

Bendigo TAFE & Kangan Institute

# Quarterly Report

Against our 20>25 Strategic Plan

Q1 2024





Bendigo Kangan Institute acknowledges the Traditional Custodians of the lands where our sites are located - the Djaara people of Dja Dja Wurrung, the Yorta Yorta Nations, the Wurundjeri People of the Kulin Nation, and the Gunaikurnai People.

We pay respect to Elders, past, present and emerging, and Aboriginal and Torres Strait Islander people present today. We recognise the continuing connection to land, waters and culture.

*Artwork by Jida Gulpilil*

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# CEO's Report



## Welcome to our Bendigo Kangan Institute (BKI) Quarter One (Q1) report for the period 1 January 2024 to 31 March 2024.

Our year commenced with the final successful payment claim for 2023 completing the first full year of JR+. The greenfields Moodle project delivered a cleansed system, cleaned up a significant amount of old and duplicated courseware and refined governance and standardisation for the development and delivery of new courses. I also encourage you to read the full report to gain further insight and context of our activities and outcomes as we enter the final year of our current (2020>2025) strategy. We are focused on achieving the results we said we would, while also developing our 2025>2030 Strategy, which is well underway.

Our inaugural Bendigo Kangan Institute Leadership (29 February) and All Staff Conferences (27 March) were the culmination of much planning and vision.

It was inspiring and pleasing to see how well these key events were received by our people, with overwhelmingly positive feedback. Plans have already commenced for our next Leadership Conference in the second half of 2024, and our All Staff Conference within the first three months of 2025. An update on each conference is provided in this Q1 Report. On 25 February, the Hon Jason Clare MP, Federal Minister for Education released the Australian Universities Accord Final Report on the Future of Higher Education. The report, led by Professor Mary O'Kane AC, contains 47 recommendations, and aims to create a long-term reform plan for the higher education sector to meet Australia's future skills needs. It highlights opportunities for TAFEs to provide Bachelor degree equivalent education offerings, expand their impact via self-accreditation, and more. Further information will follow regarding the government's formal response, and what it means for BKI. You can also read the report [here](#).

We also hosted the Victorian TAFE Network Council in February for all Victorian TAFE and dual sector CEO's. These monthly meetings bring all CEO's together to discuss key sector matters and provide an opportunity to network. Held at our Automotive Centre of Excellence (ACE) at Docklands, as always, the staff at ACE showcased our world-class facility to create a lasting impression.

March saw us celebrate five years since the introduction of the Free TAFE program by the Victorian Labor government and I think we can all agree it's been life changing for many of our students. From 2019 to 2023, we delivered free TAFE courses to over 22,000 people.

Health and community courses were the most in demand across our two institutes, with over 14,600 students passing through our doors to train in these areas. Free TAFE provides in-demand skills in key professions and job opportunities for many of our students.

Also in March, Rob Thomason, our Executive Director of VETASSESS announced his plan to transition to retirement. He has been a vital part of the vocational education system for more than 46 years. His achievements are many - some highlights include working all over the globe in the education sector, nearly a decade with CPA Australia heading up their business development and education activities, and a range of board positions across a number of sectors.

We won't lose Rob and his expertise completely. Rob will finish as Executive Director of VETASSESS at the end of June and will commence two days a week as Executive Advisor to BKI to continue providing his support and expertise on a range of projects.

We announced our Teacher/Trainers of the Year for 2024 in March. Congratulations to Fred (Fredrick) Money our Teacher/Trainer of the Year for Kangan Institute, and to Lauren McIlrath, Bendigo TAFE Teacher/Trainer of the Year. Lauren and Fred will now represent us at the Victorian Training Awards later in the year.

As always, please reach out to me or the team at Bendigo Kangan Institute if you have any questions.



**Sally Curtain**

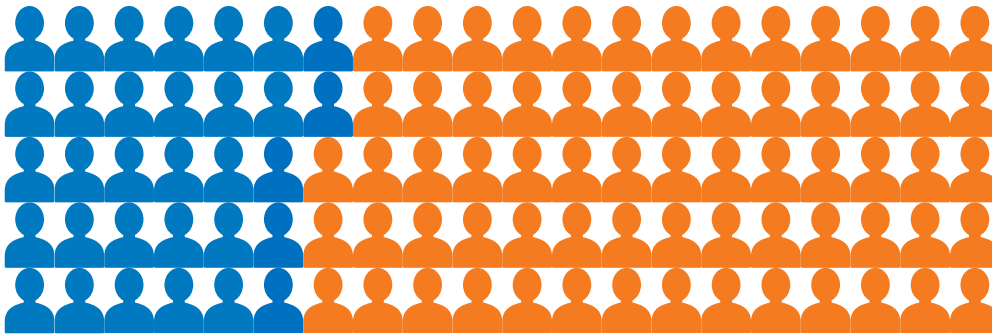
Chief Executive Officer  
Bendigo Kangan Institute

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# Our Financials

The net result for Q1 2024 YTD was a surplus of \$18.5 million. This was favourable to the 2024 Q1 YTD Budget by +\$3.5M. This is mostly attributed to an increase in VETASSESS Fee for Service from Skills Recognition and General Occupation ( SRGO) and increased VET migration assessments, increased TAFE Training Revenue from increased continuing students and timing of project and operational expenditure.

# Students



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

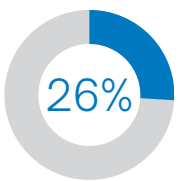
68% are KI and 32% are BT

This represents the total enrolments (commence and non-commenced students).

**+18% on Q1 2023**  
4,917 Bendigo TAFE enrolments

**+5% on Q1 2023**  
10,218 Kangan Institute enrolments

## Bendigo TAFE



26.8% of all Government-Funded enrolments at Bendigo TAFE are Free TAFE

The proportion of BT Free TAFE enrolments is up 5.2% compared to Q1 2023.

