

Department of

Employment, Education and Training

	2004-05 Estimate	2005-06 Budget
	\$000	\$000
Output Group		
Employment	27 409	24 387
Government Education	406 204	417 700
Non-Government Education	80 059	80 599
Training	61 617	58 851
Total Operating Expenses	575 289	581 537
Output Appropriation	436 462	449 928
Capital Appropriation		

2005-06 Staffing: 3 813

Agency Profile

The role of the Department of Employment, Education and Training is to develop employment and training initiatives that will enhance the social and economic prosperity of the Northern Territory, develop Territory students through preschool, primary, secondary and vocational education and training (VET) programs, and manage work health programs to ensure that people in the Territory have a safe working environment.

Key functional responsibilities include:

- forecasting and determining employment opportunities and developing employment initiatives;
- managing work health programs;
- delivering quality educational programs to students enrolled in Government and non-government schools;
- developing and providing advice on the preschool, primary, secondary and tertiary education policies of government;
- resourcing and overseeing the delivery of quality VET programs for enrolled students; and
- administering the apprenticeship and traineeship system.

Strategic issues facing the agency in 2005-06 include:

- maximising employment and training opportunities for Territorians, particularly Indigenous Territorians;
- improving educational outcomes for all students, particularly Indigenous students, in all key areas;
- improving access to and the delivery of secondary education programs in urban, rural and remote schools;
- promoting and regulating safe employment, learning and public environments; and
- delivering efficient and effective systems to facilitate improvement in the above priority outcomes.

Budget Highlights

- Introduction of Jobs Plan 2 – Building the Northern Territory Workforce to improve on Jobs Plan 1 by enhancing training and skills development, supporting apprentices and trainees and providing incentives for both employers and employees. Government has invested a total of \$4.74 million in Jobs Plan 1 over three years. A further \$2 million is provided ongoing from 2005-06 under Jobs Plan 2, making \$3.58 million allocated in 2005-06 to implement both Jobs Plan schemes.
- Further address skill shortages in the labour force in the Northern Territory via additional recurrent funding of \$1.5 million for Charles Darwin University with a focus on quality traditional trade training.
- \$42 million over four years to implement the Better Schools initiative to improve the quality and delivery of secondary education programs in urban, rural and remote communities. Funding of \$3.39 million in 2004-05 and \$9.42 million in 2005-06 has been allocated to implement a wide range of activities including:
 - providing qualified counsellors and careers advisers to all secondary schools;
 - improving VET programs in secondary schools;
 - supporting the Territory's teachers and educators, by providing opportunities to develop and share good teaching and learning practices, and developing a new teaching and learning framework;
 - improving Indigenous students' educational outcomes, and social and emotional wellbeing, and providing 20 specialist teachers to support face-to-face teaching in remote schools;
 - establishing an interactive distance learning studio at Katherine School of the Air; and
 - building stronger school communities through enhancing data collection and analysis for school improvement, and conducting a Chief Executive's Student Forum.
- Continuation of Government initiatives commenced in 2001-02 to improve the delivery of educational programs through additional resourcing for schools, teachers, educators and students. Over \$37 million has been invested in these initiatives since 2001-02 comprising:
 - recruiting 100 additional teachers – \$25.82 million;
 - Training for Remote Youth (TRY) program – \$4.5 million;
 - Student Teacher Bursary Scheme – \$3.43 million;
 - Student Attendance Officers – \$2.09 million; and
 - establishing diversionary programs for wayward students – \$2 million.
- Funding of \$6.38 million in 2005-06 to address emerging needs of teachers, educators and students to improve access to resources in the areas of curriculum, professional development and infrastructure. Specific initiatives implemented include:
 - recurrent funding of \$2 million for the continued expansion of the Accelerated Literacy Program to accelerate the literacy skills of marginalised learners who have failed to make appropriate literacy gains in schools. In 2004, 1400 students undertook the Accelerated Literacy Program in schools throughout the Territory, with 121 teachers and 18 non-teaching staff undergoing professional development. Over the next four years the Accelerated Literacy Program is

