



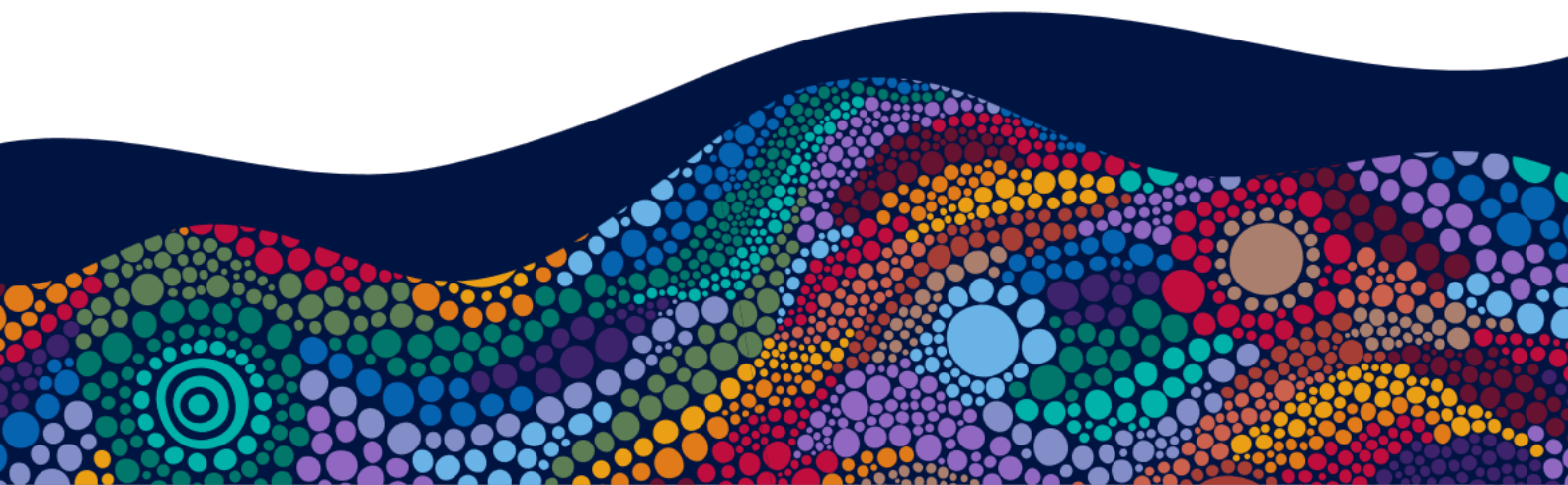
NACCHO

National Aboriginal Community
Controlled Health Organisation

First Nations Consultation for Occupations to be Included on the Australian Apprenticeships Priority List

Submission to Department of Employment
and Workplace Relations

September 2026



About NACCHO

NACCHO is the national peak body representing 150 Aboriginal Community Controlled Health Organisations (ACCHOs). We also assist a number of other community-controlled organisations.

The first Aboriginal medical service was established at Redfern in 1971 as a response to the urgent need to provide decent, accessible health services for the largely medically uninsured Aboriginal population of Redfern. The mainstream was not working. So it was, that over fifty years ago, Aboriginal people took control and designed and delivered their own model of health care. Similar Aboriginal medical services quickly sprung up around the country. In 1974, a national representative body was formed to represent these Aboriginal medical services at the national level. This has grown into what NACCHO is today. All this predated Medibank in 1975.

NACCHO liaises with its membership, and the eight state/territory affiliates, governments, and other organisations on Aboriginal and Torres Strait Islander health and wellbeing policy and planning issues and advocacy relating to health service delivery, health information, research, public health, health financing and health programs.

ACCHOs range from large multi-functional services employing several medical practitioners and providing a wide range of services, to small services which rely on Aboriginal health practitioners and/or nurses to provide the bulk of primary health care services. Our 150 members provide services from about 550 clinics. Our sector provides over 3.1 million episodes of care per year for over 410,000 people across Australia, which includes about one million episodes of care in very remote regions.