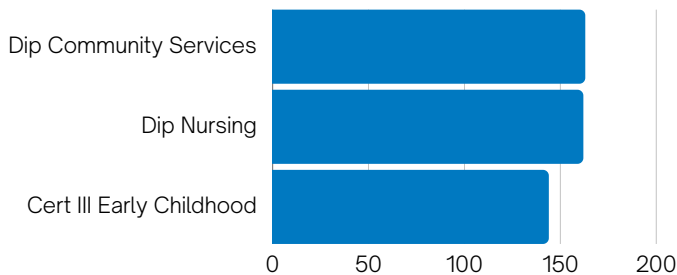
## Kangan Institute



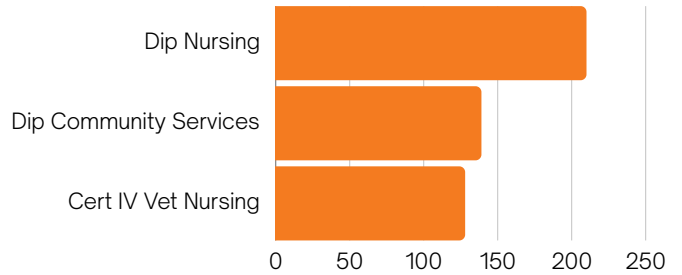
18.2% of all Government-Funded enrolments at Kangan Institute are Free TAFE

The proportion of KI Free TAFE enrolments is up 9.8% compared to Q1 2023.

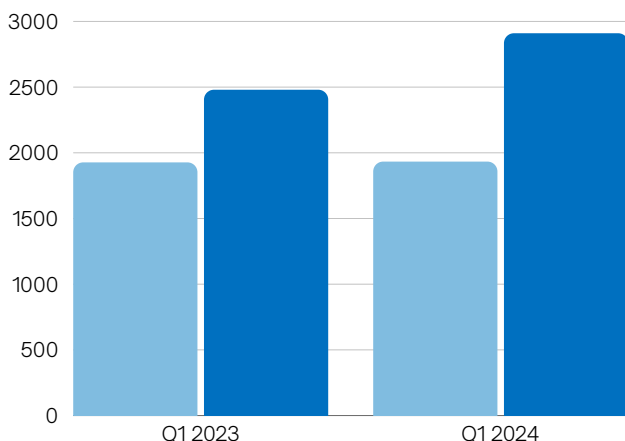
### Top 3 Free TAFE courses



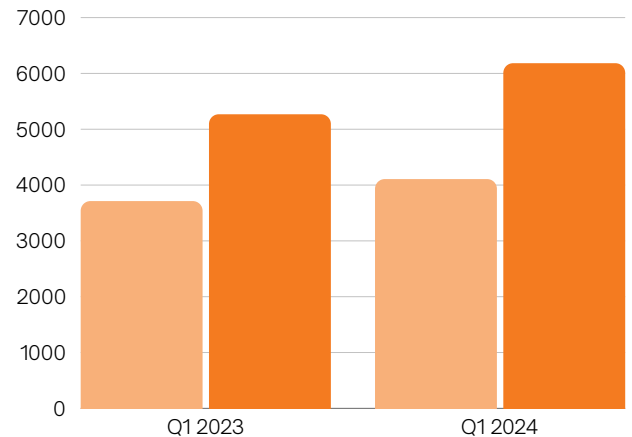
### Top 3 Free TAFE courses



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



New Continuing



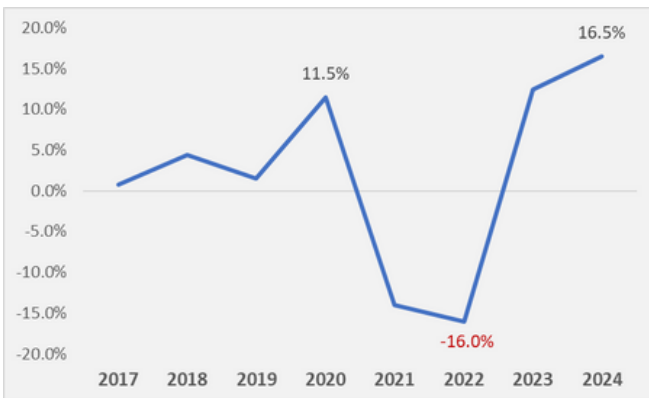
New Continuing

# KPIs

## BKI operating margin

Indicates proportion of revenue left over after paying for variable and fixed costs, and available for investment. A higher number is a stronger result.

Q1 2024 figure  
**16.5%**

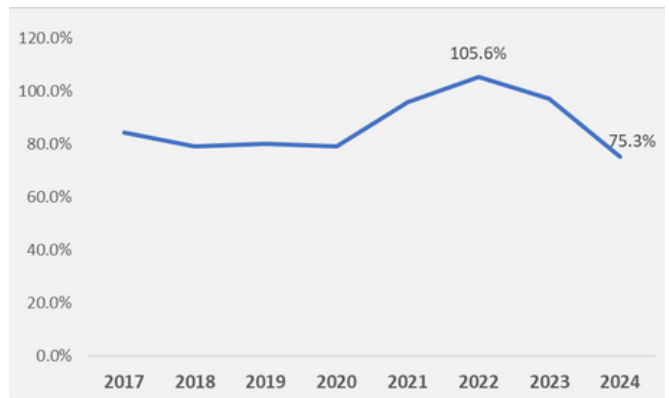


Q1 Actual

## BKI employment costs as a % of training revenue

Proxy for gross margin on main revenue stream. This KPI tells us about the efficiency and effectiveness of our operations. A lower number is a stronger result.

Q1 2024 figure  
**75.3%**

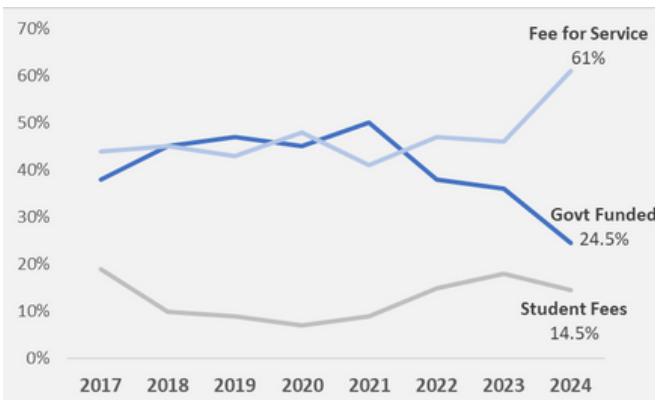


Q1 Actual

## BKI training revenue diversity

Composition of training revenue by funding type (Government Funded, Fee for Service, and Student Fees & Charges). A higher proportion of FFS training revenue is desirable.

