

Bendigo TAFE & Kangan Institute

Quarterly Report

Against our 20>25 Strategic Plan

Q1 2023





Bendigo TAFE and Kangan Institute acknowledge that their campuses are located on the ancestral lands of the Wurundjeri Peoples of the Kulin Nations, the Djaara people of Dja Dja Wurrung, Yorta Yorta Nations and the Gunaikurnai people.

The Institutes respect their Elders past present and emerging and cultural heritage and we recognize their continuing connection to land, waters and culture.

Artwork by Jida Gulpilil

Contents

CEO's Report	4
Our Financials	5
KPIs	5
Students	6
Improving our offering	8
Improving our experience	15
Improving our places	19
Digitally enabling our operations	22
Building a united TAFE	24
Building a professional and financially sustainable organisation	28
2023 Workplan	31

CEO's Report



Welcome to our Bendigo Kangan Institute (BKI) Quarter One (Q1) report for the period 1 January to 31 March 2023. This year marks two key areas to be achieved - the end of our North Star Transformation Program at the end of the second quarter (by 30 June), and the fourth year of our 20>25 Strategy.

This report provides an overview of our activities and achievements across our six (6) strategic streams as per our strategy:

- Improve Our Offering
- Improve Our Experience
- Improve Our Places
- Digitally Enable Our Operations
- Build a United TAFE
- Build a Professional and Financially Sustainable Organisation.

Quarter One has seen some exciting milestones achieved, and some wonderful celebrations of our students with our annual Industry Awards and Graduation Ceremonies held across February and March for Bendigo TAFE and Kangan Institute. These are such heart-warming and inspiring events and show the great determination and achievement of our students, supported by their educators at BKI and their families and friends.

Throughout Quarter One we achieved some great results as we continue to enhance our footprint and look toward the future. We held our sod turning ceremony for the Broadmeadows Health and Community Centre of Excellence (HACCOE) and commenced preliminary works - both significant milestones for the \$60 million project. We also made a number of other campus improvements across BKI including switching to LED lighting, with our last campus at Docklands completing this works program in Quarter One. Our electric vehicle charging stations were also switched on at our Broadmeadows, Cremorne, Docklands, Essendon, and Charleston Road campuses.

Our new Directors of Education in our Industry Engagement and Education Delivery portfolio were also announced during Quarter One, and our refreshed 20>25 Education Plan was launched.

We also went live with our next major release of JR Plus (our Student Journey Transformation program) on 23 January, enabling more functionality - including processing attendance, completions, results, enrolments for Corrections and ability to run reports. This is a huge system transformation for BKI, and we have experienced some issues which we are working through. I would like to acknowledge the hard work, dedication and commitment shown by so many across BKI as we continue to embed JR Plus.

I look forward to continuing to share our progress and successes throughout Quarter Two and to mark the end of our North Star Program at the end of June 2023. In the meantime, please enjoy this report of our Quarter One activities and outcomes.

Sally Curtain

Chief Executive Officer
Bendigo Kangan Institute

Our Financials

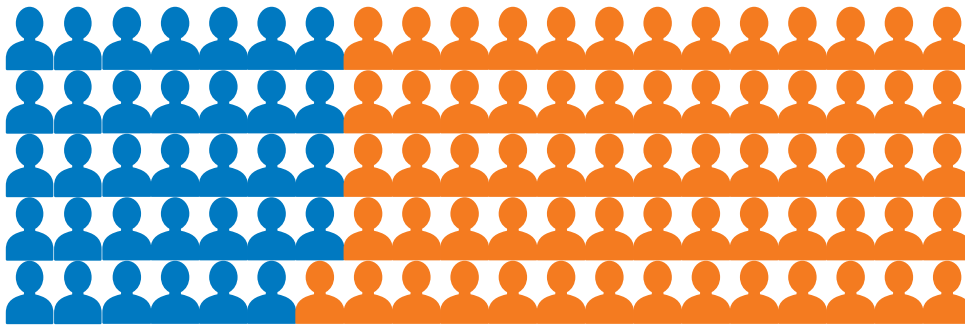
The net result for Q1 2023 was surplus of \$9.5 million.

The net result for Q1 2023 was a surplus of \$9.53 million. This was favourable to the Q1 Budget by +\$5.6M Year to Date mostly attributed to an increase in VETASSESS Fee for Service from SRGO and increased VET assessments and savings in employment costs due to higher vacancies in both support and teaching portfolios.

KPIs

KPIs are not available at this time. They will be added to this report once available.

Students



Icons represent all government-funded and fee-for-service BKI enrolments

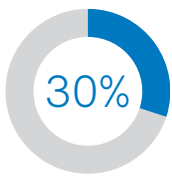
66% are KI and 34% are BT

All enrolments on this page are gross

-21% on Q1 2022
3,179 Bendigo TAFE enrolments

--33% on Q1 2022
6,058 Kangan Institute enrolments

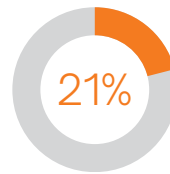
Bendigo TAFE



30% of all Government-Funded enrolments at Bendigo TAFE are Free TAFE

The proportion of BT Free TAFE enrolments is up 0.1 percentage points compared to Q1 2022.

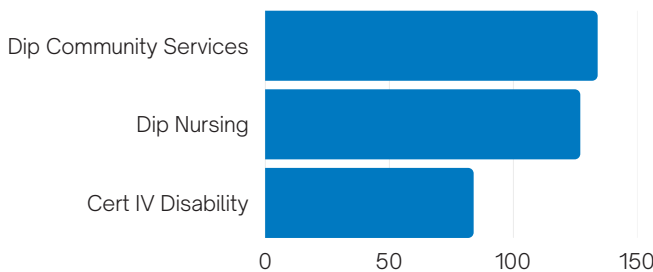
Kangan Institute



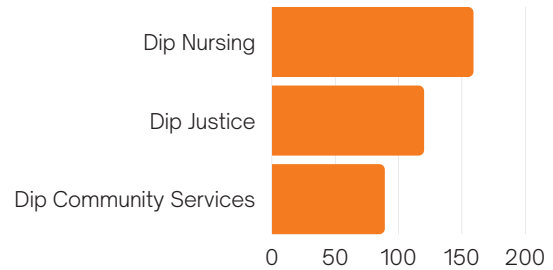
21% of all Government-Funded enrolments at Kangan Institute are Free TAFE

The proportion of KI Free TAFE enrolments is up 2.9 percentage points compared to Q1 2022.

