were also finalised in this period, of which 2 providers returned to compliance.

Figure 11: Compliance and enforcement, 2023–24 – 2025–26



Investigations

We draw on our investigative capability and functions to:

- undertake surveillance and information collection activities
- investigate serious issues of non-compliance
- investigate and prosecute, when appropriate, the conduct of individuals, unregistered entities and registered providers who breach their legislative obligations.

Our investigations support collaboration across government, including through strengthened information-sharing as well as increased coordination in multi-agency operations, including the Fraud Fusion Taskforce, law enforcement agencies and other regulators. Our participation in these forums is an important part of our work in preventing, detecting, deterring and disrupting the conduct of non-genuine providers and bad faith operators, including in relation to fraudulent conduct.

As at 30 June 2026, we are managing more than 194 serious matters (where the nature of the issues and conduct in question threaten the integrity of the VET sector) in relation to the conduct of 128 providers. Of these:

- Approximately 42% relate to providers that deliver training to overseas students.
- 100% relate to alleged fraud, including cash for qualifications, fabrication of assessments and evidence, ghost colleges¹⁵, funding fraud and visa/migration risks.
- 99% are linked to multijurisdictional actions, or impacts, such as Fraud Fusion Taskforce, the Department of Home Affairs, licensing bodies, funding bodies and the disruption of criminal networks.

There are 66 investigations into potential breaches of the *National Vocational Educational and Training Regulator Act 2011* (NVR Act) by persons of interest, non-registered training organisations or persons that were associated with providers that are no longer registered. These matters relate to misleading advertising practices and qualification fraud. ASQA is also supporting 10 external investigations of providers (or individuals linked to providers) for fraud-related matters.

In 2025–26, ASQA achieved a successful criminal prosecution, with the Queensland Magistrates Court convicting the CEO and owner of former RTO Real Estate Training Australia Proprietary Limited for advertising VET courses after ASQA cancelled its registration. Under section 122 of the NVR Act, it is an offence for a person to make false or misleading representations about a VET course or qualification in an advertisement, which can include representations on a provider's website.

Exiting the market

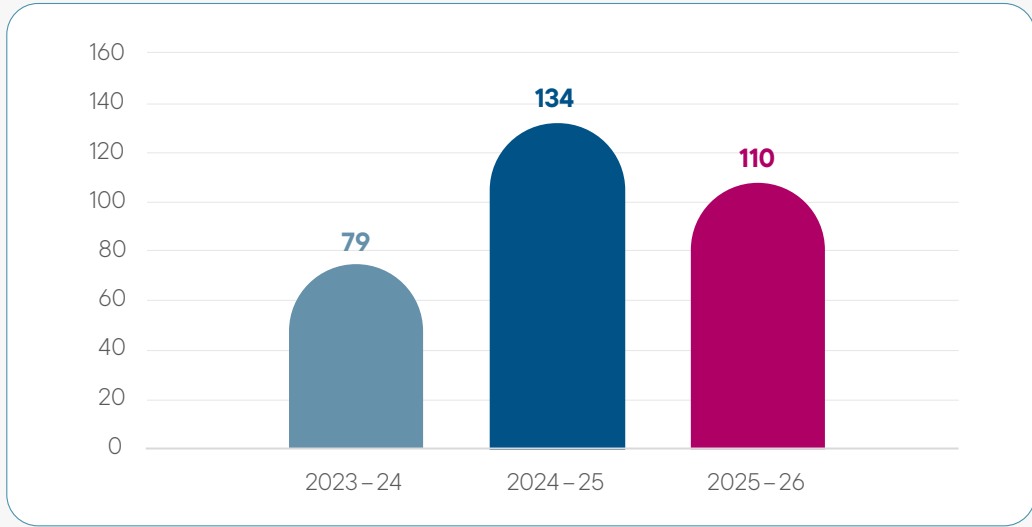
Cancellations

To ensure the integrity of VET and to protect the public, where a provider is found to be critically non-compliant and unable to demonstrate a commitment and capability to return to and sustain compliance, ASQA may decide to cancel the provider's registration and/or reject the provider's renewal of registration application.

In 2025–26, ASQA made 110 decisions to cancel or reject the renewal of registration in relation to 60 providers.

¹⁵ Providers that have enrolled students but conduct minimal or no actual education or training.

Figure 12: Compliance and enforcement – regulatory decisions to cancel registration or reject renewal of registration, 2023–24 – 2025–26



Qualifications Integrity

ASQA is committed to ensuring the integrity of qualifications issued by providers. Where we have identified that students have been issued qualifications without appropriate training or assessment, we pursue regulatory action to cancel qualifications and/or statements of attainment issued to those students.

In 2025–26, ASQA commenced qualifications integrity action stemming from the cancellation of 9 (unrelated) providers following extensive compliance investigations which found that the former providers did not ensure students had successfully satisfied all requirements prior to issuing VET certification.

Prior to making any decision to cancel qualifications, we issue notices to impacted individuals about our intentions and invite them to respond and provide evidence to demonstrate the required training and/or assessment was delivered to them.

In 2025–26, ASQA made decisions to cancel 18,941 qualifications and statements of attainment issued to students who were not appropriately trained or assessed by the issuing provider.

These qualifications and statements of attainment are required to be returned to us. If an individual continues to use a cancelled qualification or statement of attainment, we may choose to pursue civil penalties against that individual.



Withdrawal of registration

Providers may apply to exit the market by requesting to have their registration withdrawn.

As shown in Figure 13, we received 110 withdrawal applications in 2025–26, broadly consistent with the 112 applications received in 2024–25. While application volumes remained elevated, providers applying to withdraw are generally representative of the broader sector, with financial viability being the most common driver of providers choosing to exit the market.

A small number of applications were rejected or withdrawn, consistent with previous years. Applications may be rejected where a provider is subject to compliance activity, with providers typically exiting the market through cancellation rather than withdrawal.

Figure 13: Withdrawal of registration applications received, 2023–24 – 2025–26

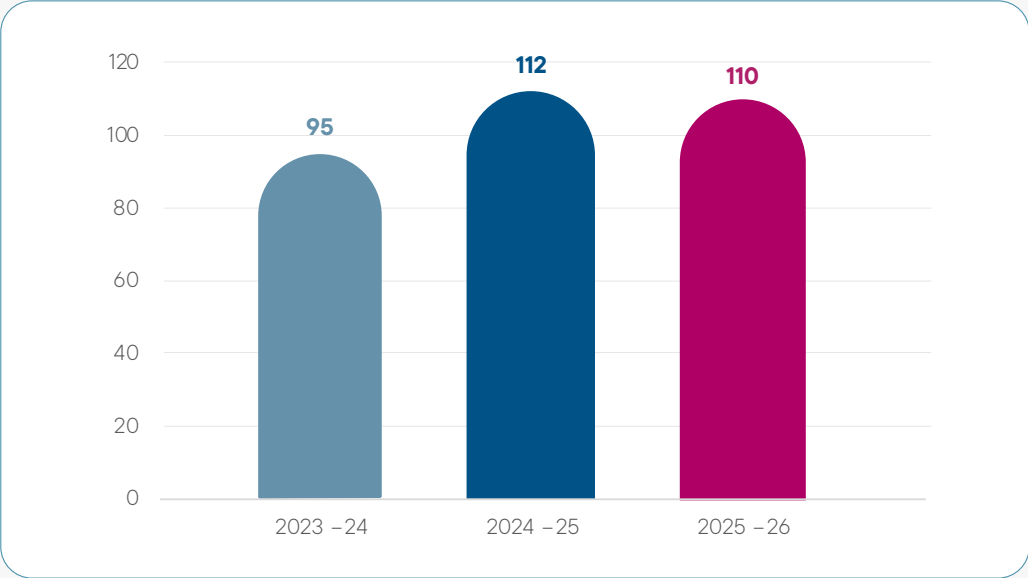
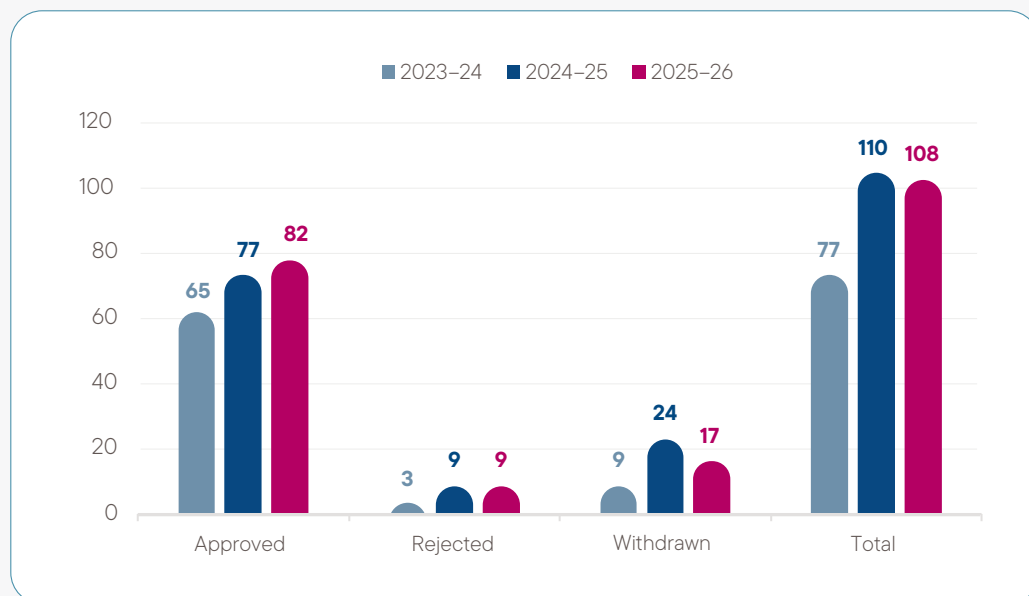


Figure 14: Withdrawal of registration application outcomes¹⁶, 2023–24 – 2025–26

Registration expiration

If a provider chooses not to renew its registration, then its registration will expire. Wherever possible, ASQA contacts these providers prior to expiry to understand their intention, ensure arrangements are in place to transition students to other providers and all obligations under the NVR Act and ESOS Act are otherwise met prior to expiry.

In 2025–26, 49 registrations expired across 42 providers where providers chose not to seek renewal of their registration. Of these providers, 37 exited the sector. The remaining 5 had their CRICOS registration expire but retained VET registration.

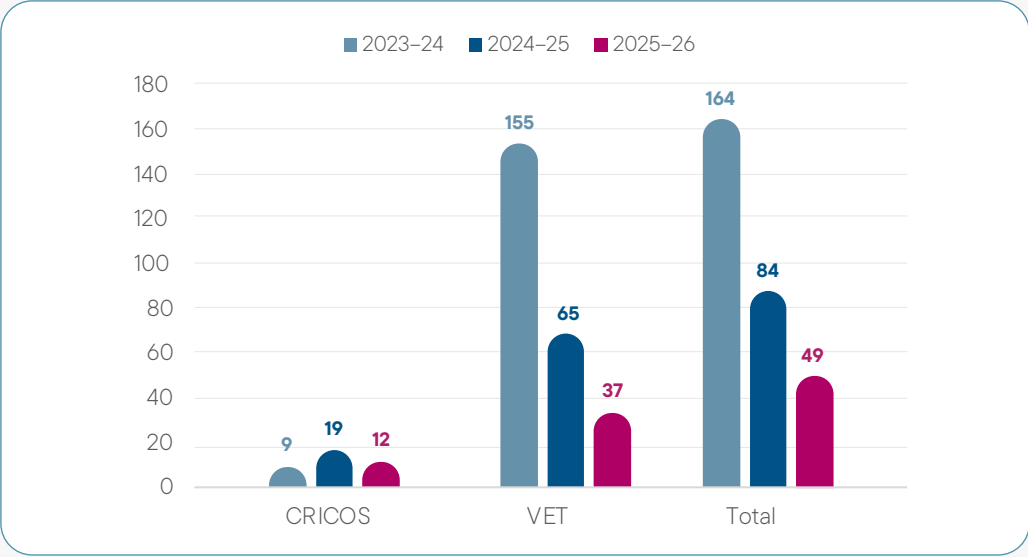
The continued decline in registration expiry over the past 3 financial years indicates providers are increasingly making active decisions about their registration status, including renewing their registration or formally withdrawing from the market.

ASQA proactively engages with providers approaching registration expiry to ensure students are supported, alternative arrangements are found and regulatory obligations are met as providers exit the market.

During 2025–26 ASQA established a dedicated ‘Closures’ function to support targeted monitoring of providers leaving the sector.

¹⁶ The number of application outcomes includes applications that were received in the previous financial year but not finalised until the current financial year. Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.

Figure 15: Registration expiries, 2023–24 – 2025–26



Lapsing of registration

Under the NVR Act, an RTO’s registration automatically lapses where it has not delivered training and/or assessment to VET students for 12 consecutive months.

From 1 January 2026, an ESOS provider’s CRICOS registration is automatically cancelled where it has not delivered any courses to overseas students for 12 consecutive months. Providers may apply to ASQA for an extension to the measurement period. The request must be made at least 90 days prior to the end of the 12-month measurement period. Together, these provisions support the integrity of both the VET and international education sectors by removing inactive RTOs.

In 2025–26, registrations lapsing remained relatively low, with the registration of 33 providers lapsing. This indicates that most providers actively manage their registration status and take appropriate action when they no longer intend to deliver training or education services.

Procedural fairness and accountability

Internal review

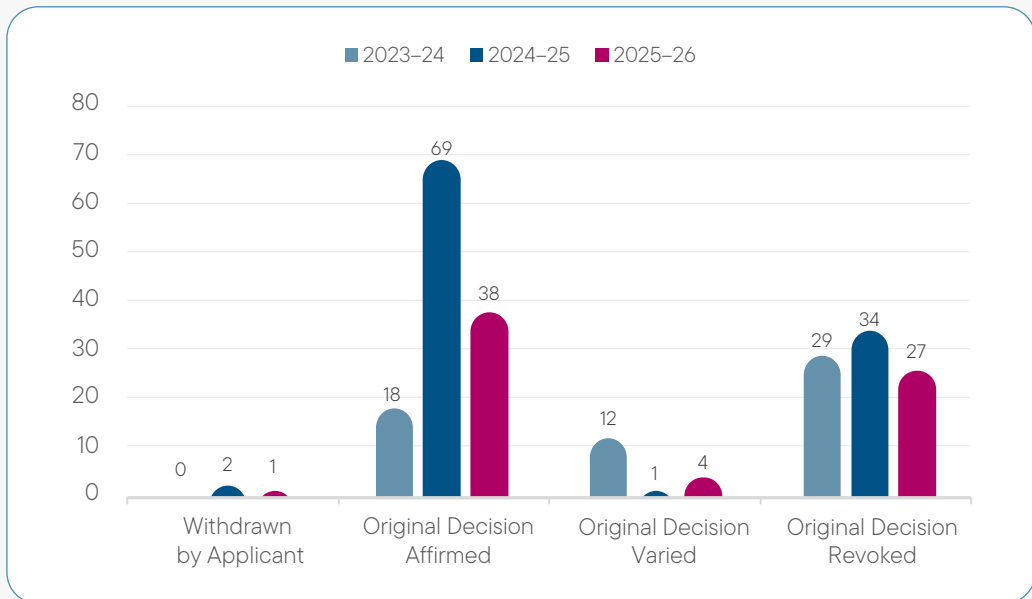
Before making a decision that adversely affects a provider or an individual, we ensure procedural fairness is afforded, which means providing robust reasons for decisions and giving the provider or individual an opportunity to respond to identified issues.

An affected party may request reconsideration (internal review) or external review of certain decisions made by ASQA. We have implemented early resolution of disputed non-compliance, supporting a focus on the provider's return to compliance where appropriate.

As noted below in Figure 16, 70 internal review applications were finalised in 2025–26 and the original decision was affirmed in 38 of these reviews.

While we varied or revoked the original decision in a total of 31 reviews, these outcomes do not necessarily indicate that the original decision was incorrect at the time it was made. In fact, it is rare for an internal review to find that the original decision was not correct or preferable based on the information available at the time. In many cases however, additional evidence is submitted during the review process which demonstrates the applicant has rectified previous findings of non-compliance.

Figure 16: Internal review – outcomes, 2023–24 – 2025–26





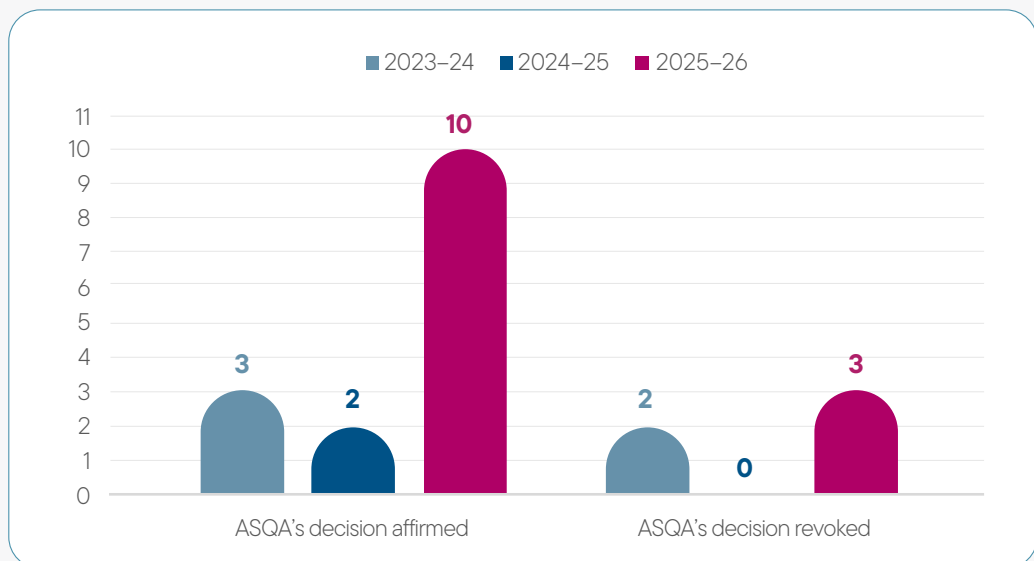
External review

If an affected party is dissatisfied with the outcome of a reviewable decision, they may apply for merits review by the Administrative Review Tribunal (Tribunal)¹⁷.

As noted in Figures 17 and 18, in 2025–26, a total of 90 Tribunal matters were concluded, consisting of:

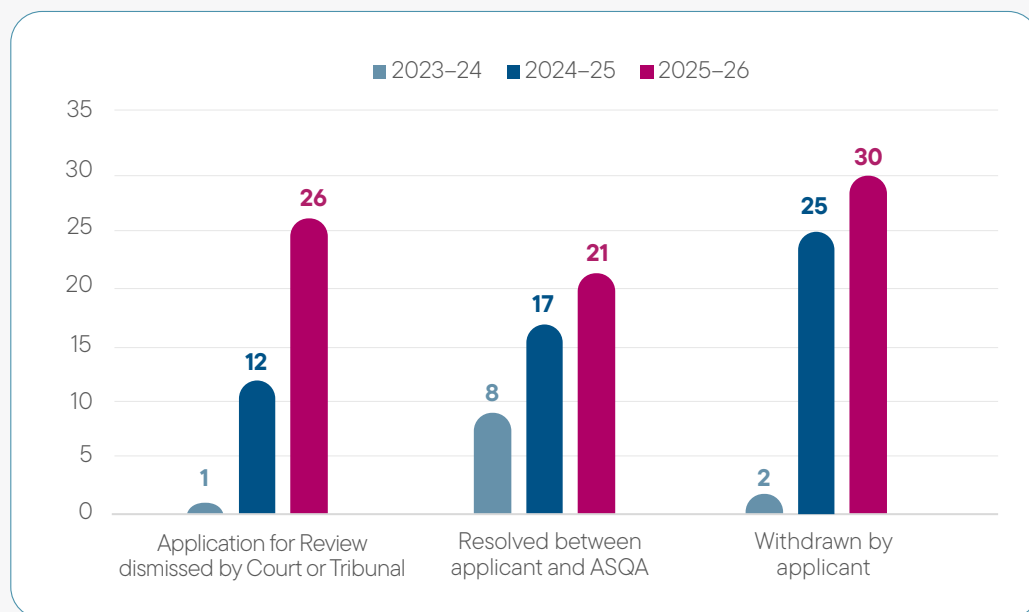
- 13 matters which proceeded to a contested hearing – ASQA’s decision was affirmed in 10 of these matters and ASQA’s decision was revoked in 3 matters. There were no matters where ASQA’s decision was varied.
- 26 matters which were dismissed by the Tribunal.
- 21 matters which were resolved between the applicant and ASQA without requiring a hearing.
- 30 matters which were withdrawn by the applicant.

Figure 17: External review outcomes – where the matter proceeded to a hearing and a decision was made, 2023–24 – 2025–26



¹⁷ The Administrative Review Tribunal commenced operation on 14 October 2024, replacing the former Administrative Appeals Tribunal.

Figure 18: External review outcomes – where the matter did not proceed to a hearing, 2023–24 – 2025–26



Educate and empower

Throughout 2025–26, with the 2025 Standards taking effect on 1 July 2025, we continued to educate, communicate and engage with providers, to support them in embedding the 2025 Standards as well as continuously improving their practices and outcomes for students.

We delivered:

- Monthly editions of ASQA *IQ: Integrity and Quality in Focus*.
- Resources to support providers in meeting the 2025 Standards, including a series of face-to-face and online workshops, a podcast, animated videos, infographics and Frequently Asked Questions.
- ASQA's Cost Recovery Implementation Statement (CRIS) 2026–27, which details the fees and charges that apply to ASQA's regulatory activities from 1 July 2026.

Our Service Delivery team continued to respond efficiently to phone and email enquiries, including requests from providers for information about meeting their regulatory obligations. This team also actioned requests from students for assistance regarding their records.

