

Bendigo TAFE & Kangan Institute

Quarterly Report

Against our 20>25 Strategic Plan

Q2 2024





Bendigo Kangan Institute work and teach on the lands of the Djaara people of Dja Dja Wurrung, the Wurundjeri Woi Wurrung Peoples of the Kulin Nations, the Yorta Yorta Nations and the Gunaikurnai people. We respect and honour Aboriginal and Torres Strait Island elders past, present and emerging. We acknowledge their stories, traditions, living cultures and ways of teaching and commit to building a brighter future together.

Artwork by Jida Gulpilil

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CEO's Report



We are delighted to present the Bendigo Kangan Institute (BKI) Quarter Two (Q2) report for the period 1 April 2024 to 30 June 2024.

We continue to move quickly through 2024 and are excited about what the rest of the year will bring, especially as we prepare to launch our 2025>2030 Strategy.

We are in the final stages of our 2025>2030 Strategy preparation. In Q2, we continued to engage our people, the Executive and Board to define the strategy and design the document. We held Board Strategy workshops to develop and finesse our draft strategy, and we are now ready to share the draft document to our Minister for Skills and TAFE and Minister for Regional Development, The Hon Gayle Tierney MP and the Office of TAFE Coordination and Delivery for their review and approval. We expect final approval to be confirmed in October, and we will then launch across our organisation and publicly to our network and key industry partners.

It's an exciting time for BKI as we look to embark on our next five-year strategy and plan. I'm really looking forward to sharing more information with you in Quarters 3 and 4.

We announced the establishment of our new Hubs in April, and the team have been working together since then to implement the changes. Designed as part of our Target Operating Model program of work, and our organisational restructure, the new hub structure is designed to support the student journey from admission to completion and allow our teachers more time to focus on teaching.

The three hubs that directly support administration of the lifecycle and processes for students are the Enquiries and Admissions Hub, the Education Operations Hub and the Apprentice and Trainee Hub. A fourth hub - the Education Design and Self Assurance Hub works to embed our Quality assurance systems. More details about each Hub further in this report.

In early April, a delegation from Austrade visited India (I led our BKI contingent along with Janelle Arena, Rob Thomason and Katie Proy) as part of the Australia-India Industry Skills Partnership Summit & Business Delegation. We were there to develop partnership opportunities, demonstrate BKI's expertise in VET skills and transnational education, and deepen our India literacy and engagement in the skilling space. It was a very successful delegation, and we look forward to ongoing partnership and opportunities with our India stakeholders.

The Executive team attended the TAFE Directors Australia (TDA) convention in Sydney in May. The theme was "TAFE at the Heart", and it was a fantastic opportunity to learn more about TAFE in other states and connect with colleagues from across Australia.

In May, VETASSESS hosted its first Allyship Conference, bringing together expert voices in skilled migration. The Allyship Conference 2024 theme was Skilled Migration - Working Better Together.

Our People Matter Survey (PMS) for 2024 ran from 21 May to 7 June this year, and it was pleasing to see 65% of our people complete the survey. The PMS is an annual statewide public sector and public service survey. We have received the initial results from the Victorian Public Sector Commission (VPSC) in early July, and I will share more outcomes and planned actions in the Q3 report.

The TAFE sector, through the Victorian TAFE Association (VTA) is negotiating a new enterprise agreement for teachers. The Australian Education Union (AEU) and its members voted to undertake protected industrial action as they look to achieve their preferred outcome through the negotiations.

A series of bans and claims have been agreed and are being implemented across all 12 TAFEs in Victoria. Stop work action was also conducted in June (two hours), with an additional two hours stop work planned for July and a full day proposed for August. We continue to work to ensure minimal disruption to our students, organisations and stakeholders. BKI respects the right of all employees to take stop work action.

We also had some good news about our Corrections Education contract securing contracts for Loddon, Middleton, and Tarrengower prisons, along with additional contracts for Melbourne Assessment Prison, Melbourne Remand Centre, and Dame Phyllis Frost Centre. This new agreement sees an increase from three public delivery sites to six public delivery sites. The new six-year contract for Corrections Education aligns with our strategic objective of expanding our reach and enhancing our impact within the community.

In late June, the Victorian Government announced the closing of Port Phillip Prison effective 31 December 2025. This maximum-security facility privately operated by G4S Australia and our Corrections Education Team do an amazing job. We will continue to support our staff during this period with a lot still unknown, however there are no immediate changes to employment and the day-to-day operations at Port Phillip Prison.

Our Professional, Administrative, Clerical, Computing and Technical (PACCT) employees voted 'Yes' (99%) for the rollover of the current PACCT agreement in June. Salary increases (including backdated increases) will be paid as soon as the agreement is approved by the Fair Work Commission. The Victorian TAFE Association (VTA) and National Technical Education Union (NTEU) are working on a Multi-Employer Agreement [MEA] for all PACCT staff in Victoria for the next Agreement.

Finally, Rob Thomason retired from his role as the Executive Director of VETASSESS and eWorks in June and will transition to a part time Executive Advisor role at BKI. Dr Mamta Chauhan has been appointed as the Interim Executive Director of VETASSESS and eWorks. Mamta has been with VETASSESS since 2009 and brings a wealth of experience into the role. I pass on my sincere thanks to Rob and look forward to working with him in his new role and congratulate Mamta on her role as Interim Executive Director.

Please enjoy reading our Q2 Report Against our strategy. As always, please reach out to me or the team at Bendigo Kangan Institute if you have any questions.



Sally Curtain

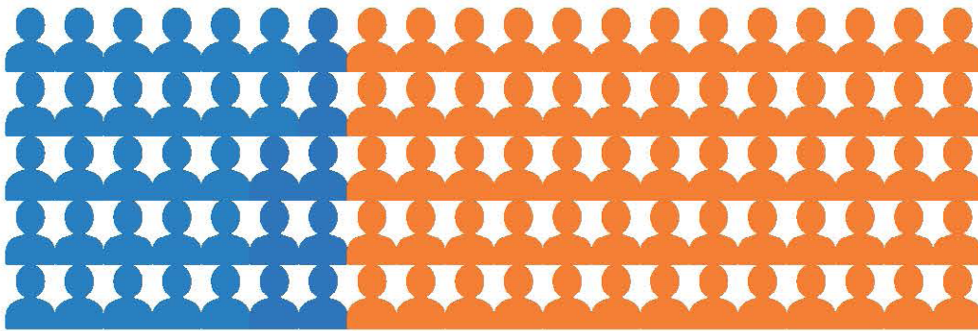
Chief Executive Officer
Bendigo Kangan Institute

Our Financials

The net result for Q2 2024 YTD was a surplus of \$32.9M.

This was favourable to the Q1 Forecast by +\$0.9M June YTD mostly attributed to favourable depreciation and interest received, an increase in Free TAFE Tuition Fees, and profit earned from the sale of Motor Vehicles. Favourable income for VETASSESS VET and SRGO is as a result of timing differences, and this is offset by timing differences for TAFE grant funding yet to be receipted.

Students



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

65% are KI and 35% are B^T

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

+12% on Q2 2023
6,651 Bendigo TAFE enrolments

+8% on Q2 2023
12,353 Kangan Institute enrolments

Bendigo TAFE



29.1% of all Government-Funded enrolments at Bendigo TAFE are Free TAFE

The proportion of BT Free TAFE enrolments is up 6.2% compared to Q2 2023.