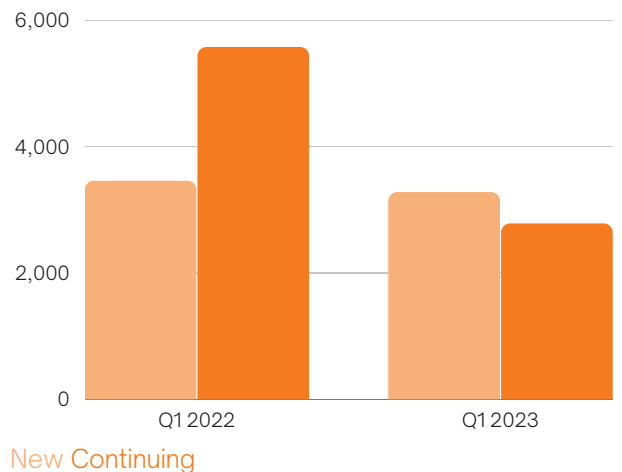
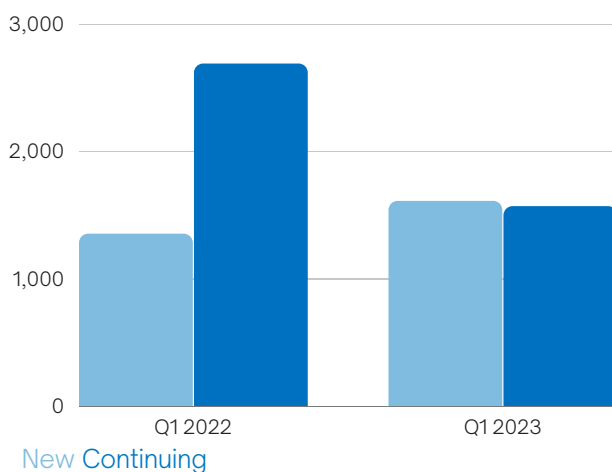
Top 3 Free TAFE courses



Top 3 Free TAFE courses



Government-Funded and Fee-For-Service Enrolments - New vs Continuing





Improving our offering

We provide skills and experience for young Victorians to meet the demands they will face in the workforce today and into the future.

We launched our new marketing campaign Unleash You

Our new marketing campaign UNLEASH YOU was released on 3 January. Keeping students at the centre of everything we do, the campaign aims to directly connect to audiences, showing how we can assist and open opportunities they seek in their chosen fields. The campaign encourages the audience to consider what we can do to help unleash their potential and stay true to themselves. Featuring our students, the campaign was filmed across our metro and regional campuses.

Run across all channels - TV, banners, radio, social media, and print, the campaign had some powerful ad statements that hit the market.



Our Adult Migration Education Program (AMEP) students also stole the spotlight as they became part of the new 'Unleash You' TVC extensions. As part of our BKI advertisement campaign, the crew filmed students from different study areas at Broadmeadows and Bendigo City campuses. These will make up extensions to our original campaign which will be like the two current 'Unleash You' advertisements and will hit in the market in May 2023.



A Bush Tucker project grows more than plants for Indigenous students in Corrections

The Bush Tucker project, running since 2020, assists students studying Certificate II in Mumgu-dhal tyama-tiyt Community, Connections & Pathways that combine with units from Certificate II in Horticulture. The program was developed in collaboration with local Elders, Community Leaders, and Community members from Nalderun Education Aboriginal Corporation in particular CEO Kathryn Coff, who passionately supported the project by offering her time and wisdom despite having no formal partnership with us.



About the Nalderun Education Aboriginal Corporation

Nalderun is a service that supports and is led by the local Indigenous Community. Nalderun is a Dja Dja Wurrung word meaning “altogether” with many services to support the individual, family & Country. Dja Dja Wurrung are the Traditional Caretakers of the Mount Alexander Shire where Middleton is based, with Uncle Rick Nelson as the Senior Elder.

The project

The project is more than learning about bush tucker plants - it’s also the opportunity to build a connection to Culture, Community and Aboriginal ways of sharing knowledge that makes this project a unique and successful way of working with Indigenous students. For Aboriginal students, returning to gain Knowledge of Country through the program is a unique way to begin their healing and connection with their Culture and identity.

By the end of 2022, students had built 10 wicking beds to grow Bush Tucker plants onsite alongside the Nalderun Bush Tucker Farm on-Country nearby at Me-Mandook Galk in Chewton. After learning about the plants using resources developed by Nalderun, the group brainstormed a project plan and started working more closely with Nalderun to build bush tucker gardens and contribute to the learning about food & medicine plants in an effort to grow commercial crops.

They then worked with Corrections to source wicking beds and a range of Bush Tucker plants that work with the local landscape. They have grown, maintained, harvested, collected seeds, propagated, observed, documented, and deepened their knowledge of these plants which have been in Djaara Country for many thousands of years. Seeing the plants through all the seasons on the Djaara Calendar means that they have a better understanding of how they grow in our environment and in place in Country which can then be used to improve crop output. They have shared this knowledge with Nalderun, on site with others at Middleton and as part of a Reconciliation Week exhibition in Castlemaine, as well as with their own families & Communities.

The students have been clear that they want something that continues even when they are no longer onsite as an important way to support their community. They recognise that rebuilding their connection to Culture and Country is an important part of the healing process for them to help prevent their return to the Corrections system.

We've received some great feedback:

From students:

"The project made a foundation for people to understand a bit about us. Also being able to pass on knowledge we've learnt to others gives us something positive to work on that can be positive for others down the track. It's good for your inner self to get your own roots back, to help me look at things I want to take further."

"I reckon it's a success because I feel like I got more than I thought would happen and it's going to keep going and there's a future for it."

From Project Elder 2020-22:

"I reckon it's been a success because we got everything, we need out of it – getting bush tucker going from seed and everything. I'm looking forward to passing on my knowledge."

From a Project participant 2020-21

"From a TAFE perspective, the outcomes have been fantastic with Koori student engagement in the project consistently at 80-100%. Even during the 6-month COVID lockdown in 2021, the students maintained the wicking beds continuing to document the growth of the plants continuing the work of the program."

"All units of competency are contextualised to the project and are delivered with Aboriginal and Torres Strait Islander ways of knowing and of sharing knowledge. These new skills are also vocationally focused in order to participate in a multi-million-dollar Bush Tucker industry, currently, only 2% of businesses are Indigenous owned but with programs like this we are hoping this changes."