CASE STUDY

Preparing the sector for cost recovery changes

Regulatory best practice principle: Collaboration and engagement

In 2025-26, ASQA undertook the most significant review of its regulatory approach and cost recovery arrangements since 2022, engaging in an extensive program of communication and consultation with the sector ahead of their commencement on 1 July 2026.

The changes were focused on delivering a more transparent, efficient and risk-based approach to monitoring, signalling ASQA's next major step in its regulatory maturation journey.

The work included a full review of ASQA's suite of monitoring and compliance activities to ensure that regulatory effort and costs are proportionate to the risks associated with different provider types.

Development of the revised Cost Recovery Implementation Statement (CRIS) involved collaboration across ASQA, as well as engagement with technical and legal experts from the Department of Finance and Department of Employment and Workplace Relations (DEWR).

Public consultation on the proposed changes was undertaken over a four-week period commencing on 28 January 2026. We received 55 submissions and feedback from 4 sector peak bodies, providing stakeholders with an opportunity to comment on the proposed model. We also hosted a webinar on 16 February 2026, giving providers a direct opportunity to ask questions and seek further information about the proposed changes.

Engagement extended beyond the public consultation process. ASQA maintained regular communication with State and Territory Skills Ministers, the Senior Skills Officials Network and other key stakeholders throughout the process, providing opportunities for consultation, feedback and refinement.

The revised cost recovery model and associated legislative instruments were agreed by State and Territory Skills Ministers and subsequently approved by the Minister for Skills and Training on 22 June 2026.

Through consultation, communication and ongoing stakeholder engagement, ASQA provided information and opportunities for stakeholders to understand the proposed changes ahead of their commencement. This approach reflects our commitment to transparent decision-making, meaningful consultation and effective stakeholder engagement.

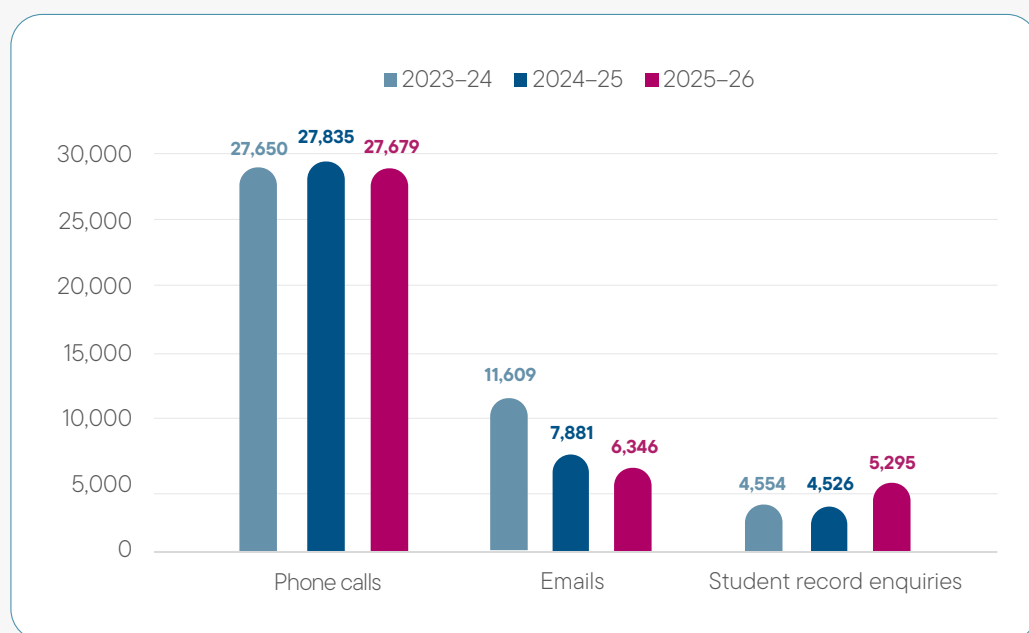
Figure 19 below provides an overview of our enquiries activity.

Overall, call volumes remained consistent with previous years. While written enquiries appear lower compared to previous years, this is due to a change in how data is recorded. Enquiries are now captured per enquiry, which may include multiple emails, rather than per individual email.

There has also been an increase in the number of students requesting their records from closed providers. To improve access to records, measures are being implemented to ensure student data held by ASQA is uploaded to the National Centre for Vocational Education Research (NCVER). It is anticipated that this will gradually reduce the number of requests as students will be able to access their records through the Unique Student Identifier (USI) transcript service.

As at 30 June 2026, the most common enquiries received from students related to student records, requests for information, and notices issued by ASQA relating to individual qualifications. Enquiries received from providers most commonly related to application support, website/technology support, and the 2025 Standards.

Figure 19: Enquiries received, 2023–24 – 2025–26



We continued to engage and collaborate with a range of stakeholders on matters of mutual interest, including:

- **Australian Government agencies**, including the Department of Education, Department of Employment and Workplace Relations (DEWR), Department of Home Affairs, Department of Foreign Affairs and Trade, the Commonwealth Ombudsman, the Tertiary Education Quality and Standards Agency (TEQSA) and the Fraud Fusion Taskforce.
- **Other VET regulators**, including Victorian Registration and Qualifications Authority (VRQA), and the Western Australian Training Accreditation Council (WA TAC).

- **Industry bodies and sector stakeholders**, including Jobs and Skills Australia (JSA), Jobs and Skills Councils (JSCs), the National Centre for Vocational Education Research (NCVER), Adult Learning Australia (ALA), Community Education Australia (CEA), Enterprise RTO Association (ERTO), English Australia, Independent Higher Education Association (IHEA), Independent Tertiary Education Council Australia (ITECA), National Indigenous Employment and Training Alliance (NIETA), TAFE Directors Australia (TDA) and State and Territory Training Authorities (STAs).
- **Other regulators and quality assurance bodies**, including the Australian Children's Education and Care Quality Authority (ACECQA), Australian Communications and Media Authority (ACMA), Australian Maritime Safety Authority (AMSA), and the NDIS Quality and Safeguards Commission.
- **International counterparts**, including the New Zealand Qualifications Authority (NZQA) and the Indian National Council for Vocational Education and Training (NCVET).

Accrediting courses

We accredit courses that may be delivered by providers to meet industry, enterprise, educational, legislative or community needs, where these needs are not met by nationally endorsed training packages. Courses may be accredited for up to 5 years and are listed on the National Register.

Our course accreditation activities and outcomes for 2025–26 and for the previous 2 financial years are set out below.

The volume of initial and renewal accreditation applications received and finalised during 2025–26 remained broadly consistent with previous years, indicating an ongoing need for VET accredited courses to provide training options outside of training packages.

Table 1: Course accreditation applications received, 2023–24 – 2025–26

Application type	2023–24	2024–25	2025–26
Initial accreditation	25	30	28
Renewal of accreditation	43	63	65
Course amendment	11	15	10
Total	79	108	103

Table 2: Course accreditation application outcomes¹⁸, 2023–24 – 2025–26

Application type	Decision	2023–24	2024–25	2025–26
Initial accreditation	Granted	16	20	31
	Rejected	5	2	3
	Withdrawn or cancelled	3	3	3
	Total	24	25	37
Renewal of accreditation	Granted	51	60	56
	Rejected	3	0	0
	Withdrawn or cancelled	0	0	0
	Total	54	60	56
Course amendment	Granted	10	8	9
	Withdrawn or cancelled	1	1	0
	Total	11	9	9
Total		89	94	102

¹⁸ The number of application outcomes includes applications that were received in the previous financial year but not finalised until the current financial year. Rejection outcomes represent ASQA's decision to reject an application. These decisions may become subject to internal and/or external review.





2. Annual Performance Statements

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Statement of preparation

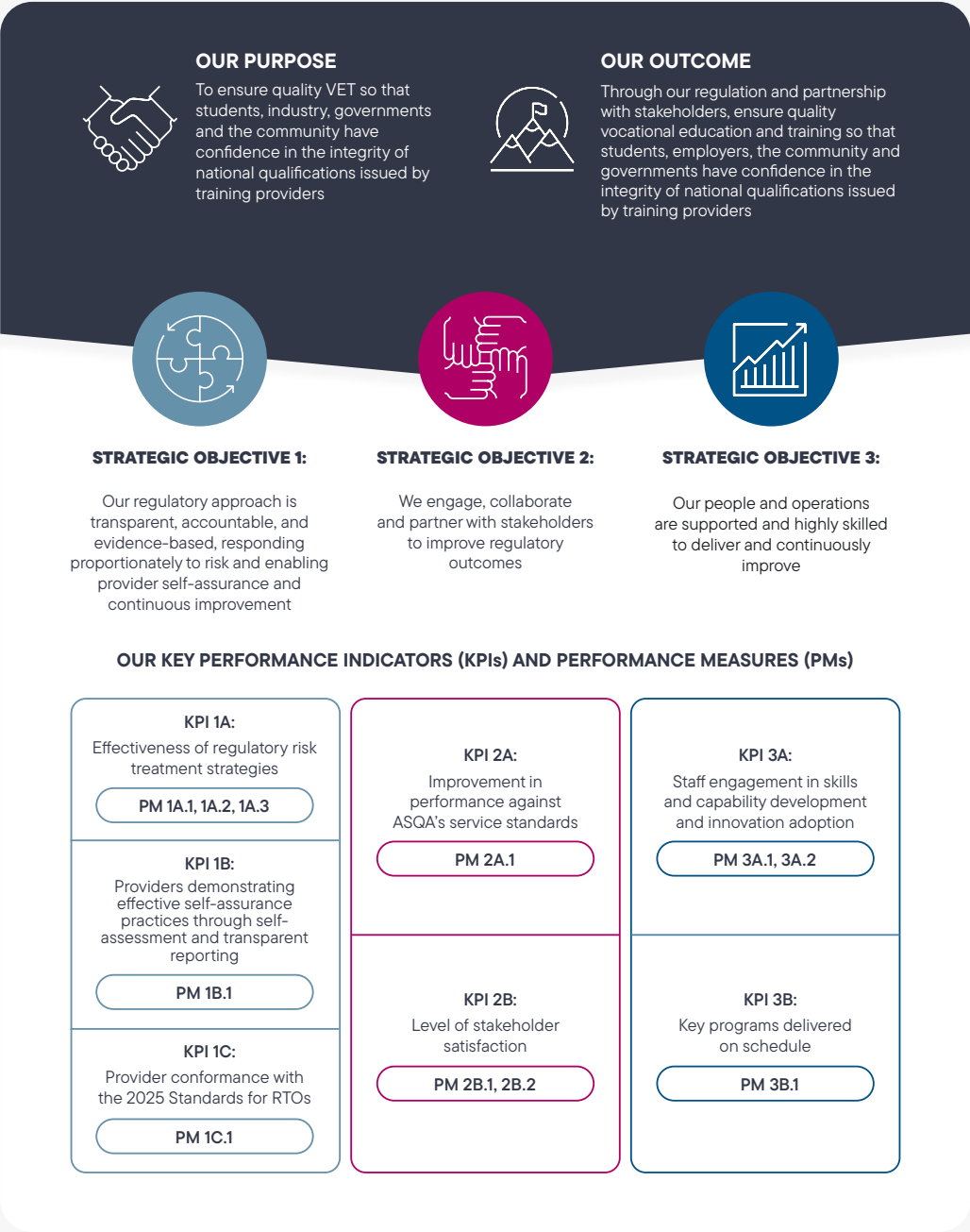
I, Saxon Rice, as the Accountable Authority of the Australian Skills Quality Authority (ASQA), present the 2025–26 Annual Performance Statements of ASQA, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, these Annual Performance Statements are based on properly maintained records, accurately reflect the performance of the entity for 2025–26, and comply with subsection 39(2) of the PGPA Act.



Saxon Rice
Chief Executive Officer
Australian Skills Quality Authority

Our performance reporting framework



As published in our [2025-26 Corporate Plan](#), ASQA seeks to achieve its purpose through 3 Strategic Objectives.

These were refreshed in May 2025 to better reflect our regulatory priorities, organisational values, and impact on the sector:

1. Our regulatory approach is transparent, accountable, and evidence-based, responding proportionately to risk and enabling provider self-assurance and continuous improvement.
2. We engage, collaborate and partner with stakeholders to improve regulatory outcomes.
3. Our people and operations are supported and highly skilled to deliver and continuously improve.

Each Strategic Objective contains a set of key activities, key performance indicators (KPIs), performance measures and targets that enable us to monitor and measure our performance in achieving our purpose.

In accordance with section 16F of the PGPA Rule, ASQA's Annual Performance Statements report on the period from 1 July 2025 to 30 June 2026 and provide an assessment of our performance against our Strategic Objectives, performance measures and planned results. The performance measures reported reflect ASQA's performance framework as developed and refined during 2025-26, and provide a basis for assessing performance against our purpose.



Overview of results

ASQA delivered positive results against its 11 performance measures for 2025–26, achieving 4 measures, partially achieving 1 measure, and establishing baselines for a further 6 measures. Given 2025–26 was the first year of the refined performance framework, the establishment of robust baseline results provides a strong foundation for future performance assessment, benchmarking and target setting.

These targets will be reviewed annually through the corporate planning process, having regard to baseline results and other relevant information, to ensure they remain appropriate and meaningful. The basis for each target, including any revisions, will be clearly documented.



Table 3: Summary of ASQA's performance in 2025-26

STRATEGIC OBJECTIVE	PERFORMANCE MEASURE	2025-26 RESULT
1. Our regulatory approach is transparent, accountable, and evidence-based, responding proportionately to risk and enabling provider self-assurance and continuous improvement	1A.1 ASQA completes planned regulatory risk activities within approved timeframes	Baseline established
	1A.2 Providers engaged through performance assessments who are identified as not meeting the standards (excluding those identified as non-genuine providers) successfully return to compliance by the end of the engagement	Baseline established
	1A.3 ASQA's decisions to exit providers found to be non-genuine are sustained	Achieved
	1B.1 Providers publicly report the outcomes of their self-assessment activity	Baseline established
	1C.1 Providers demonstrate conformance with the 2025 Standards for RTOs	Baseline established
2. We engage, collaborate and partner with stakeholders to improve regulatory outcomes	2A.1 ASQA meets its service standards	Achieved
	2B. ASQA improves the integrity and quality of the VET sector	Baseline established
	2B.2 ASQA engages and collaborates with stakeholders effectively	Baseline established
3. Our people and operations are supported and highly skilled to deliver and continuously improve	3A.1 ASQA builds workforce capability effectively, developing the skills needed to deliver our regulatory priorities	Achieved
	3A.2 ASQA fosters and supports an innovative organisational culture	Partially achieved
	3B.1 ASQA delivers key strategic programs on time	Achieved

Results definitions

To provide consistency, we used the following indicators to assess our performance against our performance measures:

Achieved	The performance measure target was achieved or exceeded.
Partially achieved	The performance measure target was partially achieved. ¹⁹
Not achieved	The performance measure target was not achieved. ²⁰
Baseline established	The result establishes a baseline that will inform future evidence-based targets.

¹⁹ For quantitative performance measures, the measure is partially achieved if results are within 10% of the target.
For qualitative performance measures, achievement is determined by assessing results against the predefined effectiveness scale for the measure. Effectiveness ratings are mapped to achievement categories as follows: Effective = Achieved; Partially effective = Partially achieved; Improvement required = Not achieved.

²⁰ For quantitative performance measures, the measure is not achieved if results are below 10% of the target.

Overall performance analysis

Results against ASQA's performance measures indicate how the agency performed across its 3 Strategic Objectives during 2025-26.

Under Strategic Objective 1, ASQA established baseline results across measures relating to regulatory campaign delivery, provider compliance outcomes, provider transparency in self-assurance reporting, and provider conformance with the 2025 Standards for RTOs. These results provide an initial evidence base for assessing the effectiveness of our risk-based regulatory approach and the sector's transition to the 2025 Standards. The remaining measure was achieved, with 91% of external review matters relating to provider cancellation and non-renewal decisions finalised in ASQA's favour, above the 75% target.

Under Strategic Objective 2, ASQA met all 8 published service standards, achieving full compliance with its service standards for the first time in many years. This result reflects a sustained organisational focus on improving service delivery and performance. Baseline results from the provider and course owner survey indicated positive perceptions of ASQA's role in improving sector integrity and quality, while the stakeholder survey results indicated positive perceptions of ASQA's effectiveness in engaging and collaborating with stakeholders.

Under Strategic Objective 3, ASQA achieved its workforce capability and strategic program delivery measures. Planned capability development activities were substantially delivered during the year, and all key strategic programs were completed or progressed as planned and remained on track to meet agreed timeframes. The measure relating to fostering and supporting an innovative organisational culture was partially achieved. Collectively, these results strengthen ASQA's organisational capability and delivery capacity, supporting the achievement of broader regulatory, stakeholder and organisational outcomes across all Strategic Objectives.

Overall, the results demonstrate positive progress across all 3 Strategic Objectives and provide an evidence-based foundation for future performance assessment and ongoing improvement in regulatory outcomes, supporting the quality and integrity of the VET sector and nationally recognised qualifications.

Strategic Objective 1

Our regulatory approach is transparent, accountable, and evidence-based, responding proportionately to risk and enabling provider self-assurance and continuous improvement.

Strategic Objective 1 captures ASQA’s approach to conducting our core regulatory activities and the effectiveness of these activities. It is supported by 3 KPIs and 5 performance measures.

KPI 1A: EFFECTIVENESS OF REGULATORY RISK TREATMENT STRATEGIES

PERFORMANCE MEASURE 1A.1

ASQA completes planned regulatory risk activities within approved timeframes.

2025–26 Target:	Establish baseline	Result:	Baseline established – 100%
Rationale:	Measures ASQA's effectiveness and timeliness in completing regulatory campaigns to ensure the quality and integrity of VET.		
Methodology:	Calculated as the percentage of regulatory campaigns completed (or on track to be completed) by the agreed date.		
Data source:	Administrative data of ASQA regulatory campaigns.		
Measure type:	Quantitative; effectiveness (proxy) ²¹ .		

²¹ Regulatory campaigns are a targeted mix of regulatory activities designed to address identified priority risks. The delivery of these outputs is expected to reduce risk in the sector and therefore provide a reasonable proxy for regulatory effectiveness.

PERFORMANCE MEASURE 1A.1 *(continued)*

ASQA completes planned regulatory risk activities within approved timeframes.

Analysis:

As part of our 2025–26 program of work to support monitoring and early risk identification, ASQA committed to delivering 6 regulatory campaigns to address our annual Regulatory Risk Priorities (RRPs). A further 3 industry specific areas were called out for additional focused effort in 2025–26, across Early Childhood Education and Care (ECEC), Construction and High Risk Work (HRW), and Aviation.

These campaigns focused on assessment of the risks, detection and mitigation across specific themes. All 9 2025–26 campaign activities were completed within approved timeframes and in line with agreed milestones.

In addressing the 2025–26 RRP, we used our full suite of regulatory tools from education and awareness raising, monitoring performance of providers, increased effort on screening potential applicants to become an RTO and taking compliance and enforcement action where necessary.

Examples of ASQA’s effective risk treatments include:

- ASQA made decisions to cancel more than 18,900 qualifications and statements of attainment to ensure the integrity of issued credentials, including where concerns arose from inappropriate use of Recognition of Prior Learning.
- ASQA undertook a heavy focus on providers delivering ECEC training and assessment, particularly around compliance with taking photographs and video evidence during practical assessments. Across the campaign ASQA engaged with all ECEC providers and some providers on multiple occasions. ASQA can demonstrate a shifting of behaviour across this campaign, through increased awareness of providers on their responsibilities around interacting with children and infants.

PERFORMANCE MEASURE 1A.2

Providers engaged through performance assessments who are identified as not meeting the standards (excluding those identified as non-genuine providers) successfully return to compliance by the end of the engagement.

2025–26 Target:	Establish baseline	Result:	Baseline established – 66.1%
Rationale:	Measures the effectiveness of ASQA’s intervention in supporting genuine providers identified as not meeting the Standards in returning to compliance, enhancing quality training outcomes for students, industry and employers in the VET sector.		
Methodology:	Calculated as the percentage of all providers who had a Performance Assessment (and were not meeting the Standards) who returned to compliance at the end of the engagement.		
Data source:	Administrative data of regulatory interventions, performance assessment and compliance activities.		
Measure type:	Quantitative; effectiveness.		
Analysis:	Between 1 July 2025 and 30 June 2026, ASQA conducted 361 provider performance assessments. These providers were selected based on identified risk indicators, with 228 (63.2%) assessments resulting in findings of non-compliance. As at 30 June 2026, 168 of these assessments had been finalised (through to a return to compliance or formal compliance action completed). Of these, 111 providers (66.1%) successfully addressed the identified non-compliance and returned to compliance by the end of ASQA’s engagement, and almost all did so within a 20-day period. This result reflects ASQA’s risk-based and proportionate approach to regulation, and that providers are willing and usually able to quickly address the gaps identified. Where non-compliance is identified, ASQA undertakes a risk assessment to determine the most appropriate regulatory treatment. Where more significant or systemic non-compliance is identified, providers are managed through ASQA’s escalating compliance management pathways. This approach helps ensure regulatory action remains proportionate to the level of risk posed to students and the VET sector.		

PERFORMANCE MEASURE 1A.3

ASQA's decisions to exit providers found to be non-genuine are sustained.

2025–26 Target:	75%	Result:	Achieved – 91%
Rationale:	Measures the effectiveness and defensibility of ASQA's intervention, specifically, ASQA's regulatory decisions to cancel or not renew a non-genuine provider's registration, to safeguard the integrity of VET.		
Methodology:	Calculated as the percentage of external review matters relating to ASQA's decisions to cancel or not renew a non-genuine provider's registration (made by the CEO in their role as the National VET Regulator) that are finalised in ASQA's favour (that is, the original decision was affirmed by the Tribunal, the matter was dismissed by the Tribunal, or the matter was withdrawn by the applicant).		
Data source:	Administrative data of external review matters relating to ASQA's decisions to cancel or not renew a provider's registration (made by the CEO in their role as the National VET Regulator) that are finalised in ASQA's favour.		
Measure type:	Quantitative; effectiveness.		