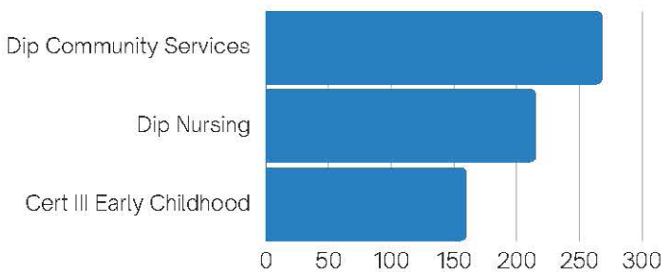
Kangan Institute



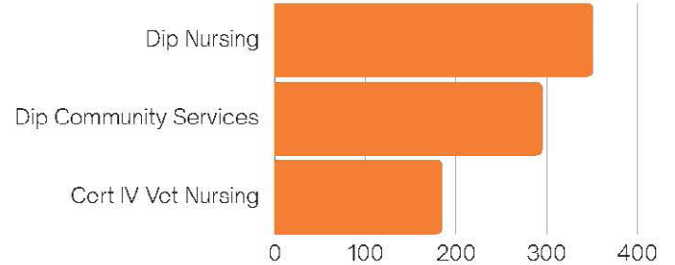
19.0% of all Government-Funded enrolments at Kangan Institute are Free TAFE

The proportion of KI Free TAFE enrolments is up 8.8% compared to Q2 2024.

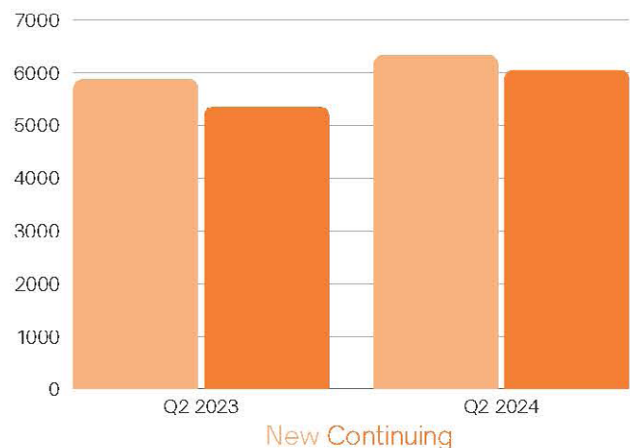
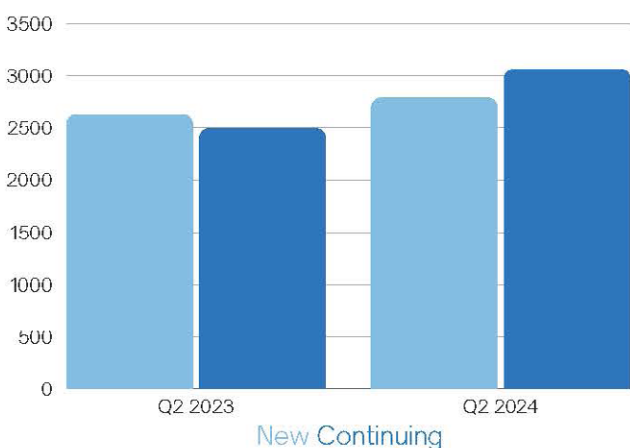
Top 3 Free TAFE courses



Top 3 Free TAFE courses



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



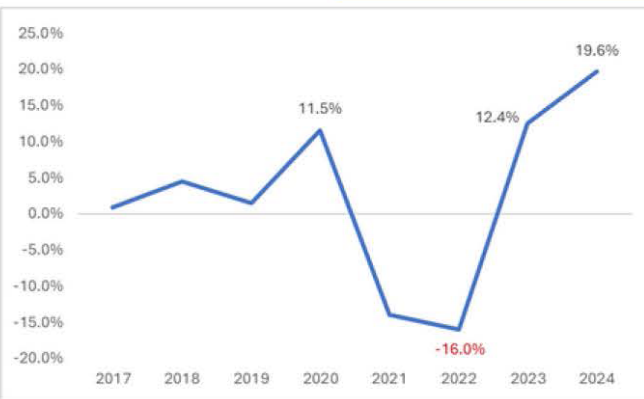
Building on a strong performance in early 2024, new enrolments continue to grow, remaining ahead of 2023 (+5.1%). The institute is also carrying a higher volume of continuing students, due to large scale transitions in recent years.

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.

Q2 2024 figure
19.0%



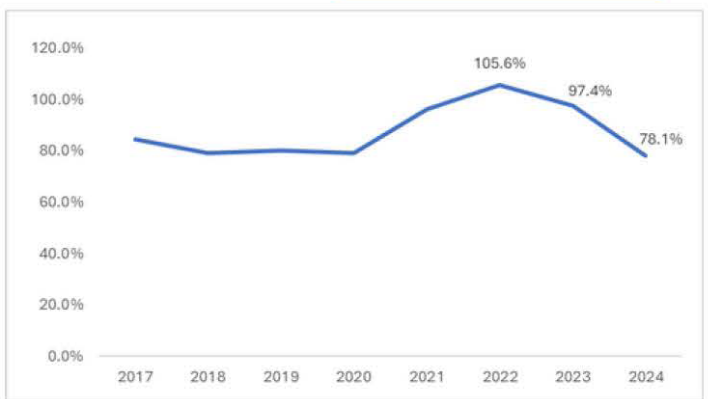
Q2 Actual

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.

Q2 2024 figure
78.1%



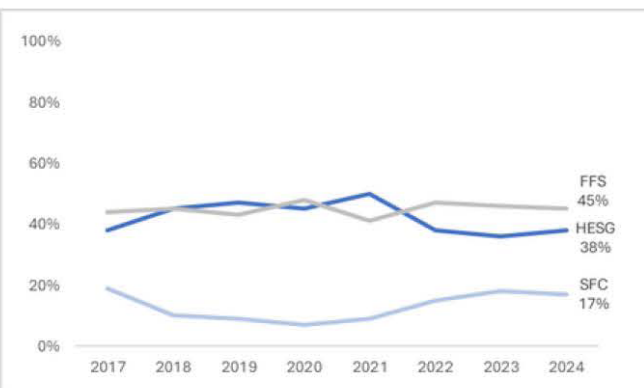
Q2 Actual

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.