A huge shout out to our Corrections team Belinda Postill (Mumgu-dhal/ leading the project on-site), Sheri Williams (Koori Tutor), LLOYD Crothers (Horticulture) & Paul Smith (Lead Educator) for their fabulous work on this project. We are also very grateful for the support from the Department of Justice and Corrections Nada Allen.



Congratulations Lorenda, humble recipient of an Order of Australia Medal

Lorenda Gracey who works in Corrections was awarded an Order of Australia Medal (OAM) in this year’s Australia Day Honours List. The medal was awarded for her many years of service to education. Lorenda started teaching at Pentridge Prison Education in 1985.

Lorenda explains about the OAM nomination: “I got the email and it had Accept or Decline and I chose Decline as I thought that there were a lot of people more deserving than me. Then Government House rang to see if I was philosophically opposed to the award and when I said no, I just thought there were more deserving people, they suggested that perhaps I was deserving after all someone went to the trouble to nominate me. But to me, I was just doing my job, and I really love the job so to be getting an award for something you love is a bit tricky”.

Although 25 years volunteering for the Soup Kitchen may also be a factor in getting the OAM, we think Lorenda’s commitment to Education over this time may be the reason why she is so well deserving of such a huge acknowledgement, and we couldn’t be more proud of her.

As a professional educator, Lorenda has provided 37 years of continuous quality language and literacy skills teaching to hundreds of men in Victoria’s maximum-security prisons. Lorenda is at the forefront of trying to improve men’s lives and limit the possibility of reoffending. After many years working in Corrections Lorenda still shows the dedication, energy, and humour that keeps her loving her job. In 2018 when all VET teachers had to update their qualifications Lorenda completed the upgrade well before the due date showing a determination to keep working in the corrections sector. COVID-19 also did not slow her down and she has continued to teach onsite delivering face-to-face education to the men at Port Phillip Prison throughout the pandemic.

Outside corrections education Lorenda also lives her values as a volunteer for St Vincent De Paul’s Mobile Soup Kitchen. She has helped provide meals to those struggling financially and who are homeless in Melbourne’s CBD for over 25 years. During COVID-19, crisis meals from the mobile kitchen were paused, however the service didn’t, and the volunteer team including Lorenda, kept going by helping prepare the hampers that were dropped off to the poor and those in need.

Despite her initial reluctance, Lorenda is looking forward to the formal ceremony at Government House which is expected later in the year. We can’t imagine a more well-deserved award than Lorenda’s OAM.

PayStay in use across all our metro campuses

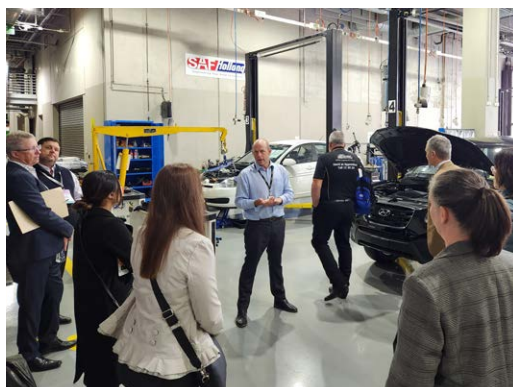
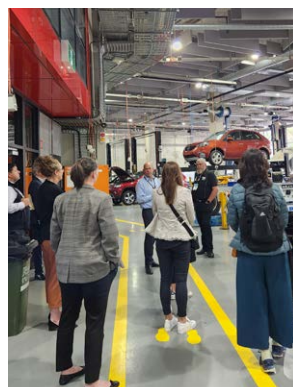
In January, we moved from our existing paid parking system to the PayStay App, creating an easy and cashless way for our students to pay for parking - no more searching for loose change or walking to parking machines. Now anyone can pay for parking on campuses using the PayStay phone app. All old parking meters were also removed, and signs are now clearly displayed identifying the parking zones. This change does not affect staff but does affect students and visitors. The change was communicated to our students via the student portal and in classrooms and it has been a smooth transition to the new process.



We welcomed participants of The Future Of Apprenticeships conference to Docklands

On 31 January 2023, our Automotive Centre of Excellence (ACE) team welcomed local and international participants of The Future of Apprenticeships conference. Participants were ably guided around the campus by Giulian Di Maggio Director Automotive and Gavin Cribb Education Manager Commercial Vehicles. After a short talk on ACE (our auto qualifications in particular) participants were provided with details focussing on the apprenticeship and traineeship training models by Ian Said and Erinn Freeburn from our Business Development & Major Ventures team.

There was also a representative from NextGen Jobs who spoke about our successful BMW apprenticeship program and how the industry partnership model works with our education delivery.



Baking their way to excellence for VCE Vocational Major for Young Parents

On 20 February, our VCE VM for Young Parents group and Year 12 students, participated in a baking workshop as part of the Bendigo Foodshare's Cooking for Change program. Under expert guidance and support from the program's chef Caroline McLaren, our students baked delicious biscuits with their newly developed skills in decorating with edible flowers and fondant icing. The baked goods were top quality and Foodshare used the beautifully boxed goodies to showcase their service and fundraise.



Our VCE VM students raised funds for Cooking for Change in Bendigo

Collaborating with our community partner Bendigo Foodshare and under the expert guidance of Caroline McLaren, Chef at Bendigo Foodshare, our year 11 VCE VM students prepared approximately 80 community meals to raise funds for 'Cooking for Change' in Bendigo on 23 February.

The students cooked up a hearty meat and vegetable pasta dish with a vegetarian option and raised \$117 - successfully demonstrating their time management, teamwork and communication skills whilst collaborating with the community. The meals prepared were available to staff and students on the day for a \$2 donation. Students without funds were provided with a food voucher to ensure no one was left hungry.



Echuca Campus hosts the Beacon Leadership Development Program

On 17 February 2023, 22 young, energetic student leaders from across five Echuca Moama Secondary Schools gathered at Echuca campus to participate in the Beacon Foundation Leadership Program. The program empowers young women with the critical thinking, self-knowledge, and empathy needed to become authentic, principled leaders capable of making a sustainable impact in their families, work, communities, and the world around them.

The day was all about preparing students for their role as a Beacon leader, getting to know their peers, learning about the Beacon Foundation, the Beacon events they will be involved in running, learning about becoming a strong leader, practising public speaking, and networking and generally having fun while learning.

By providing the space to host the program on our campus, we've played a part in bringing back the focus on our community relationships in Echuca with schools, Campaspe Cohuna Local Learning and Employment Network (CCLLEN) and School Careers Advisors to build stronger connections with the community.