Q1 2024 Government Funded  
**24.5%**

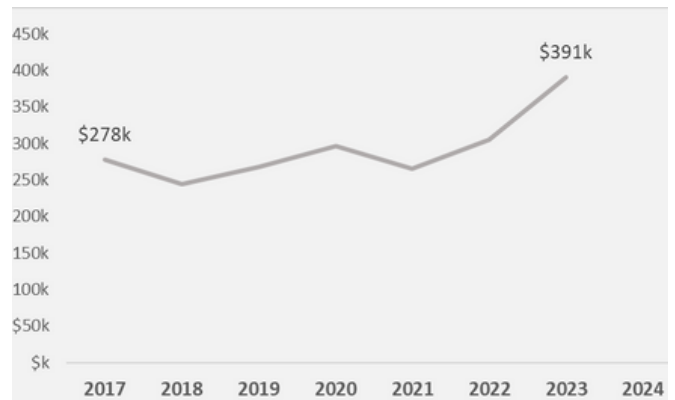


Government Funded    Fee for Service  
Student Fees & Charges

## BKI training revenue per Full Time Teaching Equivalent (FTE)

Indicates ability to profitably utilise teaching staff. A higher number is a stronger result.

Q1 2024 Training Revenue per FTE  
**\$53,822**



Full Year Actual



**Students who would recommend BKI**

This survey was conducted in 2023 and was available to all government funded students who completed or discontinued training in the previous year.

**Annual measure (September 2023)**

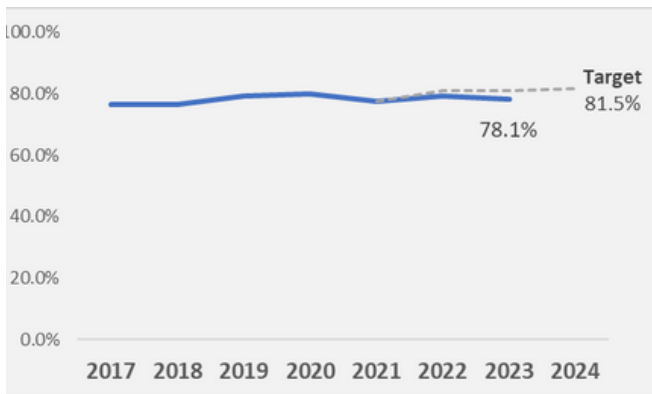
**78.1%**

**Students who achieved main reason for training**

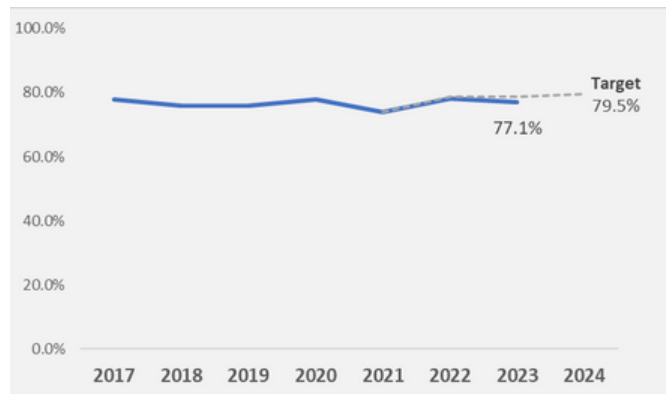
This survey was conducted in 2023 and was available to all government funded students who completed or discontinued training in the previous year.

**Annual measure (September 2023)**

**77.1%**



Actual Target



Actual Target

**Students with an improved employment status**

This survey was conducted in 2023 and was available to all employers of apprentices and trainees who completed or discontinued training in the previous year.

**Annual measure (September 2023)**

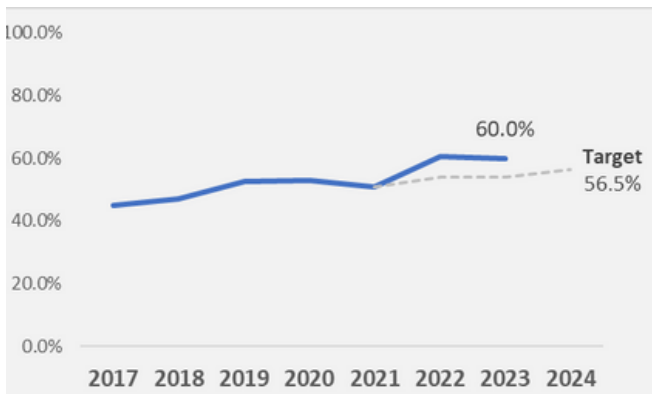
**60.0%**

**Employers of apprentices and trainees who would recommend BKI**

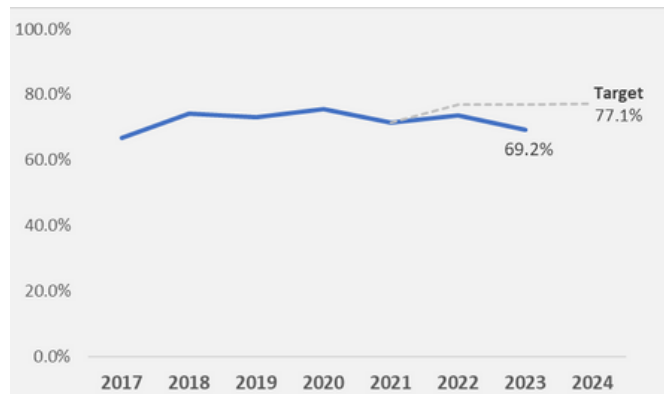
This survey was conducted in 2023 and was available to all employers of apprentices and trainees who completed or discontinued training in the previous year.