Q2 2024 Government Funded
38.2%

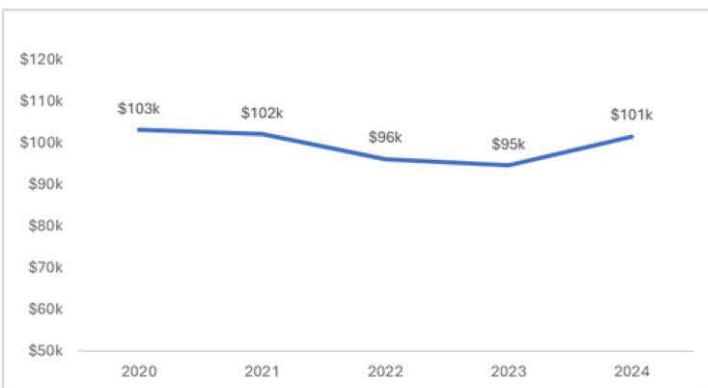


Government Funded Fee for Service
Student Fees & Charges

BKI training revenue per Full Time Teaching Equivalent (FTE)

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

Q2 2024 Training Revenue per Teaching FTE
\$101,442



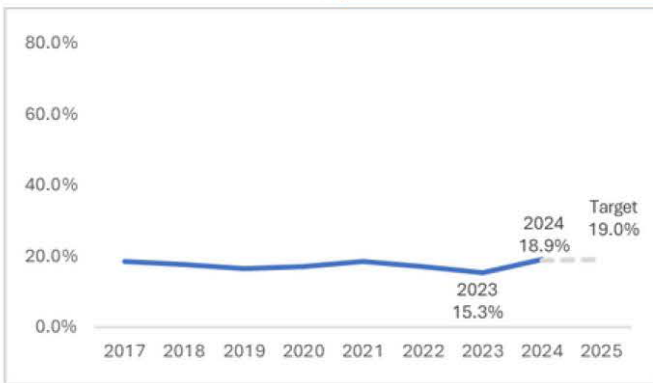
Q2 Actual

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.

18.9%

Q2 2024
Data provided by the OTCD



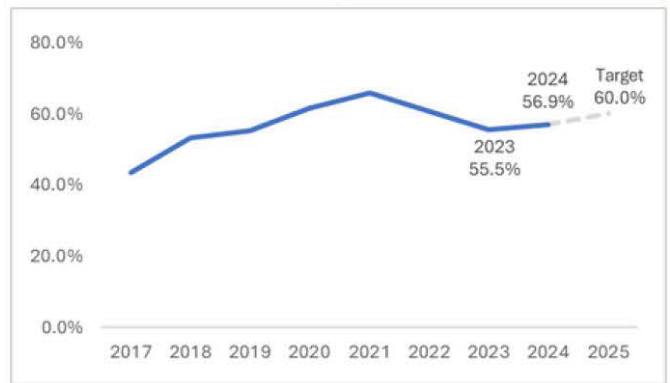
Actual Target

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.

56.9%

Q2 2024
Data provided by the OTCD



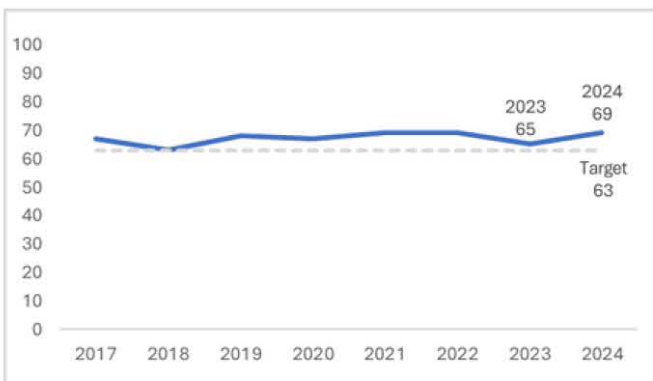
Actual Target

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
(June 2024)

69



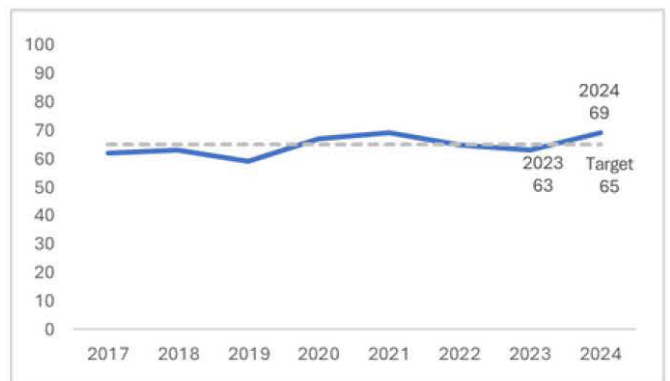
Actual Target

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
(June 2024)

69



Actual Target

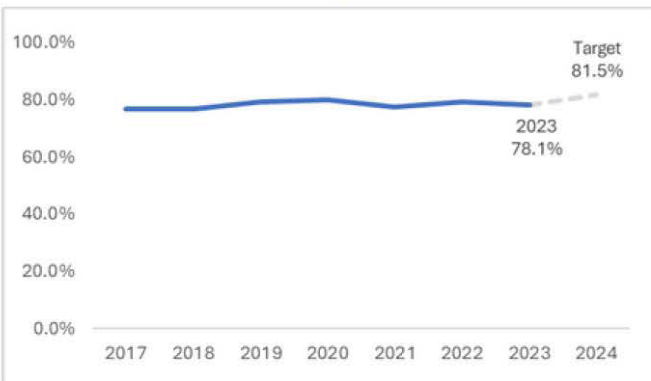
KPIs

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%



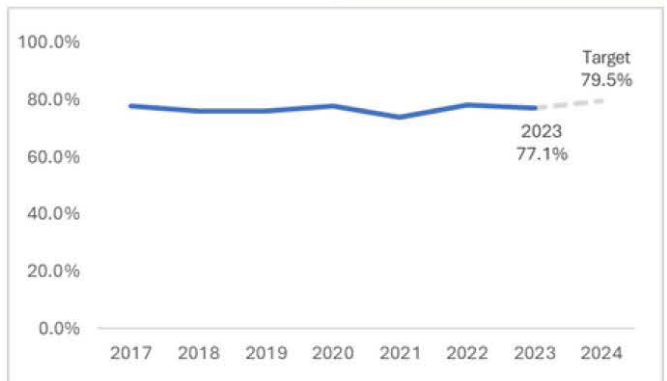
■ Actual ■ Target

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%



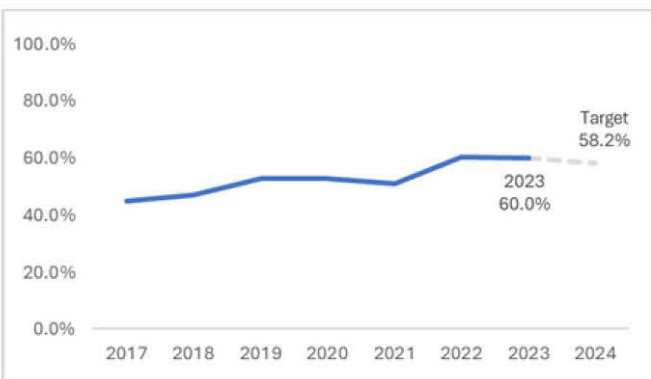
■ Actual ■ Target

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%



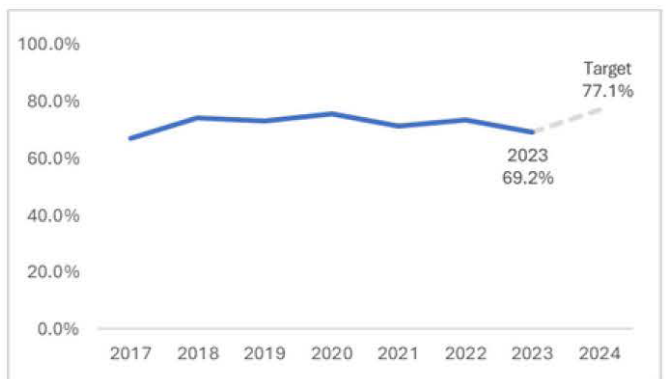
■ Actual ■ Target

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

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.

