



# Australian Skills Guarantee – Fact sheet Version 1.2

## Overview

The Australian Skills Guarantee (Skills Guarantee) introduced national targets for Apprentices, ‘other learning workers’ and Women on eligible Australian Government-funded major projects. Targets apply to Australian Government building and construction and maintenance services (Construction) and information and communications technology (ICT) procurements with an estimated individual value of \$10 million or more.

This factsheet provides an overview of the Skills Guarantee Procurement Connected Policy (PCP) and should be read in conjunction with the full Skills Guarantee PCP.

## Skills Guarantee Procurement Connected Policy

The Skills Guarantee PCP is the key mechanism to implement the Skills Guarantee. It provides instructions for relevant parties engaging in Australian Government-funded procurements in the Construction and ICT sectors.

From 1 July 2024, Version 1 of the Skills Guarantee PCP commenced, applying targets to new Construction procurements with an estimated individual value of \$10 million or more. For ICT procurements of the same value, targets were negotiated on a project-by-project basis, informed by workforce data provided by suppliers.

From 1 October 2025, Version 1.2 of the Skills Guarantee PCP introduces set targets for ICT procurements with an estimated individual value of \$10 million or more, and broadened training inclusions to cover Learning Workers accounting for the variety of training pathways in the ICT sector. There are no changes to targets for existing Major Construction Projects under this update.

## Procurements in scope

Relevant Entities (contracting Government agencies) need to include Skills Guarantee PCP requirements for procurements which constitute as a Major Construction Project or Major ICT Project:

- **Major Construction Projects** are those procurements with an estimated individual value of \$10 million and above (GST inclusive) using one of United Nations Standard Products and

Services Codes (UNSPSC) subset codes specified in **Appendix C** of the Skills Guarantee PCP Version 1.2.

- **Major ICT projects** are those procurements with an estimated individual value of \$10 million and above (GST inclusive) using one of UNSPSC subset codes specified in **Appendix D** of the Skills Guarantee PCP Version 1.2.

There are additional requirements for Flagship Construction Projects and High-Value ICT Projects:

- **Flagship Construction Projects** are those procurements with an estimated individual value of \$100 million and above (GST inclusive) using one of UNSPSC subset codes specified in **Appendix C** of the Skills Guarantee PCP Version 1.2.
- **High-Value ICT Projects** are those procurements with an estimated individual value of \$50 million and above (GST inclusive) using one of the UNSPSC subset codes specified in **Appendix D** of the Skills Guarantee PCP Version 1.2.

The UNSPSC subset code can be used to determine whether a procurement falls within scope of the Skills Guarantee PCP, provided it also meets the eligibility criteria outlined in **Section 3** of the PCP.

## Construction Targets

Project type	Overarching Apprentice target	Targets for Women
<b>Major Construction Project</b>  procurement with an estimated individual value of \$10 million or more	requires a minimum of 10% of all Labour Hours spent on the project be undertaken by Apprentices.	<ul style="list-style-type: none"> <li>• Overarching Apprentice Target for Women requires a minimum of 7%* of all Apprentice Labour Hours to be undertaken by Women.</li> <li>• Trade-specific Apprentice Target for Women requires a minimum of 5%* of Trade Apprentice Labour Hours to be undertaken by Women.</li> </ul>
<b>Flagship Construction Project</b>  procurement with an estimated individual value \$100 million or more	requires a minimum of 10% of all Labour Hours spent on the project be undertaken by Apprentices.	<ul style="list-style-type: none"> <li>• requires setting and meeting more ambitious targets for Women.</li> <li>• requires providing a Gender Equality Action Plan outlining how targets will be achieved and sustained.</li> </ul>

\*Targets for Women listed are for 1 July 2025 to 30 June 2026 and increase one percentage point every financial year until 2030.

## Annual increases of Targets for Women working on Construction projects

Targets apply	Overarching Apprentice Target for Women	Trade-specific Apprentice Target for Women
1 July 2024 to 30 June 2025	6%	4%
1 July 2025 to 30 June 2026	7%	5%
1 July 2026 to 30 June 2027	8%	6%
1 July 2027 to 30 June 2028	9%	7%
1 July 2028 to 30 June 2029	10%	8%
1 July 2029 to 30 June 2030	11%	9%
1 July 2030 onwards	12%	10%