Potential students learn about working on race cars at our Motor Sport Information session

We welcomed over 60 people to our Motor Sport Information Session at Docklands on 23 March. The group were thrilled to hear all industry insights and about what it means to work in a Supercars team from Bruce Stewart, team principal at Walkinshaw Andretti United (WAU), and our own Apprentice of the Year Sylvester Tan, now crew chief for WAU's Super 2 team.

In a Supercars race, many of the pit crew and mechanics who work so hard on the race cars have trained at our Automotive Centre of Excellence (ACE) - Our Certificate III in Motor Sport Technology provides the perfect springboard for aspiring motor racing mechanics and technicians.

It was brilliant to meet so many young people who had clear enthusiasm for this dynamic sport, and who we hope choose to study with us in the future.



Improving our experience

Our enhanced student journey will make learning at Bendigo TAFE or Kangan Institute an enjoyable, memorable experience.



ACE automotive engineering a positive culture of opportunity for all

ACE automotive may seem like a masculine environment however with two experienced women educators, who have been happily working at ACE for many years, we know that it's not really a bloke's world. Our award-winning apprentice Madison Giordano is testimony to the great work that the whole of ACE does to support women in a career in automotive.

So, we asked teachers Joanne Kosch and Catherine Clarke what they thought about ACE and how it supports young female apprentices, like Madison, to thrive. Joanne said that

a lot has changed since she started at ACE 26 years ago and that the team are fantastic in supporting young women who venture into the automotive trades. Catherine said that they know how much the female apprentices enjoy coming to trade school. She spoke anecdotally about women apprentices who have various special needs being accommodated and that each department and teacher incorporate these needs into their delivery.

Teaching for Joanne and Catherine at ACE is about putting all students first and meeting their needs to ensure that they get the desired outcome. They know that there is still work to be done for female students in some workplaces and the Apprentice Support and ACE teams are helping to build their resilience and skills with support before they step out into the wider world in their trades career.

Our students excelled at our annual Industry Excellence Awards

The first quarter of 2023 saw us celebrating our students and apprentices at key functions across Melbourne and regional Victoria.

Kangan Institute

We celebrated our annual Kangan Institute Industry Excellence Awards at the Melbourne Pavilion, Kensington on 8 February 2023. Students and Apprentices from across our metropolitan campuses received a total of 76 awards to recognise their excellence.



Highlights of our wonderful students and apprentices recognised among our top students included a single mother returning to education after 28 years, a determined hairdressing apprentice who moved from regional Victoria to Melbourne to pursue her dreams, and an aspiring nurse who hopes to give back to her community.

The awards ceremony acknowledged the hard work and commitment and achievements of students and apprentices from across all of our metropolitan campuses. The night was emceed by award-winning MC Warwick Merry, and we shared some beautiful and emotional moments with our students, their families and employees. The winner's journeys towards success can be seen through the videos below.

The Student of the Year Award was presented to Community Services graduate Wanda Shepard. A single mother with three children, Wanda's studies at Kangan Institute marked her first time in formal education since graduating from secondary school in 1994.

Other major awards presented at the event included:

- Apprentice of the Year - Sarah Purcell, Certificate III in Hairdressing
- Uncle Norm Hunter Aboriginal & Torres Strait Islander Student of the Year - Alison Hafner, Diploma of Nursing
- Inspirational Student of the Year - Angus Cooper, Certificate III in Heavy Commercial Vehicle Mechanical Technology
- Inclusivity and Accessibility Award - Nathan Meyers, Certificate III in Early Childhood Education and Care.



It was a fantastic night with over 360 participants including invited employers, industry partners and sponsors as well as BKI Board members, staff and the executive team, who all joined students with their family and friends to celebrate their achievements.

A massive congratulations to all award winners and nominees who demonstrated excellence and dedication in their respective fields, and to all teachers who supported and mentored them to achieve. Thank you also to our industry partners and employers for their support enabling us to focus on providing high-quality training aligned to industry and community needs.

A huge shout out also goes to our Events team for their hard work to ensure our students are celebrated, and to our support staff who volunteered their time to assist with the event.

Bendigo TAFE

Bendigo TAFE’s annual Industry Excellence Awards, held at the All Seasons Resort in Bendigo on 9 March, saw over 40 awards presented, recognising the achievements, hard work and commitment of 49 students and their educators.

Another stunning night full of celebration, the event was attended by over 230 people, including CEO Sally Curtain, BKI Executives, Board Members, staff, employers, industry partners, sponsors, students, their families, and friends who were there to celebrate the students’ momentous milestone.

This year, in a genuine testimony to our amazing students and the the high-quality training we deliver, two students took out the top award. Rural nurse Taylah Firmer and Pinar Teker, an advocate for multicultural services, were both awarded our Bendigo Students of the Year. With Bendigo TAFE also part of the celebrations of 150 years of tertiary education in Bendigo this year, the awards reflected the critical role we play and the positive impact of vocational education and training within our community.



We also held our Graduation Ceremonies in Quarter One

Bendigo TAFE

Over 150 Bendigo TAFE students were also cheered on at a glittering graduation ceremony on 28 February by family and friends, staff, Executives and Board members for all the hard work they've done to complete their studies at the Ullumbarra Theatre in Bendigo. Some of the highlights of the evening included hearing from our student speaker Taylah Firmer and watching a video showcasing student Qiang (Jason) He's journey. Qiang started his journey with Bendigo TAFE through the Adult Migrant Education Program (AMEP) and discovered a passion for learning and improving. He is now studying for a Certificate III in Commercial Cookery.

Taylah graduated with a Diploma in Nursing and is nominated as the 2023 Bendigo TAFE Student of the Year. She has a genuine passion for caring for people, sparked by her challenging upbringing.



Kangan Institute

A total of 211 students from a wide range of trades and training areas also celebrated a significant milestone in Quarter One - their graduation at the 2022 Kangan Institute Graduation Ceremony on 24 March at the Plenary in Melbourne. The event was a recognition of all their hard work and a celebration of successful completion of their studies.

Graduating students were joined by their friends, families, teachers, and staff - loudly cheered and celebrated as they went up to the stage to receive their certificates. We were also thrilled to be able to celebrate our student winners from the Kangan Institute Industry Excellence Awards and watch their inspiring videos: Student of the Year Wanda Sheppard, Certificate IV in Community Services; Inclusivity & Accessibility Award Nathan Meyers, Certificate III in Early Childhood Education; and Inspirational Student of the Year Angus Cooper, Certificate III Heavy Commercial Vehicle Mechanical Technology.