Electric AEG Power Tools for our students

Our Agriculture Horticulture and Construction Land Management (AHC) team have partnered with AEG Power Tools to support our AHC students for a greener future with a more sustainable product. AEG will supply Personal Protective Equipment (PPE), student packs, student sponsorship and procurement for tools required for Practicals at our Broadmeadows and Bendigo campuses.

AEG Tools are all powered by electricity and come with a six-year warranty on most tools. They also offer repairs and maintenance onsite and provide our people with the necessary industry tools to demonstrate at trade shows and open days/nights.

AHC and AEG look forward to developing a successful industry relationship, providing service and sustainability with expert advice and support to both students and staff.



WorldSkills ‘Flying Spanners’ competition

Our talented students at ACE Docklands won the WorldSkills ‘Flying Spanners’ competition. Designed to promote a career in the automotive industry, students competed to be the quickest to rebuild an engine using only hand tools. Congratulations to Nathaniel Chin and Micheal Mercer who won. Congratulations to students Dylan Suric and Matthew Hunter who also gave it their best too.

Record numbers attend the VCE and Careers Expo 2024

The VCE and Careers Expo from 2-4 May 2024, saw over 21,230 attendees explore their future career options. Our stand at the expo held at the Melbourne Exhibition and Convention Centre stood out from the crowd with student’s fashion designs drawing people in to see just what a student can achieve when they study with us. The mannequins generously lent by our Fashion Department were an eye-catching way to showcase the creativity thriving at BKI.



Celebrating Women in Trades and Skills

On 23 April, the Broadmeadows campus Trades and Skills Centre was delighted to host the Women Onsite Project, an initiative by the Victorian Trades Hall Council funded by the Victorian government.

The Women Onsite Project encourages women to explore opportunities in Manufacturing and Clean Energy jobs and trades by removing barriers to entry. On the day participants heard from women currently working in trades and industry leaders and enjoyed a tour of Kangan Institute's Engineering workshops.



We celebrated International Nurses Day at Essendon Campus

On 7 May, Essendon campus hummed with excitement as the Student Experience Team along with Health Program leads and teachers at Essendon Campus to mark International Nurses Day and honour the invaluable contributions of nurses worldwide.

80 enthusiastic students were acknowledged and celebrated as they prepare to launch their careers in such a valued industry. They were also thrilled to learn about the digital learning options available at our Health and Community Centre of Excellence (HACCOE) at Broadmeadows and other campuses.

Janice Martin, Program Lead Metro, spoke at the event with a touching speech, paying tribute to Florence Nightingale on her birthday. She reminded students of Florence's powerful words: "I attribute my success to this: I never gave or took any excuse..."

Our student Amy Lawrence's fashion triumph on the runway

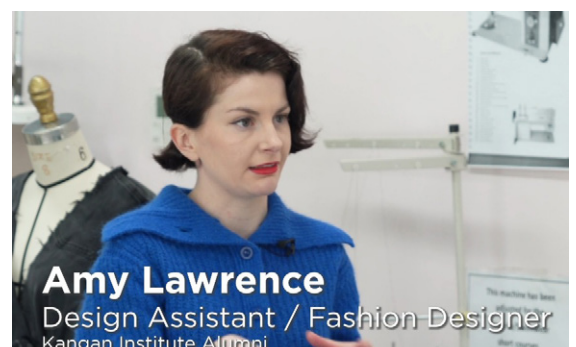
Kangan Institute Fashion graduate Amy Lawrence was recognised as one of the top four designers for 2024 at the Australian Fashion Week Emerging Designer Program, Next Gen 2024. Presented by DHL, the winners showcased their collections on 13 May in Sydney.

Amy's venture started in Melbourne in 2020 during the COVID lockdown where she began crafting designs that transport people into other worlds through clothing. Her creations mainly use natural silks, and she's committed to minimising waste in her production process.

Amy received a fantastic prize package worth over \$100,000 with support from industry giants like IMG Focus for runway production, DHL for international shipping credits, and exposure to fashion week buyers. Amy and the other winners will also get help with marketing and social media to reach a global audience.

You can find out more about Amy's journey and her connection to Kangan Institute here:

- [AFW winners revealed](#)
- [Amy's connection with Kangan Institute](#)





We celebrated National Careers Week in May

Our Skills and Jobs Centre teams celebrated Careers week by hosting workshops and events from 13 to 19 May at our campuses in Broadmeadows, Bendigo and Echuca. The team offered a mix of online and face-to-face activities for our students with great attendance and interest in our offerings.

Fashion student Olivia Galeotti embraced the latest technology to innovate her fashion design

Fashion student Olivia Galeotti is blending her tech skills, particularly with CAD drawing and design and her pattern-making expertise to create cutting-edge designs for our upcoming end-of-year fashion show. Using the on-campus laser-cutting facilities in our Cremorne Fashion Hub, Olivia is taking her vision to the next level and is gearing up for our end-of-year show by integrating her technology skills, design and pattern making skills to develop cutting-edge designs using the on-campus laser-cutting facilities in our Hub.

With knowledge in textile design, CAD skills in Illustrator, and pattern-making abilities, Olivia utilised the Hub's industry-grade facilities to organise 200 fabric feathers. These feathers will adorn her own garment, crafted from her chosen fabric, manufactured within a day. Her final creation, inspired by Victoria's Secret, promises to be one of the highlights of our fashion show.



Bendigo TAFE prepared graduate Paige's creative journey

A training and skills case study published on vic.gov.au highlights Bendigo TAFE hairdressing graduate Paige's journey into the creative industry. Paige, now a senior stylist, colour specialist, and teacher, shared her passion for her work and the impact she's making. She considers herself fortunate to be doing what she loves.

You can read the case study [here](#).

Our Bendigo TAFE students made the Herald Sun's top 30 under 30 for the Bendigo region

Thomas Heather, our 2024 Bendigo TAFE Apprentice of the Year is now one of three graduates from Bendigo TAFE who have made the Herald Sun's 30 under 30 which lists the rising stars under 30 in Bendigo.

The other two students on the list are Emmie Banfield who was one of our winners in the Bendigo Industry Awards of Excellence with a Women in Trades award this year. Last year's Industry Awards of Excellence - Inspirational Student of the Year Shee Lay Bell Po is also included in the list.

You can read the full article in the Herald Sun [here](#) for more details on how far their journey has taken them since they graduated from Bendigo TAFE.

Celebrity chefs inspire the next generation at Echuca Campus



On Thursday 16 May, our Echuca Campus had the honour of hosting the National Careers - Culinary Careers event featuring culinary stars and chefs. We partnered with Echuca Regional Health and Kagome to support mental health and wellness fundraising across the Campaspe Shire.

Echuca opened its campus kitchen to host celebrity pâtissier and television star Adriano Zumbo as well as Adrian Richardson, Australian chef and television presenter, along with Chefs John Sloane and Glenn Austin. Our student apprentices assisted to prepare a unique fine dining experience at Morrisons Winery in Moama on Friday 17 May.

To celebrate National Careers Week, our Skills & Jobs Centre were delighted to have this opportunity to bring these high-profile chefs to our campus to speak. The diverse audience included secondary school students, TAFE students, staff, and community members, who all listened to the chefs' inspiring journeys to success.