PERFORMANCE MEASURE 1A.3 *(continued)*

ASQA's decisions to exit providers found to be non-genuine are sustained.

Analysis:

Between 1 July 2025 and 30 June 2026, 11 external review matters relating to decisions made by the CEO, in their role as the National VET Regulator, to cancel or not renew a provider's registration were finalised²².

Of these, 10 matters (91%) were finalised in ASQA's favour, with the Administrative Review Tribunal (the Tribunal) either affirming the original decision, dismissing the matter, or the applicant withdrawing the matter. In each of these cases, ASQA's decision stands. One matter was set aside.

The result of 91% exceeded the 75% target and indicates that ASQA's regulatory decisions were robust and defensible.

In relation to the matter in which ASQA's decision was set aside, ASQA is committed to continuous improvement and ensuring that outcomes from external review proceedings contribute to the ongoing improvement of regulatory decision-making. It should also be noted that there may be circumstances where ASQA pursues a matter to a final hearing despite lower prospects of success, including where ASQA considers it important for an external review body to make a determination on a point of law.

During the same period, the CEO, in their role as National VET Regulator, made 37 decisions to cancel or not renew a provider's registration. External review was not sought in relation to 19 of those decisions (51%). As at 30 June 2026, the statutory period within which external review may be sought had expired for all but one of those decisions. While these decisions do not form part of the calculation of the performance measure, they provide broader context. External review was not sought for more than half of the relevant regulatory decisions made during the reporting period. Considered alongside the high proportion of assessable external review matters in which ASQA's decision was sustained, this provides broader support for the robustness and defensibility of ASQA's regulatory decision-making.

22 A further 3 matters were resolved between the applicant and ASQA before final hearing. These matters have been excluded from the calculation because negotiated outcomes between ASQA and the applicant are not considered finalised matters for the purposes of this measure.

KPI 1B: PROVIDERS DEMONSTRATING EFFECTIVE SELF-ASSURANCE PRACTICES THROUGH SELF-ASSESSMENT AND TRANSPARENT REPORTING

PERFORMANCE MEASURE 1B.1

Providers publicly report the outcomes of their self-assessment activity.

2025–26 Target:	Establish baseline	Result:	Baseline established – 12%
Rationale:	Measures the extent to which providers engage in self-assurance practices and self-assessment activities, promoting a culture of continuous improvement to support quality training outcomes for students, industry and employers in the VET sector.		
Methodology:	Calculated as the percentage of providers that have publicly and transparently reported the outcomes of their self-assessment activities.		
Data source:	ASQA Provider and Course Owner (PACO) Survey.		
Measure type:	Quantitative; effectiveness.		

PERFORMANCE MEASURE 1B.1 *(continued)*

Providers publicly report the outcomes of their self-assessment activity.

Analysis:

This is a new performance measure for ASQA in relation to providers uplifting the transparency of their organisation by publicly reporting the outcomes of their self-assurance activities.

In 2025–26, 12% of providers reported that they publicly disclosed the outcomes of their self-assurance activities through channels such as their website, social media, newsletters or other public platforms.

Whilst this is a low result, it establishes a baseline for the performance measure and reflects the transparency of provider self-assurance practices across the sector. Additional indicators collected through the survey provide further context, indicating that providers are gradually strengthening their self-assurance practices and maturity. Notably, 95% of providers reported using ASQA’s education and information products to support their compliance, self-assurance and continuous improvement activities in 2025–26, representing the highest level of usage recorded over the past 4 years. Overall satisfaction with the quality of these products was 91%, also the highest result recorded during this period.

While these findings suggest increasing engagement with self-assurance and continuous improvement activities, public reporting of self-assurance outcomes remains limited. ASQA will, however, continue to further promote the value of transparency and encourage providers to publicly report the outcomes of their self-assurance activities across the forward year.

KPI 1C: PROVIDER CONFORMANCE WITH THE 2025 STANDARDS FOR RTOs

PERFORMANCE MEASURE 1C.1

Providers demonstrate conformance with the 2025 Standards for RTOs.

2025–26 Target:	Establish baseline	Result:	Baseline established – 85.4%
Rationale:	Measures the extent to which providers meet the 2025 Standards for RTOs, providing a system-wide indicator of sector integrity. Effective conformance reflects a collaborative and educative regulatory approach focused on quality, continuous improvement and self-assurance rather than reactive enforcement.		
Methodology:	Calculated as the percentage of providers who indicated their conformance with the 2025 Standards via the Annual Declaration on Compliance (ADC) program.		
Data source:	The Annual Declaration on Compliance (ADC) program.		
Measure type:	Quantitative; effectiveness.		
Analysis:	Self-reported compliance with the 2025 Standards remained high across the sector, with 85.4% of providers reporting no areas of non-compliance. Of the remaining providers, 13.4% identified at least one area of non-compliance, most commonly relating to Training and Assessment (Quality Area 1) and Governance (Quality Area 4). Compliance exceeded 99% across most Quality Areas and Compliance Requirements, with reported non-compliance generally below 1% for individual requirements. Free-text responses indicate that reported non-compliances vary considerably in severity, risk and recurrence. ASQA’s own findings of non-compliance following performance assessment resulted in a non-compliance rate of 62% where a performance assessment was undertaken. This demonstrates ASQA’s focus on those providers where increased risk indicators exist and reflects a higher proportion of non-compliance across the sector, than in recent years. Importantly, ASQA is observing larger volumes of providers not meeting basic compliance obligations such as completing their Annual Declaration of Compliance (ADC), submitting the required Total VET Activity (TVA) data and paying invoices on time. ASQA has increased its oversight on these compliance requirements in 2025–26 and will continue to do so in 2026–27.		

Strategic Objective 2

We engage, collaborate and partner with stakeholders to improve regulatory outcomes.

Strategic Objective 2 captures ASQA's focus on effective stakeholder relationships and collaboration to enable more effective regulation, including improved sector monitoring, targeting of regulatory resources, policy development and reform. It is supported by 2 KPIs and 3 performance measures.

KPI 2A: IMPROVEMENT IN PERFORMANCE AGAINST ASQA'S SERVICE STANDARDS

PERFORMANCE MEASURE 2A.1

ASQA meets its service standards.

2025–26 Target:	All met	Result:	Achieved – all met
Rationale:	Demonstrates accountability, transparency and fairness by quantitatively measuring how effectively ASQA delivers its regulatory responsibilities, supporting continuous improvement and stakeholder confidence.		
Methodology:	Calculated as the number of ASQA service standard targets that are met.		
Data source:	Administrative data of regulatory activities as indicated by ASQA's current service standards.		

PERFORMANCE MEASURE 2A.1 *(continued)*
ASQA meets its service standards.

Measure type:	Quantitative; effectiveness.
Analysis:	During 2025–26, ASQA met all 8 of its service standards, achieving the 100% target for this performance measure. The service standards cover key regulatory and stakeholder-facing activities, including initial registration, renewal of registration, change of scope applications, performance and monitoring activities, telephone enquiries, written enquiries, course accreditation applications, and complaints about ASQA. As at 30 June 2026, 7 of the 8 service standards exceeded their respective targets, while the remaining service standard met its target. We completed 98% of performance and monitoring activities within 90 calendar days, exceeding the 90% target, and finalised 100% of complaints about ASQA within 90 calendar days, well above the 75% target. Course accreditation applicants were notified of a decision within 120 calendar days in 93% of cases against a target of 80%. Strong performance was also recorded across ASQA's enquiries service standards, with 78% of calls answered within 5 minutes against the 70% target, and 87% of written correspondence answered within 10 calendar days against the 80% target. In relation to renewal applications, ASQA exceeded its target of 80%, finalising 81% of applications prior to registration expiry. This reflects refinements to our renewal assessment approach. Applications that did not meet the service standard were primarily those subject to extended regulatory scrutiny or compliance action where registration renewal cannot be granted. These results demonstrate ASQA's commitment to delivering its regulatory and service responsibilities within established service standards, and support accountability, transparency and stakeholder confidence in our regulatory activities.

KPI 2B: LEVEL OF STAKEHOLDER SATISFACTION

PERFORMANCE MEASURE 2B.1

ASQA improves the integrity and quality of the VET sector.

2025–26 Target:	Establish baseline	Result:	Baseline established – 79%
Rationale:	Measures the level of satisfaction with ASQA as a regulator and provides insights into whether ASQA's regulatory approach is seen as effective in improving the integrity and quality of the VET sector. This supports transparency, accountability and continuous improvement.		
Methodology:	Calculated as the percentage of providers who agree, through the Provider and Course Owner (PACO) Survey, that ASQA is effective in improving the integrity and quality of the VET sector.		
Data source:	ASQA Provider and Course Owner Survey.		
Measure type:	Quantitative; effectiveness.		
Analysis:	Performance Measure 2B.1 established a strong baseline result, with 79% of providers and course owners agreeing or strongly agreeing that ASQA is effective in improving the integrity and quality of the VET sector. During 2025–26, ASQA continued to address integrity and quality risks across the VET sector through its intelligence-led, risk-based regulatory activities and campaign program to address strategic sector integrity risks (detailed in Performance Measure 1A.1). These efforts provide important context for stakeholders' positive assessment of ASQA's effectiveness in improving the integrity and quality of the VET sector. As the measure was introduced in 2025–26, no formal target was set for the first year. The result provides a valuable benchmark for measuring changes in stakeholder perceptions over time and will support the development of meaningful, evidence-based targets in future years.		

PERFORMANCE MEASURE 2B.2

ASQA engages and collaborates with stakeholders effectively.

2025–26 Target:	Establish baseline	Result:	Baseline established – 78.5%
Rationale:	Measures the level of stakeholder satisfaction and provides insights into how well ASQA communicates, consults and works with stakeholders. Effective engagement builds stakeholder confidence, supports continuous improvement, and ensures our regulatory approach is well-understood and informed by sector insights.		
Methodology:	Calculated as the percentage of stakeholders that agree (via the ASQA Stakeholder Survey) that ASQA is effective in its stakeholder engagement, collaboration and partnerships.		
Data source:	ASQA Stakeholder Survey.		
Measure type:	Quantitative; effectiveness.		
Analysis:	Performance measure 2B.2 established a strong baseline result, with 78.5% of stakeholders agreeing that ASQA engages and collaborates with stakeholders effectively. As the measure was introduced in 2025–26, no formal target was set for the first year. The result provides a valuable benchmark for future performance assessment. The overall result was based on stakeholder responses to 6 statements relating to key elements of effective engagement and collaboration. Stakeholder feedback was strongest in relation to professionalism and respect (91.7%), listening to and considering stakeholder views (83.3%), and transparency in dealings with stakeholders (79.2%). While perceptions of ASQA’s overall effectiveness in stakeholder engagement (79.2%) were positive, lower levels of agreement regarding the provision of timely information (70.8%) and the consistency and fairness of ASQA’s regulatory approach (66.7%) highlight opportunities for continued improvement. During 2025–26, ASQA undertook 94 meetings and consultations with key stakeholders across the VET sector. These activities provide context for the positive baseline results and support ongoing efforts to strengthen stakeholder confidence and engagement.		

Strategic Objective 3

Our people and operations are supported and highly skilled to deliver and continuously improve.

Strategic Objective 3 focuses on continuous improvement of ASQA’s regulatory practice and delivery through ASQA’s leadership and staff capability and adoption of innovation and technology. It is supported by 2 KPIs and 3 performance measures.

KPI 3A: STAFF ENGAGEMENT IN SKILLS AND CAPABILITY DEVELOPMENT AND INNOVATION ADOPTION

PERFORMANCE MEASURE 3A.1

ASQA builds workforce capability effectively, developing the skills needed to deliver our regulatory priorities.

2025–26 Target:	Effective	Result:	Achieved – Effective
Rationale:	Ensures ASQA maintains a skilled and resilient workforce aligned with the Australian Public Service (APS) capability frameworks and government priorities. It supports proactive skills development, identifies capability gaps, and informs targeted learning investment to meet evolving regulatory, digital and strategic demands.		
Methodology:	Measured as the percentage of planned workforce capability uplift activities successfully delivered. Performance is assessed against the following scale: - Effective – 80% or above - Partially effective – 60% to 79% - Improvement required – 59% or below.		
Data source:	Administrative data on planned workforce capability and training activities.		
Measure type:	Qualitative; effectiveness.		

PERFORMANCE MEASURE 3A.1 *(continued)*

ASQA builds workforce capability effectively, developing the skills needed to deliver our regulatory priorities.

Analysis:

During 2025–26, ASQA delivered 4 of the 5 (80%) planned workforce capability uplift activities. Accordingly, performance against the measure was assessed as effective, achieving the target.

Capability uplift activities delivered during the reporting period included the Regulatory Foundations training program, the EL2 Leadership Edge program, the Certificate IV in Government Investigations, and relevant audit training. These initiatives strengthened regulatory, investigative and leadership capability across the Agency and supported ASQA's broader workforce development objectives.

ASQA also planned to deliver the Leadership Capability Uplift Program during 2025–26. Although significant progress was made in the program's development, delivery of the training was deferred to accommodate shifting organisational priorities.

Overall, ASQA achieved its workforce capability uplift target and continued to strengthen organisational capability through targeted learning and development initiatives.

PERFORMANCE MEASURE 3A.2

ASQA fosters and supports an innovative organisational culture.

2025–26 Target:	Effective	Result:	Partially achieved – Partially effective
Rationale:	Promotes a positive workplace environment that values innovation, continuous improvement, adaptability and strategic agility to support the achievement of ASQA's strategic objectives.		
Methodology:	Based on the index score of ASQA staff who responded to questions relating to Enabling Innovation via the APS Employee Census. Performance is assessed against the following scale: • Effective – 80 or above • Partially effective – 60 to 79 • Improvement required – 59 or below.		
Data source:	APS Employee Census conducted by the Australian Public Service Commission (APSC).		
Measure type:	Qualitative; effectiveness.		
Analysis:	ASQA's Enabling Innovation index score in the 2026 APS Employee Census was 64. In accordance with the measure's effectiveness criteria, this result was assessed as partially effective. The APS Employee Census results indicate that ASQA employees are committed to continuous improvement and are generally supported by their immediate supervisors to identify new or better ways of working, with positive responses strongest for personal responsibility to improve work practices (83%) and supervisor support for innovation and improvement (75%). This demonstrates a solid foundation for a culture of innovation at the individual and team level. The results also highlight opportunities to further strengthen ASQA's innovation culture at an organisational level. Positive responses were lower for recognition of innovative contributions (50%), organisational encouragement of innovation (48%), and support for learning from failure (42%). In addition, 30–35% of respondents selected neutral responses for these statements, which may indicate uncertainty about the consistency of organisational support for innovation across the agency. These findings, together with ASQA's Enabling Innovation Index score being below the APS average (67) and comparable regulatory agencies (68), suggest opportunities to enhance the agency's innovation culture and improve employee perceptions of organisational support for innovation.		

KPI 3B: KEY STRATEGIC PROGRAMS DELIVERED ON SCHEDULE

PERFORMANCE MEASURE 3B.1

ASQA delivers key strategic programs on time

2025–26 Target:	90%	Result:	Achieved – 100%
Rationale:	Demonstrates ASQA's ability and commitment to deliver strategic programs on schedule. Timely delivery enables effective risk management by helping mitigate emerging sector risks, supports sector confidence and improvements, and reflects strong project governance and accountability.		
Methodology:	Calculated as the percentage of strategic programs completed (or on track to be completed) by the agreed date.		
Data source:	Administrative data of ASQA strategic programs.		
Measure type:	Quantitative; efficiency.		
Analysis:	All 3 of ASQA's key strategic programs were either completed or progressed as planned during 2025–26 and remain on track to be completed by their agreed due dates. Accordingly, performance against the measure was assessed as achieving the target. The Strategic Program Standards Implementation was completed by its planned closure date (March 2026). Delivery was supported through the collaborative effort of a multi-disciplinary project team encompassing regulatory policy, internal readiness, sector education and communications. The Strategic Program Cost Recovery is on track for completion in Quarter 2 of 2026–27. During 2025–26, the program progressed into the operationalisation phase in which the revised cost recovery model was implemented and embedded into business-as-usual operations. Monitoring and evaluation remain underway to ensure that systems and processes are operating effectively and to address any emerging issues. As with the Standards Implementation, this strategic program has been successfully progressed by strong collaboration across multiple business areas in ASQA, along with external implementation.		

PERFORMANCE MEASURE 3B.1 *(continued)*

ASQA delivers key strategic programs on time

Analysis:

The Digital Transformation Program (DTP), which is due for completion in Quarter 4 2026–27 progressed from foundational activities to the delivery of core digital capabilities during the reporting period. Key achievements included the deployment of new intelligence and evidence collection capabilities, implementation of Customer Relationship Management (CRM) and case management functionality, and delivery of ASQA's new public website.

The Program strengthened ASQA's intelligence, portal, website, case management and data foundations and is expected to deliver key remaining components, including the ASQA Regulatory Management System and Modern Data Warehouse, during 2026–27.

Overall, progress across all 3 strategic programs positions ASQA to deliver improved regulatory capability, enhanced stakeholder services and greater organisational efficiency, supporting the achievement of ASQA's strategic objectives.





3. Management and accountability

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Corporate governance

Our corporate governance arrangements support the Chief Executive Officer, as ASQA's Accountable Authority, and relevant delegates to make informed decisions as well as to manage risks and resources so that we can effectively deliver on our purpose.

Governance structure

We are led by a Chief Executive Officer (CEO) who reports directly to the Minister for Skills and Training. Our CEO is supported by a ministerially appointed Advisory Council, the Audit and Risk Committee and an internal Executive Committee. The Executive Committee is supported by 3 sub-committees (Work Health and Safety (WHS) Committee, Staff Consultative Committee, and Regulatory Committee) and 4 working groups (Diversity and Inclusion Working Group, Reconciliation Action Plan Working Group, Security and Integrity Working Group, and Data Governance Working Group).



National Vocational Education and Training Regulator Advisory Council members (from left): Ms Vidoshi Jana, Mr Neil Quarmby, Ms Saxon Rice, Mr Peter Costantini, Ms Adrienne Nieuwenhuis, Dr Don Zoellner, Professor Valerie Braithwaite. Dr Grant Klinkum not pictured.

National Vocational Education and Training Regulator Advisory Council

The National Vocational Education and Training Regulator Advisory Council, established under section 174 of the NVR Act, provides expert advice to the CEO on ASQA's functions.

The Council is chaired by Peter Costantini OAM and includes members with diverse experience and expertise:

- Dr Don Zoellner
- Dr Grant Klinkum
- Mr Neil Quarmby
- Ms Adrienne Nieuwenhuis
- Professor Valerie Braithwaite.

The Advisory Council typically meets 4 times per year, with additional meetings convened at the discretion of the Chair when necessary to ensure the efficient performance of its functions. Members are appointed based on their qualifications, knowledge, or experience, as assessed by the Minister. Each Advisory Council member holds office for a term specified in the instrument of appointment, not exceeding 3 years.

Audit and Risk Committee

The Audit and Risk Committee is established in accordance with section 45 of the PGPA Act and section 17 of the PGPA Rule, to provide independent advice to the CEO on ASQA's financial and performance reporting responsibilities, risk oversight and management, and system of internal controls.

Executive Committee

The Executive Committee is an internal strategically focused committee that supports the CEO in leading and governing to ensure we fulfil our purpose, deliver on our objectives, foster our capability, and meet our legal, financial, resourcing and regulatory obligations.

Work Health and Safety Committee

The Work Health and Safety Committee is established in accordance with sections 75–79 of the *Work Health and Safety Act 2011*. This committee facilitates cooperation between ASQA and staff to provide a safe place of work, providing a forum for staff representatives to share information, raise issues and contribute to decision-making on matters which impact on the health, safety and wellbeing of all staff.

Staff Consultative Committee

The Staff Consultative Committee is established under ASQA's Enterprise Agreement to represent the collective interests of our employees, improve communication and collaboration between staff, and to promote continuous improvement and organisational development within ASQA.

Regulatory Committee

The Regulatory Committee is a management committee that provides strategic guidance and oversight of ASQA's regulatory activities, significant regulatory issues, strategic reform initiatives, and oversight of ASQA's regulatory program in accordance with legislative and financial frameworks.

Diversity and Inclusion Working Group

The Diversity and Inclusion Working Group is established in accordance with our Diversity and Inclusion Strategy 2023–26 to effectively support and raise awareness of diversity and inclusion in the workplace. It empowers employees to drive diversity and inclusion initiatives and to support the delivery of actions identified in the Strategy.

Reconciliation Action Plan Working Group

Our Reconciliation Action Plan (RAP) Working Group is a forum for employees to provide guidance and support to each other and share information, experiences and cultural knowledge, including support for ASQA's RAP Champion in the development of the RAP.

Security and Integrity Working Group

The Security and Integrity Working Group meets quarterly and supports the Chief Security Officer to achieve and maintain the required level of protective security oversight and accountability across all areas of security.

Data Governance Working Group

The Data Governance Working Group brings stakeholders together to discuss data governance matters, identify solutions to data-related challenges, and promote consistent approaches to data management across ASQA.

CASE STUDY

Building trust through partnership with Aboriginal and Torres Strait Islander providers

Regulatory best practice principle: Collaboration and engagement

ASQA has strengthened its engagement with Aboriginal and Torres Strait Islander stakeholders through an ongoing partnership with the National Aboriginal Community Controlled Health Organisation (NACCHO), the national peak body for the Aboriginal and Torres Strait Islander RTO Community of Practice. The partnership supports shared priorities under the Closing the Gap agenda and the National Skills Agreement.

Since September 2025, ASQA has worked with the Community of Practice on building provider capability, supporting culturally safe training delivery and improving outcomes for Aboriginal and Torres Strait Islander students. The engagements have allowed ASQA to share tailored regulatory guidance while also learning from Aboriginal and Torres Strait Islander-led providers about issues affecting their students and communities.