Improving our places

Our students and industry partners want their learning experience to be delivered in fit-for-purpose facilities with industry-grade equipment.

We turned the first sod for the Broadmeadows HACCOE

With preparatory works for the construction of the Health and Community Centre of Excellence (HACCOE) at Broadmeadows commencing on 10 February, we were ready for The Hon Gayle Tierney, Minister for Skills and Training, Higher Education and Agriculture to officiate at the official sod turning for us on 15 March.

Along with Minister Tierney, we also welcomed a large number of dignitaries and local representatives including Member for Broadmeadows, Kathleen Matthews-Ward MP; Maria Vamvakinou MP, Federal Member for Calwell; Mayor of Hume City Council, Joseph Haweil; CEO of Hume City Council, Sheena Frost; CEO of DPV Health, Don Tidbury; Board Director of Northern Health, Philip Bain; CEO of Banksia Gardens, Gina Dougall; Founder and CEO of SHEForce, Sally Caruana; and CEO of Brite, Rob Hannaford.

Our CEO Sally Curtain also acknowledged Deputy Chair of our BKI Board Hal Swerissen, other Board Directors, and members of BKI's Executive who also joined the event, as well as our people, other special guests, project partners and key stakeholders, and representatives from our design building and construction partners. This event is an important milestone in our journey to meet the community's current and future health needs and create pathways to meaningful new jobs with our new centre of excellence.



The new centre (due for completion late 2024) will be innovative, sustainable, and flexible, featuring hands-on, industry-relevant simulations. Once complete, the learning spaces will open up for up to 670 students at a time, providing more in-demand training to the next generation of healthcare workers, and address critical skills shortages in Victoria. The centre is expected to open for classes on the first day of term in 2025. It is predicted that NORTH Link Hume will have double the jobs in health over

the next decade, and we are excited to partner with industry to be able to meet current and future health needs in the community.

The Victorian government's commitment to TAFE brought focus on identifying gaps and opportunities, resulting in this \$60 million investment. Their commitment to strengthening the TAFE system in Victoria will enable BKI to expand its healthcare offering in the community.

We are grateful as always to our behind-the-scenes teams - including our Events team, and our very own cookery students and teachers who served up a delicious morning tea for our guests.



Indigenous art showcased at Charleston Road campus

Our Charleston Road campus is sporting a new look with Indigenous art on mesh fencing installed at the campus. The art was created by Koori artist Jida Gulpilil and has enhanced the campus even more whilst providing connection to country and our indigenous history.



Electric Vehicles and Chargers are now available across BKI Campuses

Our 100% electric vehicles (EVs) and charging stations across both Metro and Regional Campuses are now available. BKI was pleased to announce its participation in the Zero Emissions Vehicle (ZEV) program, which saw 10 EVs introduced across 5 campuses along with charging infrastructure. EVs can be booked from the following campuses:

- Broadmeadows
- Cremorne
- Docklands
- Essendon
- Charleston Road



Additional chargers are located at each of the above campuses for ease of 'top-up' charging when traveling between campuses. Located within each vehicle are information guides and chargefox cards (allowing drivers to utilise public fast chargers). Information can be found here on the KanBe Hub, and Fact sheets and driver guides are also available under 'Key documentation' on the same EV page. For more information about booking or using our fleet please contact vehiclefleet@kangan.edu.au.

Digitally enabling our operations

We will streamline and digitally enable our systems and processes to improve productivity and staff experience. We will maintain and strengthen our cyber security and system integrity across the organisation and support best practice learning and teaching practices through up-to-date technology solutions.

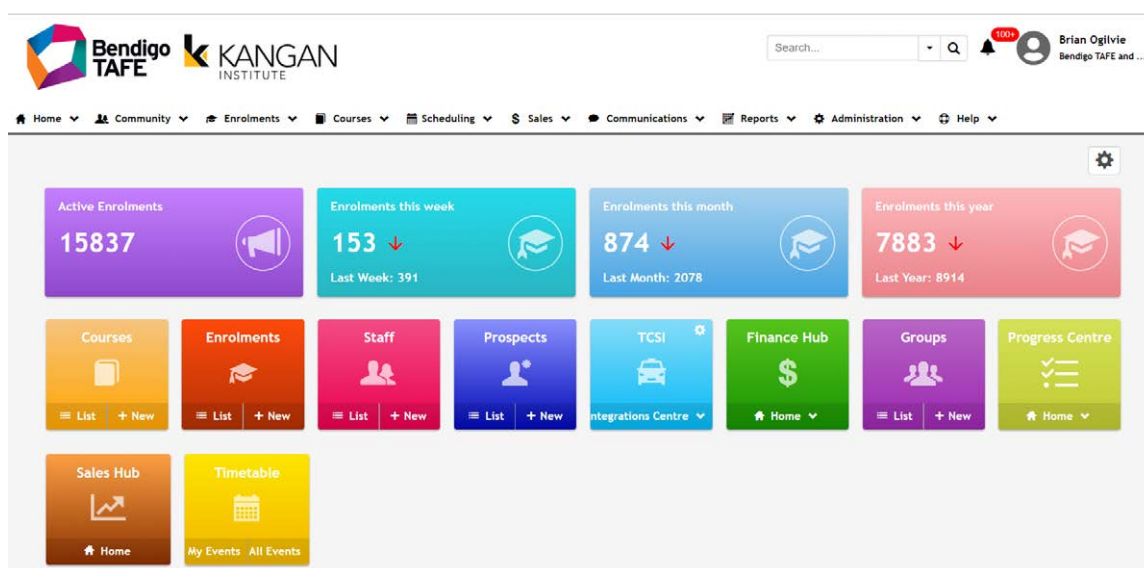
We launched another major release for the JR Plus student management system in January

After a journey of three (3) years, JR Plus went live on 23 January 2023 for all our student records and enrolment. JR Plus users can now process Attendance, Resulting, Course Completions, Transition Students, Corrections - Enrolment, Centrelink Reporting, Revenue Recognition and eEquals Service all within one system Job Ready Plus.

There was great collaboration across BKI and a really great effort from all those working in the new system and on the project. There are still some issues that the teams are working together to resolve. The core of JR Plus has been implemented to support our students as our sole student management system, and it's the first time one has been specifically designed and configured for a large complex Australian TAFE.

The SJTP team and staff across BKI have worked tirelessly, along with our vendors who helped us deliver the technology. We continue to identify and resolve issues, provide support and communications, and respond and adapt to our business needs along the way.