During their candid discussion, the chefs emphasised a common theme for aspiring hospitality professionals: unwavering commitment, passion for their work, and the importance of seizing opportunities to learn from industry leaders and taking personal responsibility for their career paths. This fundraising event raised \$180,000 and we are proud to have played a part in supporting the community.

Our partnership with Wilson Security prioritises First Nations employment

Wilson Security has created 70 job opportunities in Security Operations for First Nations people. In May we were proud to partner with them to train their new cohort of students in our newly refurbished Indigenous Education Centre at Broadmeadows through their Making Tracks program.

The program has been delivered all over Australia and is now available in Victoria through Kangan Institute. This program is a key part of Wilson Security's Reconciliation Action Plan and embodies their commitment to positive change and inclusive growth. It fosters employment and career opportunities for Aboriginal and Torres Strait Islander People and provides a holistic training program for new entrants to the security industry.

The program has a proven track record of delivering employment outcomes across Australia and we are delighted to be chosen by Wilson Security and the Killara Foundation to deliver their accredited Certificate II in Security Operations. National Indigenous Engagement Manager Chris Davies shared that the Making Tracks Program is not just offering employment to First Nations people, it's also an opportunity for individuals to change their lives and develop skills and knowledge to better themselves professionally and personally."

Wilson Security worked with the Killara Foundation to ensure that the community was consulted as part of the journey.

Cremorne Barbering students host successful Pop-Up at Broadmeadows campus



In June, our Cremorne Barbering students hosted a Barber Pop-Up Shop at the Broadmeadows campus, offering free haircuts to all students and staff. This collaboration between campuses fosters a stronger sense of community and gives our Barbering students invaluable hands-on experience, preparing them for a smooth entry into the Barbering industry.

We are proud of our students and their dedication to their craft and will have more Barbering Pop Up Shop locations and dates moving forward.

BKI's new Disability Transition Officer Program provides personalised support for students with disabilities

In June, we introduced the new Disability Transition Service to BKI. Thanks to new funding, we can now help students with disabilities make a smooth transition from secondary school (including specialist schools and alternative education settings) to TAFE. We also welcomed Disability Transition Officers Shani Fernando (metro) and Kathy Wilton (regional) who are ready to provide personalised support every step of the way.

Services provided by the program include:

- Personalised support: Our DTOs offers tailored guidance to ensure a smooth transition from secondary school to Bendigo Kangan Institute
- Collaborative Approach: Working within a 'Team Around the Learner' framework, our DTOs collaborates with schools, care teams, and tertiary education support services to create a supportive environment for every student
- Understanding Rights: Our DTOs helps students, and their families understand their rights regarding Reasonable Adjustment and the support available in tertiary education
- Comprehensive Planning: From creating a 90-day transition plan to organising support group meetings and assisting with enrolment, our DTOs ensures every detail is covered
- Community Engagement: Our DTOs works with external partners to raise awareness and foster an inclusive community for students with disabilities.



Sweet Success for our Cake Decorating students at the Victorian Baking Trade Show

On 19 June, 25 BKI students participated in the cake decorating competition at the Victorian Baking Trade Show organised by the Baking Association of Australia (BAA), offering them a fantastic opportunity to test their skills and learn from industry professionals with two medal winners from the day.

Rita Sagher earned the gold medal for her exquisite wedding cake decoration, while Thi McCulloch secured the silver for her innovative novelty cake design. Their remarkable achievements were the highlight of the competition.

Visit to ACE: A glimpse into the future of training

On 18 June, four prospective Trainers and Assessors, currently completing the TAE40122 qualification, visited the Automotive Centre of Excellence (ACE) at Docklands. They were hosted by Strate Trajkovski, a recent BKI TAE graduate who now works at ACE.

Strate, a great success story from student to employee, generously offered his time to show the students around the facilities. He shared his insights into working as a Trainer and Assessor, providing valuable advice and encouragement. The visiting students, all working in the automotive industry, were eager to learn from his experiences.

The students were highly impressed by the state-of-the-art technology at ACE.



Improving our experience

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

Respect and Equality at TAFE (RET) Week took centre stage

During Respect and Equality at TAFE Week, 15-19 April we hosted events across our campuses to ignite conversations and commitments to foster a culture of inclusion and respect.

The week kicked off on 15 April under the theme “A Place for Everyone,” with a thoughtful online event led by Melbourne Polytechnic, featuring keynote speaker Tarang Chawla and representatives from Our Watch and Respect Victoria. Together, they discussed the crucial topics of gender-based violence and the collective efforts needed for positive change.

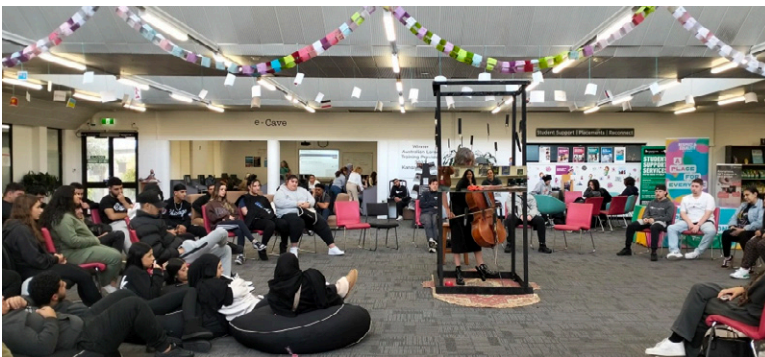
We held events across our campuses beginning with Echuca on 15 April started with a conversation and activities with many of our local students participating. With around 20 VCAL & Cookery students along with teachers and staff gathered in the Student Lounge area, they also watched the online event featuring keynote speaker Tarang Chawla.

On Tuesday 16 April, around 60 enthusiastic staff and students joined in the activities at Bendigo City Campus and were treated to a captivating performance by Feminista Melbourne. The event was enhanced with engaging discussions, a pledge board, and giveaways from Respect Victoria.

Moving to Wednesday 17 April, it was Broadmeadows campus' turn. Staff and students were treated to another thought-provoking performance by Feminista Melbourne with cellist Caerwen Martin, prompting deep reflection on women's rights and freedoms.

At all events participants enthusiastically contributed to the Respect & Equality Pledge Board, sharing their thoughts on what respect and equality mean to them and how they plan to promote these values at TAFE.

On 18 April, the event roadshow moved to the Charleston Road campus where everyone had the chance to join in and learn more about why RET matters at BKI.



Our Public Statement to Gender Equality released as part of RET week

In conjunction with Respect & Equality at TAFE Week, we were proud to release a public statement reaffirming our commitment to promote gender equity and eradicating gender-based violence. The statement, which was released on 15 April on our external websites, underscores our dedication to fostering a safe and inclusive environment across all campuses.

Our first Workplace Action Plan to prevent gender-based violence and sexual harassment was also launched on 18 April as part of RET Week. The plan will focus on five key areas: Our workplace, students, learning and teaching, communications, as well as industry and community and we'll share more information on progress in future reports.

The plan also includes our vision that all members of our BKI community feel safe and respected and can readily participate in all aspects of TAFE life free from gender-based violence including sexual harassment and discrimination. We developed this Action Plan under the RET framework with significant input from BKI staff, Relationships Australia Victoria, and the Respect and Equality in TAFE Network Group.

Our new Student Jobs Board launched

Our BKI Employment Centre recently launched their new Student Jobs Board. The Student Jobs Board aims to connect students and recent graduates with employers across various industries. The good news is that employers are eager to hire from our talented pool of students, offering flexible hours and invaluable experience.

