

Bendigo TAFE & Kangan Institute

# Quarterly Report

Against our 20>25 Strategic Plan

Q3 2023







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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 Gulpill*



# CEO's Report



**Welcome to our Bendigo Kangan Institute (BKI) Quarter Three (Q3) report for the period 1 July to 30 September 2023. It was another big quarter at BKI, which I invite you to read about in this quarterly report.**

As part of a competitive process, we made a submission to the Victorian Government to be the new Delivery partner for the Melton campus to the Victorian Government during Q3. This is such an exciting opportunity and if successful will allow us to align with our existing campuses, as well as the new Sunbury campus, and the new Hume Tech School at our Broadmeadows campus. At the time of printing, we were waiting on the formal outcome and will provide an update in the next Quarterly Report.

We welcomed the VETASSESS team into their newly designed office space in Cremorne during Q3. The team has moved into the western end of Building A, Level One, and everyone is settling in well. It's great to have the team on-campus with us. Welcome events and tours were arranged to celebrate the move and changes to the campus. More work will take place in the next quarter to fit out the remaining sections on Level 1 of Building A.

As advised in the Q2 report, we formally ended our North Star Program at the end of Q2. You'll find our final outcomes, and what's next at the end of this quarter's report. I'm very proud of what we have achieved and acknowledge our people and our Board without whom we would not have been able to achieve what we have. Thank you to everyone. It's been a massive undertaking, and as we look ahead to the end of our 20>25 Strategy and commencement of our 25>30 Strategy, I'm confident we will continue to achieve ongoing success and recognition for BKI and TAFE in Victoria.

We also continued our organisation design review and changes during Q3. As we continue to move forward and meet our challenges and aspirations, it's important to ensure that we have the right structure to take us through this strategy and our next one. Now that the North Star Program is complete, and as we look to future, our key objectives are to:

- deliver the final 18 months of our existing strategy and realise the full benefits of the North Star Program
- align organisation to our new Target Operating Model, simplifying our structure and removing complexity
- position BKI to take the opportunities to meet employer and industry demand, and
- organise Bendigo TAFE, Kangan Institute, VETASSESS and eWorks to consolidate capabilities and expertise into one organisation.

Simplifying our structure will enable us to become nimbler and more responsive to our rapidly changing environment. We can become an even more industry-focused organisation serving the Melbourne-Bendigo corridor with a multi-campus offering that meets the distinctive needs of the communities they serve, and keeping the student at the very centre of what we do supported by efficient and effective systems and processes.

Members of the Executive and Senior Leader Teams also attended this year's VTA Conference in Mildura during Q3. Held at SuniTAFE, we joined leaders from across the sector for the conference. It was a great and fascinating couple of days. The theme of the conference was TAFE Creates and some of the key takeaways included:

- The Network is more important than ever, along with maintaining strong industry engagement
- Particular focus on TAFE-based solutions for industry is critical, along with strong community engagement to support
- Focus on student experience, and the changing expectations of our students
- Ensuring we have offerings for the Clean Economy and Digital Skills, along with the importance applied research - this is a real growth opportunity
- Reforms happening at the Federal level and staying across our network and staying informed
- Ensuring we keep a long-term view.

In July we also welcomed Rudi Pavani, Timetabling and Scheduling Coordinator as the Staff Elected Board Director. It was heartening to see a very strong field of candidates raise their hands to be considered, and I congratulate Rudi on his achievement and welcome him. He was previously the Staff Elected Board Director in 2009 - 2010 and is a dedicated advocate for BKI. Rudi is proud to work in an organisation passionate about transformative change to enhance student opportunities, ensuring that students can be the best they can be. Rudi will sit on the BKI board for two years, from 1 July 2023 to 30 June 2025.

I'd also like to acknowledge and say a sincere thank you to Audrey Sanderson, our Staff Elected Board Member who has now stepped down after two years on the Board. Audrey has been a much-valued member of the Board, and her legacy will continue into the future.

I'm very much looking forward to what's ahead in our final quarter of 2023 and sharing more information updates and our progress and success with you in the Q4 Report.