**Annual measure (September 2023)**

**69.2%**



Actual Target



Actual Target

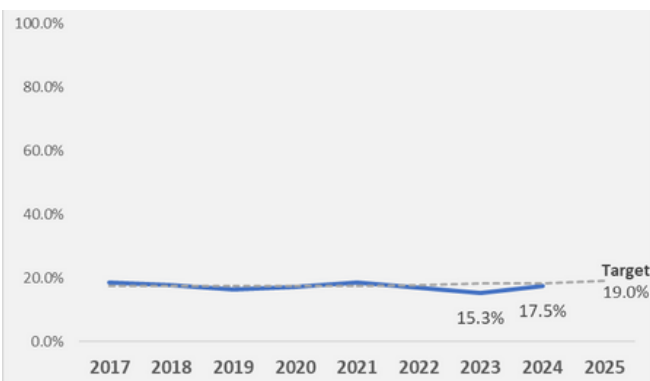
# KPIs

## Market share in Northern Metro

Broadmeadows campus is in Northern Metro. Chart shows Kangan Institute's share of government funded enrolments for 2023 in Northern Metro.

# 17.5%

Values provided by the OTCD for 2024 Q1



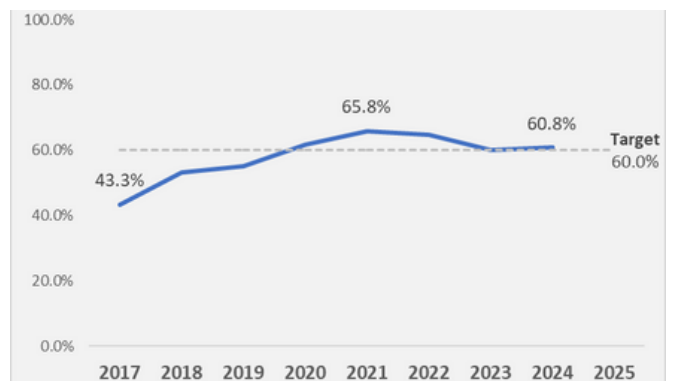
Actual Target

## Market Share in Loddon Mallee South

Bendigo City, Charleston Rd, and Castlemaine campuses are in Loddon Mallee South. Shows Bendigo TAFE's share of Govt. Funded enrolments in Loddon Mallee South.

# 60.8%

Values provided by the OTCD for 2024 Q1



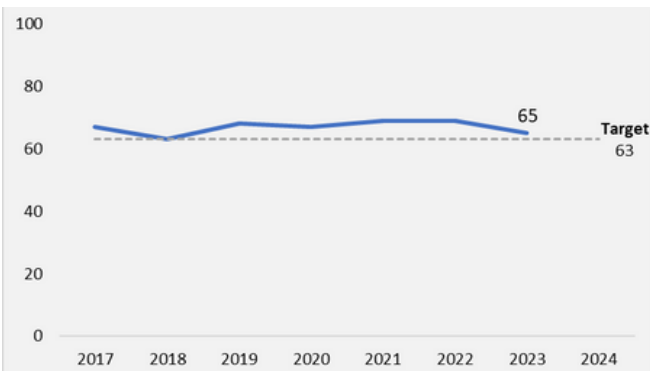
Actual Target

## BKI Employer Advocacy Score

Advocacy Score is an indicator of how likely staff are to advocate for the institute. Source is the VPSC People Matter Survey, which gives staff an opportunity to 'have their say'.

Annual measure (September 2023)

# 65



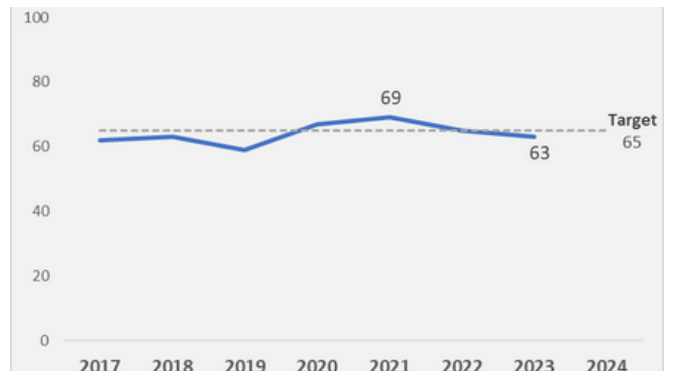
Actual Target

## BKI Employee Engagement Index

Engagement score is an indicator of how engaged staff feel with their organisation as a result of the work they do. Source is the VPSC People Matter Survey, which gives staff an opportunity to 'have their say'.

Annual measure (September 2023)

# 63



Actual Target

# 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.**

## Teachers of the Year 2024

In March we also announced our 2024 Teachers of the Year. Congratulations to Kangan Institute Teacher/Trainer of the Year Fredrick (Fred) Money and Bendigo TAFE Teacher/Trainer of the Year Lauren McIlrath.

Fred was nominated for his unwavering commitment to teaching excellence which has not only shone through in his innovative approach to virtual learning, but also in the way he empowered students during the most challenging times. Fred's Your YouTube channel and multilingual teaching have broken barriers, leading to significant student successes. His dedication has been instrumental in Kangan Institute receiving the 'Best TAFE Training Award' from the baking industry two years in a row, a testament to the quality of education he provides. His efforts in professional development and industry collaboration are shaping the future of the baking industry and vocational education.

Lauren was nominated for her leadership in Hair and Makeup which has showcased the incredible talent of our students, creating a vibrant and collaborative atmosphere. Lauren's inclusive teaching methods and alignment with industry demands have led to outstanding student retention and job readiness. Her active role in industry events and contributions to peer learning exemplify her commitment to staying ahead of trends and technology.

Fred and Lauren are also our nominees for the Victorian Training Awards Teacher of the Year and we look forward to supporting them through the nomination process and wish them all the very best with these awards. Congratulations to you both on your well-deserved recognition. Your passion and dedication inspire us all, and we are proud to have you as part of our team.



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## Bendigo HACCOE hosts Bendigo Health to strengthen pathways to employment

On 18 January, Executive Director of Education Delivery Jodie Scoble, and Bendigo Campus Director Dave Richardson hosted the new CEO of Bendigo Health Eileen Hannagan and the Chief of Nursing & Midwifery, Carol-Anne Lever for a tour of our Bendigo Health and Community Centre of Excellence showcasing our simulation laboratories and teaching facilities. The tour also provided excellent insights into student, teaching and placement activities.