Through ongoing engagement and a commitment to listening, ASQA has developed stronger relationships with Aboriginal and Torres Strait Islander stakeholders and built greater trust over time. This has fostered more open and constructive dialogue, helping providers feel heard and supported while strengthening ASQA's understanding of the unique needs of Aboriginal and Torres Strait Islander students. Further engagement is planned, including ASQA's participation in the Aboriginal and Torres Strait Islander RTO Summit in July 2026 and additional webinars on key topics under the 2025 Standards.

Planning and performance

The Commonwealth Performance Framework, under the PGPA Act and PGPA Rule, requires ASQA, as a non-corporate Commonwealth entity, to publish a [Corporate Plan](#) by 31 August each year. ASQA's Corporate Plan is our primary planning document and sets the direction for how we will work together, build our own capability as well as that of the sector, and engage with risk to deliver on our purpose over the coming 4 years.

Our Corporate Plan includes our Strategic Objectives, key activities and performance information. We use these criteria to report on our performance at the end of the corporate planning cycle through the Annual Performance Statements.

The Corporate Plan is also complemented by annual branch and business planning activities, which support the translation of Strategic Objectives into operational priorities, key deliverables and resource planning across the organisation.

Internal reporting

During 2025–26, ASQA maintained robust oversight of its financial, regulatory, and operational obligations through established governance frameworks and regular reporting to the Executive Committee and the Audit and Risk Committee. Key indicators show continued sound financial stewardship, with no material misstatements identified through internal or external audits. Risk management processes were actively applied, with enterprise-wide risks monitored, managed and reported quarterly, resulting in targeted mitigation plans for high-priority areas. Lessons learned from these matters informed process improvements, staff training, and policy updates, strengthening our ability to meet compliance obligations and deliver services with integrity. This integrated approach supports transparency, accountability, and continuous improvement in line with our risk appetite and Strategic Objectives.

Ethical standards

ASQA enforces strict adherence to the APS Code of Conduct for all staff, requiring them to uphold the APS Values and Employment Principles. These values promote a positive organisational environment, stewardship, high performance and leadership across all employment levels.

This is supported and promoted by a requirement for all staff to undertake mandatory training on APS values, employment principles, code of conduct and fraud and corruption awareness.

Upholding values

APS agency heads and employees are mandated to uphold and promote the APS Values and Employment Principles. Senior Executive Service (SES) employees must lead by example in upholding these values.

Code of Conduct

All APS employees are expected to behave in ways that support the APS Values and Employment Principles and protect the integrity and reputation of their agency. Breaching the Code of Conduct can lead to sanctions, including termination of employment. We have procedures for managing suspected breaches of the APS Code of Conduct, as required by section 15(3) of the *Public Service Act 1999* (PS Act).

Conflict of interest management

ASQA has a Disclosure of Interests policy requiring all staff to disclose any real or apparent conflicts of interest. In accordance with this policy:

- All ASQA employees sign a Conflict of Interest Declaration and Management form at the start of their employment.
- Employees must also submit an annual Conflict of Interest Declaration, with additional information being required of SES and key management personnel (KMP).
- Any conflicts must be managed by all staff to maintain ASQA's integrity.

By adhering to these policies, ASQA ensures high ethical standards and the integrity of its operations are maintained.

Enterprise risk management

ASQA has an Enterprise Risk Management Framework which is aligned to the Commonwealth Risk Management Policy. It promotes and supports the identification, analysis, assessment, treatment, monitoring and review of our enterprise, strategic, regulatory and operational risks. Our structured approach to managing risks is a cornerstone for effective governance and risk-based, data-driven decision-making.

Risks are reviewed at least quarterly and include periodic discussions with executives. Our Risk Management Policy Statement guides our risk culture and appetite, while our Enterprise Risk Management Framework helps us achieve our strategic objectives. Managing risks effectively and efficiently allows ASQA to achieve its purpose.

We recognise the importance of training and awareness programs in risk management. Consequently, ASQA is committed to ensuring all staff receive regular training and information on risk management and their responsibilities.

We participate in Comcover's biennial Risk Management Benchmarking Survey which benchmarks our risk management approach, framework and capabilities against other participating agencies. The 2025 Survey assessed the overall performance of ASQA's risk management program and maturity as 'Advanced'.

Risk management governance is achieved through a number of governance committees, primarily the Executive Committee and Audit and Risk Committee, which independently reviews our risk management approach as per its Charter and provides independent advice to the Accountable Authority on the appropriateness of ASQA's system of risk oversight and management and system of internal control.

Our Governance, Risk and Performance team supports the identification and management of risks and review controls and undertakes assurance reviews to support risk owners meet their responsibilities. All staff are responsible for managing risks in their role, and we are constantly improving how we manage risks at ASQA by making it a part of everyday operations.

Fraud and corruption control

Fraud and corruption are unacceptable within ASQA or in connection with the performance of its functions. ASQA continues to take all reasonable and practical steps to prevent, detect and respond to suspected fraud and corruption in line with the Commonwealth Fraud and Corruption Control Framework and requirements under the PGPA Act.

ASQA's Fraud and Corruption Control Framework – which includes the Fraud and Corruption Control Policy and Plan and associated risk assessments – provides clear guidance and governance in managing fraud and corruption risks. These risks are regularly monitored through scheduled risk management reviews and monitoring.

ASQA's fraud and corruption control environment also includes compliance with the Commonwealth Procurement Rules and other Commonwealth policies to ensure ASQA's purchases are efficient, effective, economical and ethical.

The Audit and Risk Committee reviews the effectiveness of ASQA's fraud and corruption control arrangements and provides advice on their continued appropriateness.

All ASQA staff receive training on fraud, corruption and conflict of interest management as part of their induction. The annual fraud awareness refresher training is mandatory. ASQA also promotes ongoing awareness through participation in APS-wide initiatives, such as the National Anti-Corruption Commission's anti-corruption training, or activities from the Commonwealth Fraud Prevention Centre.

Compliance with finance law

In 2025–26, we had no significant issues reported to the Minister under paragraph 19(1)(e) of the PGPA Act, relating to non-compliance with finance law.

Complaints about ASQA

As required under the *Standards for VET Regulators 2015*, we have a policy to manage and respond to stakeholder complaints about our regulatory practices. We aim to finalise 75% of complaints in under 90 days and undertake to inform the complainant in writing with reasons if we consider it will take more than 90 days to finalise the complaint.

During 2025–26 we met the 90-day timeframe to finalise complaints in 100% of cases.

Audit and Risk Committee members and meetings

The functions of ASQA's Audit and Risk Committee are to review and provide independent advice about the appropriateness of our financial reporting, performance reporting, systems of risk oversight and management and systems of internal control. The current charter is available on our website at: [ASQA Audit and Risk Committee Charter](#).

In 2025–26, there were 4 independent members of the Audit and Risk Committee and the Committee met 4 times.

Table 4 shows our Audit and Risk Committee members for 2025–26, including an overview of their qualifications, attendance, and respective remuneration.

Table 4: Audit and Risk Committee members

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/ total number of meetings held	Total annual remuneration (including GST)	Additional information (including role on committee)
Darren Box	Bachelor of Business (ACC) Fellow of CPA Australia Level 2 Organisational Coach	4/4	\$10,000	Chair
Stephen Linden	Bachelor of Business (Accounting Major: Business Law Minor) – Curtin University Diploma in Accounting – TAFE Certified Practising Accountant 10 years as member of IIA Global guidance setting committees, including 3 years on Public Sector Committee	2/4	\$5,000	Contract ended 2 March 2026
Sue Bird	Bachelor of Laws (Honours), Australian National University Graduate Diploma of Legal, Australian National University Graduate Australian Institute of Company Directors (GAICD) Certified Organisational Coach	3/4	\$7,500	

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/ total number of meetings held	Total annual remuneration (including GST)	Additional information (including role on committee)
Michael Manthorpe	Bachelor of Arts, University of Queensland Fellow, Institute of Public Administration Australia (IPAA) Public Service Medal (2010) Former Commonwealth Ombudsman	3/4	\$7,500	

External assurance and support for accountability and transparency in public administration

Senate Estimates

ASQA appeared before the Senate Education and Employment Legislation Committee on 3 occasions during the reporting period – 3 December 2025, 11 February 2026 and 3 June 2026 – where our CEO responded to questions from senators relating to various aspects of ASQA's operations with particular focus on our ongoing regulatory responses to threats to the integrity of VET.

ASQA was released from appearing on 9 October 2025.

We received 433 questions on notice from these 4 hearings.

Freedom of Information

ASQA is subject to the *Freedom of Information Act 1982* (FOI Act), which means we are required to publish information to the public as part of the Information Publications Scheme. We comply with this requirement through the freedom of information disclosure log on our website at <https://www.asqa.gov.au/about/reporting-and-accountability/freedom-information>. We are also required to publish a plan detailing what information we publish in accordance with the Information Publications Scheme requirements. This plan is on our website at <https://www.asqa.gov.au/about/reporting-and-accountability/information-publication-scheme>.

Rapid Review of ASQA's Regulatory Practices and Processes

On 30 April 2020, the Australian Government released the *Rapid Review of ASQA's Regulatory Practices and Processes*. This report outlined 24 recommendations to improve the way ASQA operates, in line with best-practice governance, regulation and engagement.

In 2025–26, ASQA finalised implementation of recommendation 20 by enhancing the information published on the National Register to include the reasons for our regulatory decisions against providers, improving transparency in decision-making.

As at 30 June 2026, 22 of the 24 recommendations have been implemented. The 2 remaining recommendations relate to publishing additional provider performance information to help students and employers differentiate between providers (recommendation 5) and publishing a summary of ASQA's findings on a provider's performance against the Standards (recommendation 21). Work on these recommendations will be incorporated into ASQA's business-as-usual activities, including continued engagement with DEWR on elements that form part of its broader program of work. This concludes formal reporting on the Rapid Review recommendations.

Review of regulatory decisions

The Administrative Review Tribunal

If a provider, applicant or other person whose interests are affected by a reviewable decision made by ASQA is dissatisfied with that decision, they may apply to the Administrative Review Tribunal (the Tribunal) for review.

The Tribunal conducts a merits review of the decision and may consider evidence that was not available when the original decision was made. As a result, some matters may be resolved during review proceedings where new information is provided demonstrating that the circumstances giving rise to the original decision have changed.

In 2025–26, 114 new applications for review of ASQA decisions were lodged with the Tribunal.

During the year, the Tribunal finalised a range of review matters. Outcomes included matters being resolved between the applicant and ASQA, withdrawn by applicants, dismissed by the Tribunal, affirmed by the Tribunal, or set aside.

These review processes provide an important mechanism for ensuring the transparency, accountability and integrity of regulatory decision-making. Insights from review proceedings also contribute to our continuous improvement of regulatory practices and decision-making processes.

For more information on procedural fairness and accountability arrangements, see External Review in the Procedural fairness and accountability section of Chapter 1.

Review by the court

Providers and other affected persons may apply to the Federal Court for a judicial review of the process leading to a decision made by ASQA, as opposed to seeking review of the decision itself. Depending on the court's decision, this may also impact on the validity of the overall decision.

In 2025–26, there was one application to the Federal Court by a provider for review of ASQA's decision to cancel its registration.

There was also one application in the Federal Circuit Court by an individual seeking various orders under the Fair Work Act, the Fair Work Regulations and the FOI Act. This application was originally filed by the applicant in 2024–25.

People

Management of human resources

We are committed to attracting, retaining and developing a highly skilled and engaged workforce. Our efforts are supported by strong leadership capabilities and a values-driven organisational culture.

Our regulatory capability is bolstered by the diversity of skills, knowledge and experience our staff bring to ASQA. The range of expertise in our organisation spans many domains, including:

- regulatory design and policy
- statutory decision-making
- regulatory operations
- intelligence and data analysis
- investigations
- legal
- communications and engagement
- service delivery
- governance
- information and communications technology
- human resources
- finance and facilities.

As at 30 June 2026, we had a total headcount of 249 APS employees, comprising 230 ongoing employees, and 19 non-ongoing employees. ASQA staff work in offices across all Australian capital cities except Darwin, with our largest presence in Melbourne. Our CEO is based in Brisbane and the Deputy CEO is in Canberra.

We also engage external consultants, panels and contractors to augment our internal expertise and ensure we deliver on government priorities.

Workplace diversity

We recognise that diversity and inclusion are not just values but essential components of our organisational success. We remain steadfast in our commitment to fostering an environment that is supportive, respectful and engaging for all employees and external stakeholders. Recognising the invaluable contributions that different backgrounds and experiences can bring, we celebrate these differences as fundamental to cultivating a productive and high-performing work culture.

Through strategic initiatives and policies, we aim to create a workforce that mirrors the diversity of the Australian community. Executive Diversity Champions were appointed in 2025 to provide visible leadership and support for the Reconciliation Action Plan (RAP) and the Diversity and Inclusion Working Group.

Some key achievements in 2025–26 have been:

- celebrating key dates of significance throughout the year, including National Reconciliation Week, National Aborigines and Islanders Day Observance Committee (NAIDOC) Week, International Day of People with Disability, Pride Month and International Day Against LGBTQIA+ Discrimination (IDAHOBIT)
- significant progress in developing our second Innovate RAP for 2026–29 and our 2027–30 Diversity and Inclusion Strategy
- developing and updating policies that promote a more inclusive workplace culture
- participation in the Jawun secondment program working with the [West Kimberley Futures Empowered Communities](#), and Empowered Young Leaders
- participating in the Public Sector Gender Equality Reporting process through Workplace Gender Equality Agency reporting, supporting the work of the Diversity and Inclusion Working Group and Executive-level sponsorship
- supporting equity and diversity outcomes through our regulatory program.

Capability development

We have continued to develop capability in line with ASQA's Capability Framework 2023–2025 and a comprehensive learning and development approach. These initiatives are designed to attract, develop and retain an agile and capable workforce adept at navigating the complexities of the regulatory environment. By focusing on building APS and Regulatory Craft and addressing key priority areas such as leadership and management, data and digital literacy, governance, and integrity, we aim to ensure that our workforce is well-equipped to meet current and future challenges.

We have developed our Strategic Workforce Plan 2025–28 and have commenced development of our Workforce Operational Plan 2026–29 and new Capability Framework 2026–29.

Key deliverables

To ensure that our staff have access to the resources they need for professional development, a key focus for 2025-26 was improving accessibility to learning and development. This included enhancements to online content, making it easier for employees to access training materials and resources. By leveraging digital platforms, we ensure learning opportunities are available to all staff regardless of location or role. We have a strong commitment to adopting enterprise change management capability within ASQA to equip our workforce to work through change and ensure transformational initiatives and anticipated outcomes are achieved.

Strategies implemented

- **Targeted training and coaching:** We invested heavily in uplifting specialist change management capabilities through targeted training and coaching programs. These initiatives equip staff with the skills and knowledge needed to effectively manage and implement change within the organisation.
- **Best practice change methodology and supports:** The application of best practice change methodologies and supports ensures that change initiatives are executed smoothly and efficiently, minimising disruption, and maximising benefits.
- **Mandatory training:** To maintain a high standard of knowledge and compliance across a range of essential topics we require our staff to complete several mandatory training modules annually. The modules cover critical areas such as:
 - **Work, Health and Safety:** Ensuring a safe and healthy working environment for all employees.
 - **Risk management:** Equipping staff with the skills to identify, assess and manage risks effectively.
 - **Security:** Promoting awareness and best practices for maintaining security within the organisation.
 - **Cultural awareness:** Fostering an inclusive and respectful workplace culture.
 - **Workplace sexual harassment:** Educating employees on appropriate behaviours and protocols for preventing and addressing sexual harassment.
 - **Fraud:** Equipping staff with the understanding of what fraud is, how it can occur and what their responsibilities are in dealing with fraud as a public official.
 - **Privacy:** Promoting awareness and ensuring staff understand their rights, responsibilities and obligations when handling personal information.
 - **Aboriginal and Torres Strait Islander:** Building employees' understanding of Aboriginal and Torres Strait Islander cultures.
 - **AI in government:** Building employees' understanding of AI concepts, applications and risks, and supporting them to use AI responsibly in line with relevant guidance.

Performance Development Framework

Our Performance Development Framework underpins our capability development efforts, with a focus on clarifying and aligning individual roles and work efforts to our strategic direction. The framework aims to:

- **Align individual roles with strategic goals:** Ensuring that each employee's role contributes to the overall success of ASQA's strategic initiatives.
- **Build high performance:** Fostering a culture of high performance at both the individual and team levels.
- **Develop skills and capabilities:** Providing opportunities for employees to enhance their skills and capabilities through targeted development initiatives.

Additional capability development initiatives

We support staff capability development through a variety of initiatives:

- **Participation in ANZSOG Regulators Community of Practice:** We actively participate in the ANZSOG Regulators Community of Practice. This engagement allows staff to learn from and with public sector regulators from various levels of government and regulatory sectors, enhancing professional skills and knowledge.
- **External development training:** We provide employees with access to external development training, qualifications, and conferences on a range of specific topics. This support ensures that staff can pursue professional development opportunities that are relevant to their roles.
- **Study Assistance Program:** We offer financial assistance and/or paid study leave through our study assistance program. This program supports employees to enhance their workforce capability and knowledge through acquiring formal qualifications.
- **Monthly Learning & Development newsletter:** We produce these communications to encourage our employees to actively engage with and drive their own learning and development.

Reward and recognition

We are committed to attracting, developing and retaining the highest quality workforce. We recognise the importance of acknowledging employee contributions and to foster a culture that values and encourages outstanding performance. By continuously improving our recognition strategies and providing development opportunities, we keep our workforce motivated, appreciated and ready to achieve excellence in their roles.

We continue to implement the ASQA Reward and Recognition policy. This policy is designed to celebrate and honour the achievements of our employees. In October 2025 we coordinated our annual CEO Awards ceremony, acknowledging exceptional contributions from staff. Additionally, we hosted an all-staff celebratory event to foster a sense of community and appreciation within the organisation.

In 2025–26 there was a continued focus on staff recognition and feedback to build a culture where employees are encouraged to acknowledge and celebrate the contributions of their colleagues, both within and outside their teams. In addition to internal recognition, outstanding employees are nominated for various external portfolio and APS awards and development opportunities. These nominations recognise employees and enhance their professional growth and visibility.

Workforce composition

The following tables provide statistics on the number of ASQA employees at the beginning and end of the 2025-26 reporting period in relation to employment status, classification levels, full-time/part-time status, gender and location. Please note that contractors, casuals, secondees and the CEO are excluded from this data.

At 30 June 2026, we did not employ any ongoing or non-ongoing employees who were based in external territories or outside Australia (overseas).

APS location and gender

Table 5: ASQA ongoing employees by location and gender as at 30 June 2026

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	5	0	5	16	1	17	0	0	0	22
QLD	16	0	16	36	9	45	0	0	0	61
SA	3	0	3	19	6	25	2	0	2	30
TAS	1	0	1	3	2	5	1	0	1	7
VIC	26	2	28	40	7	47	0	0	0	75
WA	3	0	3	1	2	3	0	0	0	6
ACT	12	2	14	12	2	14	1	0	1	29
NT	0	0	0	0	0	0	0	0	0	0
Total	66	4	70	127	29	156	4	0	4	230

Table 6: ASQA non-ongoing employees by location and gender as at 30 June 2026

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	2	1	3	0	0	0	3
QLD	0	0	0	6	0	6	0	0	0	6
SA	1	0	1	3	0	3	0	0	0	4
TAS	0	0	0	0	0	0	0	0	0	0
VIC	1	0	1	2	1	3	0	0	0	4
WA	0	0	0	0	0	0	0	0	0	0
ACT	0	0	0	1	1	2	0	0	0	2
NT	0	0	0	0	0	0	0	0	0	0
Total	2	0	2	14	3	17	0	0	0	19

Table 7: ASQA ongoing employees by location and gender as at 30 June 2025

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	8	0	8	16	2	18	0	0	0	26
QLD	20	1	21	38	11	49	0	0	0	70
SA	7	0	7	19	6	25	3	0	3	35
TAS	1	0	1	3	3	6	0	0	0	7
VIC	29	1	30	42	6	48	1	0	1	79
WA	4	0	4	1	1	2	0	0	0	6
ACT	10	0	10	18	1	19	1	0	1	30
NT	0	0	0	0	0	0	0	0	0	0
Total	79	2	81	137	30	167	5	0	5	253

Table 8: ASQA non-ongoing employees by location and gender as at 30 June 2025

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	1	1	2	0	0	0	2
QLD	1	0	1	6	0	6	0	0	0	7
SA	1	0	1	3	0	3	0	0	0	4
TAS	0	0	0	0	0	0	0	0	0	0
VIC	1	0	1	3	0	3	0	0	0	4
WA	0	0	0	0	0	0	0	0	0	0
ACT	3	0	3	2	0	2	0	0	0	5
NT	0	0	0	0	0	0	0	0	0	0
Total	6	0	6	15	1	16	0	0	0	22

APS classification and gender

Table 9: ASQA ongoing employees by employment classification and gender as at 30 June 2026

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 2	0	0	0	1	0	1	0	0	0	1
SES 1	2	0	2	3	0	3	0	0	0	5
EL 2	8	0	8	15	3	18	0	0	0	26
EL 1	20	1	21	39	8	47	2	0	2	70
APS 6	18	1	19	45	10	55	0	0	0	74
APS 5	12	1	13	20	5	25	2	0	2	40
APS 4	6	1	7	4	3	7	0	0	0	14
APS 3	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Total	66	4	70	127	29	156	4	0	4	230

Table 10: ASQA non-ongoing employees by employment classification and gender as at 30 June 2026

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0
EL 2	1	0	1	1	0	1	0	0	0	2
EL 1	0	0	0	2	0	2	0	0	0	2
APS 6	0	0	0	4	1	5	0	0	0	5
APS 5	0	0	0	2	0	2	0	0	0	2
APS 4	1	0	1	5	2	7	0	0	0	8
APS 3	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Total	2	0	2	14	3	17	0	0	0	19

Table 11: ASQA ongoing employees by employment classification and gender as at 30 June 2025

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 2	0	0	0	1	0	1	0	0	0	1
SES 1	1	0	1	3	0	3	0	0	0	4
EL 2	8	0	8	13	0	13	0	0	0	21
EL 1	21	2	23	41	9	50	1	0	1	74
APS 6	20	0	20	45	13	58	1	0	1	79
APS 5	15	0	15	17	3	20	2	0	2	37
APS 4	13	0	13	17	5	22	1	0	1	36
APS 3	1	0	1	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Total	79	2	81	137	30	167	5	0	5	253

Table 12: ASQA non-ongoing employees by employment classification and gender as at 30 June 2025

	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	3	0	3	0	0	0	3
EL 1	0	0	0	1	0	1	0	0	0	1
APS 6	2	0	2	3	0	3	0	0	0	5
APS 5	1	0	1	3	0	3	0	0	0	4
APS 4	3	0	3	5	1	6	0	0	0	9
APS 3	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Total	6	0	6	15	1	16	0	0	0	22

Employment type by location

Table 13: ASQA employee type by location as at 30 June 2026

	Ongoing	Non-ongoing	Total
NSW	22	3	25
QLD	61	6	67
SA	30	4	34
TAS	7	0	7
VIC	75	4	79
WA	6	0	6
ACT	29	2	31
NT	0	0	0
Total	230	19	249

Table 14: ASQA employee type by location as at 30 June 2025

	Ongoing	Non-ongoing	Total
NSW	26	2	28
QLD	70	7	77
SA	35	4	39
TAS	7	0	7
VIC	79	4	83
WA	6	0	6
ACT	30	5	35
NT	0	0	0
Total	253	22	275

Employment type by full-time and part-time status

Table 15: ASQA employee type by employment classification as at 30 June 2026

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 2	1	0	1	0	0	0	1
SES 1	5	0	5	0	0	0	5
EL 2	23	3	26	2	0	2	28
EL 1	61	9	70	2	0	2	72
APS 6	63	11	74	4	1	5	79
APS 5	34	6	40	2	0	2	42
APS 4	10	4	14	6	2	8	22
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Total	197	33	230	16	3	19	249

Table 16: ASQA employee type by employment classification as at 30 June 2025

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 2	1	0	1	0	0	0	1
SES 1	4	0	4	0	0	0	4
EL 2	21	0	21	3	0	3	24
EL 1	63	11	74	1	0	1	75
APS 6	66	13	79	5	0	5	84
APS 5	34	3	37	4	0	4	41
APS 4	31	5	36	8	1	9	45
APS 3	1	0	1	0	0	0	1
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Total	221	32	253	21	1	22	275

Indigenous employment

Table 17: ASQA employees identifying as Aboriginal or Torres Strait Islander by employee status as at 30 June 2025 and 2026

	Total 2024-25	Total 2025-26
Ongoing	6	7
Non-ongoing	2	2
Total	8	9

Employment conditions

Employee arrangements

As at 30 June 2026:

- 245 employees were covered by the ASQA Enterprise Agreement 2024–2027, which sets out the employment terms and conditions for ASQA employees
- 18 employees had individual flexibility arrangements that varied the terms of our Enterprise Agreement
- 4 substantive SES employees were covered by an individual section 24(1) Determination
- our CEO was employed under a Remuneration Tribunal Determination.