A huge thank you to our people using the new system for your perseverance and your engagement, to the SJTP team, the JR+ Power Users and people across BKI for their contribution and support for this large transformation program. For more information on the JR Plus functionality and resources on the project go to the Kanbe Hub [here](#).



New Registrar and Student Administration Communications Site on KanBe Hub

In January, we also launched a new site on the KanBe hub for all information relating to Student Administration and registration. The Registrar and Student Administration team put in a lot of work over a few months to create a new and improved intranet site for ease of use for all our people. The aim is to make all relevant and important documents easy to find and access.

What's new?

- Easy access to all relevant Student Administration forms
- Comprehensive reporting and claiming information
- VSL information
- Information on key staff in the Registrar and Student Administration team and their contacts.

We introduced My Scheduling Tool (MST) Knowledge Hub

In February, we developed and launched a [Knowledge Hub for My Scheduling Tool \(MST\)](#) to continue to enhance support for users.

The hub is a centralised reference point for the system designed to support educators and their managers from education delivery portfolios across BKI (except Corrections who use a different operating model). The Knowledge Hub provides information on what MST is, the why's, the benefits it brings to teaching staff, and learning materials to support our people using the tool.

Schedules

Calendar

Schedule ▼

Mode

Scheduling
 Selection
 Copy On Drop or Resize
 View Settings

Week 12: 20 - 24 Mar 2023

day week month today < >

	Mon 20/3			Tue 21/3			Wed 22/3			Thu 23/3			Fri 24/3		
8am	8:00 - 9:00 Assess Preparation, planning, resulting			8:00 - 9:00 Team meeting			8:00 - 9:00 Assess Preparation, planning, resulting			8:00 - 9:00 Assess Preparation, planning, resulting			8:00 - 9:00 Assess Preparation, planning, resulting		
9am	9:00 - 10:15 Teach CMV 2101 - B2 "AUR AURETR122 7" JA KC-CMV, 1.5 Class	9:00 - 10:15 Teach CMV 2201 - B2 "AUR AURHTD103" LS KC-CMV, VC1-HKC	9:00 - 10:15 Teach WA 2201 - B2 "AURKT8101 AURTTX106" CL KC-WA, 1.6 Class R	9:00 - 10:15 Teach CMV 2101 - B2 CMV 2201 - B2 AURETR122 7" AURHTD103" LS KC-CMV, 1.5 C KC-CMV, VC1	9:00 - 10:15 Teach CMV ASBA 230 "AURFAE002 A AURKT8101 AURTTX106" DF ASBA	9:00 - 10:15 Teach WA 2201 - B2 "AURKT8101 AURTTX106" DF KC-WA, 2.4 Class R	9:00 - 10:15 Teach CMV 2101 - B2 "AUR AURETR122 7" ML KC-CMV, 1.5 Class	9:00 - 10:15 Teach CMV 2201 - B2 "AUR AURHTD103" JA KC-CMV, 1.4 Class	9:00 - 10:15 Teach WA 2201 - B2 "AURKT8101 AURTTX106" DF KC-WA, 1.6 Class R	9:00 - 10:15 Teach CMV 2101 - B2 "AUR AURETR122 7" ML KC-CMV, 1.5 Class	9:00 - 10:15 Teach CMV 2201 - B2 "AUR AURHTD103" LS KC-CMV, 1.4 Class	9:00 - 10:15 Teach WA 2201 - B2 "AURKT8101 AURTTX106" DF KC-WA, 1.6 Class R	9:00 - 10:15 Teach CMV 2101 - B2 "AUR AURETR122 7" ML KC-CMV, 1.5 Class	9:00 - 10:15 Teach CMV 2201 - B2 "AUR AURHTD103" LS KC-CMV, 1.4 Class	9:00 - 10:15 Teach WA 2201 - B2 "AURKT8101 AURTTX106" DF KC-WA, 1.6 Class R
10am															

Building a united TAFE

We will reset and develop our thinking as one aligned organisation.

We were proud to celebrate at the Midsumma Pride March

We were proud to be part of the TAFE Victoria contingent at the 2023 Midsumma Pride March on Sunday 5 February at St Kilda. More than 10,000 people from community, education, sports, and corporate groups filled Fitzroy Street to celebrate solidarity in gender and sexuality diversity in a colourful and dazzling march. Our BKI contingent was enthusiastic and consisted of our people, their family (including the family dogs in some cases) and friends representing BKI in this year's march.

The day was an opportunity for a lot of fun, frivolity, and a great way to connect with our TAFE colleagues, and the broader community of LGTBQI+ people who were celebrating their authentic selves. It was a rainbow of colours everywhere at the march and people from across Melbourne and regional Victoria who eagerly used colour and sparkle to celebrate community.



We launched our Monthly Pulse Survey

As part of our commitment to stay in touch with how our people are going, we launched a monthly Pulse Survey in February. This Pulse survey will be sent out monthly to a around 100 staff randomly selected each month.

The monthly Pulse Survey is a smaller “pulse” survey with just nine (9) easy-to-answer questions taking around two to five minutes to complete. We are committed to acting on our people’s feedback, and all staff selected each month to complete the Pulse Survey are encouraged to respond so we can better understand where to focus our cultural improvement initiatives.

A new psychological health, safety and wellbeing platform Flourish DX launched

We also launched FlourishDx in the first quarter of 2023. A cloud-based platform, Flourish DX provides wellbeing training and tools, mental fitness coaching, podcasts, and other resources to support mental health and wellbeing. This is a key priority for BKI to create a psychologically safe and healthy work environment where everyone can thrive. We also launch the Psychological Health and Safety Risk Assessment via Flourish DX, and results will be shared across the organisations during the second quarter of 2023.

We joined our Executive Team for morning tea at Cremorne

On 14 February, old faces and new joined the Executive Team from across Teaching, Student Support, Finance, Governance and Risk, and People, Culture and Strategy areas at a morning tea at the library at Cremorne campus.

The morning tea was organised by the ever-supportive Executive Assistants team and great conversations and opportunities to share stories across business areas.

CEO Sally Curtain spoke briefly on some of the changes ahead for Cremorne including our VETASSESS colleagues moving to the campus. Sally was also delighted to see people who have joined BKI recently attending as well as people who have been here longer, managers and the Executive Team.



We celebrated International Women’s Day (IWD)

It was an honest and open panel discussion, hosted by CEO Sally Curtain, on women in trades to celebrate and acknowledge International Women’s Day (IWD) on 8 March. We were joined online by board members, students, and staff for a thought-provoking conversation on encouraging women’s participation in Non-Traditional Trades.