The Bendigo Health CEO is seeking to increase the full-time employment opportunities for Diploma qualified staff at Bendigo Health. The meeting was an opportunity to highlight our facilities, discuss student and placement numbers, and promote opportunities for Bendigo Health and HACCOE staff to collaborate and support each other. Nursing placement opportunities highlight a growing demand for nurses in the Bendigo Region.



BKI has a strong relationship with Bendigo Health already, thanks to the great work of the Clinical Placements Team. Approximately 85% of Bendigo Students are now being placed at Bendigo Health. Bendigo Health is also a strong user and advocate of BKI's Care to Lead program.

## Our Port Phillip Prison team won a National Corrections Day Award

On 19 January, the Corrections team joined in celebrations for National Corrections Day at Port Phillip Prison (PPP) Visitors Centre. There were several awards presented on the day, including one to our BKI team at PPP who were given an award recognising their work. The award was for Partner Team of the Year and acknowledged their demonstrated excellence of service to support and empower people in prison to make positive choices in their lives. Over the last 12 months, the team led by the Campus Manager David McLean used new and innovative ways to collaborate with both staff and prisoners to promote a positive learning environment, and to help create positive cultural and behavioural changes.

The event hosted senior management from the Prison and Corrections Victoria as well as prison officers and other partners working on site where we are contracted to deliver education. A key theme of the event was also to recognise the work in the sector by Corrections officers and partners.

## Bendigo TAFE and Kangan Institute Industry Excellence Awards

We celebrated the achievements of our top students at the annual Industry Excellence Awards ceremonies at Bendigo TAFE and Kangan Institute.

At the Kangan Institute Awards on 8 February, a total of 80 awards were given out to our exceptional students. A pandemic career changer, a rising First Nations leader and a passionate learner with cerebral palsy have been recognised amongst Kangan Institute's top performing students.

It was Bendigo TAFE's turn on 21 February as we celebrated incredible students and apprentices again, with many heartwarming moments throughout the night.

Participants at both events included families and friends, employers, industry partners, sponsors, BKI Board members, staff, and the Executive celebrating our students' accomplishments.

Congratulations to all our winners, and to our staff who worked tirelessly with our students, and to run these brilliant events.



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## University Accord Report released: Future of Higher Education

On 25 February 2024, the Hon Jason Clare MP, Minister for Education, released the Australian Universities Accord Final Report. The Report, authored by Professor Mary O'Kane AC, contains 47 recommendations, and aims to create a long-term reform plan for the higher education sector to meet Australia's future skills needs. It highlights opportunities for TAFEs to provide bachelor's degree equivalent education offerings, expand their impact via self-accreditation, and more. More information will follow in Quarter Two around the government's formal response, and what it means for BKI.

[You can read the report here.](#)



## 7News Victorian Young Achiever Awards student nominees

We are thrilled that four (4) of our Bendigo TAFE and Kangan Institute current and former students have been recognised as Finalists in the Victorian Young Achiever Awards for 2024. With five (5) finalists in total for this award, this is an outstanding outcome for Ali Rezaie (Kangan Institute), Desirae Kilduff (Bendigo TAFE), Shee Lay Bell Po (Bendigo TAFE) and Taylah Firmer (Bendigo TAFE) and we say congratulations to each of them for demonstrating their abilities and skills, and for being nominated and now recognised as finalists.

The entire team at BKI wishes all of our finalists the very best of luck at the Awards Evening to be held on Friday 14 June.

### Three Bendigo TAFE students acknowledged by the Master Builders Association of Victoria Bendigo

In March, three of our carpentry apprentices received top honours at the Master Builders Association of Victoria Bendigo Apprentice of the Year Awards.

Congratulations to:

- Emmie Banfield - Apprentice of the Year Bendigo, Developing Leader Award
- Vincent McLindon - Bendigo Chairperson’s Award
- Alex Thwaites - Shortlisted for Master Builders Victoria Inspiration Award

All three students have demonstrated exemplary skills and have excelled in their classes. It’s exciting to see our talented students recognised for their commitment to their trade.



### Bendigo TAFE and Kangan Institute students shine at their Graduation Ceremony

On 7 March, at Victorian Pavilion, Melbourne Showgrounds we had a bumper number of students participating with more than 200 donning the robes to celebrate their success at the Kangan Institute Graduation ceremony.

On 14 March, the Ullumbarra Theatre in Bendigo buzzed with excitement as 160 Bendigo TAFE students celebrated their graduation from courses in healthcare, community services, construction, food, and more.

Families, friends, teachers, board members and staff cheered on our 2023 Graduates as they walked across the stage at both events, formally marking their successful studies with us.

Each graduation ceremony is a special moment as we recognise the dedication of both students and teachers. Our students have worked hard, supported by their mentors and instructors, to reach this milestone.

Now equipped with skills and confidence, our graduates are ready to make a difference in their communities and industries. Their success is not just their own achievement but also a testament to the hard work of the entire BKI team and the support of their families and friends, and industry support.



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# Improving our experience

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

## **Bendigo TAFE at Pride in the Park**

On 23 March, Bendigo TAFE joined in the fun at Pride in the Park. The event included musicians, drag acts, face painting, games and a fun rainbow dog show. Joined by our Hair and Beauty staff, some students volunteered to provide rainbow hairspray and glitter nails to our community.

Thanks to all who participated including our family, friends, colleagues and students who came to visit our stand.



## **Touching Australian wildlife - a slippery affair for our international students' orientation**

On 25 January, Docklands campus hosted new international students for an Orientation Day that introduced them to a bit more than they expected with some Australian wildlife visiting the campus for an interactive show from the team at WildlifeXposure.



Students were able to get close to some of our more exciting native animals including the cuddly and not-so-cuddly ones (a few snakes!) to give participants a rare taste of our unusual fauna as well as an opportunity to learn a little bit more about Australia. Aside from the wildlife session, the students learned how to keep safe in Australia with presentations from Life Saving Victoria, Victoria Police, Melbourne Rescue (MFB) and support available from Study Melbourne. International students received a taste of Australian life but also how to stay safe and feel supported while they are here.

Thanks to the engaging activities and collaborative efforts from various organisations - and to our International Support, Student Support and Student Experience teams who coordinated and organised the day.