- mandated to an increased program roll-out of up to 100 schools, involving 10 000 students and 700 teachers by the end of 2008;
- \$2.56 million ongoing to fund the employment of Aboriginal and Islander Education Workers who assist with increasing Indigenous student enrolment, attendance and retention, literacy, numeracy and other educational outcomes;
 - a further \$0.5 million in 2005-06 to upgrade furniture for teachers housed in remote communities;
 - additional funding of \$0.5 million in 2005-06 for capital equipment needs of urban, rural and remote schools and community education centres; and
 - providing a laptop computer for every Government school classroom teacher to strengthen computer literacy and improve access to online school resources. Around \$5 million will be spent over four years with \$1.57 million allocated in 2005-06 to support this initiative.
- Extending the current national literacy and numeracy testing program from years 3 and 5 to include testing of year 7. The Australian Curriculum Corporation is administering this program at an overall cost of \$0.61 million per annum, funded from within the current budget.
 - Provision in 2005-06 for a secondary education facility and science block, additional teacher housing (delivered through Territory Housing), and including ongoing funding for additional teachers and a VET program at Wadeye.
 - Additional funding of \$1.34 million introduced during 2004-05 for the non-government schools comprising:
 - recurrent funding of \$1.17 million for additional educational costs associated with curriculum, special student services and information technology; and
 - \$0.17 million in 2005-06 for infrastructure projects focusing on classroom facilities.
 - The following table shows the approved new major capital projects for 2005-06. For further details of these and other projects, see *Budget Paper No. 4*.

2005-06 Major Capital Works Projects	\$M
Desert People's Centre – Administration Building – central administration building incorporating reception, offices, administration and service facilities for the Batchelor Institute of Indigenous Tertiary Education and the Centre for Appropriate Technology	5.9
Desert People's Centre – learning themes buildings – stage A – construct two learning themes buildings and an ablutions block	5.9
Remote schools program – Mapurru Homeland Centre – new classroom, ablutions facilities and teacher accommodation	1.0
Mamaruni School (Minjilang, Croker Island) – construct new school following extensive damage to existing school buildings caused by Cyclone Ingrid	2.0
Wadeye – new science block and new block of secondary classrooms	2.2
Parap Primary School – stage 2b – construct eight new classrooms, redevelop and enclose assembly area, new canteen and landscaping	2.9
Darwin High School – redevelopment stage 1b – upgrade block A following relocation of science laboratories, remove demountables and relocate Special Intensive English Unit	2.0

Outputs and Performance

Output Group/Output	2004-05	2005-06	Variation
	Estimate	Budget	
	\$000	\$000	\$000
Employment	27 409	24 387	- 3 022
Employment Initiatives	15 498	17 266	1 768
Regulation of Occupational Health and Safety	11 911	7 121	- 4 790
Government Education	406 204	417 700	11 496
Preschool Education	19 169	19 682	513
Primary Education	240 988	246 762	5 774
Secondary Education	133 502	138 588	5 086
International Education	968	980	12
Tertiary Education	11 577	11 688	111
Non-Government Education	80 059	80 599	540
Primary Education	49 723	50 062	339
Secondary Education	30 336	30 537	201
Training	61 617	58 851	- 2 766
Vocational Education and Training Services	61 617	58 851	- 2 766
Total Operating Expenses	575 289	581 537	6 248

Key Variations

- Output costs reflect resource variations for wages, inflation and productivity dividend.
- Employment Initiatives output includes an increase of \$2 million in 2005-06 funding over 2004-05 for the Jobs Plan 2 – Building the Northern Territory Workforce initiative.
- Regulation of Occupational Health and Safety output costs reduce in 2005-06 as a result of one-off funding of \$4.9 million in 2004-05 for workers compensation insurance claims associated with HIH.
- Government Education output group costs increase due to additional funding of \$6.03 million in 2005-06 over 2004-05 for the Building Better Schools initiative.
- Non-Government Education output group costs rise in 2005-06 primarily due to increased funding of \$0.2 million for capital and interest assistance to the non-government schools sector to expand and improve schools' infrastructure.
- Training output group costs net variation reflects one-off funding for major capital funding from the Australian Government in 2003-04 and 2004-05, partly offset by an ongoing increase in VET grant funding of \$1.5 million from 2005-06 to Charles Darwin University.
- Note that negotiations with the Australian Government are not yet complete with respect to significant specific purpose payments and when these are finalised the agency's 2005-06 budget is expected to increase.

