

21 February 2025

Gerry McNally
Committee Secretary, Senate Education and Employment Legislation Committee
PO Box 6100, Parliament House
Canberra ACT 2600

Dear Mr McNally

Thank you for the opportunity to appear before the Senate Education and Employment Legislation Committee (Committee) inquiry into the Free TAFE Bill 2024 [Provisions] (the Bill) on Friday 7 February 2025.

The BCA received a Question on Notice from Senator Grogan regarding NCVER data on completion rates. She asked why enterprise Registered Training Organisations (ERTOs) had completion rates of around 56 per cent (as referenced in **Figure 1** of BCA's submission to the Senate Committee), given that training is delivered during work hours.

The reported completion rate of 54 per cent does not include all ERTOs, as some—such as Surf Lifesaving, Defence, and Police—have reporting exemptions. Factors that may impact ERTO completion rates include:

- Students leaving the organisation before completing their qualification.
- Students being promoted or changing roles within the organisation.

The BCA cannot comment on the reasons behind the national data and recommends the Senate Committee liaise with NCVER on this matter. However, we have consulted our members who operate enterprise RTOs, and they have provided the following insights on their completion rates.

Retail ERTOs

- BCA members operating retail ERTOs have a completion rate of up to 70 per cent, outside of the COVID period.
- The retail sector workforce is predominantly young (around 70 per cent are under 25), making them more likely to change jobs, pursue further study, or explore different career paths. This sometimes means they do not complete their training.

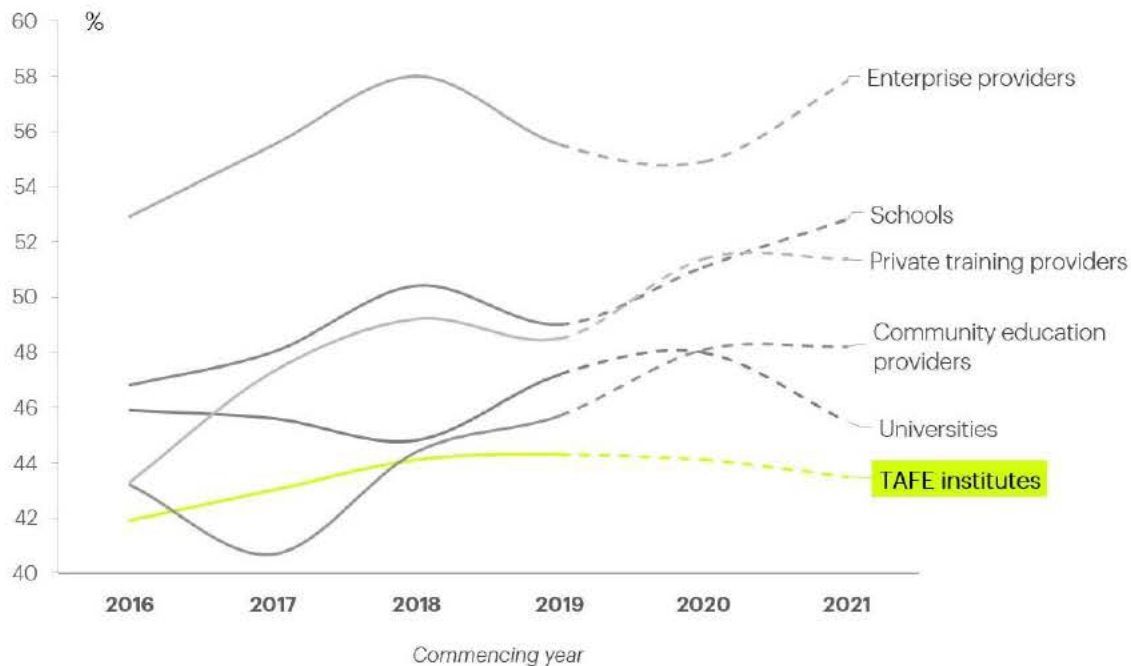
Finance and ICT ERTOs

- The average completion rate is 65 per cent, affected by students who leave the organisation or change roles before completing their qualification.
- For students who remain in the same role, the completion rate averages 95 per cent.

Construction trade ERTOS

- BCA members operating construction trade ERTOS have an average completion rate of around 90 per cent. Most of these ERTOS train apprentices.
- Non-completions are primarily due to a mismatch between job requirements and trainee expectations.

Figure 1 VET qualification completion rates by provider



* Completion rates for courses commenced in each year, completed within four years of the commencement date (ie. commenced in 2016, completed by 2020)

— Actual
- - - Forecast

Source: NCVER 2024

Yours sincerely

Wendy Black

Executive Director Policy
Business Council of Australia