## Our VCE students kick off the year with a free breakfast

Our Student Experience team built on the importance of a good start to the day with breakfast for some of our VCE Students, after discovering that many of our young learners struggled to participate and lacked concentration in class due to inadequate meals. The team created a VCE Breakfast Club at our Broadmeadows campus in partnership with Hume Youth Central (Hume City Council).



The launch event on 5 February welcomed students with a nutritious breakfast and a hot coffee which also gave them a chance to get to know each other.

Every Monday, from 10 to 11 am, VCE groups can now enjoy a healthy brunch and also find out about other youth programs organised by the Council. The effectiveness of the program will also be assessed through student engagement and feedback and look at any improvements that can be made. This initiative marks a significant achievement to positively impact the students' educational journey, class participation, and engagement.

## Celebrating diverse cultures at BKI



We acknowledged Harmony Week (also known as Cultural Diversity Week) in March and honoured the incredible mix of cultures that make up Bendigo Kangan Institute. Our Student Services and Success Team, put together a week of festivities at both the Bendigo City and Broadmeadows campuses, to encourage everyone to embrace and celebrate their diverse backgrounds.

At our City Campus we hosted with morning tea and students engaged in our world map activity where all were encouraged to place a coloured star on the country where they were from. We also had cultural music playing and colouring in activities. It was a fantastic turn out with around 200 students and staff joining in.

At Broadmeadows on 28 March, students got into the spirit with a best-dressed competition showcasing their traditional cultural dress during Cultural Diversity Week celebrations. We had students from India, Sri Lanka, Afghanistan, Vietnam, Ethiopia, Turkey, Thailand, Iraq, and Pakistan. The judges had a tough time picking winners with so many vibrant colours and styles on display.

Around 350 students and staff joined in the celebrations and the feedback has been fantastic. We are committed to creating more opportunities for student engagement and a continuing to foster a sense of belonging at BKI.

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# Improving our places

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

## **Our Health and Community Centre of Excellence (HACCOE) Broadmeadows is progressing well**

Construction at our HACCOE Broadmeadows is on track with the roofing now finished, and work on the facade, windows and brickwork progressing well. Inside, workers are busy framing internal walls, plastering, and installing services. The project remains on schedule for completion in October 2024. Following completion, the transition and equipment setup will happen, as we prepare to have everything ready for classes to start in Semester One of 2025.

A Steering Committee is overseeing the operational side of the centre, with collaboration from various departments across BKI including Teaching and Industry and Education more broadly, Placements, Facilities and Human Resources. The Hon. Gayle Tierney Minister for Skills and TAFE Minister for Regional Development along with MP Kathleen Matthews-Ward, and the mayor Naim Kurt, deputy mayor Karen Sherry and councillor Joseph Haweil of Hume City Council visited the site and were all very impressed with the progress they saw.



## Planning Continues for our Hume Tech School at Broadmeadows

This exciting initiative is designed to inspire high school students in the fields of STEM (Science, Technology, Engineering, and Mathematics) and Technology, and aims to equip students with skills and knowledge needed for future careers, particularly focusing on opportunities within the local Hume industries.

Hume Tech School Director Bo Li was appointed at the end of December 2023 and has a crucial role in leading and managing the school's operations.

The Functional and Concept Design for the school has now been approved following extensive consultation and engagement with key stakeholders, including representatives from BKI (Campus Establishment, ICT, Education Design, Clean Economy), and the Hume Tech School Branch of the Department of Education, as well as input from local schools and industry experts.

The Tech School will be situated on Coleraine Street, providing not only a strong street front presence but also activating a previously vacant lot. Brand Architects have been appointed as the principal design consultant for the school, with a brief to design a cutting-edge and functional building that aligns with the school's vision. TSA Management have been appointed as the external project manager and will oversee the project's execution and ensure its successful implementation.

Classes at the Hume Tech School are scheduled to commence in Term 3 of 2026. This timeline allows sufficient preparation to ensure that the school is fully operational and equipped to deliver an exceptional learning experience.

## A new Community Health Hub at Castlemaine

Thanks to a partnership between Bendigo TAFE and Dhelkaya Health, our Castlemaine campus is set to transform the existing learning centre into a vibrant Community Health and Learning Hub. The initiative involves the renovation of the current learning centre into a dynamic shared space. This space will serve as a hub for Bendigo TAFE's health courses in Castlemaine, bringing essential training and education closer to our community.

One of the core goals of this partnership is to support Dhelkaya Health to expand its workforce, with training facilities and resources provided by Bendigo TAFE to empower Dhelkaya Health to meet its staffing needs and enhance healthcare services in the region.

The Concept Design was approved in March, following extensive consultation and collaboration ensuring that the design meets all functional requirements. The Hub will offer ample space for flexibility, shared use, and access to state-of-the-art technology and specialist equipment.

This ambitious project is planned for completion by mid-2025, marking a significant milestone in the enhancement of healthcare education and services in Castlemaine.

**HUME**  
**TECH**  
**SCHOOL**  
 Connecting students  
 to their futures



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# 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.**

## **Moodle MyLearning**

The Moodle Project - an enhancement of BKI's Learning Management System (LMS) is now complete. Transition back into the business has been finalised with the project complete as of February 2024. The outcome of the project delivered a cleansed system, with a significant amount of legacy, duplicate courseware and legacy students being removed. Refined governance and standardisation across development and delivery of courseware has also been embedded into standard practice. A dual system approach has been implemented with system transition to MyLearning 2 completed over the end of year shut down period. Under the dual approach MyLearning 1 will continue to run in parallel across the remainder of 2024 to support and teach our continuing students.

Future system integrations between BKI's LMS system and JR+ will be transferred to and scheduled through the SJTP program.

## **Student Portal**

Our Student Portal pages (Bendigo TAFE and Kangan Institute) have now been copied from our on-site server to their new cloud location. Pages are now undergoing review and testing whilst the project team also continues to work with key stakeholders to manage any interim content changes.

In parallel, communications have also been sent to all students providing Microsoft 365 login instructions - this is in preparation as a pre-step to support students once the Student Portal cutover to the cloud is completed, planned for April.

## **Teams has replaced Blue Jeans**

Blue Jeans technology is now no longer available following the retirement of the program later last year, and it has been replaced by Microsoft Teams.