## ICT Targets

Project type	Learning Worker Target	Learning Worker Target for Women	Learning Worker High-Value Target
<b>Major ICT Project</b> procurement with an estimated individual value of \$10 million or more	<ul style="list-style-type: none"> <li>requires a minimum of 5% of all Labour Hours spent on the project be undertaken by Learning Workers.</li> </ul>	<ul style="list-style-type: none"> <li>requires a minimum of 10%^ of Learning Worker Labour Hours to be undertaken by Women.</li> </ul>	
<b>High-Value ICT Project</b> procurement with an estimated individual value \$50 million or more	<ul style="list-style-type: none"> <li>requires a minimum of 5% of all Labour Hours spent on the project be undertaken by Learning Workers.</li> </ul>	<ul style="list-style-type: none"> <li>requires setting and meeting more ambitious targets for Women.</li> <li>requires providing a Gender Equality Action Plan outlining how targets will be achieved and sustained.</li> </ul>	<ul style="list-style-type: none"> <li>requires setting and meeting more ambitious targets for Women.</li> <li>requires providing a Gender Equality Action Plan outlining how targets will be achieved and sustained.</li> </ul>
<b>Microcredential Limit</b>	<ul style="list-style-type: none"> <li>maximum of 20% of Learner Worker Labour Hours counted in meeting the Learning Worker Target.</li> </ul>	<ul style="list-style-type: none"> <li>maximum of 20% of Learner Worker Labour Hours counted in meeting the Learning Worker Target.</li> </ul>	<ul style="list-style-type: none"> <li>maximum of 20% of Learner Worker Labour Hours counted in meeting the Learning Worker Target.</li> </ul>

^ Targets for Women listed are for 1 October 2025 to 30 June 2026 and increase 2 percentage points every financial year until 2030.

## Annual increases of Targets for Women working on ICT projects

Targets apply	Learning Worker Target for Women
1 October 2025 to 30 June 2026	10%
1 July 2026 to 30 June 2027	12%
1 July 2027 to 30 June 2028	14%
1 July 2028 to 30 June 2029	16%
1 July 2029 to 30 June 2030	18%
1 July 2030 onwards	20%

## Reporting

**Suppliers** must at minimum report quarterly to the Relevant Entity (contracting agency) on their progress against targets in the Apprenticeships Data Management System (ADMS).

**Sub-contractors** may also be asked by their Supplier to record the hours worked by Apprentices and Learning Workers in ADMS.

**Relevant Entities** are required to complete Supplier compliance assessments for each quarterly reporting period in ADMS, this data will be sent to the Department of Employment and Workplace Relations (DEWR) every six months, assess the Supplier's performance against targets for Women in ADMS at the end of each financial year and provide an end of project report to DEWR in ADMS at the end of each Contract.

The reporting provisions of the Skills Guarantee PCP have been designed to support annual reviews of the Skills Guarantee targets and financial thresholds.

Reporting data will also be used in annual reviews to assess the overall success of Eligible Projects in meeting Skills Guarantee targets and evaluate the appropriateness of current targets and thresholds.

## Consultation informed the policy's design

To inform the design of the policy, DEWR engaged with a broad range of stakeholders, including Australian Government agencies, industry representatives, unions, employers, peak bodies, state and territory governments, women's organisations and academics.

In late 2022, DEWR consulted with over 100 organisations and professionals on the design and implementation of the Skills Guarantee. This consultation involved a discussion paper outlining key policy elements and a series of targeted meetings. Understanding the perspectives of those involved in government-funded projects, from organisations tendering for Contracts to those delivering works on the ground, was critical to the shaping the key policy settings.

Throughout 2023, DEWR continued consultation across Government and conducted two rounds of public consultation on the PCP. Following each round, DEWR revised the PCP in response to stakeholder feedback to ensure the policy is practical, user-friendly and supports effective implementation.

In late 2024, DEWR conducted targeted consultation on proposed Skills Guarantee PCP targets for ICT procurements subject Skills Guarantee PCP requirements. Feedback from stakeholders informed the development of a revised PCP, which will take effect from 1 October 2025.

## **Other Skills Guarantee implementation approaches**

While the Skills Guarantee PCP only applies to direct Australian Government procurements in construction and ICT, DEWR are also working across the Government to apply the Skills Guarantee to:

- the National Housing Accord (managed by Treasury)
- the 2032 Olympic and Paralympic Games (managed by the Department of Infrastructure, Transport, Regional Development, Communications and the Arts)
- the Federation Funding Agreement Schedule on land transport infrastructure (managed by the Department of Infrastructure, Transport, Regional Development, Communications and the Arts).

## **Need more information?**

- Visit the Skills Guarantee website: [www.dewr.gov.au/australian-skills-guarantee](http://www.dewr.gov.au/australian-skills-guarantee)
- Read the [Australian Skills Guarantee Procurement Connected Policy Version 1.2](#)
- Email: [ASG@dewr.gov.au](mailto:ASG@dewr.gov.au)