ACCHOs contribute to improving Aboriginal and Torres Strait Islander health and wellbeing through the provision of comprehensive primary health care, and by integrating and coordinating care and services. Many provide home and site visits; medical, public health and health promotion services; allied health; nursing services; assistance with making appointments and transport; help accessing childcare or dealing with the justice system; drug and alcohol services; and help with income support. Our services build ongoing relationships to give continuity of care so that chronic conditions are managed, and preventative health care is targeted. Through local engagement and a proven service delivery model, our clients 'stick'. Clearly, the cultural safety in which we provide our services is a key factor of our success.

ACCHOs are also closing the employment gap. Collectively, we employ about 7,000 staff – 54 per cent of whom are Aboriginal or Torres Strait Islanders – which makes us the third largest employer of Aboriginal or Torres Strait people in the country.

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Recommendations

NACCHO recommends:

- 1 The revised Australian Apprenticeships Priority List align with the National Agreement and its four Priority Reform Areas.
- 2 The Australian Apprenticeships Priority List is reviewed every 2-3 years.
- 3 Location-based loadings in addition to Priority List incentives, to improve participation, completion and employment outcomes.

NACCHO recommends the following qualifications are added to the Australian Apprenticeships Priority List:

- 4 11037NAT Certificate IV in Aboriginal and Torres Strait Islander Research Theory and Practice.
- 5 Certificate III and IV qualifications in the Aboriginal and Torres Strait Islander Primary Health Care training package.
- 6 HLT33021 Certificate III and HLT43021 IV in Allied Health Assistance.
- 7 CHC51015 Diploma of Counselling and 11227NAT Diploma of Narrative Approaches for Aboriginal People (Counselling, Group and Community Work).
- 8 BSB41021 Certificate IV in Aboriginal and Torres Strait Islander Governance.
- 9 AHC31424 Certificate III and IV in Conservation and Ecosystem Management, AHC32522 Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work and AHC31522 Certificate III in On Country Management in the Priority List.

Acknowledgements

NACCHO welcomes the opportunity to provide a submission to the Department of Employment and Workplace Relations on the *First Nations Consultation for occupations to be included on the Australian Apprenticeships Priority List*. NACCHO would like to acknowledge the valuable input received from Aboriginal Community Controlled and First Nations Owned (ACC and FNO) Registered Training Organisations (RTOs) to this submission.

NACCHO supports the submissions to this consultation made by NACCHO Members and Affiliates. NACCHO also supports the submissions to this consultation made by the Indigenous Centre of Vocational Excellence (ICoVE) and Lowitja Institute.

National Agreement on Closing the Gap

Advocating for and securing the National Agreement on Closing the Gap was an historically significant act of Aboriginal and Torres Strait Islander self-determination. The National Agreement is evidence of a new era of engagement by and with Aboriginal and Torres Strait Islander people. It commits Australia to a new direction and is a pledge from all governments to fundamentally change the way they work with Aboriginal and Torres Strait Islander communities and organisations – to support self-determination and build the capacity of the community-control sector.

This Government's first Closing the Gap Implementation Plan commits to achieving Closing the Gap targets *through implementation of the Priority Reforms*. This represents a shift away from focussing on the Targets, towards the structural changes that the Priority Reforms require, and which are more likely to achieve meaningful outcomes for our people in the long term.

The reforms and targets outlined in the National Agreement seek to overcome the inequality experienced by Aboriginal and Torres Strait Islander people and achieve life outcomes equal to all Australians. Governments at all levels have committed to the implementation of the National Agreement's four Priority Reform Areas, which offer a roadmap to meaningfully impact structural drivers of poor health and social outcomes for Aboriginal and Torres Strait Islander people:

Priority Reform Area 1 – Formal partnerships and shared decision-making

This Priority Reform commits to building and strengthening structures that empower Aboriginal and Torres Strait Islander people to share decision-making authority with governments, and to accelerate policy making that centres Aboriginal and Torres Strait Islander voices.