Teams is a great tool that helps engage with students to deliver classes with ease. A number of support options were set in place to support teachers during the transition period including a self-paced webinar through Educator Passport; training sessions, and public access [training videos through Microsoft](#). You can still access the videos (via the link) and self-paced webinar (via Educator Passport).

# Building a united TAFE

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

## Our Inaugural Leadership conference was a huge success #creatingimpact

BKI's first Leadership Conference held on 29 February explored the themes of impact, innovation and inspiration and saw more than 220 of our Leaders meet together for the first time. Facilitated by Div Pillay from Mind Tribes, participants heard from CEO Sally Curtain and Board Chair Marg O'Rourke who reflected on the strategic outcomes of 10 years of BKI and what we've achieved.

CEO Sally Curtain then had an inspiring fireside conversation with AFLW player and business owner Moana Hope who also has a strong connection with TAFE through her sister and her business.

Our Leaders also heard from inspiring speakers including Ashley Fell, a social researcher from McCrindle, and Adaptive Leadership experts Professor Catherine Althaus and Mark Madden from Australia and New Zealand School of Government (ANZSOG) who delivered a workshop on Adaptive Problem Solving. The day ended with a presentation from Corrinne Armour who spoke on Fearless Leadership.



## We celebrated staff excellence at our KanBe Night of Nights

Board Members, Executives, staff and guests attended our annual KanBe Night of Nights event to recognise and celebrated 43 colleagues for their outstanding contribution at BKI. Held on 19 March, the evening was a fantastic celebration recognising some of our amazing people. We honoured our 2023 Teachers of the Year (Leigh La Grue from Kangan Institute and Amanda Knight from Bendigo TAFE), the winner of the Phill Murphy PSM Perpetual Trophy for Innovation and Leadership (Michael Valastro), our 2023 KanBe Stars, and colleagues who've been with us for over 20 years.

It was great to see people from different parts of our organisation come together and celebrate each other and have an enjoyable evening. We were also honoured to have Phill Murphy PSM, Board Chair Margaret O'Rourke, and Board Directors Hal Swerissen and Sharan Burrow AC join us. CEO Sally Curtain warmly welcomed everyone, and then she and Janelle Arena, Chief Industry and Education Officer, proceeded to announce the awardees. Our MC for the evening, Dave Richardson also brought humour and fun to the evening.



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## BKI united at #unitingbki All Staff Conference

Our inaugural All Staff Conference on 27 March at Marvel Stadium in Docklands brought us together with the theme #unitingbki. Over 900 of our people from across our four brands (Bendigo TAFE, Kangan Institute, VETASSESS and eWorks) joined together to celebrate our journey as a united organisation and to look at what comes next.

Host Div Pillay welcomed everyone and set the tone for what would be an unforgettable day. As we settled in, Nartarsha Bamblett, a proud Yorta Yorta Indigenous leader, speaker, storyteller and entrepreneur graced the stage, offering a heartfelt Acknowledgment of Country. CEO Sally Curtain took the stage next to share our journey of transformation and celebrate the extraordinary achievements we've made along the way. She also painted an inspiring vivid picture of our positive future. Margaret O'Rourke, our Board Chair echoed Sally's sentiments with a moving speech that encouraged us to continue our work with a shared vision.

Our first keynote speaker Tané Hunter, co-founder of Future Crunch delved into the concept of Adaptability Quotient, challenging us to embrace change with open arms and urging us to evolve and grow. This was followed by an Adaptable Problem Solving Challenge for all participants expertly facilitated by Penni Owen, Guy Moxley and Mikki Swindon.

Lunch followed and was an excellent opportunity for more networking, with the Marvel Stadium field in the background. Sally Curtain then welcomed Professor Arnold Dix, Professor of Engineering, a Barrister and Scientist who shared moments of camaraderie and wisdom. Professor Dix's harrowing tale of rescuing 41 people from a tunnel collapse in Northern India left us in awe, with everyone standing to applaud and thank Arnold for his story and for spending time with us.

The final surprise for the day was everyone joining in a "Pub Choir" delivered by founder Astrid Jorgensen with guitarist Sahara Beck. It was an entertaining and encouraging session as we worked together to harmonise our voices to sing "This is Me" – an energising way to reinforce the key message of #unitingbki.

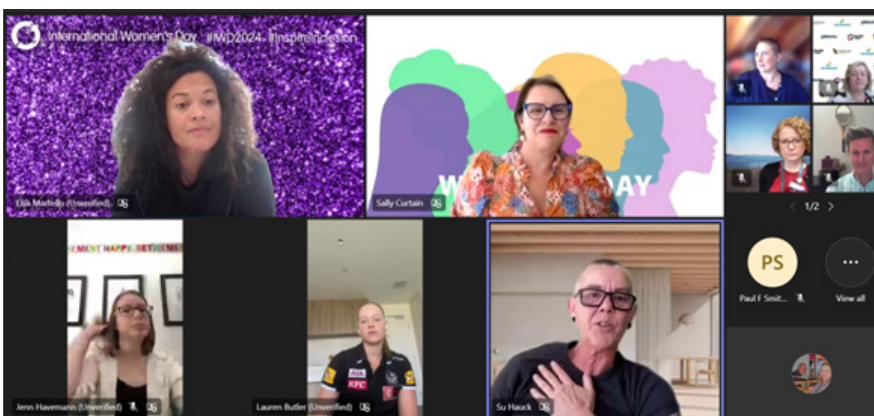


## International Women's Day (IWD) panel discussion event

We held a great IWD panel event on 4 March. Our speakers included:

- Jenn Havemann, Community Services Student, Kangan Institute
- Lauren Butler, AFLW Player, Collingwood Football Club
- Lisa Martello, Director of Infrastructure Delivery, HKA

The discussion was passionate and informative and you can [access the session recording here](#).



## EAP partner Assure webinar

On 13 March, our Employee Assistance Program (EAP) partner Assure hosted a webinar for our people. The webinar covered:

- Who is Assure and what services are available to you and your family
- Ideas on how best to check in on our own and others' wellbeing
- Resources available to you as an employee of BKI
- How to use the Wellbeing Gateway.