Table 18: Employment arrangements for SES and Non-SES staff at 30 June 2026

	SES	Non-SES	Total
ASQA Enterprise Agreement	0	245	245
Individual S24(1) Determination	4	0	4
Remuneration Tribunal Determination	0	1	1
Individual Flexibility Arrangement	1	17	18

Salaries and other benefits

In accordance with the ASQA Enterprise Agreement 2024–2027, all non-SES employees received a 3.4% pay increase effective on 13 March 2026.

ASQA offers a comprehensive range of non-salary benefits designed to support the wellbeing and work-life balance of our employees. These include a generous 15.4% employer superannuation contribution, 18 days of personal leave and 20 days of annual leave per year for full-time employees (pro-rated for part-time). We also support flexible working arrangements, such as working from home, part-time hours, and compressed work schedules. To further promote health and wellbeing, employees receive an annual allowance of \$300, which can be used to support a range of wellbeing initiatives. We are committed to fostering a supportive and adaptable workplace, with access to ongoing capability development opportunities to help our staff grow professionally.

Our Enterprise Agreement does not include provision for performance pay or broadbanding.

Table 19: Salary ranges by classification at 30 June 2026

	Minimum salary	Maximum salary*
SES 2	\$270,000	\$331,649
SES 1	\$210,000	\$265,882
EL 2	\$148,397	\$170,769
EL 1	\$121,778	\$133,613
APS 6	\$99,855	\$111,701
APS 5	\$88,834	\$96,829
APS 4	\$80,085	\$86,246
APS 3	\$74,602	\$76,820
APS 2	\$67,084	\$69,480
APS 1	\$59,703	\$60,946
Minimum/Maximum range	\$59,703	\$331,649

*Employees may be paid above the maximum salary due to salary maintenance, individual determinations and flexibility arrangements.

Executive remuneration

During the reporting period ending 30 June 2026, ASQA had 10 executives who met the definition of KMP²³ and performed duties for 30 days or more during the reporting period. Their names and the length of term as KMP are summarised below.

Table 20: ASQA executive staff

Name	Position	Term as KMP
Saxon Rice	Chief Executive Officer	Full Year
Penelope McKay	Deputy Chief Executive Officer	Part Year 1 July 2025 to 21 September 2025
Vidoshi Jana	Deputy Chief Executive Officer	Part Year 1 December 2025 to 30 June 2026
Ty Emerson	Executive Director Corporate and Enabling	Full Year
Denise Lowe-Carlus	Executive Director Registration and Performance	Full Year
Carmen Basilicata	Executive Director Integrity and Compliance	Part Year 1 July 2025 to 13 March 2026
Fiona O'Brien	Executive Director Transformation and Reform	Part Year 1 July 2025 to 25 March 2026
Celeste Breen	Acting Executive Director Corporate and Enabling	Part Year 16 March 2026 to 28 May 2026
Sharayne Given	Acting Executive Director Registration and Performance	Part Year 2 March 2026 to 30 June 2026
Gregory Simmons	Acting Executive Director Integrity and Compliance	Part Year 17 September 2025 to 1 February 2026 14 March 2026 to 30 June 2026

23 As defined in [AASB 124 Related Party Disclosures](#) issued by the Australian Accounting Standards Board (AASB).

Table 21: ASQA executive staff remuneration²⁴

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances		Long service leave	Other long-term benefits		
Saxon Rice	Chief Executive Officer	461,985	–	1,654	69,357	8,940	–	–	541,937
Penelope McKay	Deputy Chief Executive Officer	76,377	–	7,162	11,995	1,982	–	–	97,515
Vidoshi Jana	Deputy Chief Executive Officer	202,138	–	1,182	39,831	5,570	–	–	248,721
Ty Emerson	Executive Director Corporate and Enabling	227,825	–	32,133	50,931	5,984	–	245,875	562,748
Denise Lowe-Carlus	Executive Director Registration and Performance	225,902	–	27,791	8,120	6,109	–	230,633	538,556

24 ASQA has not prepared tables for 'senior executives' or 'other highly paid staff' remuneration as there were no staff in these categories during 2025–26.

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances		Long service leave	Other long-term benefits		
Carmen Basilicata	Executive Director Integrity and Compliance	147,023	–	20,523	24,450	3,969	–	–	195,964
Fiona O'Brien	Executive Director Transformation and Reform	179,159	–	21,378	39,305	5,117	–	–	244,959
Celeste Breen	Acting Executive Director Corporate and Enabling	60,710	–	169	7,150	1,503	–	–	69,532
Sharayne Given	Acting Executive Director Registration and Performance	73,479	–	–	12,193	1,835	–	–	87,508
Gregory Simmons	Acting Executive Director Integrity and Compliance	134,091	–	–	17,086	3,008	–	–	154,185

Workplace health and safety

We fulfil our obligations under the *Work Health and Safety Act 2011*, including by actively promoting and maintaining high standards of Work Health and Safety (WHS) across the agency. This commitment is reflected in our comprehensive strategies and initiatives designed to protect the wellbeing of all our staff.

Executive accountability for workplace health and safety is critical in ensuring that leaders not only set the tone for a culture of safety and wellbeing but also take responsibility for establishing, monitoring, and enforcing policies that protect employees and mitigate risks.

Management and maintenance of safety and wellbeing is a shared responsibility at ASQA. Every officer has a personal obligation under WHS legislation, supported by strategic People Advisors operating within a business partnership model. This model ensures that while the People Team provide strategic advice, line supervisors and operational leaders are directly accountable for managing safety responsibilities and ensuring compliance with WHS requirements.

Our core focus includes:

- ensuring compliance with legal requirements through a hazard, risk and near-miss register, the WHS Committee, policies, procedures and emergency officer roles
- aligning safety practices with officer governance obligations through ensuring accreditations and officer training is up-to-date and compliant
- implementing initiatives such as team-based training on difficult client interactions, to promote early intervention, prevent workplace hazards and focus on psycho-social risk in the workplace
- enhanced reporting and incident notification processes to foster transparency and continuous improvement.

The ASQA Health, Safety and Wellbeing Strategy 2023–25 guides our approach to psycho-social and physical health and wellbeing. By supporting our staff to reach their potential and thrive, we foster a united and empowered workforce. This strategy aligns with our values and Strategic Objectives and ensures we meet our WHS Act commitments, particularly around the proactive management of psychosocial risks.

We offer comprehensive support programs for our employees, including:

- professional, confidential counselling and psychological services through our Employee Assistance Program
- an annual healthy lifestyle allowance of \$300 to promote staff health initiatives.

These programs are complemented by early intervention activities and workplace rehabilitation efforts, which have significantly reduced compensable injuries.

No new compensation claims were accepted during 2025–26. Moreover, there were no incidents requiring notification to Comcare and no investigations by Comcare into ASQA's operations.

Disability reporting

Australia's Disability Strategy 2021–2031 (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The Strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families and carers.

All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy. A range of reports on progress of the Strategy's actions and outcome areas will be published and available at www.disabilitygateway.gov.au/ads. Disability reporting is included in the APS Commission's State of the Service reports and the APS Statistical Bulletin. These reports are available at www.apsc.gov.au.

Annual Child Safety Statement

ASQA is committed to promoting and protecting the safety and wellbeing of children and young people, and to meeting its obligations under the Commonwealth Child Safe Framework (the Framework).

ASQA is compliant with the core requirements of the Framework, as demonstrated through:

- implementing and maintaining a Child Safety Policy
- maintaining a system of child safety training and compliance for staff
- undertaking an annual child safety risk assessment to identify and assess risks to child safety and implementing strategies to manage those risks
- adopting and implementing the National Principles for Child Safe Organisations.

As the national VET regulator, ASQA does not deliver education or training services and does not routinely engage with children as part of its day-to-day operations. Interaction with children may occur in limited circumstances such as when undertaking regulatory activities involving providers.

Where ASQA staff may encounter children in the course of their duties, ASQA mitigates child safety risks by requiring staff to undertake appropriate risk assessments and comply with relevant child safety requirements, including the provider's child safety protocols and applicable state, territory and Commonwealth legislative obligations. Appropriate controls, guidance and training are in place to support staff in managing any identified risks.

Consistent with ASQA's operating environment and existing controls, ASQA's annual child safety risk assessment determined that the agency's level of contact with children continues to be minimal and that the overall child safety risk remains low. ASQA will continue to review and strengthen its child safety arrangements to ensure ongoing compliance with the Framework.

Technology

Digital Transformation Program

The Digital Transformation Program (DTP) has moved from foundation-building into delivery of core digital capabilities. Progress during 2025-26 has strengthened ASQA's intelligence, portal, website, case management and data foundations. The 2026-27 priority is to complete delivery of the ASQA Regulatory Management System (ARMS) and Modern Data Warehouse (MDW), embed organisational adoption, and retire legacy systems so that these investments deliver sustained regulatory outcomes.

During the year, DTP delivered key enhancements to ASQA's digital services and regulatory systems, supporting more efficient information management, improved stakeholder interactions, and stronger data-driven regulatory decision-making.

A key achievement was the deployment of new integrity and intelligence capabilities that strengthen ASQA's ability to identify, assess and respond to regulatory risks. New evidence collection channels, including authenticated and unauthenticated portal functionality, have improved the quality and accessibility of information provided to ASQA while enhancing support for individuals affected by provider and qualification cancellations. Together with the implementation of a new customer relationship management and case management platform, these enhancements have streamlined intelligence and investigative workflows, improved visibility of regulatory matters, and strengthened the agency's ability to respond to emerging risks.

The Program also supported delivery of ASQA's new public website. The website reduces administrative burden and improves user experience through clearer content, stronger information architecture and a more accessible entry point into ASQA's digital services. It is a key enabler of our Smart Regulation agenda.

During 2025-26, the Program also progressed development of several major digital capabilities that will further strengthen ASQA's regulatory operations. Development continued on the Provider Portal, which will provide a secure environment for providers to register, submit notifications and provide information in support of regulatory activities. Significant progress was also made on the MDW, which will provide a centralised environment for regulatory reporting and analysis, and on ARMS, which will support end-to-end regulatory workflows across applications, assessments, decisions, outcomes and reviews.

Data analytics and data governance

ASQA's goal is to become a data-driven and intelligence-led regulator that is responsive, agile and proactive. As data is a key strategic asset, we are committed to the effective use of data and to the ongoing development of our data maturity. This includes maximising the use and value of data and technology to deliver more targeted services and proportionate regulatory activities, as well as to evaluate outcomes and continuously improve.

During 2025–26, we undertook several initiatives towards achieving this goal:

- Progressed development of our new Modern Data Warehouse, allowing us to handle, manage and analyse data more effectively.
- Rebased our Data Owners and Data Stewards to further uplift how we govern our data assets and to ensure that our management of data is robust. This has been crucial to cater for changes associated with new functions, new legislation and our new cost recovery model, as well as in the context of enhancements deployed as part of our Digital Transformation Program.
- Refreshed ASQA's approach to collaborative data governance through the establishment of the Data Governance Working Group, creating a flexible forum for discussion, problem-solving and coordination of data governance activities. Enhanced data leadership and data literacy across the agency to ensure that data access and use is informed by collaborative design and that data is well-understood and leveraged for maximum benefit.
- Uplifted and redesigned our data products and dashboards to ensure they remain fit-for-purpose and continue to meaningfully evolve alongside changes and additions to ASQA's functions.
- Increased collaboration with Government partners and stakeholders to improve information sharing and increase regulatory efficiencies. This included contributing to the VET Data Streamlining initiative, collaboration with NCVER on maturing data sets and analytics and entering agreements with various government agencies at the state, territory and Commonwealth levels.
- Commenced development of a new data strategy to guide our data journey and initiatives into the future.

Ecologically sustainable development and environmental performance

ASQA monitors and assesses its environmental performance through a range of governance, reporting and service delivery arrangements.

Under a Memorandum of Understanding, the Department of Employment and Workplace Relations (DEWR) aggregates and reports environmental performance data associated with ASQA's information and communication technology (ICT) services, including ICT procurement and security access services.

ASQA also uses the whole-of-government Property Services Coordinated Procurement arrangements, with JLL acting as the Property Services Provider. JLL provides environmental performance information relating to property and facilities management services, including energy consumption, waste management and recycling activities.

During the reporting period, ASQA continued to minimise its environmental footprint through initiatives including the use of 100% recycled-content copy paper and the ongoing promotion of digital-first business practices to reduce paper consumption. ASQA also continued to identify opportunities to improve operational efficiency and resource utilisation across its activities.

Looking forward, ASQA remains committed to strengthening its sustainability practices by incorporating environmental considerations into decision-making, improving awareness of sustainable work practices, and supporting whole-of-government initiatives that contribute to Australia's transition to a more sustainable and resilient economy.

Further information on ASQA's greenhouse gas emissions and climate-related metrics is provided in Appendix H: Climate Statement.

Purchasing and procurement

Purchasing

ASQA's procurement policies and practices are consistent with all relevant Australian Government laws, the Commonwealth financial framework including the Commonwealth Procurement Rules (CPRs), and relevant Commonwealth policies.

The CPRs are implemented through ASQA's Accountable Authority Instructions, procurement guidance and internal controls. Value for money is the core rule governing Australian Government procurement. ASQA's procurement practices promote competition and the efficient, effective, economical and ethical use of resources. They also support accountability, transparency and equitable treatment of potential suppliers, while applying applicable requirements to prioritise Australian businesses and small and medium enterprises.

Responsibility for individual procurement activities is devolved to ASQA's business areas. ASQA supports this decentralised approach by:

- providing staff with procurement guidance, information and training, maintaining a central point of contact for advice on the Commonwealth Procurement Rules, ASQA's Accountable Authority Instructions and procurement processes
- maintaining standardised procurement, evaluation and contracting documentation
- supporting business areas to identify and manage procurement risks and meet relevant approval, recordkeeping and reporting requirements.

ASQA publishes annual procurement plans, approach to market and contract information on AusTender, as required, supporting accountability, transparency and supplier access to Commonwealth procurement opportunities.

Consultancy contracts

'Reportable consultancy contracts' refer to arrangements that are classified and published on AusTender as consultancy contracts. We engage consultants where specialist or independent expertise is required to support organisational capability and responsiveness, and the delivery of government priorities. This may include independent research, review or assessment, support for the implementation of reform, and the provision of independent advice, information or solutions.

Decisions to engage consultants are made in accordance with the *Public Governance, Performance and Accountability Act 2013* and related regulations, the Commonwealth Procurement Rules applicable during the reporting period and ASQA's internal policies. Consultants are selected through appropriate procurement processes, including the use of standing offers, competitive approaches to market or limited tender where permitted, with value for money being the core consideration.

During 2025–26, ASQA entered into 11 new consultancy contracts involving total actual expenditure of \$985,971. In addition, 7 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$291,870.

The following organisations received the five largest share of ASQA’s total expenditure on reportable consultancy contracts during 2025–26, together with an additional organisation that received 5% or more of total expenditure:

- EMA Consulting Group Pty Ltd – \$300,000
- Playtime Solutions Corporation P/L – \$290,744
- Kirra Services Pty Ltd – \$157,300
- Jarrah Hill Pty Ltd – \$148,312
- McGrathNicol Advisory – \$74,531

Information on the value of consultancy contracts is available on the AusTender website.

Table 22: Expenditure on reportable consultancy contracts, 2025–26

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	11	986
Ongoing contracts entered into during a previous reporting period	7	292
Total	18	1,278

Table 23: Organisations receiving a share of reportable consultancy contract expenditure, 2025–26

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
EMA Consulting Group Pty Ltd	67 650 575 947	300
Playtime Solutions Corporation P/L	47 633 934 791	291
Kirra Services Pty Ltd	43 205 269 375	157
Jarrah Hill Pty Ltd	19 620 541 666	148
McGrathNicol Advisory	34 824 776 937	75

Non-consultancy contracts

‘Reportable non-consultancy contracts’ refer to arrangements published on AusTender that are not reportable consultancy contracts. This includes contracts published on AusTender as anything other than a consultancy. During 2025–26, ASQA entered into 59 new reportable non-consultancy contracts involving total actual expenditure of \$5.285 million. In addition, 68 ongoing non-consultancy contracts were active during the period, involving total actual expenditure of \$11.323 million.

The following organisations received the five largest shares of ASQA’s total expenditure on reportable non-consultancy contracts or 5% or more of total expenditure on non-consultancy contracts in 2025–26:

- Publicis Sapient Australia Pty Ltd – \$5,821,709.30
- Jones Lang LaSalle (Funding-Trust) – \$3,176,918.60
- Clayton Utz Lawyers – \$1,890,770.08
- Regal Technology Solutions – \$591,689.27
- Hays Office Support – \$402,223.28

Information on the value of reportable non-consultancy contracts is available on the AusTender website.

Table 24: Expenditure on reportable non-consultancy contracts, 2025–26

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	59	5,285
Ongoing contracts entered into during a previous reporting period	68	11,323
Total	127	16,608

Table 25: Organisations receiving a share of reportable non-consultancy contract expenditure, 2025-26

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Publicis Sapient Australia Pty Ltd	80 082 145 891	5,822
Jones Lang LaSalle (Funding-Trust) Jones Lang LaSalle (ACT) PTY LTD	69 008 585 260	3,177
Clayton Utz Lawyers	35 740 217 343	1,891
Regal Technology Solutions	36 006 040 437	592
Hays Office Support	47 001 407 281	402

ANAO access clauses

During 2025-26, ASQA did not enter into any contracts more than \$100,000, inclusive of GST, that did not provide the clause for the Auditor-General to have access to the contractor’s premises.

Exempt contracts

During 2025-26, ASQA did not exempt any contracts valued at more than \$10,000, inclusive of GST, or any standing offers from publication on AusTender on the basis that publication would disclose exempt matters under the *Freedom of Information Act 1982*.



ASQA’s CEO Saxon Rice (seated, left) and CFO Chaminda Samaranayake (seated, right) signing ASQA’s 2025-26 Financial Statements.

Procurement initiatives to support small business

ASQA supports small business participation in the Commonwealth Government procurement market. Small and medium enterprise (SME) and small enterprise participation statistics are available on the Department of Finance's website.

Consistent with the Commonwealth Procurement Rules applicable during 2025–26, ASQA's procurement practices provided appropriate opportunities for SMEs to compete and sought to ensure that SMEs were not unfairly discriminated against.

ASQA supported SME participation by:

- considering SME capabilities and the benefits of engaging competitive SMEs when defining requirements and assessing value for money
- designing procurement processes proportionate to the scale, scope and risk of the requirement and minimising unnecessary barriers to participation
- using whole-of-Australian-Government and multi-agency procurement arrangements, where applicable
- using the Commonwealth Contracting Suite for eligible low-risk procurements valued below \$200,000
- inviting Australian businesses for eligible procurements valued at or above \$10,000 and below the relevant procurement threshold (from 17 November 2025)
- inviting SMEs for eligible procurements below \$125,000 from the Management Advisory Services Panel, People Panel and standing offers managed by the Digital Transformation Agency (from 17 November 2025)
- using electronic financial systems including eInvoicing to support timely payments of correctly rendered invoices.