Priority Reform Area 2 – Building the community-controlled sector

Recognising that community-controlled services achieve better outcomes, employ more Aboriginal and Torres Strait Islander people and are often preferred over mainstream services, this Priority Reform commits to building Aboriginal and Torres Strait Islander community-controlled sectors to deliver services to support Closing the Gap.

Priority Reform Area 3 – Transformation of mainstream institutions

This Priority Reform commits to systemic and structural transformation of government organisations to identify and eliminate racism, embed and practice cultural safety, deliver services in partnership with Aboriginal and Torres Strait Islander people, support truth telling about agencies' history with Aboriginal and Torres Strait Islander people, and engage fully and transparently with Aboriginal and Torres Strait Islander people when programs are being changed.

Priority Reform Area 4 – Sharing data and information to support decision making

This Priority Reform commits to shared access to regional data and information to inform local-decision making and support achievement of the first three Priority Reforms. This Priority Reform supports principles

of Indigenous Data Sovereignty.

Despite some progress, the need for fundamental systemic reform remains evident. In its first review of the National Agreement on Closing the Gap, the Productivity Commission found that governments are not adequately delivering on their commitments. Despite support for the Priority Reforms and some good practice, progress has been slow, uncoordinated, and piecemeal.

The Commission noted that to enable better outcomes, governments need to relinquish some control, share decision making and acknowledge that Aboriginal and Torres Strait Islander people know what is best for their communities. Aboriginal Community Controlled Organisations, must be treated as critical partners rather than passive funding recipients, and trusted to design, deliver and measure government services in ways that are culturally safe and meaningful for their communities.

‘Too many government agencies are implementing versions of shared decision-making that involve consulting with Aboriginal and Torres Strait Islander people on a pre-determined solution, rather than collaborating on the problem and co-designing a solution’¹

The Australian Apprenticeships Priority List First Nations Discussion Paper acknowledges the importance of the National Agreement on Closing the Gap. In order to act on this commitment, it is important to embed the National Agreement – its Priority Reforms and its target outcome areas – within all government work.

NACCHO recommends the Australian Apprenticeships Priority List aligns with the National Agreement and its four Priority Reform Areas.

Introduction

Vocational Education and Training (VET) plays a vital role in supporting Aboriginal and Torres Strait Islander people to gain qualifications, participate in the workforce and pursue meaningful careers within their communities. VET pathways create opportunities for skills development and local employment while contributing to the achievement of Closing the Gap outcomes related to educational attainment, economic participation and community development. Investment in priority occupations through the Australian Apprenticeships Priority List (Priority List) can strengthen these pathways and support a skilled Aboriginal and Torres Strait Islander workforce across a range of critical sectors.

In line with Priority Reform 2, NACCHO supports the occupations identified through ACC and FNO RTO consultation with the ICOVE, ensuring the priorities and expertise of the ACC sector inform decisions about skills and workforce development. NACCHO also supports the Lowtja Institute in including Aboriginal and Torres Strait Islander Research Theory and Practice qualifications in the Priority List. Strengthening the Aboriginal and Torres Strait Islander research and data sector is crucial to ensuring data sovereignty, improving shared access to data at a local level and contributing directly to Priority Reform 4 of the National Agreement on Closing the Gap.

We welcome the Department's decision to expand the Priority List to include additional Aboriginal and Torres Strait Islander specific occupations. This gives effect to NACCHO's October 2025 submission on the Australian Apprenticeships Priority List, recommending that all Aboriginal and Torres Strait Islander specific qualifications are included on the Priority List, in line with Closing the Gap Outcome 8: Strong economic participation and development of people and their communities.

¹¹ Productivity Commission, Review of the National Agreement on Closing the Gap, Study Report, Canberra, 7 Feb 2024 <https://www.pc.gov.au/inquiries/completed/closing-the-gap-review/report>.

NACCHO recommends 11037NAT Certificate IV in Aboriginal and Torres Strait Islander Research Theory and Practice occupations be included on the Australian Apprenticeships Priority List.