Output Group: Employment

Provides the capability to forecast and determine employment opportunities and to resource specific training programs to ensure a skilled workforce is available to meet identified employment needs. The administration and enforcement of the *Work Health Act* and the *Dangerous Goods Act* are also provided.

The outcome is maximising employment and training opportunities for Territorians and improving work safety practices.

Employment Initiatives

Developing and implementing the Northern Territory Government's employment strategy, including labour market analysis. Providing specific training initiatives, particularly for apprentices and trainees, to ensure a skilled workforce is available to meet identified employment needs.

Performance Measures		2004-05 Estimate	2005-06 Estimate
Quantity	Employment training programs developed and introduced	7	8
	Apprenticeship and traineeship commencements	2 400	2 500
Quality	Apprenticeship and traineeship completions	45%	48%
	Client satisfaction with services provided	80%	80%
Timeliness	Agreed timeframes met for submission of employment initiatives and advice	100%	100%
Cost	Average cost per commencement	\$6 457	\$6 906

Regulation of Occupational Health and Safety

Provision of advice on occupational health and safety policy, identifying priorities and needs; encouraging employers and workers in safe work practices; and enforcing compliance with occupational health and safety standards.

Performance Measures		2004-05 Estimate	2005-06 Estimate
Quantity	Occupational health and safety training sessions provided to industry groups	50	50
	Completed occupational health and safety visits, assessments and enforcements	4 000	4 400
Quality	Industry groups and participants attending training sessions relative to the number of prospective attendees	5%	5%
	Reduction in reported workplace injuries per year	5%	5%
Timeliness	Training programs provided within specified timelines	80%	80%
Cost	Average cost per visit, assessment, enforcement and training ¹	\$1 278	\$1 187

¹ Average cost excludes workers compensation costs associated with HIH of \$6.8 million in 2004-05 and \$1.9 million in 2005-06.

Output Group: Government Education

Provision and delivery of quality educational programs to preschool, primary, secondary and vocational education and training students in Government schools. Also included is provision of funding for Charles Darwin University and Batchelor Institute of Indigenous Tertiary Education.

The outcome is improved educational outcomes for all students, particularly Indigenous students, in all key learning areas.

Preschool Education

Provision of access to optional part-time or full-time schooling in Government schools for children aged from four years in urban areas and from three years in remote areas.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Total preschool student enrolments ¹	3 408	3 450
	Indigenous preschool student enrolments ¹	1 403	1 450
<i>Timeliness</i>	Preschool education delivered during designated four terms	100%	100%
<i>Cost</i>	Average cost per student	\$5 625	\$5 705

¹ Age grade August 2004 Census.

Primary Education

Provision of comprehensive education programs for students in Government primary schools from Transition to Year 7. Delivery of curriculum programs to develop the knowledge, attitudes, skills and processes that promote children's learning and development and prepare them for further schooling.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Total primary school student enrolments ¹	19 851	19 600
	Indigenous primary student enrolments ¹	8 550	8 575
	Schools providing primary education	138	139
<i>Quality</i> ²	• Non-Indigenous students achieving national reading benchmark:		
	- Year 3	87%	87%
	- Year 5	91%	91%
	- Year 7	89%	89%
	• Indigenous students achieving national reading benchmark:		
	- Year 3	40%	42%
	- Year 5	45%	46%
	- Year 7	38%	41%
	• Non-Indigenous students achieving national numeracy benchmark:		
	- Year 3	97%	97%
	- Year 5	89%	89%
	- Year 7	84%	84%
• Indigenous students achieving national numeracy benchmark:			
- Year 3	64%	65%	
- Year 5	38%	40%	
- Year 7	27%	30%	
<i>Timeliness</i>	Primary education delivered during designated four terms	100%	100%
<i>Cost</i>	Average cost per student	\$12 140	\$12 590

¹ Age grade August 2004 Census.

² Revised classifications are consistent with performance reporting requirements to the Australian Government Department of Education, Science and Training.