Asset management

Asset management was not a significant aspect of ASQA's strategic business during 2025–26.

Advertising and market research

During 2025–26, we did not undertake any advertising campaigns or market research.

Grants

ASQA does not administer any grant programs.

APS Strategic Commissioning Framework

In 2025–26, ASQA continued to align its approach with the APS Strategic Commissioning Framework by restricting external contracting to services that had been identified as requiring specialist external capability and could not reasonably be delivered in-house. Following the work undertaken in previous years to bring core functions in-house, ASQA determined that all suitable work had already transitioned to internal delivery. As a result, no further reductions in supplier expenditure were considered achievable without impacting operational requirements, and therefore no financial target was set for 2025–26.



4. Finances

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Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

To the Minister for Skills and Training

Opinion

In my opinion, the financial statements of the Australian Skills Quality Authority (the Entity) for the year ended 30 June 2026:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2026 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2026 and for the year then ended:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are 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 National Audit Office 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 the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, 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;
- 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 Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority'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 Entity'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 statements 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 Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority 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.

Australian National Audit Office



Saminda Maddumahewa

Audit Principal

Delegate of the Auditor-General

Canberra

18 September 2026

Audited Financial Statements

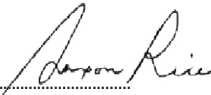
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STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER

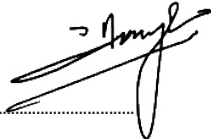
In our opinion, the attached financial statements for the year ended 30 June 2026 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Skills Quality Authority will be able to pay its debts as and when they fall due.

Signed 

Saxon Rice
Accountable Authority

17 September 2026

Signed 

Chaminda Samaranayake
Chief Financial Officer

17 September 2026

Australian Skills Quality Authority
Statement of Comprehensive Income

for the period ended 30 June 2026

		2026	2025	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	36,511	34,421	34,863
Suppliers	1.1B	17,165	13,995	18,887
Depreciation and amortisation	3.2A	6,012	5,597	4,647
Finance costs	1.1C	337	249	74
Write-down and impairment of other assets	1.1D	-	184	-
Impairment on trade and other receivables	1.1E	17	-	-
Total expenses		60,042	54,446	58,471
Own-source income				
Own-source revenue				
Other revenue	1.2A	526	601	50
Total own-source revenue		526	601	50
Total own-source income		526	601	50
Net (cost of)/contribution by services		(59,516)	(53,845)	(58,421)
Revenue from Government	1.2B	54,524	49,487	55,138
Surplus/(Deficit) attributable to the Australian Government		(4,992)	(4,358)	(3,283)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Total comprehensive income/(loss)		(4,992)	(4,358)	(3,283)

The above statement should be read in conjunction with the accompanying notes.

Australian Skills Quality Authority

Statement of Financial Position

as at 30 June 2026

		2026	2025	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	3.1A	283	212	193
Trade and other receivables	3.1B	19,095	20,150	20,618
Total financial assets		19,378	20,362	20,811
Non-financial assets				
Buildings	3.2A	6,195	6,058	11,252
Leasehold Improvements	3.2A	3,627	4,512	-
Plant and equipment	3.2A	1,088	1,408	1,397
Computer software	3.2A	14,613	13,791	14,982
Prepayments		328	259	220
Total non-financial assets		25,851	26,028	27,851
Total assets		45,229	46,390	48,662
LIABILITIES				
Payables				
Suppliers	3.3A	3,465	5,398	9,155
Other payables	3.3B	1,334	1,227	996
Total payables		4,799	6,625	10,151
Interest bearing liabilities				
Leases	3.4A	8,853	8,734	7,964
Total interest bearing liabilities		8,853	8,734	7,964
Provisions				
Employee provisions	6.1A	8,985	8,125	6,809
Other provisions	3.5A	432	257	495
Total provisions		9,417	8,382	7,304
Total liabilities		23,069	23,741	25,419
Net assets		22,160	22,649	23,243
EQUITY				
Contributed equity		53,929	49,426	53,929
Reserves		1,592	1,592	1,593
Retained surplus/(Accumulated deficit)		(33,361)	(28,369)	(32,279)
Total equity		22,160	22,649	23,243

The above statement should be read in conjunction with the accompanying notes.

Australian Skills Quality Authority
Statement of Changes in Equity

for the period ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		49,426	44,496	49,426
Adjusted opening balance		49,426	44,496	49,426
Transactions with owners				
Distributions to owners				
Contributions by owners				
Departmental capital budget		4,503	4,930	4,503
Total transactions with owners		4,503	4,930	4,503
Closing balance as at 30 June		53,929	49,426	53,929
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		(28,369)	(24,011)	(28,996)
Adjusted opening balance		(28,369)	(24,011)	(28,996)
Comprehensive income				
Surplus/(Deficit) for the period		(4,992)	(4,358)	(3,283)
Total comprehensive income		(4,992)	(4,358)	(3,283)
Closing balance as at 30 June		(33,361)	(28,369)	(32,279)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		1,592	1,592	1,593
Adjusted opening balance		1,592	1,592	1,593
Closing balance as at 30 June		1,592	1,592	1,593
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		22,649	22,077	22,023
Adjusted opening balance		22,649	22,077	22,023
Comprehensive income				
Surplus/(Deficit) for the period		(4,992)	(4,358)	(3,283)
Total comprehensive income		(4,992)	(4,358)	(3,283)
Transactions with owners				
Contributions by owners				
Departmental capital budget		4,503	4,930	4,503
Total transactions with owners		4,503	4,930	4,503
Closing balance as at 30 June		22,160	22,649	23,243

The above statement should be read in conjunction with the accompanying notes.

Accounting Policy

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Australian Skills Quality Authority
Cash Flow Statement

for the period ended 30 June 2026

		2026	2025	Original Budget
	Notes	\$'000	\$'000	\$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		59,447	52,787	55,143
Sale of goods and rendering of services		526	344	-
Net GST received		1,612	1,554	-
Total cash received		61,585	54,685	55,143
Cash used				
Employees		35,406	33,061	34,863
Suppliers		21,075	13,588	18,837
Interest payments on lease liabilities		337	231	74
Section 74 receipts transferred to OPA		3,037	5,732	-
Total cash used		59,855	52,612	53,774
Net cash from operating activities		1,730	2,073	1,369
INVESTING ACTIVITIES				
Cash used				
Purchase of property, plant and equipment		159	483	4,508
Purchase of intangible software		3,892	5,547	-
Total cash used		4,051	6,030	4,508
Net cash used by investing activities		(4,051)	(6,030)	(4,508)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		3,989	5,398	4,503
Total cash received		3,989	5,398	4,503
Cash used				
Principal payments of lease liabilities		1,597	1,422	1,364
Total cash used		1,597	1,422	1,364
Net cash from / (used by) financing activities		2,392	3,976	3,139
Net increase/(decrease) in cash held		71	19	-
Cash and cash equivalents at the beginning of the reporting period		212	193	193
Cash and cash equivalents at the end of the reporting period	3.1A	283	212	193

The above statement should be read in conjunction with the accompanying notes.

Australian Skills Quality Authority
Administered Schedule of Comprehensive Income
for the period ended 30 June 2026

		2026	2025	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Write-down and impairment on financial instruments	2.1A	1,490	71	-
Total expenses		1,490	71	-
Income				
Revenue				
Non-Taxation Revenue				
Fees and Fines	2.2A	26,837	25,009	36,622
Total non-taxation revenue		26,837	25,009	36,622
Total revenue		26,837	25,009	36,622
Total income		26,837	25,009	36,622
Net (cost of)/contribution by services		25,347	24,938	36,622
Surplus/(Deficit)		25,347	24,938	36,622
Total comprehensive income/(loss)		25,347	24,938	36,622

The above schedule should be read in conjunction with the accompanying notes.

Australian Skills Quality Authority
Administered Schedule of Assets and Liabilities

as at 30 June 2026

		2026	2025	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Trade and other receivables	4.1A	972	927	835
Total financial assets		972	927	835
Total assets administered on behalf of Government				
		972	927	835
LIABILITIES				
Payables				
Refunds liabilities	4.2A	369	456	-
Other payables	4.2B	352	1,848	366
Total payables		721	2,304	366
Total liabilities administered on behalf of Government				
		721	2,304	366
Net assets/(liabilities)		251	(1,377)	469

The above schedule should be read in conjunction with the accompanying notes.

Australian Skills Quality Authority
Administered Reconciliation Schedule
for the period ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
Opening assets less liabilities as at 1 July		(1,377)	469
Net contribution by services			
Income		26,837	25,009
Expenses		(1,490)	(71)
Transfers (to)/from the Australian Government			
Appropriation transfers from Official Public Account			
Special appropriations (limited)	5.1C	713	540
Appropriation transfers to OPA			
Transfers to OPA		(24,432)	(27,324)
Closing assets less liabilities as at 30 June		251	(1,377)

The above schedule should be read in conjunction with the accompanying notes.

Accounting Policy

Administered Cash Transfers to and from the Official Public Account

Revenue collected by ASQA for use by the Government rather than ASQA is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by ASQA on behalf of the Government and reported as such in the schedule of administered cash flows and in the administered reconciliation schedule.

Australian Skills Quality Authority
Administered Cash Flow Statement
for the period ended 30 June 2026

	Notes	2026 \$'000	2025 \$'000
OPERATING ACTIVITIES			
Cash received			
Fees and Fines		23,719	26,784
Total cash received		23,719	26,784
Net cash from/(used by) operating activities		23,719	26,784
Cash from Official Public Account			
Appropriations		713	540
Total cash from official public account		713	540
Cash to Official Public Account			
Appropriations		24,432	27,324
Total cash to official public account		24,432	27,324

This schedule should be read in conjunction with the accompanying notes.

Australian Skills Quality Authority
Notes to and forming part of the financial statements for the period ended 30 June 2026

Overview

Objectives of the Entity

The Australian Skills Quality Authority (ASQA) is an Australian Government controlled not-for-profit entity. ASQA is the national regulator for Australia’s vocational education and training (VET) sector. ASQA’s purpose is to ensure that nationally recognised training is delivered by quality providers, protecting the interests of students, employers and the wider community while maintaining confidence in Australia’s VET system.

ASQA operates nationally through offices in Australia's major capital cities.

ASQA administers the regulatory framework established under the National Vocational Education and Training Regulator Act 2011 and applies a proportionate, evidence-based and risk-informed approach to regulation. Through its regulatory activities, ASQA seeks to promote quality outcomes for learners and confidence in the integrity and reputation of Australia's vocational education and training sector.

ASQA is governed by the Chief Executive Officer, who is the Accountable Authority under the Public Governance, Performance and Accountability Act 2013. The Chief Executive Officer provides strategic leadership and oversight to support the effective administration of ASQA’s regulatory functions and responsibilities.

The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations - including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

All new/revised/amending standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on ASQA’s financial statements.

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
	AASB 2025-2 applies to annual periods beginning on or after 1 January 2026.
AASB 2025-2 Amendments to Australian Accounting Standards – Classification and Measurement of Financial Instruments: Tier 2 Disclosures	AASB 2025-2 amends AASB 1060 General Purpose Financial Statements Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities. The amendments require a Tier 2 entity to disclose information related to financial instruments with contractual terms that could change the amount of the contractual cash flows based on the occurrence or non-occurrence of a contingent event. Such an event must not relate directly to changes in basic lending risks and costs. For example, the terms of a financial liability could specify changes in the cash flows if the entity reduces its carbon emissions.

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Australian Skills Quality Authority
for the period ended 30 June 2026

Overview (..continued from previous page)

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
	AASB S2 Climate-related Disclosures sets out disclosure requirements for an entity to provide useful information to primary users of its general-purpose financial report about climate-related risks and opportunities that could reasonably be expected to affect the entity's cash flows, access to finance or cost of capital over the short, medium or long term. The main climate-related financial disclosure requirements relate to governance, strategy, risk management, and metrics and targets, including information about scenario analysis and Scope 1, Scope 2 and Scope 3 greenhouse gas emissions.
AASB S2 AASB S2 Climate-related Disclosures (AASB S2)	The Standard also includes general requirements for the disclosure of climate-related financial information (see Appendix D). The general requirements include the conceptual foundations for reporting such information, the location of disclosures, the timing of reporting and disclosures relating to judgements, uncertainties and errors. An entity applying AASB S2 is not required to apply AASB S1 General Requirements for Disclosure of Sustainability-related Financial Information, which is a voluntary Standard addressing sustainability-related financial disclosures in general. Appendix D of this Standard contains paragraphs drawn from AASB S1. However, the requirements in Appendix D apply only to climate-related financial information, and not to the broader sustainability-related financial information covered by AASB S1. Nevertheless, an entity may refer to AASB S1 for guidance in complying with the requirements in Appendix D.
	AASB 2026-1 amends AASB 136 and AASB 137 to add additional illustrative examples to their accompanying guidance. The objective of the new examples is to illustrate how an entity applies the requirements of the Standards to report the effects of uncertainties in its financial statements. In particular, the examples demonstrate:
AASB 2026-1 Amendments to Australian Accounting Standards – Disclosures about Uncertainties in the Financial Statements	(a) in relation to AASB 136 – how an entity discloses information about the key assumptions it uses to determine the recoverable amounts of assets; and (b) in relation to AASB 137 – how an entity might disclose information about plant decommissioning and site-restoration obligations even if their effect on the carrying amount of the entity's plant decommissioning and site-restoration provision is immaterial. This Standard applies to annual periods beginning on or after 1 July 2025 that end on or after 28 February 2026. Earlier application is permitted.

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Australian Skills Quality Authority
for the period ended 30 June 2026

Overview (..continued from previous page)

Future Australian Accounting Standard Requirements

Standard/ Interpretation	Nature of impending change/s in accounting policy and likely impact on initial application
AASB 18 Presentation and Disclosure in Financial Statements	AASB 18 will replace AASB 101 Presentation of Financial Statements. As a result, the requirements in AASB 101 will be: (a) replaced by new requirements in AASB 18; (b) transferred to AASB 18 with only limited wording changes; or (c) moved to AASB 108 Basis of Preparation of Financial Statements¹ or AASB 7 Financial Instruments. AASB 18 has also introduced changes to AASB 107 Statement of Cash Flows, AASB 133 Earnings per Share and AASB 134 Interim Financial Reporting. The AASB 18 applies to not-for-profit public sector entities for annual reporting periods beginning on or after 1 January 2028.

Taxation

The entity is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Reporting of Administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

Events After the Reporting Period

Departmental

There were no subsequent events that had the potential to significantly affect the ongoing operations and financial activities of ASQA.

Administered

There were no subsequent events that had the potential to significantly affect the ongoing operations and financial activities of ASQA.

Australian Skills Quality Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2026

Financial Performance

This section analyses the financial performance of ASQA for the year ended 2026

1.1 Expenses

	2026	2025
	\$'000	\$'000
1.1A: Employee benefits		
Wages and salaries	25,801	24,723
Superannuation		
Defined contribution plans	4,293	3,710
Defined benefit plans	761	731
Leave and other entitlements	5,022	4,991
Separation and redundancies	634	266
Total employee benefits	36,511	34,421

Accounting Policy

Accounting policies for employee related expenses is contained in the People and relationships section.

1.1B: Suppliers

Goods and services supplied or rendered

Consultants	1,096	302
Contractors	3,548	2,765
IT services	5,780	4,871
Legal fees	3,114	2,220
Panel assessors	761	858
Travel	407	549
Property	928	676
Training	257	309
Resources received free of charge	56	55
Other	617	667
Total goods and services supplied or rendered	16,564	13,272
Goods supplied	30	44
Services rendered	16,534	13,228
Total goods and services supplied or rendered	16,564	13,272

Other suppliers

Workers compensation expenses	207	248
Short-term leases	394	475
Total other suppliers	601	723
Total suppliers	17,165	13,995

ASQA has four short-term lease commitments as at 30 June 2026.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 3.2A and 3.4A.

Accounting Policy

Short-term leases and leases of low-value assets

ASQA has elected not to recognise right-of-use assets and lease liabilities for short-term lease assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000). ASQA recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Australian Skills Quality Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2026

1.1 Expenses		
	2026	2025
	\$'000	\$'000
<u>1.1C: Finance costs</u>		
Interest on lease liabilities	337	231
Unwinding of discount	-	18
Total finance costs	337	249

The above lease disclosures should be read in conjunction with the accompanying notes 3.2A and 3.4A.

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Write-down and impairment of other assets

Impairment of property, plant and equipment	-	184
Total write-down and impairment of other assets	-	184

1.1E: Impairment loss on financial instruments

Impairment on trade and other receivables	17	-
Total impairment on financial instruments	17	-

Australian Skills Quality Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2026

1.2 Own-Source Revenue and Gains

	2026	2025
	\$'000	\$'000
<u>1.2A: Other revenue</u>		
Other revenue	470	546
Resources received free of charge		
Remuneration of auditors	56	55
Total other revenue	526	601

Accounting Policy

Other Revenue

Other revenue is recognised when ASQA has provided the related goods or services and the amount can be reliably measured. Other revenue includes recoveries of shared premises and occupancy costs from other Commonwealth entities under co-location Memorandum of Understanding arrangements.

Resources Received Free of Charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains

1.2B: Revenue from Government

Appropriations

Departmental appropriations	54,524	49,487
Total revenue from Government	54,524	49,487

Accounting Policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when ASQA gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts. Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to ASQA) is recognised as Revenue from Government by the corporate Commonwealth entity unless the funding is in the nature of an equity injection or a loan.

Australian Skills Quality Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2026

Income and Expenses Administered on Behalf of Government

This section analyses the activities that ASQA does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

2.1 Administered - Expenses

	2026	2025
	\$'000	\$'000

Expenses

2.1A: Write-down and impairment on financial instruments

Impairment on trade and other receivables	1,490	71
Total impairment loss on financial instruments	1,490	71

2.2 Administered - Income

	2026	2025
	\$'000	\$'000

Revenue

Non-Taxation Revenue

2.2A: Fees and Fines

Regulatory charges	26,489	24,931
Fines	348	78
Total fees and fines	26,837	25,009

Accounting Policy

Revenue from regulatory fees and charges

All administered revenues are revenues relating to the course of ordinary activities performed by ASQA on behalf of the Australian Government. Revenue is generated from the collection of fees and charges (as per ASQA's published schedules of fees and charges), for managing the registration of VET training providers and for accrediting courses.

Charges include ASQA's annual registration charges and compliance audit charges. ASQA's regulatory fee income is recognised as revenue when an application reaches to a non-refundable stage. Revenue from fines is recognised when ASQA receives payment.

Australian Skills Quality Authority
Notes to and forming part of the financial statements
 for the period ended 30 June 2026

Financial Position

This section analyses ASQA assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

3.1 Financial Assets

	2026	2025
	\$'000	\$'000

3.1A: Cash and cash equivalents

Cash on hand or on deposit	283	212
Total cash and cash equivalents	283	212

Accounting Policy

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- cash on hand;
- demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

3.1B: Trade and other receivables

Goods and services receivables

Goods and services	570	287
Total goods and services receivables	570	287

Appropriation receivables

Appropriation receivable	18,347	19,720
Total appropriation receivables	18,347	19,720

Other receivables

GST from Australian Taxation Office	195	143
Total other receivables	195	143
Total trade and other receivables (gross)	19,112	20,150

Less expected credit loss allowance

	17	-
Total trade and other receivables (net)	19,095	20,150

Credit terms for goods and services were within 30 days (2025: 30 days).

Accounting Policy

Financial assets

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Australian Skills Quality Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2026

3.2 Non-Financial Assets

3.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

	Buildings ¹ \$'000	Leasehold improvements \$'000	Plant and equipment \$'000	Computer Software \$'000	Total \$'000
As at 1 July 2025					
Gross book value	9,839	5,427	1,979	38,120	55,365
Accumulated depreciation, amortisation and impairment	(3,781)	(915)	(571)	(24,329)	(29,596)
Total as at 1 July 2025	6,058	4,512	1,408	13,791	25,769
Recognition of service concession assets on initial application of AASB 1059	-	-	-	-	-
Adjusted total as at 1 July 2025	6,058	4,512	1,408	13,791	25,769
Additions					
Purchase or internally developed	-	-	159	3,892	4,051
Right-of-use assets	1,715	-	-	-	1,715
Depreciation and amortisation	-	(885)	(479)	(3,070)	(4,434)
Depreciation on right-of-use assets	(1,578)	-	-	-	(1,578)
Disposals					
Gross Value	(561)	-	(59)	-	(620)
Accumulated Depreciation	561	-	59	-	620
Total as at 30 June 2026	6,195	3,627	1,088	14,613	25,523
Total as at 30 June 2026 represented by					
Gross book value	10,993	5,426	2,089	42,012	60,520
Accumulated depreciation, amortisation and impairment	(4,798)	(1,799)	(1,001)	(27,399)	(34,997)
Total as at 30 June 2026	6,195	3,627	1,088	14,613	25,523
Carrying amount of right-of-use assets	6,195	-	-	-	6,195

1. No property, plant and equipment or intangibles are expected to be sold or disposed of within the next 12 months.

Revaluations of non-financial assets and intangible assets

ASQA last undertook an asset revaluation on 30 June 2024. Management has assessed that the carrying amounts of the assets at 30 June 2026 did not differ materially from the asset's fair value at 30 June 2024.

Contractual commitments for the acquisition of property, plant, equipment and intangible assets

At the balance date ASQA's commitments include intangible asset commitments worth \$3.92m.