**Sally Curtain**  
Chief Executive Officer  
Bendigo Kangan Institute

# Our Financials

## The net result for Q2 2023 YTD was a surplus of \$7.6 million

The net result for Q2 2023 YTD was a surplus of \$7.6 million. This was favourable to the Forecast for Q2 by +\$2.8M Year to Date mostly attributed to an increase in VETASSESS Fee for Service from SRGO and increased VET assessments and savings in employment costs due to higher vacancies in both support and teaching portfolios.

The figures included in this report may differ from those previously reported due to recent changes in our student management system and AVETMISS reporting. These updates have improved data accuracy and alignment with our operational processes.

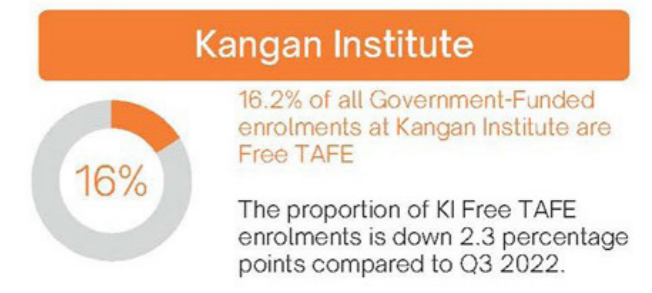
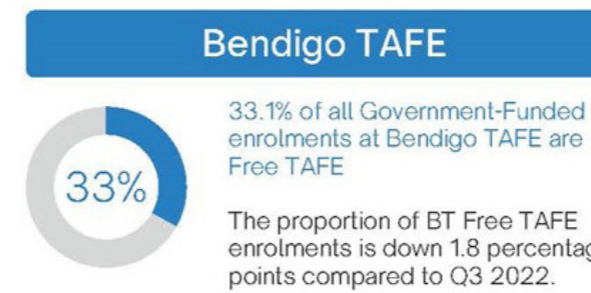
Therefore, we advise that these numbers should only be used for indicative purposes, as they may not be directly comparable to historical data. These changes reflect our commitment to providing more accurate and reliable information to support decision-making and assessment of our institution's performance.

# Students

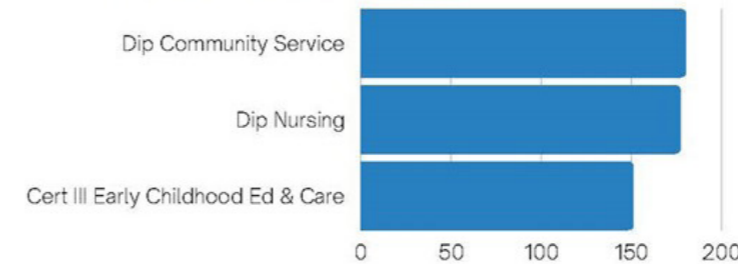


20% on Q3 2023  
4,256 Bendigo TAFE enrolments

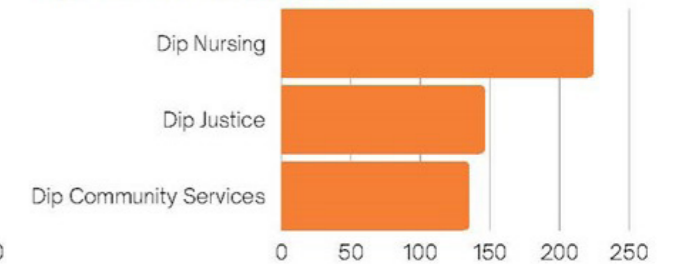
2% on Q3 2023  
10,606 Kangan Institute enrolments