Lauren McIlrath and Bev Williams OAM honoured as finalists in prestigious external awards

Our 2024 Bendigo TAFE Teacher of the Year Hairdressing Teacher, Lauren McIlrath was selected as a finalist in the AHIA Avant Garde Hairdresser of the Year (Individual Category - AHIA Creative) Awards. This prestigious recognition celebrates her exceptional talent and creativity in the hair industry.

The AHIA Creative Awards highlight the vibrant talent within the hair industry across Australia, New Zealand, and beyond, and Lauren's selection as a finalist underscores the outstanding quality and skill she brings to her profession.

Bev Williams OAM, ACE Industry Pathways coordinator, has been named as a finalist for the World Federation of Colleges and Polytechnics Award of Excellence - Lifetime Achievement. Bev, known for her trailblazing work in the automotive field, has dedicated over 20 years to connecting our automotive students with valuable work placements.

Bev's incredible achievements and dedication to the industry are now being recognised on a global stage. The results will be announced in September.





Tomorrow Bound, Bendigo's career expo sparks future dreams

On 23 May, Tomorrow Bound Bendigo's key career expo was held in the Fosterville Gold Exhibition Centre at Bendigo Showgrounds with over 75 exhibitors there to showcase their offerings. Some exhibitors were familiar faces, while others were new, each bringing fresh opportunities for the students to explore. Bendigo TAFE as the major sponsor along with the exhibitors, played a crucial role in making the expo free for over 1,400 students, ensuring they had access to vital career information.



One of the highlights of the event was the show of vehicles on display, drawing students and members of the local community alike. Ambulance Victoria showcased their sleek Mercedes-Benz van, while Police Victoria impressed with their VW Tiguan. The Fosterville Goldmine displayed a rugged Landcruiser, and the State Emergency Services (SES) engaged attendees with their specialised engagement van and other vehicles. The Australian Defence Force brought along a massive 40M truck, capturing the imagination of many young minds.

The event saw strong representation from all major educational organisations, giving students a glimpse into higher education options. Exhibitors such as Are Able highlighted the importance of disability support, while several recruitment agencies like Asuria, CVGT, and Kestrel Recruitment offered guidance on employment opportunities. New exhibitors such as Beck Legal, the Australian Women's Pilot Association, and Weld Australia added a fresh perspective to the event. Their presence showcased the diverse career paths available to students, from law to aviation to welding.

Feedback from attendees was overwhelmingly positive. Students appreciated the chance to interact with professionals and explore various career options. The vehicles, in particular, provided a hands-on connection to potential future roles, sparking meaningful conversations between attendees and exhibitors.

Our students reached the finals of the 2024 7News Young Achiever Awards

Four of our students were the finalists for the 2024 Kangan Institute Inspirational TAFE Student Award (7News Young Achiever's Award). They have been recognised among Victoria's most inspirational young achievers.

Kangan Institute has been proud to sponsor the Inspirational TAFE Student Award since 2018, and we were thrilled that four out of the top five finalists were our students. Their achievements are a true testament to the quality of training we provide and their inspiring paths.

The finalists were:

- Shee Lay Bell Po, Pathology graduate
- Desirae Kilduff, Training and Assessment, Leadership and Management, and Human Resources graduate
- Ali Rezaie, Autobody Repair Apprentice graduate
- Taylah Firmer, Nursing graduate.





Our AMEP students contribute their artistic skills to our new HACCOE building

Our Adult Migrant English Program (AMEP) students have helped to create an impressive ceramic art installation for display at our new Health and Community Centre of Excellence (HACCOE) in Broadmeadows sharing their creativity and enabling them to learn more than English while they study with us.

Themed Unity and Diversity the students' 16 ceramic art pieces were handcrafted under the guidance of ceramic artist Cinda Manins.

With each piece designed by students to reflect their unique identity, the collection embodies rich diversity and a vision for the new centre at Broadmeadows Campus to be a place of belonging for all learners.

Refugee Week celebrations united our diverse community

We proudly participated in Refugee Week (16 – 22 June) to raise awareness of the challenges refugees face in Australia and to celebrate their contributions to our community, with events across metro and regional areas.

On 18 June, our Adult Migrant English Program (AMEP) team, joined forces with Bendigo Community Health, HSP Humanitarian Support Services, Sister Works, and Bendigo Skills and Job Centre to celebrate the week. Held in Bendigo Library Garden our AMEP students showcased their cultures and talents with a fashion parade, music, art, crafts, and the launch of the Bendigo TAFE AMEP cookbook.

The festivities continued at Broadmeadows Town Hall on 21 June. Hundreds of local residents attended to enjoy performances from the Australian Syriac Women's Forum, Indian Bollywood dancers, Bach Viet Dance, and more. Interactive workshops, guest speakers, and a delicious dinner added to the vibrant atmosphere. Many organisations promoted their services, including Kangan Institute for our own Vocational English, Bakery, and Hospitality teams. Cathy Kakoliris, Program Lead - Vocational English Metro and Teachers Fred Money, Ruwan Colombage, and Sam Ganguly represented us, providing course information and distributing cookies baked by our team.

Both events were very successful, celebrating the rich diversity and resilience of our refugee community.

Honouring Anzac Day in Bendigo

For this year's Anzac Day events on 25 April, Dave Richardson, Campus Director Bendigo joined thousands at the Anzac Day Commemorative Service in Bendigo. The event brought together current and former service members, government officials, civic leaders, educators, and community figures.

We also remembered one of our own people Geoff Hatcher - a Major in the Army Reserve, serving in the Queensland University Regiment. Geoff often represented us at the ANZAC day ceremonies in Bendigo and sadly passed away earlier this year.



Improving our places

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

Hume Tech School at Broadmeadows

We are moving along with the planning for the Hume Tech School with the site located on Coleraine Street at our Broadmeadows campus. Concept design was endorsed by the Project Control Group (PCG) in early April, and the next stage is to develop detailed designs for the building.

The courses will meet the STEM education requirements of local schools as well as the skills for jobs that are needed in the local area. Up to 110 students will be able to access the course at any one time as well as delivering remote learning and on-site delivery with local schools.

One step closer to a new Castlemaine Health and Learning Hub

With \$4 million in funding from the Victorian Government, we officially signed a Memorandum of Understanding with Dhelkaya Health for the Castlemaine Health & Learning Hub on 6 May 2024. The Hon Gayle Tierney, Minister for Skills and TAFE, and Regional Development, and Maree Edwards MP, the local member for Bendigo West joined us at the ceremony.

We are pleased to be a partner in this fantastic regional initiative to create a transformative Health and Learning Hub (the Hub) in Castlemaine, where we will renovate a very faded and underused hospital wing in Castlemaine. It will provide more choices for Castlemaine and nearby residents to live, learn, and work locally. Moreover, it will give our students direct access to placements and job opportunities in the healthcare industry. The Diploma of Nursing, Certificate III in Individual Support and the Certificate IV in Allied Health Assistance to the local Castlemaine community are planned through the Hub.



HACCOE Broadmeadows Update

Our Health & Community Centre of Excellence (HACCOE) at Broadmeadows is making fantastic progress and is on track for construction to be completed by October this year with classes to start in early 2025.