Australian Skills Quality Authority
Notes to and forming part of the financial statements
 for the period ended 30 June 2026

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in relation to property leases taken up by ASQA where there exists an obligation to make good on the cessation of the property lease. These costs are included in the value of ASQA's leasehold improvements with a corresponding provision for the 'make good' recognised.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 ASQA has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, GGS and Whole of Government financial statements.

Revaluations

Following initial recognition at cost, property, plant and equipment (**excluding ROU assets**) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the entity using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

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Accounting Policy (continued)			replacement cost.
	2026	2025	
Leasehold improvements	Lesser of the lease terms & useful life	Lesser of the lease terms & useful life	<u>Derecognition</u> An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.
Plant and equipment	Four to ten years	Four to ten years	<u>Intangibles</u> The entity's intangibles comprise internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.
The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.			Software is amortised on a straight-line basis over its anticipated useful life.
			All software assets were assessed for indications of impairment as at 30 June 2026.
<u>Impairment</u> All cash-generating assets and assets held at cost, including intangibles and ROU assets, were assessed for impairment at 30 June 2026. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount. For non-cash generating assets held at fair value, the recoverable amount is expected to be materially the same as fair value at 30 June 2026.			
The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the entity were deprived of the asset, its value in use is taken to be its depreciated			

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3.3 Payables

	2026	2025
	\$'000	\$'000
3.3A: Suppliers		
Trade creditors and accruals	3,465	5,398
Total suppliers	3,465	5,398

Settlement terms for suppliers are within 20 days (2025: 20 days) of the date of an official, correctly rendered supplier invoice.

3.3B: Other payables

Salaries and wages	1,149	1,052
Superannuation	185	175
Total other payables	1,334	1,227

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3.4 Interest Bearing Liabilities

	2026 \$'000	2025 \$'000
3.4A: Leases		
Lease liabilities	8,853	8,734
Total leases	8,853	8,734
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	2,080	1,485
Between 1 to 5 years	6,721	5,997
More than 5 years	2,072	2,851
Total leases	10,873	10,333

Total cash outflow for leases for the year ended 30 June 2026 was \$1.934m (2025: \$1.653m).

The Australian Skills Quality Authority in its capacity as lessee has significant leasing arrangements for Sydney, Melbourne, Brisbane and Canberra offices.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B and 3.2A.

Accounting Policy

For all new contracts entered into, the Australian Skills Quality Authority considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, 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 department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

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3.5 Other Provisions

	2026	2025
	\$'000	\$'000

3.5A: Other Provisions

Provision for leasehold restoration	432	257
Total other provisions	432	257

	Provision for restoration ¹	Total
	\$'000	\$'000
As at 1 July 2025	257	257
Additional provisions made	175	175
Total as at 30 June 2026	432	432

¹ ASQA currently has 1 (2025: 1) agreement for the leasing of premises which have provision requiring ASQA to restore the premises to their original condition at the conclusion of the lease. ASQA has made a provision to reflect the present value of this obligation.

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Assets and Liabilities Administered on Behalf of the Government

This section analyses assets used to conduct operations and the operating liabilities incurred as a result ASQA does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

4.1 Administered - Financial Assets		
	2026	2025
	\$'000	\$'000
4.1A: Trade and other receivables		
Fees and charges	2,293	1,750
Total other receivables	2,293	1,750
Total trade and other receivables (gross)	2,293	1,750
Less expected credit loss allowance	(1,321)	(823)
Total trade and other receivables (net)	972	927

Credit terms for goods and services were within 30 days (2025: 30 days).

Accounting Policy

Receivables

The expected credit loss allowance is calculated based on the Registered Training Organisation's registration status and the age of the debt.

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4.2 Administered - Payables

	2026	2025
	\$'000	\$'000

4.2A: Suppliers

Refund liabilities	369	456
Total suppliers	369	456

4.2B: Other Payables

Revenue received in advance	352	1,848
Total other payables	352	1,848

Accounting Policy

Payables

The total value of refunds for annual registration charges is estimated based on the status of providers' registrations at the balance date.

Revenue received in advance is calculated based on the status of submitted applications that are subject to a potential refund.

Australian Skills Quality Authority
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Funding

This section identifies ASQA's funding structure.

5.1 Appropriations

5.1A: Annual appropriations

Annual Appropriations for 2026

	Annual Appropriation ¹ \$'000	Adjustments to appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2026 (current and prior years) \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	54,524	3,037	57,561	59,376	(1,815)
Capital Budget ⁴	4,503	-	4,503	3,989	514
Total departmental	59,027	3,037	62,064	63,365	(1,301)

1 No amounts of current year annual appropriation being withheld under section 51 of the PGPA Act or quarantined for administrative purposes.

2 Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.

3 The variance is made up of the movement in cash and appropriation receivable. Variance in capital funding reflects the timing of capital projects undertaken.

4 Departmental Capital Budgets are appropriated through Appropriation Act (No.1) and Supply Act (No 1). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

Annual Appropriations for 2025

	Annual Appropriation ¹ \$'000	Adjustments to appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2025 \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	49,487	5,732	55,219	52,787	2,432
Capital Budget ⁴	4,930	-	4,930	5,302	(372)
Other services					
Equity Injections	-	-	-	96	(96)
Total departmental	54,417	5,732	60,149	58,185	1,964

- 1 No amounts of current year annual appropriation being withheld under section 51 of the PGPA Act or quarantined for administrative purposes.
- 2 Adjustments to appropriations includes adjustments to current year annual appropriations including PGPA Act section 74 receipts.
- 3 The variance in Ordinary annual services mainly due to expenditure accrued but unpaid at the balance date and also progressive setup of Integrity function. Variance in capital and equity funding reflects the timing of capital projects undertaken.
- 4 Departmental Capital Budgets are appropriated through Appropriation Act (No.1). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts.

5.1B: Unspent annual appropriations

Departmental		2026	2025
		\$'000	\$'000
	Appropriation Act (No. 1) 2025-26	18,116	-
	Appropriation Act (No. 1 DCB) 2025-26	514	-
	Appropriation Act (No. 1) 2024-25	-	17,562
	Appropriation Act (No. 3) 2024-25	-	2,370
Total departmental		18,630	19,932
Appropriation applied		2026	2025
		\$'000	\$'000
Authority		713	540
Public Governance, Performance and Accountability Act 2013 s.77, Administered	Refund		
	To provide an appropriation where an Act or other law requires or permits the repayment of an amount received by the Commonwealth and the Finance Minister is satisfied that, apart from this section, there is no specific appropriation for the repayment.		
Total special appropriations applied		713	540

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5.2 Regulatory Charging Summary

	2026 \$'000	2025 \$'000
Amounts applied		
Departmental		
Annual appropriations	63,365	58,185
Total amounts applied	63,365	58,185
Expenses		
Departmental	60,042	54,446
Administered	1,490	71
Total expenses	61,532	54,517
External Revenue		
Administered	26,837	25,009
Total external revenue	26,837	25,009
Amounts written off		
Departmental	17	-
Administered	1,490	71
Total amounts written off	1,507	71

Regulatory charging activities:

Regulation and advice, including regulation of Vocational Education and Training (VET) organisations, accreditation of VET courses and advice in regard to VET regulation.

Documentation (Cost Recovery Implementation Statement) for the above activities is available at
<https://www.asqa.gov.au/sites/default/files/2026-02/Cost Recovery Implementation Statement 2022-23.pdf>

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5.3 Net Cash Appropriation Arrangements

	2026 \$'000	2025 \$'000
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	(4,992)	(4,358)
<i>Plus</i> : depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	4,434	4,139
<i>Plus</i> : depreciation of right-of-use assets ²	1,578	1,458
<i>Less</i> : lease principal repayments ²	(1,597)	(1,422)
Net Cash Operating Surplus/ (Deficit)	(577)	(183)

1. From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

Australian Skills Quality Authority
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People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

6.1 Employee Provisions		
	2026	2025
	\$'000	\$'000

6.1A: Employee provisions		
Leave	8,362	8,125
Separations and redundancies	623	-
Total employee provisions	8,985	8,125

Accounting policy
Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.
Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave
The liability for employee benefits includes provision for annual leave and long service leave.
The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.
The liability for long service leave has been determined using shorthand method calculations as at 30 June 2026. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy
Provision is made for separation and redundancy benefit payments. ASQA recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation
ASQA's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.
The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.
The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.
ASQA makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. ASQA accounts for the contributions as if they were contributions to defined contribution plans.
The liability for superannuation recognised as at 30 June represents outstanding contributions.

Australian Skills Quality Authority
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6.2 Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. ASQA has determined the key management personnel to be the Chief Executive Officer, Deputy Chief Executive Officer and Executive Directors. Senior directors and executives who temporarily act in these positions are only recognised as KMP where they perform the role for a continuous period of 30 days or more*.

Key management personnel remuneration is reported in the table below:

	2026	2025
	\$'000	\$'000
Short-term employee benefits	1,901	2,011
Post-employment benefits	320	318
Other long-term employee benefits	44	43
Termination benefits	477	-
Total key management personnel remuneration expenses¹	2,742	2,372

The total number of key management personnel that are included in the above table are 10 (2025: 10).

¹ The above key management personnel remuneration excludes the remuneration and other benefits of the Agency Minister. The Agency Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity.

* For the 2024-25 financial year, the KMP disclosure criteria for acting arrangements was based on a cumulative period 30 days or more during the year.

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6.3 Related Party Disclosures

Related party relationships:

ASQA is an Australian Government controlled entity. Related parties to ASQA are Key Management Personnel including the Portfolio Minister and Executive, and other Australian Government entities.

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Significant transactions with related parties can include:

- the payments of grants or loans;
- purchases of goods and services;
- asset purchases, sales transfers or leases;
- debts forgiven; and
- guarantees.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by ASQA, it has been determined that there are no related party transactions to be separately disclosed.

Australian Skills Quality Authority
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Managing uncertainties

This section analyses how ASQA manages financial risks within its operating environment.

7.1A: Contingent assets and liabilities

	Guarantees		Indemnities		Claims for damages or costs		Total	
	2026	2025	2026	2025	2026	2025	2026	2025
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Contingent assets								
Balance from previous period	-	-	-	-	231	234	231	234
Re-measurement	-	-	-	-	(107)	-	(107)	-
Assets realised	-	-	-	-	(2)	(3)	(2)	(3)
Total contingent assets	-	-	-	-	122	231	122	231
Net contingent assets							122	231

Quantifiable Contingencies

ASQA does not have any quantifiable departmental contingent liabilities as at the reporting date.

Unquantifiable Contingencies

At 30 June 2026, ASQA had a number of legal matters against third parties. It was not possible to estimate the amounts of any eventual receivable that may be required in relation to these claims. These were not included in the above table.

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

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7.1B: Administered - contingent assets and liabilities

	Guarantees		Indemnities		Claims for damages or costs		Total	
	2026	2025	2026	2025	2026	2025	2026	2025
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Contingent assets								
Balance from previous period	-	-	-	-	352	361	352	361
Re-measurement	-	-	-	-	(305)	-	(305)	-
Assets realised	-	-	-	-	(8)	(9)	(8)	(9)
Total contingent assets	-	-	-	-	39	352	39	352
Net contingent assets							39	352

Quantifiable Contingencies

ASQA does not have any quantifiable administered contingent liabilities as at the reporting date.

Unquantifiable Contingencies

At 30 June 2026, ASQA had a number of legal matters against third parties. It was not possible to estimate the amounts of any eventual receivable that may be required in relation to these claims. These were not included in the above table.

Accounting Policy

Indemnities and/or guarantees

The maximum amounts payable under the indemnities given is disclosed above. The guarantees are in relation to lease obligations and are measured at the present value of future lease payments. At the time of completion of the financial statements, there was no reason to believe that the indemnities and/or guarantees would be called upon, and no recognition of any liability was therefore required.

Australian Skills Quality Authority
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7.2 Financial Instruments		
	2026	2025
	\$'000	\$'000
<u>7.2A: Categories of financial instruments</u>		
Financial assets at amortised cost		
Cash and cash equivalents	283	212
Trade and other receivables	570	287
Total financial assets at amortised cost	853	499
Total financial assets	853	499
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors	3,465	5,398
Other payables	1,334	1,227
Total financial liabilities measured at amortised cost	4,799	6,625
Total financial liabilities	4,799	6,625

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7.2 Financial Instruments

Accounting Policy

Financial assets

In accordance with AASB 9 *Financial Instruments*, ASQA classifies its financial assets in the following categories:

- financial assets at fair value through profit or loss;
 - financial assets at fair value through other comprehensive income; and
 - financial assets measured at amortised cost.
- The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Comparatives have not been restated on initial application.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

- the financial asset is held in order to collect the contractual cash flows; and
- the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)

Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test.

Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial Assets at Fair Value Through Profit or Loss (FVTPL)

Financial assets are classified as financial assets at fair value through profit or loss where the financial assets either doesn't meet the criteria of financial assets held at amortised cost or at FVOCI (i.e. mandatorily held at FVTPL) or may be designated.

Financial assets at FVTPL are stated at fair value, with

any resultant gain or loss recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest earned on the financial asset.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Fair Value Through Profit or Loss

Financial liabilities at fair value through profit or loss are initially measured at fair value. Subsequent fair value adjustments are recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

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7.3 Administered - Financial Instruments

	2026	2025
	\$'000	\$'000
<u>7.3A: Categories of financial instruments</u>		
Financial assets at amortised cost		
Trade and other receivables	972	927
Total financial assets at amortised cost	972	927
Total financial assets	972	927

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7.4 Fair Value Measurement

The following tables provide an analysis of assets and liabilities that are measured at fair value. The remaining assets and liabilities disclosed in the statement of financial position do not apply the fair value hierarchy.

7.4A: Fair value measurement

	Fair value	
	2026	2025
	\$'000	\$'000
Non-financial assets		
Leasehold improvements	3,627	4,512
Plant and equipment	1,088	1,408
Total Non-financial assets	4,715	5,920

Accounting policy

Fair values for each class of assets are determined as shown below:

Asset class	2025-26	2024-25
Leasehold improvements	Amortised replacement cost	Amortised replacement cost
Plant & equipment	Market price	Market price

7.5 Administered - Fair Value Measurement

7.5A: Administered - fair value measurement

ASQA's administered assets and liabilities are related to fees and charges imposed under ASQA's enabling legislation, the National Vocational Education and Training Regulator Act 2011; the National Vocational Education and Training Regulator (Transitional Provisions) Act 2011 and the National Vocational Education and Training Regulator (Charges) Act 2012. As such, ASQA's assets and liabilities are carried at a value determined by legislation and not at fair value.

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Other information

8.1 Current/Non-Current Distinction for Assets and Liabilities

8.1A: Current/non-current distinction for assets and liabilities

	2026 \$'000	2025 \$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	283	212
Trade and other receivables	19,095	20,150
Prepayments	328	259
Total no more than 12 months	19,706	20,621
More than 12 months		
Buildings	6,195	6,058
Leasehold Improvements	3,627	4,512
Plant and equipment	1,088	1,408
Computer software	14,613	13,791
Total more than 12 months	25,523	25,769
Total assets	45,229	46,390
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	3,465	5,398
Other payables	1,334	1,227
Leases	2,080	1,485
Employee provisions	3,078	2,399
Other provisions	432	257
Total no more than 12 months	10,389	10,766
More than 12 months		
Leases	6,773	7,249
Employee provisions	5,907	5,726
Total more than 12 months	12,680	12,975
Total liabilities	23,069	23,741

8.1B: Administered - current/non-current distinction for assets and liabilities

	2026 \$'000	2025 \$'000
Assets expected to be recovered in:		
No more than 12 months		
Trade and other receivables	972	927
Total no more than 12 months	972	927
Total assets	972	927
Liabilities expected to be settled in:		
No more than 12 months		
Refunds liabilities	369	456
Other payables	352	1,848
Total no more than 12 months	721	2,304
Total liabilities	721	2,304

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Budget Variance Commentary

9.1 Budget Variance Commentary

The following table provides explanations for significant variances between ASQA's original budget, as presented in the 2025-26 Portfolio Budget Statements, and the final financial outcome in the 2025-26 financial statements, in accordance with Australian Accounting Standards. The budget is not audited. Significant variances are those relevant to an analysis of ASQA's performance, not merely numerical differences between actual amounts and budget. Unless otherwise individually significant, no additional commentary has been included. Explanations may relate to multiple line items across statements.

9.1A: Departmental Variance Commentary

ASQA reported an operating loss of \$4.992 million in 2025-26, compared with a budgeted operating loss of \$3.283 million. After adjusting for the net cash appropriation effects of unfunded depreciation and amortisation including principal lease payments, ASQA reported a net operating loss of \$0.577 million.

Explanations of Significant Variances	Affected Statement / line items
Employee expenses were \$1.648 million (4.7%) above the original budget, primarily due to employee costs being understated in the original budget relative to the planned Average Staffing Level. This was largely offset by supplier expenses, which were \$1.722 million (9.1%) below budget as a result of supplier costs being overestimated in the original budget and ongoing cost management throughout the year. Higher-than-anticipated legal expenses reduced the overall supplier variance. Consequently, total operating expenses remained broadly aligned with the original budget, with a net variance of \$0.074 million (0.1%). Depreciation and amortisation expenses are \$1.365 million (29.4%) over the original budget, primarily due to the timing of IT development projects, with a higher proportion of costs capitalised during the financial year than originally anticipated.	Statement of comprehensive income Expenses
Other revenue was \$0.476 million above the original budget, primarily reflecting \$0.403 million in revenue received from two Commonwealth entities under office sharing arrangements that were not included in the original budget.	Statement of comprehensive income Own-source income
Buildings and leasehold improvements were \$1.430 million (12.7%) below the original budget, primarily reflecting the extension of the existing Sydney office lease for a further 12 months rather than the commencement of the longer-term lease arrangement anticipated in the original budget.	Statement of financial position Non-Financial assets
Total liabilities were \$2.350 million (9.2%) below the original budget, primarily due to lower-than-anticipated supplier payables at year end resulting from the timing of invoice receipts and payments. This variance was partially offset by higher employee provisions, reflecting staffing levels above those assumed in the original budget.	Statement of financial position Liabilities
The variances between budget and actuals in the statement of cash flows are primarily the flow on effect from the events already described and timing differences between cash receipts and expense payments.	Cash flow statement

...continued
in next page

Australian Skills Quality Authority
Notes to and forming part of the financial statements
for the period ended 30 June 2026

9.2 Administered Budget Variance Commentary

9.2A: Administered Variance Commentary

ASQA reported total comprehensive income of \$25.347 million on behalf of the Australian Government in 2025-26, against an original budget of \$36.622 million. The variance is \$11.275 million under budget.

Explanations of Significant Variances	Affected Statement / line items
Non-taxation revenue primarily comprises regulatory charges, fees and fines collected by ASQA on behalf of the Australian Government, including annual registration charges, application and assessment fees, compliance audit charges and other regulatory charges. Administered revenue was \$26.837 million, \$9.785 million (26.7%) below the original budget of \$36.622 million. The variance was primarily attributable to lower-than-expected regulatory charging revenue from compliance and performance related audit activities, reflecting changes in ASQA's risk-based regulatory approach and an increased focus on monitoring activities that are not currently subject to cost recovery. A revised Cost Recovery Implementation Statement has been implemented from 2026-27 to better align regulatory activities and associated revenue assumptions. This was partially offset by higher revenue from initial registration assessments and Annual Registration Charges, supported by continued clearance of the Market Entry application backlog. Administered expenses of \$1.490 million primarily reflect impairment and write-off expenses recognised following a review of aged receivables and assessment of recoverability.	Administered schedule of comprehensive income Non-Taxation Revenue Expenses



5. Appendices

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Appendix A: List of requirements

Below is the table set out in Schedule 2 of the PGPA Rule. Section 17AJ(d) requires this table be included in entities' annual reports as an aid of access.