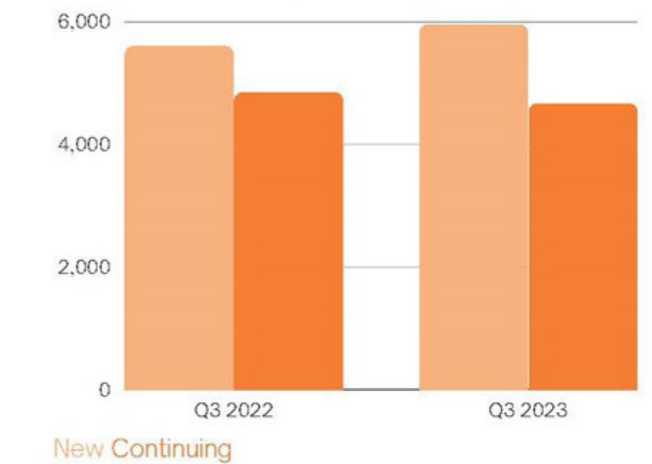
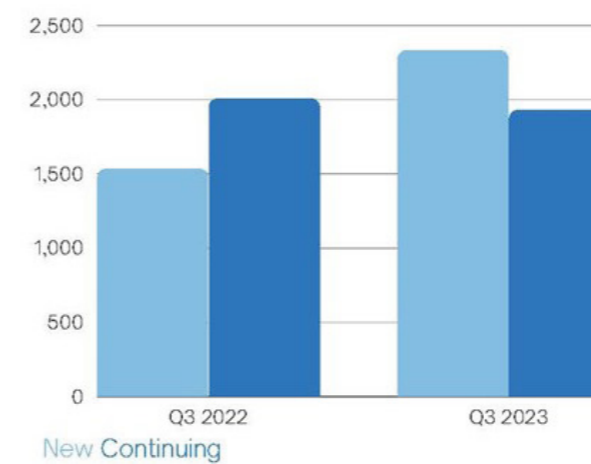
### Top 3 Free TAFE courses



### Top 3 Free TAFE courses



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



Note: Due to a recent modification to the Power BI page upon which this report is based, the previous table, 'Pipeline Enrolment YOY,' is no longer available. Instead, a new table titled 'Pipeline Enrolments by Future Month' has been introduced resulting in alterations to the figures for the period spanning January to June of 2022 and 2023. However, the data for the entire year of 2021 remains unchanged despite the recent changes made to the Power BI page.



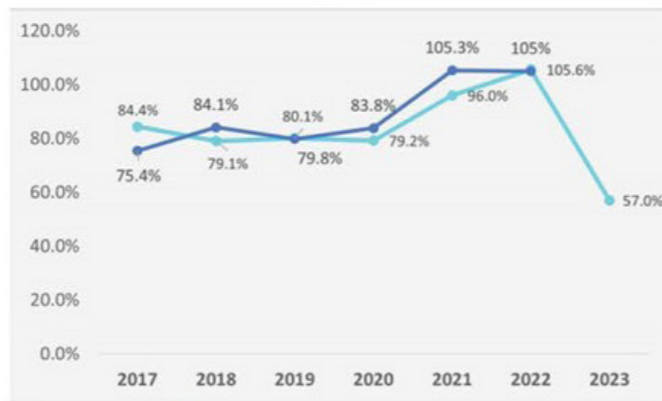
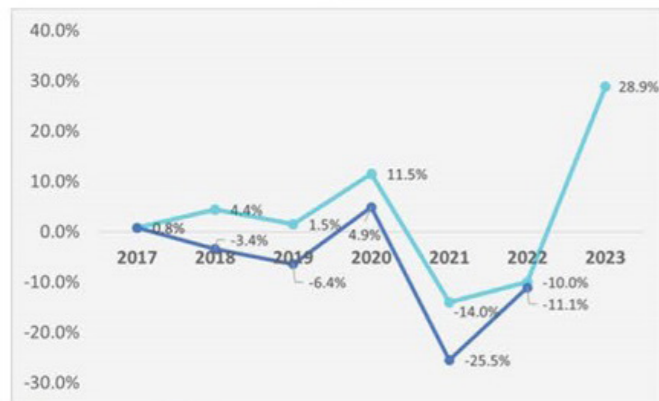
# KPIs

**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.

Q3 2023 figure  
**28.9%**

**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.

Q3 2023 figure  
**57.0%**



Q3 Actual Full Year Actual

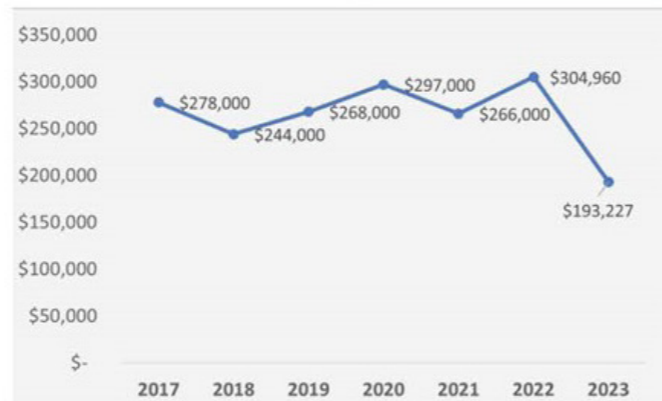
Q3 Actual Full Year Actual

**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.

Q3 2023 government funded  
**36.0%**

**BKI training revenue per Full Time Teaching Equivalent (FTE)**  
Indicates ability to profitably utilise teaching staff. A higher number is a stronger result.