At the event, we were delighted to hear from inspirational guest speakers Sally Caruana Chief Executive Officer Sheforce Recruitment, Students Emily Johnson and Madison Giordano and Carpentry Teacher Su Hauck on the theme #EmbraceEquity. The speakers were passionate about their chosen pathways and reflected on their experiences and learning about the ways we can support young women in non-traditional trades. This discussion acknowledged that women are still underrepresented – leading to a great thought-provoking conversation.

Speakers also shared some insightful advice at the end of the session. When asked by Sally, ‘What advice would you give someone contemplating entering a trade?’

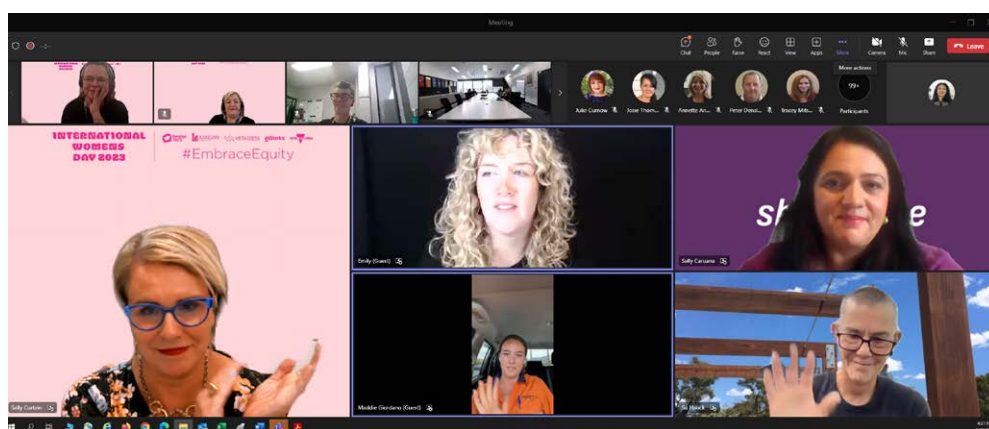
Su – “Realising the value you have, keep pushing, and stick at it”

Sally – “Earn while you learn”

Emily – “Anybody can do a trade. You can be any woman you want to be. You don’t have to be a tough person”

Maddie – “You can do it, I’m a girl, but there’s no difference. The more you look, the more girls you see in Trades”.

Our Student Support Services also hosted IWD events at Broadmeadows and Bendigo City campuses. The events were designed to provide a safe and inclusive space for students to engage with one another, build connections, engage with community stakeholders and celebrate IWD. The event’s popularity exceeded all expectations, and its success was a testament to the dedication and hard work of the Student Support Services team.



Staff Town Hall

On 21 March, we had over 300 participants join us for our first Town Hall of the year. The session was hosted by Michelle Johnston, Chief People Culture & Strategy Officer on behalf of CEO Sally Curtain. Some of the highlights included:

- Announcing our KanBe Stars and Shoutouts for the quarter
- Our 5 plus Years of Service recipients
- A thankyou to everyone involved in the implementation of JR Plus
- Hearing from special guests, Student of the Year Wanda Sheppard and Order of Australia Medal awardee Lorenda Gracey as they shared their journey and experiences with us.

Our speakers, Alison McColl, Ben Bolkunowicz, Priyanka Chowdhury, Graham Fryer, Janelle Arena, and Annie Scott provided updates on the Indigenous Education Centre, Reconciliation Action Plan, North Star, Student Journey Transformation Project, Education Delivery, Workplace Strategy and Campus Transformation.



We celebrated Harmony Week

As part of Harmony Week on 20 March, we were privileged to hear from inspiring Australian Muslim director and producer Kauthar Abdulim as she shared her thoughts, journey, and experiences as a social justice film maker.

You can watch Kauthar's web series Salma's Season here. The series is a highly entertaining comedy exploring the experiences of Muslim women in Australia as they navigate family expectations, gender stereotypes and lifelong dreams. Harmony Week is a celebration of multiculturalism, a time to focus on inclusion, respect and belonging for all Australians, from Traditional Custodians to our most recent arrivals.



Building a professional and financially sustainable organisation

We will be looking for new ways to support students and industry partners which also improve our revenue streams and reduce business risk.

We welcomed MP Lisa Chesters to Charleston Road campus

We had the pleasure of hosting Federal Member for Bendigo Lisa Chesters MP at our Charleston Road Campus on 20 February to help highlight the recently added Veterinary Nursing course as part of the Federal Government's expansion of the Australian Government's Priority List.

Minister Chesters met with our students and teachers from our Veterinary Nursing program and was provided a tour of our facilities. We are proud to be contributing to addressing the widespread skills shortage by providing quality training and education in priority areas such as Veterinary Nursing.



The refreshed Education Plan 20>25 was launched

In February, we launched our refreshed Education Plan 20>25. The Plan continues to put our students at the centre of all we do to ensure continuity in delivering quality education. It aims to reduce complexity, increase consistency, and ensure quality across our education offering for both students and staff. The Plan was originally released in early 2020, but the environment within which we deliver our education services has changed significantly since then, which is why it has been refreshed.

The global COVID-19 pandemic has had a major effect on how we deliver our courses and has changed students' and teachers' expectations of online learning environments. In addition, government policy and oversight has changed in response to industry demands and skills shortages. Both the Victorian and Federal Governments have increased their focus on vocational learning and instituted new coordination and oversight bodies. As a key document, the refreshed Education Plan reflects these changes. The Plan articulates strategies to ensure we continue to be a leader of TAFE education across Australia.

The Plan aims to give students:

- access to a greater number, and more consistent, learning options across all courses
- a simpler enrolment, and all-round administrative experience, to support
- a more consistent, and predictable, experience of our support services.

Teaching staff will:

- have a more consistent experience of our education support and administration services
- have access to more efficient and standardised online tools and platforms providing a more intuitive experience.

Ultimately, this will allow teaching staff to focus less on administration and more on the quality of the experience, and outcomes, for students and employers. We will provide opportunities for ongoing feedback and collaboration as we continue to implement the Education Plan. We recognise the professionalism and willingness with which staff have approached recent changes to how we work, such as the rollout of JR Plus and Electronic Document and Records Management System (EDRMS) on SharePoint. Those developments, although not deliverables of the Education Plan, are important to our aim to keep the student at the centre of what we do. They do this by ensuring that we have the correct technologies and systems in place to deliver on our operational plans, including the Education Plan 20>25.