Table 26: Reporting requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	Preliminary pages	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	Preliminary pages	Table of contents (print only).	Mandatory
17AJ(b)	Chapter 5	Alphabetical index (print only).	Mandatory
17AJ(c)	Chapter 5	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	Chapter 5	List of requirements.	Mandatory
17AJ(e)	Inside front cover	Details of contact officer.	Mandatory
17AJ(f)	Inside front cover	Entity's website address.	Mandatory
17AJ(g)	Inside front cover	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	Preliminary pages	A review by the accountable authority of the entity.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	Chapter 1	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	Chapter 1	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	Chapter 1	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	Preliminary pages Chapter 1 Chapter 2	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	Chapter 1	Name of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(ii)	Chapter 1	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	Chapter 1	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(c)	Report on the Performance of the entity		
Annual performance Statements			
17AD(c)(i); 16F	Chapter 2	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	Chapter 4	A discussion and analysis of the entity’s financial performance.	Mandatory
17AF(1)(b)	Appendices F and G	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity’s future operation or financial results.	If applicable, Mandatory.
17AD(d)	Management and Accountability		
Corporate Governance			
17AG(2)(a)	Letter of transmittal	Information on compliance with section 10 (fraud and corruption systems)	Mandatory
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud and corruption risk assessments and fraud and corruption control plans have been prepared.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2)(b)(ii)	Letter of transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud and corruption that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Letter of transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud and corruption relating to the entity.	Mandatory
17AG(2)(c)	Chapter 3	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	Chapter 3	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	Chapter 3	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Chapter 3	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Chapter 3	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Chapter 3	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	Chapter 3	The remuneration of each member of the entity's audit committee.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
External Scrutiny			
17AG(3)	Chapter 3	Information on the most significant developments in external scrutiny and the entity’s response to the scrutiny.	Mandatory
17AG(3)(a)	Chapter 3	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	N/A	Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	Chapter 3	An assessment of the entity’s effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Chapter 3	Statistics on the entity’s employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(b)	Chapter 3	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: - Statistics on staffing classification level; - Statistics on full-time employees; - Statistics on part-time employees; - Statistics on gender; - Statistics on staff location; - Statistics on employees who identify as Indigenous.	Mandatory
17AG(4)(c)	Chapter 3	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	Chapter 3	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	Chapter 3	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Chapter 3	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	N/A	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	N/A	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, Mandatory
Purchasing			
17AG(6)	Chapter 3	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	Chapter 3	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	Chapter 3	A statement that “During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]”.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(c)	Chapter 3	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	Chapter 3	A statement that “ <i>Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.</i> ”	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	Chapter 3	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Chapter 3	A statement that “ <i>Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.</i> ”	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		

PGPA Rule Reference	Part of Report	Description	Requirement
17AGA	Chapter 3	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	N/A	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
Exempt contracts			
17AG(9)	N/A	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	Chapter 3	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(10)(b)	Chapter 3	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	N/A	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory
Financial Statements			
17AD(e)	Chapter 4	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Chapter 3	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AH(1)(a)(ii)	Chapter 3	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	N/A	A statement that <i>"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."</i>	If applicable, Mandatory
17AH(1)(c)	Chapter 3	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	Chapter 3	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	Appendix E	Correction of material errors in previous annual report	If applicable, Mandatory
17AH(2)	Appendix D	Information required by other legislation	Mandatory

Appendix B: Key legislation

Acts

National Vocational Education and Training Regulator Act 2011 (NVR Act)

Education Services for Overseas Students Act 2000 (ESOS Act)

Education Services for Overseas Students (Registration Charges) Act 1997 (ESOS Registration Charges Act)

National Vocational Education and Training Regulator (Charges) Act 2012 (NVR Charges Act)

Regulatory Powers (Standard Provisions) Act 2014

Public Governance, Performance and Accountability Act 2013 (PGPA Act)

Public Service Act 1999 (PS Act)

Instruments

National Vocational Education and Training Regulator (Authorised Officer Requirements) Determination 2023

National Vocational Education and Training Regulator (Charges) Determination 2022

National Vocational Education and Training Regulator (Fees) Determination 2022

ELICOS Standards 2018

Education Services for Overseas Students Regulations 2019

Education Services for Overseas Students (Suspension of Applications for Registration to the National VET Regulator) Determination 2026

National Vocational Education and Training Regulator (Financial Viability Risk Assessment Requirements) Instrument 2021

National Code of Practice for Providers of Education and Training to Overseas Students 2018

National Vocational Education and Training Regulator (Data Provision Requirements) Instrument 2020

National Vocational Education and Training Regulator Regulations 2011

National Vocational Education and Training Regulator (Outcome Standards for NVR Registered Training Organisations) Instrument 2025

National Vocational Education and Training Regulator (Compliance Standards for NVR Registered Training Organisations and Fit and Proper Person Requirements) Instrument 2025

Standards for VET Accredited Courses 2021

Standards for VET Regulators 2015

Public Governance, Performance and Accountability Rule 2014 (PGPA Rule)

Appendix C: Compliance with *Standards for VET Regulators 2015*

In pursuing our purpose in 2025–26, ASQA undertook our regulatory functions in accordance with the *Standards for VET Regulators 2015*.

Table 27: Reporting against required standards

Standards for VET Regulators 2015	Response/Reference
Standard 1. The VET Regulator effectively and efficiently regulates RTOs	See Strategic Objective 1, Performance Measure 1A.1, 1A.2, 1A.3, 1C.1, 2B.1 in the Annual Performance Statements.
Standard 2. Courses are accredited in accordance with the Standards for VET Accredited Courses 2021	See ‘Our regulatory activities’ in Chapter 1.
Standard 3. The VET Regulator communicates effectively and implements a transparent complaints process to enhance regulatory practices and outcomes	See ‘Our regulatory activities’ in Chapter 1.
Standard 4. The VET Regulator reports to and responds to requests from the Industry and Skills Council or its delegate	See Strategic Objective 2 in the Annual Performance Statements.
Standard 5. The VET Regulator evaluates and improves its regulatory performance and ensures that its delegates comply with the VET Regulator Standards	See Strategic Objective 3, Performance Measure 3A.1 in the Annual Performance Statements.
Standard 6. The VET Regulator must be effectively and efficiently managed	See Strategic Objective 2, Performance Measure 2A.1, and Strategic Objective 3, in the Annual Performance Statements.

Appendix D: Reporting against NVR Act requirements

Section 215 of the NVR Act requires that the Annual Report prepared by the CEO and given to the Minister under section 46 of the PGPA Act must include the items shown in the table below.

Table 28: Reporting against requirements of the NVR Act, s 215

Requirement	Response
s 215(1)(a): an assessment of the extent to which the National VET Regulator's operations during the period have contributed to the objectives set out in the Corporate Plan for the period	This is provided in the Annual Performance Statements section of this report in Chapter 2
s 215(1)(b): particulars of variations (if any) of the Corporate Plan taking effect during the period	There were no variations to ASQA's Corporate Plan 2025-26 that took effect during the reporting period
s 215(1)(c): a statement about the Regulator's compliance, during the period, with the <i>Standards for VET Regulators 2015</i>	See Appendix C: Compliance with <i>Standards for VET Regulators 2015</i>
s 215(1)(d): a report on whether the service standards have been met by the Regulator during the period, including reasons in any case where the service standards have not been met	See Strategic Objective 2, Performance Measure 2A.1 in the Annual Performance Statements
s 215(1)(e): details of the number of directions given to the Regulator by the Minister during the period	No directions were given during the reporting period
s 215(1)(f): details of the number and types of matters relating to vocational education and training which the Commonwealth, State and Territory Education Ministers referred to the Regulator during the period	No matters were referred during the reporting period
s 215(1)(g): details of the number and types of matters relating to vocational education and training which the Ministerial Council referred to the Regulator during the period	No matters were referred during the reporting period
s 215(1)(h): a general description of the Regulator's response to the matters mentioned in paragraphs (f) and (g)	No matters were referred during the reporting period

Appendix E: Correction of errors in a previous annual report

Pursuant to section 17AH(1)(e) of the PGPA Rule, ASQA is required to report on the correction of any significant statements on a matter of fact, contained in a previous Annual Report, which have proved to be wrong in a material respect. The below table includes corrections to reporting errors made in the ASQA Annual Report 2024-25.

Table 29: Correction of errors in ASQA Annual Report 2024-25

Page number	Error	Correction
12	245 new providers registered	186 new providers registered
12	927 providers renewed	737 providers renewed
43	Qualify Now Pty Ltd (trading as Nextgen Tech Institute) – cancelled 14 May 2025	Qualify Now Pty Ltd (trading as Nextgen Tech Institute) – cancelled 13 May 2025
86	We received 193 questions on notice from these 2 hearings	We received 186 questions on notice from these 2 hearings
89	Delivering our 2025-2027 Innovate RAP	Developing our 2026-28 Innovate RAP
171	<i>ELICOS (English Language Intensive Courses for Overseas Students) Standards 2018</i>	<i>ELICOS Standards 2018</i>

Appendix F: Entity Resource Statement

	Current available appropriation 2025-26 \$'000	Payments made 2025-26 \$'000	Balance remaining 2025-26 \$'000
Departmental			
Annual appropriations – ordinary annual services ²⁵	81,996	63,366	18,630
Total departmental annual appropriations	81,996	63,366	18,630
Total departmental resourcing	81,996	63,366	18,630
Administered			
Administered special appropriations ²⁶	713	713	–
Total administered special appropriations	713	713	–
Total administered resourcing	713	713	–
Total resourcing and payments for ASQA	82,709	64,079	18,630

²⁵ Appropriation Act (No. 1) 2025–26 Operating, Appropriation Act (No. 3) 2025–26 Operating and Appropriation Act (No. 1) 2025–26 Departmental Capital Budget (DCB). This may also include prior-year departmental appropriation and section 74 external revenue.

²⁶ Special Appropriation – Public Governance, Performance and Accountability Act 2013 – s77 Repayments.

Appendix G: Entity Expense Statement

Expenses for Outcome 1

Outcome 1: Through our regulation and partnership with stakeholders, ensure quality vocational education and training (VET) so that students, employers, the community and governments have confidence in the integrity of national qualifications issued by training providers.	Budget*	Actual expenses	Variation
	2025-26	2025-26	2025-26
	\$'000	\$'000	\$'000
	(a)	(b)	(a) - (b)
Program 1.1: Regulation & Advice			
Administered expenses			
Special appropriations	357	713	(356)
Expenses not requiring appropriation in the Budget year	–	1,490	(1,490)
Administered total	357	2,203	(1,846)
Departmental expenses			
Departmental appropriation ²⁷	55,658	55,552	106
Expenses not requiring appropriation in the Budget year ²⁸	3,049	4,490	(1,441)
Departmental total	58,707	60,042	(1,335)
Total expenses for Outcome 1	59,064	62,245	(3,181)

	2025-26	2025-26	Variation
Average staffing level (number)	252	246	6

*Full-year budget, including any subsequent adjustment made to the 2025–26 budget at Additional Estimates.

27 Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the Public Governance, Performance and Accountability Act 2013

28 Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses and audit fees.

Appendix H: Climate Statement

Emissions Reporting/Climate-related Metrics

ASQA is committed to supporting the Australian Public Service (APS) Net Zero 2030 target and improving the transparency and consistency of climate-related reporting across Commonwealth entities. This Climate Statement has been prepared in accordance with the [Net Zero in Government Operations Strategy](#), the Commonwealth Emissions Reporting Framework and section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*.

The Greenhouse Gas Emissions Inventory and Electricity Greenhouse Gas Emissions tables present greenhouse gas emissions over the 2025-26 financial year. The greenhouse gas emissions reported are calculated as Carbon Dioxide Equivalents (CO₂-e) and in line with the [2025-26 Emissions Reporting Framework](#). This is consistent with a Whole-of-Australian Government approach, outlined in the Net Zero in Government Operations Strategy and [Commonwealth Climate Disclosure](#) requirements.

ASQA operates from leased office accommodation in Canberra, Sydney, Melbourne and Brisbane. Electricity consumption data has been sourced from property service providers, energy retailers and other approved reporting systems. Data completeness for electricity reporting ranged from approximately 89 per cent to 100 per cent across office locations during 2025-26.

Where complete activity data was not available at the time of reporting, emissions have been calculated using the best available information and may be subject to future refinement as reporting processes continue to mature.

ASQA has no owned facilities, dedicated vehicle fleet or material stationary energy sources. Emissions are therefore primarily associated with electricity consumption in leased office accommodation and business travel activities.

ASQA also supports renewable electricity outcomes through renewable energy purchasing arrangements and the surrender of Large-scale Generation Certificates (LGCs), where applicable. Reporting on refrigerants continues to be phased in as emissions reporting matures.

2025-26 Greenhouse Gas Emissions Inventory – Location-based Method

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (Location-Based Approach)	n/a	91.79	8.92	100.71
Natural Gas	—	n/a	—	—
Solid Waste	—	n/a	—	—
Refrigerants*	—	n/a	n/a	—
Fleet and Other Vehicles	—	n/a	—	—
Domestic Commercial Flights	n/a	n/a	51.42	51.42
Domestic Hire Car	n/a	n/a	0.08	0.08
Domestic Travel Accommodation	n/a	n/a	14.22	14.22
Other Energy	—	n/a	—	—
Total t CO₂-e		91.79	74.64	166.43

Note: The table above presents emissions related to electricity usage using the location-based accounting method. CO₂-e = Carbon Dioxide Equivalent.

*Reporting on refrigerants is being phased in over time as emissions reporting matures and may be an optional source in 2025-26 emissions reporting. See the [Emissions Reporting Framework](#) for more details.

2025-26 Electricity Greenhouse Gas Emissions

	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Electricity kWh
Location-based electricity emissions	91.79	8.92	100.71	131,820.95
Market-based electricity emissions	71.53	9.72	81.25	88,306.63
Total renewable electricity²⁹	n/a	n/a	n/a	43,514.33
<i>Renewable Power Percentage³⁰</i>	n/a	n/a	n/a	22,791.85
<i>Jurisdictional Renewable Power Percentage³¹</i>	n/a	n/a	n/a	9,729.00
<i>GreenPower</i>	n/a	n/a	n/a	—
<i>Large-scale generation certificates</i>	n/a	n/a	n/a	10,993.49

Note: The table above presents emissions related to electricity usage using both the location-based and market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh). Renewable electricity outcomes comprise electricity sourced through renewable energy purchasing arrangements and/or supported through surrendered Large-scale Generation Certificates (LGCs). Electricity consumption associated with shared tenancy arrangements has been apportioned according to the agreed occupancy allocation applicable to each entity.

²⁹ Excludes behind the meter solar other than generation used to create largescale generation certificates (LGCs).

³⁰ The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

³¹ The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

Glossary

Term	Definition
2025 Standards for Registered Training Organisations	The national standards that set out the requirements that registered training organisations are expected to meet and the outcomes they are expected to deliver, comprising 3 components: • Outcome Standards for Registered Training Organisations • Compliance Standards for Registered Training Organisations and Fit and Proper Person Requirements • Credential Policy.
Accreditation	The formal recognition of a vocational education and training course by the Australian Skills Quality Authority.
Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS)	An online database of courses and educational institutions or providers in Australia that are registered to offer courses to overseas students with student visas.
Compliance	Compliance is reached when requirements of the VET Quality Framework or Standards for VET Accredited Courses have been met.
Cost recovery	Cost recovery broadly encompasses fees and charges related to the provision of government goods and services (including regulation) to private and other sectors of the economy. As a full cost recovery Agency, ASQA must recover the costs of performing regulatory activities through fees and charges.
Department of Employment and Workplace Relations (DEWR)	DEWR’s purpose is to support people to have safe, secure and well-paid work with the skills for a sustainable future.
ELICOS Standards 2018	Guidelines for designated authorities to make recommendations for acceptance of ELICOS providers to be registered on the CRICOS.
English Language Intensive Courses for Overseas Students (ELICOS)	English language programs for students who require English language training before commencing formal studies in Australia.
Industry	The bodies that have a stake in the training, assessment and client services provided by vocational education providers.

Term	Definition
Jobs and Skills Councils	Jobs and Skills Councils are a national network of industry-owned and industry-led organisations that provide strategic leadership in addressing skills and workforce challenges.
<i>National Code of Practice for Providers of Education and Training to Overseas Students 2018 (National Code)</i>	A set of nationally consistent standards that governs the protection of overseas students and delivery of courses to those students by providers registered on the CRICOS.
national register	The official national register of information on training packages, qualifications, courses, units of competency and registered training organisations, online at training.gov.au
National VET regulator	The Australian Skills Quality Authority, the national body responsible for registered training providers and accrediting courses in Australia.
<i>National Vocational Education and Training Regulator Act 2011 (NVR Act)</i>	National legislation that governs the regulation of the vocational education and training sector in Australia.
non-compliance	Non-compliance occurs when the requirements of the VET Quality Framework or other relevant standards or registration conditions have not been met.
overseas student	A person studying onshore only with visa subclass 500, excluding students on Australian-funded scholarships or sponsorship or students undertaking study while in possession of other temporary visas.
performance assessment	The systematic and documented process used to assess a provider's ongoing compliance with the 2025 Standards for Registered Training Organisations and the <i>National Code of Practice for Providers of Education and Training to Overseas Students 2018</i> .
Provider	'Provider' may refer to: 1. a registered training organisation 2. registered training organisation that is also registered on the CRICOS to deliver to overseas students 3. a provider that is registered on the CRICOS and delivers ELICOS.
provider risk	Risk which is posed to the quality of student outcomes and the reputation of the VET sector due to individual provider behaviour.

Term	Definition
<i>Public Governance, Performance and Accountability Act 2013 (PGPA Act)</i>	An Act about the governance, performance and accountability of, and the use and management of public resources by, the Commonwealth, Commonwealth entities and Commonwealth companies, and for related purposes.
Qualification	Formal certification, issued by a relevant approved body, in recognition that a person has achieved learning outcomes or competencies relevant to identified individual, professional, industry or community needs.
registered training organisation (RTO)	An organisation registered in accordance with the requirements of the VET Quality Framework to provide specific vocational education and training and/or assessment services.
Registration	ASQA registers both VET providers and providers who enrol students on student visas. VET registration is a nationally recognised indication that a training organisation can deliver, assess and issue qualifications or statements of attainment to a nationally agreed standard for the specific vocational education and training qualifications it is registered to provide. Providers delivering training and assessment to overseas students who have Australian student visas must be registered on CRICOS.
reviewable decision	A decision listed in section 199 of the <i>National Vocational Education and Training Regulator Act 2011</i> .
risk assessment	Assessment conducted to gather data about operations of providers including through undertaking performance assessment (audit) activities.
self-assurance	The concept of self-assurance refers to the way providers manage their operations to ensure a focus on quality, continuous improvement, and ongoing compliance. Self-assurance requires providers to have systems in place to critically examine their performance (compliance with the Standards) and outcomes (student outcomes), on an ongoing basis, to identify ways to continuously improve.
scope of registration	The particular services and products that a provider is registered to provide.
<i>Standards for VET Accredited Courses 2021</i>	A legislative instrument used to formally identify the requirements for accrediting VET courses.
<i>Standards for VET Regulators 2015</i>	A legislative instrument used to formally identify the standards for VET regulators performing functions under the <i>National Vocational Education and Training Regulator Act 2011</i> .

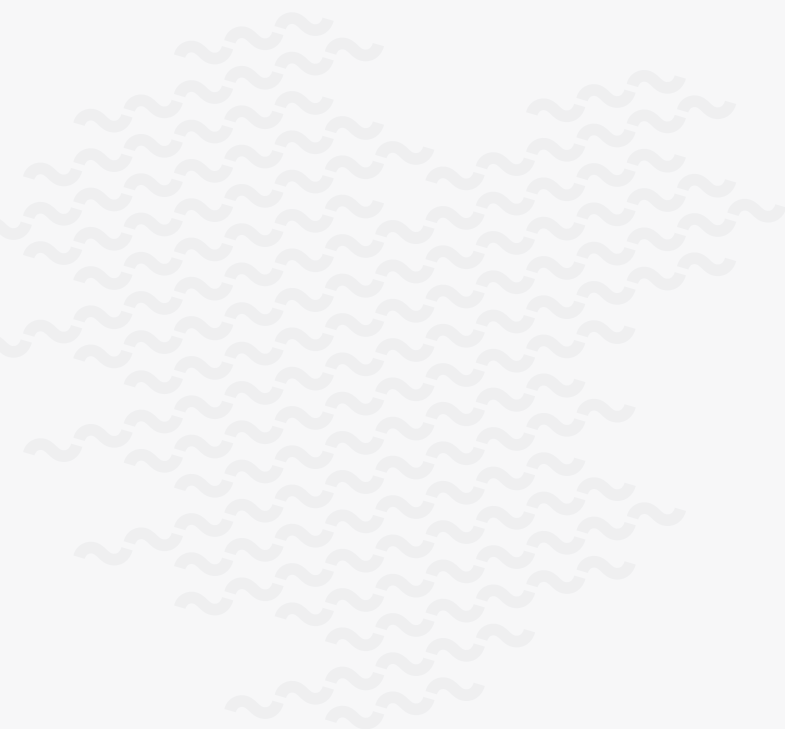
Term	Definition
VET accredited course	A structured sequence of training developed to meet training needs that are not addressed by existing training packages.
VET Quality Framework	A set of standards and conditions used by ASQA to assess whether a registered training organisation meets the requirements for registration. The VET Quality Framework comprises: • 2025 Standards for Registered Training Organisations, comprising – Outcome Standards for Registered Training Organisations – Compliance Standards for Registered Training Organisations and Fit and Proper Person Requirements – Credential Policy • Financial Viability Risk Assessment Requirements • Data Provision Requirements • Australian Qualifications Framework.
vocational education and training (VET)	Post-compulsory education and training, excluding degree and higher-level programs, delivered by further education institutions, which provides people with occupational or work-related knowledge and skills.

Acronyms and abbreviations

Term	Definition
2025 Standards	2025 Standards for Registered Training Organisations
AASB	Australian Accounting Standards Board
ACT	Australian Capital Territory
AI	artificial intelligence
ANAO	Australian National Audit Office
ANZSOG	Australia and New Zealand School of Government
APS	Australian Public Service
ARC	Audit and Risk Committee
ARMS	ASQA's Regulatory Management System
ART	Administrative Review Tribunal
ASQA	Australian Skills Quality Authority
ATR	Agreement to Rectify
ATEC	Australian Tertiary Education Commission
CEO	Chief Executive Officer
CO ₂ -e	carbon dioxide equivalent
CRICOS	Commonwealth Register of Institutions and Courses for Overseas Students
CRIS	Cost Recovery Implementation Statement
CRM	Customer Relationship Management
DEWR	Department of Employment and Workplace Relations
DTA	Digital Transformation Agency
DTP	Digital Transformation Program
ECEC	Early Childhood Education and Care
ELICOS	English Language Intensive Courses for Overseas Students

Term	Definition
ESOS	Education Services for Overseas Students
FOI Act	<i>Freedom of Information Act 1982</i>
GST	Goods and Services Tax
ICT	information and communication technology
IDAHOBIT	International Day Against LGBTQIA+ Discrimination
JLL	Jones Lang LaSalle
JSCs	Jobs and Skills Councils
KMP	key management personnel
KPI	key performance indicator
MDW	Modern Data Warehouse
NACCHO	National Aboriginal Community Controlled Health Organisation
NAIDOC	National Aborigines and Islanders Day Observance Committee
NCVER	National Centre for Vocational Education Research
NT	Northern Territory
NVR	National Vocational Education and Training Regulator
NVR Act	<i>National Vocational Education and Training Regulator Act 2011</i>
NZQA	New Zealand Qualifications Authority
PBS	Portfolio Budget Statements
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014</i>
RAP	Reconciliation Action Plan
RMG	Resource Management Guide
RTO	Registered Training Organisation
SES	Senior Executive Service
SME	small and medium enterprise
TEQSA	Tertiary Education Quality and Standards Agency

Term	Definition
VET	Vocational Education and Training
VRQA	Victorian Registration and Qualifications Authority
VSSF	VET Sector Strategic Forum
WA TAC	Western Australia Training Accreditation Council
WHS	work health and safety



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