If you were unable to make the webinar you can [catch the recording here](#).

## We congratulated Dino Anderson for her Australia Day honour

Dino (Geraldine) Anderson's dedication to excellence in education was honoured with a Medal of the Order of Australia (OAM) in the 2024 Australia Day honours on 26 January.

Dino leads BKI's Corrections Education team at Thomas Embling - Victoria's mental health hospital and correctional facility and has dedicated her 25-year career to making a significant impact to the lives of students. Her passion and commitment to vocational education in a sometimes challenging environment has been recognised through this award.



## Congratulations Su Hauck - Exceptional Educator Finalist in Empowering Women in Trades Awards

In February, Su Hauck, Carpentry trainer, was celebrated amongst Australia's most outstanding Empowered Women in Trades, as a finalist for the Exceptional Educator Award.

## We were out and proud at the 2024 Midsumma Pride March

We proudly participated in the 2024 Midsumma Pride March at St Kilda on Sunday 4 February, with 25 staff and family and friends representing our BKI community. The team walked with other Victorian TAFE's under the Office of TAFE Coordination and Delivery (OTCD) banner and enjoyed the time to connect with each other and the LGBTQIA+ community. Participating at Midsumma highlights our core values at BKI and sent a strong message of unity and support for diversity within our organisation and the LGBTQIA+ community.

A key highlight for the team was hearing the crowds enthusiastically cheering on the TAFE contingent when they walked past, emphasising the value of vocational education in Victoria. The event not only showed us the support for TAFE's but also provided a great atmosphere.



# 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.**

## **Hyzon Motors Hydrogen-fuelled Prime Mover launched at ACE Docklands**

On 12 March, we hosted the official launch of our industry partner Hyzon Motors' new 200kW hydrogen powered Prime Mover at our Automotive Centre of Excellence campus at Docklands. This innovative vehicle is set to revolutionise Australia's heavy-vehicle transport market.

Kangan Institute is proud to partner with Hyzon Motors. Both organisations are at the forefront of the automotive industry, providing cutting-edge solutions to meet the sector's evolving challenges and aspirations in supporting Victoria's clean economy, and meeting critical skills demands.

As the transition to electric and alternative fuel vehicles accelerates, we're committed to providing the training necessary to keep pace. This includes hybrids, fully electric vehicles, and of course, hydrogen-powered vehicles like the one unveiled in March.

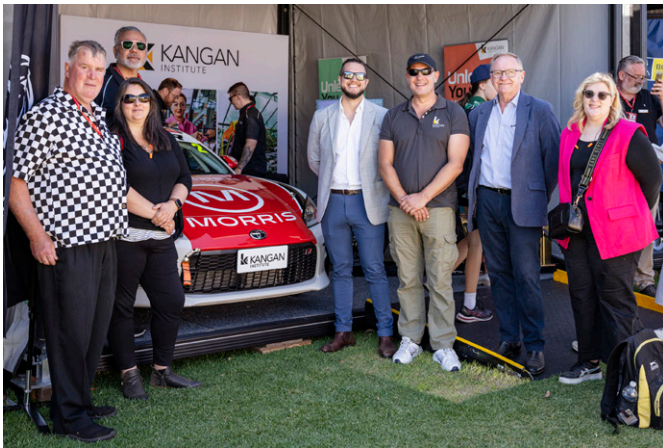




## Kangan Institute was part of the Australian Grand Prix

From 21 - 24 March, our Kangan Institute team hosted a stand in the Education Zone at this year's Grand Prix. We were pleased to welcome Deputy Premier, Ben Carroll to our stand throughout the event.

Our display included the SprayVerse virtual spray painting training aid, Walkinshaw Andretti United Toyota 86 racing car, and the Savic Motorcycles battery electric motorcycle. Teaching and marketing staff provided information about our courses, especially our Automotive offerings, and we also hosted a Q&A session on the main stage.



## Brilliance bloomed at the Melbourne International Flower Garden Show this year

The Melbourne International Flower and Garden Show held from March 20-24 was a great success, attracting over 500 visitors to our display. This generated significant interest in our courses.

The ever-popular event was held again at the Royal Exhibition Building & Carlton Gardens, and our stand showcased our courses including Landscaping, Horticulture, Agriculture, Parks and Gardens, Conservation and Ecosystem Management and more, along with plants from Oasis Horticulture and planter boxes from Viking Plastics, our industry partners.

The Melbourne International Flower Garden Show is a hub for the finest landscape and floral experts from Australia and around the world, and also provides a wide range of garden retail products for visitors to explore.



# Our 2024 Plan – Final year of our 2020>2025 Strategy

## Improve Our Offering

- Implement Future Skills
  - Excavator Simulators for Broadmeadows
- Higher Apprenticeships
  - Microbrewing courses installation of nano-brewery at Charleston Rd
- Centres of Excellence (COE's)
  - Engineering Upgrade (Mechanical and Fabrication)
- Digital Traineeship Pilot

## Improve Our Experience

- New instance of learning management system - Moodle
- Child Safety review
- Transition ASMS into JR Plus and scope additional integrations
- Continue implementation and enhancement of Health, Safety and Wellbeing Plan

## Improve Our Places

- Fire detection and protection upgrade
- Completion of Broadmeadows HACCOE build
- Health and Learning Hub partnering with Dhelkaya Health Castlemaine
- Hume Tech School
- Sunbury Campus
- Environmental Sustainability plan continues
- Melton Campus

## Digitally Enable Our Operations

- Implement a new Asset Management System
- Computer refresh
- Upgrade CELCAT for improved timetabling functionality
- Content Management and Video Streaming integration for LMS
- Security Operations Centre
- New HR Information system (HRIS)

## Build a United TAFE

- Embed the new organisational structure and operating model
- Expand Business Intelligence capability
- Process review and continuous improvement
- Enhance our culture and employee experience
- Review and update our Diversity and Inclusion Plans
- Employee Value Proposition redefined
- Implement Year 1 of AI Strategy

## Build a Professional and Financially Sustainable Organisation

- Focus on improved enrolment pipeline
- Share solutions to TAFE network challenges
- Continue to improve revenue capture and cost control
- Embed our new Education Delivery Model
- Continue to build leadership and management capability

## 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