We submitted our reports to HESG in record time!

Our end of year final data upload was successfully submitted to HESG (Higher Education and Skills Group) on 11 January, resulting in on time payment and alignment with SJTP project timelines. The upload was completed ahead of government deadlines following a request by the SJTP team. Getting the upload in early ensured that the JR Plus blackout period for data migration could go ahead as scheduled with the team able to start even a little earlier.

This huge effort was led by Carli Springate and her team who collaborated with teaching areas, Recruitment and Enrolment and the student administration teams. This reporting period had some high value competing priorities making this achievement significant.

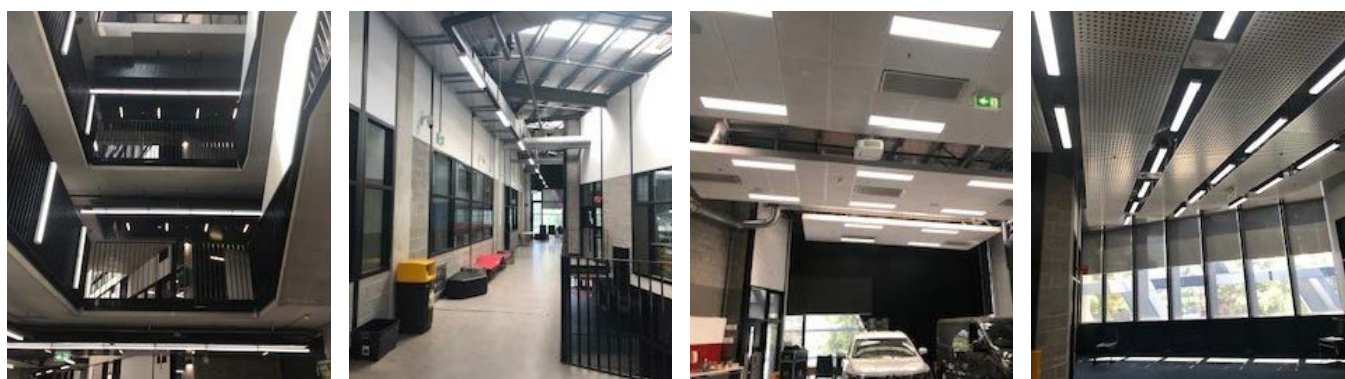
Docklands lights up in LEDs

Our Docklands campus continues to do more to support sustainability and reduce our carbon footprint with an upgrade to efficient LEDs throughout the campus, which gives us all an even brighter view of the campus.

Partnering with Australian Green Solutions, under the Victorian Government upgrade scheme (VEU), the switchover to efficient LEDs at Docklands campus started late last year and was completed in Quarter One. With over 1800 lights replaced, this is a significant step in saving on greenhouse gases and working towards achieving our Environmental Sustainability target.

The expected cost savings post-installation in the first year alone is predicted to be around \$64,000. Check out the cost saving for the next ten years here.

With all our other campuses already switched to LEDs, we are thrilled to announce that BKI is on its way to a sustainable future.



Appointment of new Directors of Education

As part of the North Star Program, at the end of 2022, we announced some high-level changes across the Industry Engagement and Education Delivery Portfolio. One of these was the shift from eight education portfolios to six new education centres. After a comprehensive recruitment program, we announced the Directors of Education who will lead the six centres with effect from 31 March.

- Bruce Hughes will lead the Trades Skills Centre (incorporating Construction and Industrial)
- Ben Bolkunowicz will continue to lead the Corrections Education Centre
- Carla Martins will lead the Food, Land & Services Centre (incorporating Food & Fibre and Professional & Creative)
- Giulian Di Maggio will lead the Automotive Centre of Excellence
- Matt Hetherington will lead the Foundations Education Centre (incorporating Foundations & Pathways)
- Ruth Barnes, who we welcome to BKI to lead the Health and Community Centre of Excellence (incorporating Health and Community).

2023 Workplan

Improve Our Offering	 Continuing to expand the digital offerings at Cremorne	 Delivery of revised VETDSS program and new Free TAFE programs	 New VCE vocation major	 Continued transition of courses to new training packages as required by peak industry bodies	
Improve Our Experience	 Launch of the new Student Management System for study delivery	 New instance of learning management system - Moodle	 Aligning education delivery to meet the needs of our different student cohorts	 Create the Digital Learning Approach	 Transition ASMS into JR+ and scope additional integrations
Improve our Places	 Commence build of the new Broadmeadows Health and Community Centre of Excellence	 VETASSESS moves into Cremorne Campus	 Planning for a new campus at Sunbury	 Relocating to a new campus in Castlemeane with a focus on health courses	 Planning for the Broadmeadows Tech School
Digitally Enable Our Operations	 Implement a new Asset Management System	 Upgrade CELCAT for improved timetabling functionality	 Decommissioning systems no longer needed as a result of the new Student Management System	 Planning for a new HR system	
Build a United TAFE	 Uplift practices around Psychosocial Health and Wellbeing	 Embed Self-Assurance Framework and Course Maintenance Lifecycle	 Continued work on processes resolving some of our biggest pain points and ongoing capability		
Build a Professional and Financially Sustainable Organisation	 Focus on improved enrolment pipeline	 Conclude North Star Transformation with BKI's new operating model in place	 Delivery of our 2024 Workplan!		

Throughout the year we will also be working on:

- ✓ Sharing solutions to TAFE network challenges
- ✓ Continued implementation of our Reconciliation Action Plan, Gender Equality Plan, Accessibility and Inclusion Plan, LGBTQI+ Plan and Environmental Sustainability Plan
- ✓ Securing government funding to build the Stage 3 of ACE at Docklands and Stage 2 of Broadmeadows
- ✓ Continued strategic advocacy to secure funding and support for future priorities

Kangan Institute campuses

Broadmeadows

Pearcedale Parade
Broadmeadows VIC 3047

Docklands

1 Batmans Hill Drive
Docklands VIC 3008

Essendon

38 Buckley Street
Essendon VIC 3040

Cremorne

85 Cremorne Street
Cremorne VIC 3121

Bendigo TAFE campuses

Bendigo City

154 Hargreaves Street
Bendigo VIC 3550

Bendigo Charleston Road

62-104 Charleston Road
Bendigo VIC 3550

Castlemaine

65-67 Templeton Street
Castlemaine VIC 3450

Echuca

Corner Hare and Darling Streets
Echuca VIC 3564