Secondary Education

Provision of access to full-time or part-time secondary schooling in Government schools for children from Year 8 to Year 12. Delivery of quality education to promote and enhance the intellectual, personal and social development of students.

Vocational education and training (VET) subjects provide additional options and pathways for students.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Total secondary student enrolments ¹	9 639	9 650
	Indigenous secondary student enrolments ¹	3 359	3 400
	Schools providing secondary education or secondary-aged programs	66	66
	Students enrolled in one or more VET subjects	1 531	1 540
	VET modules undertaken	16 827	16 830
<i>Quality</i>	Apparent retention rate from Year 8 to Year 12	67%	68%
	Apparent retention rate Year 10 to Year 12	99%	95%
	Students who qualified for the Northern Territory Certificate of Education	666	674
<i>Timeliness</i>	Secondary education delivered during designated four terms	100%	100%
<i>Cost</i>	Average cost per student	\$13 850	\$14 361

¹ Age grade August 2004 Census.

International Education

Provision of policy advice, facilitation of teacher and student exchanges, management of the fee-paying overseas students program and hosting and organising study tour groups.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Fee-paying overseas students	69	50
	Study tours	8	6
	Student and teacher exchange program	12	12
<i>Quality</i>	International students achieving minimum curriculum requirement	90%	90%
<i>Timeliness</i>	Appropriate placement of overseas students in accordance with schedule	100%	100%
<i>Cost</i>	Average cost per full fee-paying student	\$7 292	\$10 187
	Average cost per study tour	\$16 932	\$17 142
	Average cost per student / teacher exchange	\$27 414	\$27 753

Tertiary Education

Provision of funding for Charles Darwin University, Batchelor Institute of Indigenous Tertiary Education and provision of assistance to tertiary-level students.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Operating grant to Charles Darwin University	\$6.55M	\$6.55M
	Infrastructure grant for VET providers	\$3.18M	\$3.27M
	Other tertiary assistance	\$0.91M	\$0.94M
<i>Timeliness</i>	Payment of grant as scheduled	100%	100%

Output Group: Non-Government Education

Provides financial support towards non-government schools.

The outcome is quality choice of education alternatives for Territory students.

Primary Education

Administration of Australian Government and Territory Government grants for non-government primary schools.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Schools providing primary education	28	28
	Total primary student enrolments ¹	5 118	5 120
	Indigenous primary student enrolments ¹	1 138	1 140
<i>Quality</i>	Grants administered in accordance with policy	100%	100%
<i>Timeliness</i>	Education delivered during designated four terms	100%	100%
<i>Cost</i>	Average cost per student	\$9 715	\$9 778

¹ Age grade August 2004 Census.

Secondary Education

Administration of Australian Government and Territory Government grants for non-government secondary schools.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Schools providing secondary education	19	19
	Total secondary student enrolments ¹	3 645	3 675
	Indigenous secondary student enrolments ¹	1 264	1 275
	Students enrolled in one or more VET subjects	320	320
<i>Quality</i>	Grants administered in accordance with policy	100%	100%
<i>Timeliness</i>	Education delivered during the designated four terms	100%	100%
<i>Cost</i>	Average cost per student	\$8 322	\$8 309

¹ Age grade August 2004 Census.

Output Group: Training

Provision of vocational education and training that meets the present and future needs of the Territory Government, industry and the community, which is nationally recognised in accordance with the Australian Quality Training Framework.

The outcome is maximising training opportunities for Territorians.

Performance Measures		2004-05 Estimate	2005-06 Estimate
<i>Quantity</i>	Annual hours curriculum delivered	3.28M	3.3M
	Apprentices and trainees 'in training'	2 900	3 100
<i>Quality</i>	Registered training organisations' compliance with Australian Quality Training Framework (audit)	100%	100%
	Level of invalid student enrolments (audit)	2.5%	2.5%
	Successful training completions ¹	70%	70%
<i>Timeliness</i>	Resource agreements issued and monitored within appropriate timeframes	85%	90%
	Agreed timeframes met for submission of information to national agencies	100%	100%
<i>Cost</i>	Average cost per hour of annual hours curriculum	\$18.79	\$17.83

¹ Successful training completions include apprentices, trainees and students undertaking short VET courses.