Considerations in determining occupations important to Aboriginal and Torres Strait Islander people

Across all occupations identified through consultation, stakeholders consistently emphasised that their value should not be assessed solely through labour market shortage indicators. These occupations support Aboriginal and Torres Strait Islander employment, community-controlled service delivery, cultural safety, self-determination, improved health outcomes and implementation of the National Agreement on Closing the Gap. The Discussion Paper explicitly acknowledges that occupations may warrant inclusion where they provide important social, cultural and community benefits, even in the absence of traditional shortage indicators.

Priority occupations should provide realistic pathways to meaningful and sustainable employment across urban, regional and remote settings. Consultation participants were clear that training should not occur for training's sake. Successful apprenticeship and training pathways require wraparound support, mentoring, cultural safety, employer engagement and post-completion assistance. The success of apprenticeships and traineeships depends not only on occupation selection but on the supports available to learners throughout their training journey.

ACCHOs and ACC RTOs demonstrate the effectiveness of this approach. NACCHO's First Nations Health Worker Traineeship Program, for example, combines culturally grounded training with individualised learner support and pathways into employment. Since its launch, the program has recorded more than 600 and almost 250 completions, with over 70% of enrolments and completions occurring in regional and remote settings. As of August 2026, the program had contributed to a 19% increase in the Aboriginal and Torres Strait Islander Health workforce. This approach also extends beyond individual qualifications, to building the workforce capacity needed to sustain training over the longer term. NACCHO's First Nations Trainer and Assessor Program was expanded by the Australian Government in 2026 following its initial success, with a further \$2.5 million committed to support up to 58 Aboriginal and Torres Strait Islander participants to undertake training and assessment qualifications and develop VET leadership capability. Graduates are returning to sectors including health, aged care, disability, early childhood and community services as qualified trainers and assessors, creating a multiplier effect of capacity building.

The Human Services Skills Organisation (HSSO) *First Nations RTO Sector Capability Analysis Project 2026*, found that every \$1 in ACCRTO economic costs generates \$13.40 in social and economic value for students, employers and communities.² The modelling estimated \$496 million in benefits from \$37 million in costs, including benefits from increased lifetime earnings and employment, improved health and intergenerational education and economic participation. These outcomes demonstrate that culturally safe, community-controlled training is not simply a mechanism for delivering qualifications. It is an effective, workforce development model that supports participation, completion, employment and longer-term community capability. The Priority List should recognise both the occupations that are important to Aboriginal and Torres Strait Islander people and the conditions required for training in those occupations to translate into sustainable employment and broader community benefit.

Occupations for inclusion on the Australian Apprenticeships Priority List

The purpose of this stream is to recognise occupations important to Aboriginal and Torres Strait Islander people regardless of shortage status. The consultation process identified a broader range of occupations

² HSSO 2026, More Than Training, *First Nations RTO Sector Capability Analysis Project*, [HSSO-More-Than-Training-Full-Report.pdf](#)

that are considered important by Aboriginal and Torres Strait Islander stakeholders. While NACCHO understands the need to target government investment effectively, limiting inclusion to five occupations risks excluding occupations that provide significant community, cultural, health and economic benefits.

NACCHO therefore considers that all occupations identified through consultation should be eligible for inclusion where they demonstrably contribute to employment pathways, self-determination, community wellbeing and Closing the Gap outcomes. These occupations reflect the workforce priorities of Aboriginal and Torres Strait Islander communities, consistent with Priority Reform 1 and its focus on shared decision-making. Inclusion of these occupations and qualifications on the Priority List would strengthen workforce pathways in sectors that are critical to Aboriginal and Torres Strait Islander wellbeing, self-determination and economic participation. Collectively, these occupations contribute directly to Closing the Gap outcomes 6, 7 and 8 by strengthening participation in education and training, supporting young people to transition into employment, education or training, and increasing Aboriginal and Torres Strait Islander employment and economic participation.