Early this year the HACCOE project was visited by the HACCOE leaders who will be working in the new building and over recent weeks other teams have been given tours to see how the site is progressing.

The tours were able to demonstrate the new spaces available to them and how they could potentially be used. The visitors were amazed by the progress including the attention to detail that Architectus have provided in the bespoke and inspiring building.

One of the features is the new brick work on the façade which has patterning reflecting the local Yuroke Creek, a respectful acknowledgement of the traditional owners (the Water Creek people) and our environment. We will also aim to achieve Green Star accreditation as well as creating a design that is unique to Broadmeadows.



Three Bilangs to grace our new HACCOE entrance

Our new HACCOE in Broadmeadows will bring a visually memorable look with the integration of art at the entrance reflecting the traditional owner's cultural heritage and in the fabric of the building. For the Wurundjeri people, art is not just a form of expression, it's an integral part of their identity so the Campus Transformation team decided that local indigenous art should feature prominently in the new building.

Our Campus Transformation team worked with the Wurundjeri Council as part of the project's planning and design, and it was recommended that we build a connection to the traditional owners of the new building through art. Art serves as a powerful tool in our reconciliation journey, fostering understanding and healing between Indigenous and non-Indigenous communities.

With Wurundjeri Council's recommendations we found respected artists to collaborate on a design that would encapsulate the spirit of the project. Aunty Kim and Chris Joy emerged as the perfect fit, integrating Aunty Kim's weaving into an artwork called The Three Bilangs. We've commissioned David Trubridge to create their designs to fit in with the architecture of our building which is currently in development.



These will become a key feature of the new building, and the intricate pieces crafted from bamboo plywood, pay homage to traditional Indigenous weaving techniques. The Bilang forms are based in women's practice of food collection and bounty.

As the completion of the build draws near, we look forward to seeing the artworks installed (late September/early October). With David, Aunty Kim, and Chris Joy overseeing the process, we're confident that their unique visions will be showcased safely and with the reverence they deserve.

Landscaping has begun at Broadmeadows Town Park

As the new HACCOE takes shape, landscaping work at the Town Park also started on 11 June. Upon completion of these works in early October, the new landscaped area, seating areas and incorporated pathways will be open and accessible to all. These works will create a strong connection between Broadmeadows Town Park, the new HACCOE building, and across our Broadmeadows campus.



Fresh herb garden brings flavour for our hospitality students in Broadmeadows

The garden in front of Richard's Restaurant at Broadmeadows campus needed a makeover. Thanks to the Operations Team, this area has been transformed into a vibrant herb garden. Once the idea of the herb garden outside Richards Restaurant germinated, the Operations team consulted with our Hospitality team to decide which herbs to plant. The idea is simple: once the herbs are grown, the restaurant will use them fresh from the garden, adopting a farm-to-fork approach. Operations will take care of the maintenance, ensuring the herbs are well-watered and healthy.

The work is scheduled to be finished by mid-July. Once the garden is flourishing, staff will even be able take some herbs home. This project is another step towards sustainability at BKI. We also hope to eventually create a community vegetable garden.

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.

Cremorne Digital Hub opening - our gateway to the digital economy

On 23 April 2024 we celebrated the launch of the Cremorne Digital Hub (CDH) with Natalie Hutchins MP, Minister for Jobs and Industry opening the newly refurbished headquarters in the heart of Cremorne.

An exciting opportunity to be on level-footing with the likes of RMIT, La Trobe and Melbourne Uni in the Tech Ecosystem, we will also be part of the collaboration with Industry, Educators and Innovators, and Venture Capital to share new ideas and initiatives which will help us to drive our technology and digital skills programs forward.

Our campus is fortuitously located in the heart of a thriving and growing home to some of Victoria's major digital innovators and large tech giants, including our partners Cargroup, as well as large digitally focussed employers such as REA Group and SEEK .

The hub will focus on initiatives that are strongly aligned with joint industry and government priorities and partner capabilities, including:

- Developing commercially savvy tech talent
- Driving real world applications and adoption of ethical AI
- Navigating cyber risk aligned with emerging technology
- Unlocking the power of emerging technology to drive sustainability.

Minister Hutchins also announced the Government's endorsement of #CremorneTechWeek in October 2024 which will showcase local tech talent, foster collaboration, and forge connections on a global scale, highlighting Victoria's innovation prowess.

Building a united TAFE

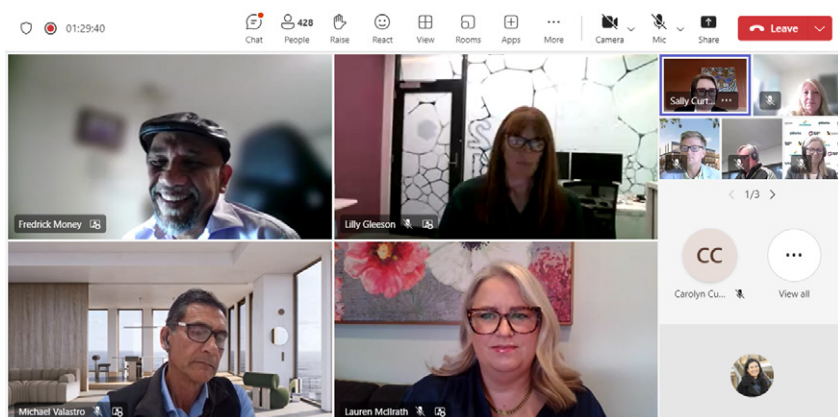
We will reset and develop our thinking as one aligned organisation.

First Quarter All Staff Town Hall

Our first All Staff Town Hall for 2024 was held on 24 April with a fantastic turnout. It was great to see so many of our VETASSESS and eWorks colleagues join in the conversation.

Highlights from the event included:

- An update on key events for the quarter including our new Service Hubs, the India Austrade delegation, our Quarter One in Review, and Development of our 2030 Strategy and what's next for us
- VETASSESS update on Skilled Migration and its impacts for us
- Acknowledged colleagues with five plus years of service, our KanBe Stars, and our Stand Out Shout Outs for the first quarter
- Campus Establishment update, and a brief insight into our finances.



The highlight of the event was a panel discussion hosted by CEO Sally Curtain, featuring our 2024 Teachers of the Year Fred Money and Lauren McIlrath, 2023 Teacher of the Year Amanda Knight, and Michael Valastro, winner of the Phill Murphy PSM Award for Leadership & Innovation. They shared inspiring experiences and insights into their teaching journeys and the importance of making a significant impact on students' lives.

India Delegation with Austrade

In April CEO Sally Curtain as well with Chief of Industry and Education Janelle Arena, Rob Thomason and Katie Proy from VETASSESS were part of a delegation with Austrade. They were in India to develop partnership opportunities, demonstrate our expertise in VET skills and transnational education and deepen our understanding of India particularly related to skills.

India has a population of over 600 million people between the ages of 18 and 35, it is a great opportunity for us as India is very eager to build their skills capacity. At the Australia India Industry Skills Partnership Summit in New Delhi CEO Sally Curtain participated in a panel discussion on commercial collaboration and Indian skills requirements. She spoke about the partnership that developed over the past 15 years with Maruti Suzuki and the Gujarati Government to create the International Automotive Centre of Excellence in Gujarat. Our iACE was showcased in a paper produced by the Australia India Institute on ways to engage with India's skill development system.