Statement of Financial Performance

	2004-05 Estimate	2005-06 Budget
	\$000	\$000
OPERATING REVENUE		
Taxation revenue		
Grants and subsidies		
Current	85 848	92 875
Capital	12 419	7 731
Sales of goods and services		
Output revenue	436 462	449 928
Other agency revenue	1 295	1 269
Interest revenue		
Miscellaneous revenue	423	153
Goods and services received free of charge	11 549	11 549
Profit/loss on disposal of assets		
TOTAL OPERATING REVENUE	547 996	563 505
OPERATING EXPENSES		
Employee expenses	266 785	276 782
Administrative expenses		
Purchases of goods and services	45 717	47 074
Repairs and maintenance	20 970	19 500
Depreciation and amortisation	17 276	17 275
DCIS services free of charge	11 549	11 549
Other administrative expenses		
Grants and subsidies		
Current	199 808	200 129
Capital	13 184	9 228
Community service obligations		
Interest expense		
TOTAL OPERATING EXPENSES	575 289	581 537
NET OPERATING SURPLUS	-27 293	-18 032

Revenue Administered for Central Holding Authority

OPERATING REVENUE		
Taxation revenue		
Grants and subsidies		
GST revenue		
Current		
Capital		
Sales of goods and services		
Fees from regulatory services	441	274
Interest revenue		
Royalties and rents		
Other revenue	266	255
TOTAL OPERATING REVENUE	707	529

Statement of Financial Position

	2004-05 Estimate	2005-06 Budget
	\$000	\$000
ASSETS		
Cash and deposits	7 915	618
Receivables	2 130	2 130
Prepayments		
Inventories		
Advances and investments		
Land and improvements	601 623	591 692
Plant and equipment	264	264
Other assets		
TOTAL ASSETS	611 932	594 704
LIABILITIES		
Deposits held	20	20
Creditors and accruals	3 882	3 882
Borrowings and advances	42	42
Provisions	22 707	22 707
Other liabilities		
TOTAL LIABILITIES	26 651	26 651
NET ASSETS	585 281	568 053
EQUITY		
Capital		
Opening balance	631 596	644 569
Equity injections/withdrawals	12 973	804
Reserves	44 974	44 974
Accumulated funds		
Opening balance	-76 969	-104 262
Current year surplus(+)/deficit(-)	-27 293	-18 032
TOTAL EQUITY	585 281	568 053

Statement of Cash Flows

	2004-05 Estimate	2005-06 Budget
	\$000	\$000
CASH FLOWS FROM OPERATING ACTIVITIES		
Operating receipts		
Taxes received		
Grants and subsidies received		
Current	86 348	92 875
Capital	12 419	7 731
Receipts from sales of goods and services		
Output revenue received	436 462	449 928
Other agency receipts	1 771	1 422
Interest received		
Total operating receipts	537 000	551 956
Operating payments		
Payments to employees	266 838	276 782
Payments for goods and services	63 717	66 574
Grants and subsidies paid		
Current	199 808	200 129
Capital	13 184	9 228
Community service obligations		
Interest paid		
Total operating payments	543 547	552 713
NET CASH FROM OPERATING ACTIVITIES	-6 547	-757
CASH FLOWS FROM INVESTING ACTIVITIES		
Investing receipts		
Proceeds from asset sales		
Repayment of advances		
Sales of investments		
Total investing receipts		
Investing payments		
Purchases of assets	1 056	7 344
Advances and investing payments		
Total investing payments	1 056	7 344
NET CASH FROM INVESTING ACTIVITIES	-1 056	-7 344
CASH FLOWS FROM FINANCING ACTIVITIES		
Financing receipts		
Proceeds of borrowings		
Deposits received		
Equity injections		
Capital appropriation		
Other equity injections	2 319	804
Total financing receipts	2 319	804
Financing payments		
Repayment of borrowings		
Finance lease payments		
Equity withdrawals		
Total financing payments		
NET CASH FROM FINANCING ACTIVITIES	2 319	804
Net increase in cash held	-5 284	-7 297
Cash at beginning of financial year	13 199	7 915
CASH AT END OF FINANCIAL YEAR	7 915	618