Aboriginal and Torres Strait Islander health occupations

NACCHO supports the continued inclusion of Aboriginal Health Worker (AHW) and Aboriginal Health Practitioner (AHP) occupations on the Priority List. AHWs and AHPs are fundamental to the Aboriginal Community Controlled Health Sector and are central to the delivery of holistic, culturally safe and comprehensive care. They improve engagement with health services, support prevention and chronic disease management and provide a continuity of care, in line with the ACCHO service model.³

While market demand is not the primary criteria for occupations included on the revised Priority List, it should be noted that there remains a need for more AHPs and AHWs⁴, despite successful programs coordinated through NACCHO to support the growth of this workforce, such as the Health Worker Traineeship Program.

In line with NACCHO's 2025 submission on the Australian Apprenticeships Priority List, AHPs and AHWs should remain a permanent fixture on the Priority List, due to their critical nature and continuing demand.

NACCHO also supports the inclusion of Allied Health Assistants on the Priority List. Allied Health Assistants provide a vital workforce pathway in the health sector and help address service delivery gaps across urban, regional and remote communities. This workforce is particularly important in areas experiencing shortages of allied health professionals, where access to services may be limited or reliant on FIFO clinicians. Working under the delegation and supervision of allied health professionals, Allied Health Assistants can support continuity of care between visits, extend the capacity of scarce professional workforces and enable more consistent access to allied health services within communities.⁵ The *National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021-2031* further identifies the need for stronger strategies and incentives to strengthen this sector.⁶

NACCHO recommends Certificate III and IV qualifications in the Aboriginal and Torres Strait Islander Primary Health Care training package are permanently included on the Australian Apprenticeships Priority List.

NACCHO recommends Certificate III and IV in Allied Health Assistance be included on the Australian Apprenticeships Priority List.

³ NACCHO. Core Services and Outcomes Framework: The Model of Aboriginal and Torres Strait Islander Community-Controlled Comprehensive Primary Healthcare. National Aboriginal Community Controlled Health Organisation, Canberra, ACT: June 2021, [NACCHO Core Services and Outcomes Framework - NACCHO](#)

⁴ AIHW. 3.12 Aboriginal and Torres Strait Islander People in the Health Workforce, 2021, [3.12 Aboriginal and Torres Strait Islander people in the health workforce - AIHW Indigenous HPF](#)

⁵ ACDHS. Development of and Support for the Rural and Remote Allied Health Workforce in Australia, 2025, [Rural-Remote-AH-Workforce-Final-Report-20250322.pdf](#)

⁶ Department of Health. 2022, National Aboriginal and Torres Strait Islander health workforce strategic framework and implantation plan 2021-2031, [National Aboriginal and Torres Strait Islander Workforce Strategic Framework and Implementation Plan 2021–2031](#)

Aboriginal and Torres Strait Islander social and emotion wellbeing occupations

Social and emotional wellbeing (SEWB) is fundamental to the health and wellbeing of Aboriginal and Torres Strait Islander people. It reflects a holistic understanding of health that extends beyond the individual to encompass connections to family, community, culture, Country, spirituality and ancestry.⁷ These interconnected factors play a critical role in shaping individual and collective wellbeing.

The *National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2017-2023* recognises that while social and emotional wellbeing is distinct from mental health problems and mental illness, the two are closely related and can significantly influence one another. Data from the Australian Institute of Health and Welfare indicates that mental health conditions were among the leading contributors to the burden of disease in 2022⁸.

In line with outcome 14 of Closing the Gap (that Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing) and the SEWB Strategic Framework, it is critical that SEWB support is delivered to Aboriginal and Torres Strait Islander communities in a way that recognises social and structural determinants of health and offers culturally informed and holistic wellbeing support. As demand for culturally safe SEWB services continues to grow, strengthening education and training pathways in this workforce should be a priority.

In the absence of a specific Aboriginal and Torres Strait Islander SEWB qualification, NACCHO recommends the following qualifications are included in the Priority List.