Lighting up to honour victims of domestic violence

On 1 May Bendigo City Campus (School of Mines Building) joined 60 landmarks across the state to light the façade purple to raise awareness as part of a Safe Steps campaign. This symbolic act showed our support for change and to honour those impacted by domestic violence.

A Safe Steps Candlelight Vigil 2024 was also held in Melbourne for victims of domestic violence. The vigil hosted by Victoria's 24/7 family violence crisis service (Safe Steps) was a powerful call to action against domestic and family violence. Our CEO Sally Curtain joined with hundreds of Victorians to honour the lives of victims of domestic violence.

Reconciliation Week celebrations unite us across Campuses

Reconciliation Week events were held across three (3) of our campuses, starting on 28 May at Broadmeadows with over 400 attendees. Colin Hunter of the Wurundjeri Woi Wurrung opened with a moving Welcome to Country and smoking ceremony, sharing stories of ancient weapons and traditions. The Yarrabah Indigenous dancers captivated the audience, inviting staff and students to join the dance.

Charleston Road and Echuca campuses wrapped up the week with lively celebrations. Charleston Road buzzed with dancing, painting, and traditional games on 30 May. Aunty Peta provided the Welcome to Country and smoking ceremony, with staff and leaders joining a dance-off with the Hip Hop Crew. Echuca's finale on 31 May featured Aunty Neva's Acknowledgement of Country, an energetic Hip Hop Dance Crew performance and drawing yet again so that everyone could be involved, as well as learning the stories behind Johnny Daylight's intricate dreamtime paintings.

Participants also crafted traditional jewellery and enjoyed delicious bush tucker food at all campuses.



Bendigo City Campus welcomed Gender Equality Commissioner Dr Niki Vincent

On 5 June, Bendigo City Campus warmly welcomed Dr Niki Vincent, Gender Equality Commissioner for the Public Sector who engaged us in an enlightening discussion on gender equity. The event was live streamed enabling many of our people to join in online from across our campuses.

Praising us for our Gender Equality Action Plan Progress Report, Dr Vincent shared insights into the barriers that prevent gender equality. CEO Sally Curtain also reaffirmed our commitment to ending gender inequality, gender-based violence and sexual harassment.



Dr. Vincent shared her extensive experience and emphasised the critical role everyone plays in combating gender inequality, preventing sexual harassment, and eliminating sex-based discrimination. She delved into the legislative requirements for public entities, highlighting the importance of workplace audits, gender pay gap analysis, gender impact assessments, and Gender Equality Action Plans.

She also provided key insights from the recent Gender Equality Progress Reports and the 'Intersectionality at Work Report,' which examined how gender inequality intertwines with other forms of discrimination based on Aboriginality, age, disability, gender identity, race, and sexuality within the public sector.

CEO Sally Curtain confirmed BKI's dedication to Diversity and Inclusion, Gender Equality, and the fight against Gender-Based Violence. Sally underscored our organisation's zero-tolerance policy towards any form of discrimination or harassment. She acknowledged the strides we've made in gender equity and identified areas where we still have work to do.

We are particularly focused on involving more men in our Gender, Respect & Equality Working Group to support cultural change and address issues affecting men's health and wellbeing.

The inaugural BKI Employee Benefits Roadshow

Throughout June, over 200 of our people joined our first Employee Benefits Roadshows at Bendigo City, Charleston Road, Broadmeadows, Cremorne and Docklands. They were able to explore all the benefits that are available to them.

People enjoyed one-on-one chats with our partners SG Fleet, Fitness Passport, Aware Super, State Trustees and Assure EAP. They also had a chance to learn more about our current salary sacrifice options and employee discounts.



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.

Our new dedicated service hubs

Our new dedicated service hubs came into effect on 2 April, as part of our organisational redesign announced last year.

The new hub system has four distinct functional responsibilities to support our students, teaching and learning areas and provide a consistent student experience tailored to individual learning needs while students study with us at BKI.

The new system is made up of:

- Enquiries and Admissions Hub to support our students from enquiry to enrolment, face to face, over the phone or online
- Education Operations Hub to ensure our students and teachers have what they need to provide the best educational experience
- Apprentice and Trainee Hub to support apprentices and their employers to get the most out of their apprenticeship on campus and offsite from the admission stage through to completion, and
- Education Design and Self-Assurance Hub to ensure a consistent and robust approach to education quality systems and self-assurance model.

This means that we can optimise our teaching areas to ensure consistent delivery and performance which will enhance the student experience no matter how they study or work with us.

In the new structure, the Enquiries and Admissions Hub is within the Operations portfolio with the other three Hubs within Industry and Education. The hubs have been designed to promote knowledge sharing, foster teamwork, and make it easier to identify any potential areas for improvement or gaps in our processes. Working collaboratively across Hubs to address dependencies and issues and ensuring strong communication and collaboration will be a critical part of this system and process.

The establishment of the dedicated service hubs is also a key element of our Education Plan 20>25 which defines our path for how BKI will enhance student experience, increase organisational capability and position us for the future.

Saving food scraps for a cleaner environment

Our Cremorne and Docklands Campuses are teaming up with the City of Melbourne in a fantastic Food Waste Recovery program called the City Compost Network (CCN). Two-litre tubs are now in every kitchenette at the Docklands and Cremorne campuses to collect unwanted food waste and paper towels. The cleaning crew collects and processes the waste on campus using the [Eco 5 Food Cyclor](#) benchtop dehydrator.



The result? A rich concentrated compost powder that people can take home for their garden. This initiative has taken over six months to bring to life, thanks to the hard work of our Sustainability Team led by Will Dalgliesh.

We aim to reduce landfill waste by 80% (from 2021 levels) by 2030, partly by diverting food and compostable wastes. We also plan to expand and implement similar food waste programs on all campuses by the end of 2025.

Celebrating funding for the Bendigo East Urban Renewal Precinct Program

On Friday, 7 June, we welcomed Lisa Chesters MP, Federal Member for Bendigo to launch and celebrate the successful \$1.182 million funding from the Federal Government's Regional Precinct & Partnership Program. Over 100 people attended including our board members, Executive, regional staff, partners in the program, and representatives from key businesses.



The project has united many local partners, such as the City of Greater Bendigo, Dja Dja Wurrung Enterprises Pty Ltd, Haven Home Safe, Goldfields LLEN, Be.Bendigo, Bendigo East Bowling Club, Bendigo East Swimming Club Inc, and Bendigo Amateur Radio and Electronics Club.

We are the only TAFE to receive funding from the Regional Precinct & Partnership Program. The funding will help us develop a plan to transform the precinct into a vibrant destination where people can live, learn, work and enjoy.

With our experience in the region and strong government and industry partnerships, we are well-positioned to deliver this ambitious plan. It will create a vibrant precinct with wide-ranging benefits for all our partners and communities.

Margaret O'Rourke, Chair of Bendigo Kangan Institute Board awarded Medal of the Order of Australia

Congratulations to Margaret O'Rourke, Board Chair of Bendigo Kangan Institute, who was awarded a Medal of the Order of Australia in June for her contribution to the community. Part of the King's Birthday Honours List 2024, the medal is one of the highest recognitions for outstanding achievement and service to our nation.

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
- Melton Campus
- Environmental Sustainability plan continues

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

Hume Global Learning Centre in Sunbury

44 Macedon Street
Sunbury VIC 3429

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