- CHC51015 Diploma of Counselling
- 11227NAT Diploma of Narrative Approaches for Aboriginal People (Counselling, Group and Community Work)

Supporting pathways:

- CHC43315 Certificate IV in Mental Health
- CHC53315 Diploma of Mental Health
- CHC43215 Certificate IV in Alcohol and Other Drugs
- CHC53215 Diploma of Alcohol and Other Drugs

Additionally, we refer the Department to NACCHO's September 2026 submission on the OSCA 2027 Future Standard Classification, supporting the inclusion of an Aboriginal and Torres Strait Islander SEWB occupation within *4413 Mental Health Workers*. This inclusion enhances visibility of the workforce, workforce data collection and highlights the unique and specialised nature of the role.

NACCHO recommends CHC51015 Diploma of Counselling and 11227NAT Diploma of Narrative Approaches for Aboriginal People (Counselling, Group and Community Work) are included in the Priority List.

Aboriginal and Torres Strait Islander governance occupations

Governance in an Aboriginal and Torres Strait Islander context is distinct from mainstream governance, encompassing cultural authority, community accountability, collective leadership, relationships and decision-making that are grounded in culture and community priorities. The Australian Indigenous Governance

⁷Gee G, Dudgeon P, Schultz C, Hart A and Kelly K (2014) 'Social and emotional wellbeing and mental health: an Aboriginal perspective', in Dudgeon P, Milroy H and Walker R (eds) *Working together: Aboriginal and Torres Strait Islander mental health and wellbeing principles and practice* (2nd edn), Department of the Prime Minister and Cabinet, Australian Government, Canberra.

⁸ AIHW. Health and Wellbeing of First Nations people, July 2026, [Health and wellbeing of First Nations people - Australian Institute of Health and Welfare](#)

Institute identifies strong Aboriginal and Torres Strait Islander governance as a foundation for self-determination, supporting the pursuit of community aspirations and control over matters affecting their lives.⁹

In the Productivity Commissions report *Overcoming Indigenous Disadvantage: Key Indicators 2020*, governance, leadership and culture are identified as fundamental drivers of social, cultural and economic outcomes.¹⁰ Strengthening Aboriginal and Torres Strait Islander governance capability aligns directly with Priority Reform One and Priority Reform Two of the National Agreement on Closing the Gap, in building the partnership capability and sustainability of the community-controlled sector. NACCHO recommends the inclusion of the following qualification in the Priority List.

- BSB41021 Certificate IV in Aboriginal and Torres Strait Islander Governance

NACCHO recommends BSB41021 Certificate IV in Aboriginal and Torres Strait Islander Governance is included in the Priority List.

Aboriginal and Torres Strait Islander ranger and land management occupations

Aboriginal and Torres Strait Islander ranger and land management occupations support continuation of cultural knowledge, stewardship of Country and protection and management of land and waters. The importance of caring for Country is recognised in the National Agreement on Closing the Gap, which commits governments to achieving **Outcome 15: Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters**. This recognises that connections to Country underpin social, cultural, environmental and economic wellbeing, and that Aboriginal and Torres Strait Islander peoples' knowledge and land and sea management practices deliver broad benefits to communities and Australia as a whole. The Australian Government has further recognised the significance of this workforce through its commitment to expand Indigenous Ranger programs, including doubling the number of Aboriginal and Torres Strait Islander rangers by the end of the decade.¹¹

NACCHO supports the inclusion of 244331 Aboriginal and Torres Strait Islander Land and Sea Ranger occupations in the Priority List:

- AHC31424 Certificate III in Conservation and Ecosystem Management
- AHC40924 Certificate IV in Conservation and Ecosystem Management
- AHC32522 Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work
- AHC31522 Certificate III in On Country Management

NACCHO recommends AHC31424 Certificate III and IV in Conservation and Ecosystem Management, AHC32522 Certificate III in Aboriginal and/or Torres Strait Islander Cultural Sites Work and AHC31522 Certificate III in On Country Management in the Priority List.

Occupation not supported for inclusion - 342131 Gardener (General)

NACCHO does not support the inclusion of 342131 Gardener (General) in the Priority List. Consultation with ACC and FNO RTOs identified that the inclusion of this qualification on the recommended occupations list as an Aboriginal & Torres Strait Islander specific recommendation is perceived as inappropriate, outdated and patronising. Stakeholders consistently expressed concern that its inclusion reinforces narrow stereotypes about Aboriginal & Torres Strait Islander employment pathways and does not reflect the breadth of current

⁹ AIGI, Indigenous Governance, October 2023, [Indigenous governance - AIGI](#)

¹⁰ Productivity Commission, 2020, Governance, Leadership and Culture, *Overcoming Indigenous Disadvantage*, [Chapter 5 Governance, leadership and culture - Overcoming Indigenous Disadvantage 2020](#)

¹¹ NIAA, 2023 Commonwealth Closing the Gap Implementation Plan, 2023, [Outcome 15 – Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters | NIAA](#)

career aspirations, skills, leadership roles and economic participation of Aboriginal & Torres Strait Islander people. Maintaining this qualification as a targeted recommendation risks undermining the intent of the occupations list to support meaningful, high-value and future focused employment outcomes. Its removal would better align the list with the principles of self-determination, respect and workforce equity, while ensuring recommended occupations reflect genuine labour market demand, community priorities and the diverse vocational and professional opportunities sought by Aboriginal & Torres Strait Islander learners.

Australian Apprenticeship Priority List review cycle

NACCHO does not support a five-year review cycle.

The vocational education and training environment changes rapidly, as do workforce needs across communities and service sectors. A review conducted every two to three years would provide sufficient stability for employers and learners while ensuring that the Priority List remains responsive to emerging workforce trends and priorities.

NACCHO recommends the Australian Apprenticeships Priority List is reviewed every 2-3 years.

Location-based loading in addition to Priority List incentives

NACCHO is concerned that a uniform national incentive does not adequately recognise the additional costs and barriers experienced by Aboriginal and Torres Strait Islander apprentices, trainees and employers in regional, remote and very remote communities. This was strongly reflected in ACC and FNO RTO consultation, where travel, connectivity, access to training and additional costs of providing culturally safe wraparound support were identified as significant barriers to participation and completion.

This concern is supported by the Department of Employment and Workplace Relation's 2024 *Strategic Review of the Australian Apprenticeship Incentive System*, which found that many Aboriginal and Torres Strait Islander apprentices must travel away from their communities to undertake an apprenticeship, creating additional challenges in balancing training with cultural and community obligations.¹² The Review recommended greater financial support, including subsidies for travel expenses and increased apprentice support payments. The National Centre for Vocational Education Research's study into VET delivery in regional and remote Australia similarly identifies funding and cost pressures as barriers to effective training delivery, while its research on place-based Aboriginal and Torres Strait Islander VET highlights the importance of sustainable funding, cultural safety, individualised support and local connected employment pathways.¹³

Digital access further compounds these barriers. *Mapping the Digital Gap* found that 3 in 4 Aboriginal and Torres Strait Islander people living in the remote and very remote communities surveyed were digitally excluded, with limited infrastructure, low household connectivity and reliance on prepaid mobile services contributing to the digital gap.¹⁴ This is particularly relevant where access to VET requires reliable digital connectivity and also intersects with Closing the Gap outcome 17, which seeks equal levels of digital inclusion for Aboriginal and Torres Strait Islander people.

¹² DEWR, 2024, Strategic Review of the Australian Apprenticeship Incentive System 2024 Final Report, [Final Report – Strategic Review of the Australian Apprenticeship Incentive System](#)

¹³ Griffin, T, Andrahannadi, U, 2023, VET Delivery in Regional, Rural and Remote Australia: Barriers and Facilitators, NCVER, [VET delivery in regional, rural and remote Australia: barriers and facilitators](#)

¹⁴ ADII, Mapping the Digital Gap: 2025 Outcomes Report, [New Report: First Nations Australians twice as likely to be digitally excluded - Australian Digital Inclusion Index](#)



NACCHO recommends location-based loadings in addition to Priority List incentives, to improve participation, completion and employment outcomes.