Q3 2023 government funded  
**\$193,227**



Government Funded Fee for Service Student Fees & Charges

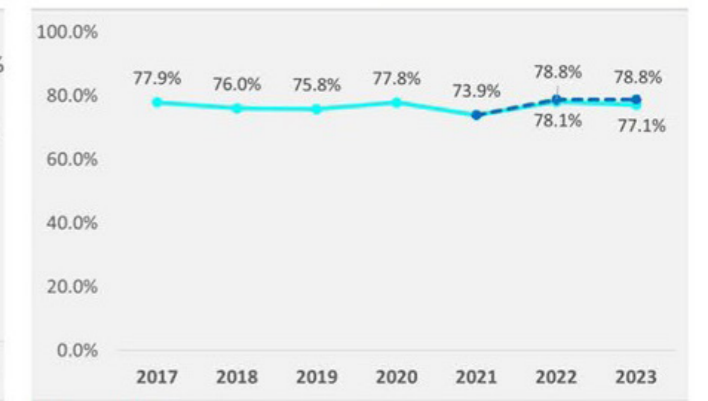
Full Year Actual

**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  
**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  
**77.1%**



Actual Target

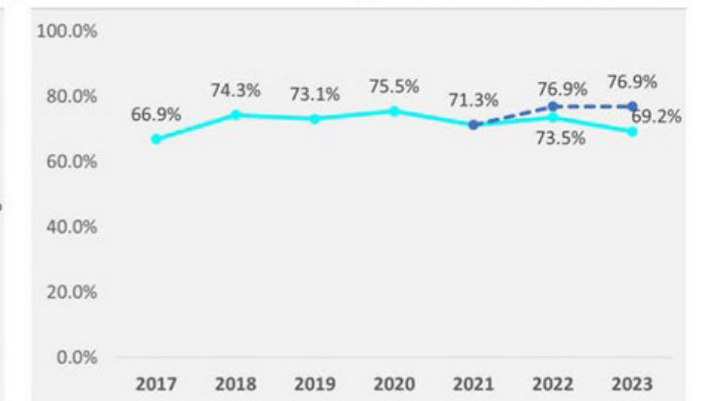
Actual Target

**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  
**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  
**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 in Northern Metro. Measure is based on 2022 data, this measure will be updated at the end of the year.

**15.6%**  
2023 figure not yet published. Q2 2023 figure provided in interim

**Market Share in Loddon Mallee South**  
Bendigo City, Charleston Rd, Myers St, and Castlemaine campuses are in Loddon Mallee South. Shows Bendigo TAFE's share of Government Funded enrolments in Loddon Mallee South.

**60.2%**  
2023 figure not yet published. Q2 2023 figure provided in interim



Actual Target



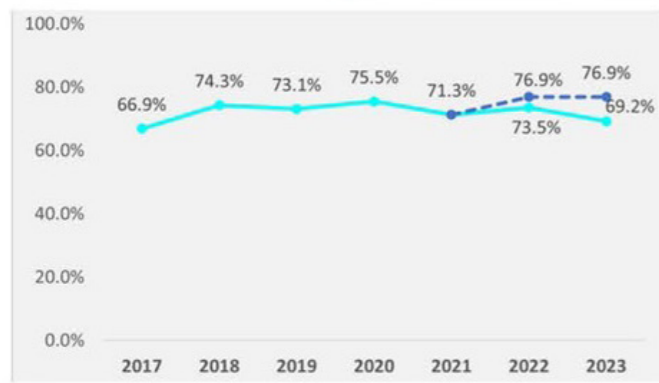
Actual Target

**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.

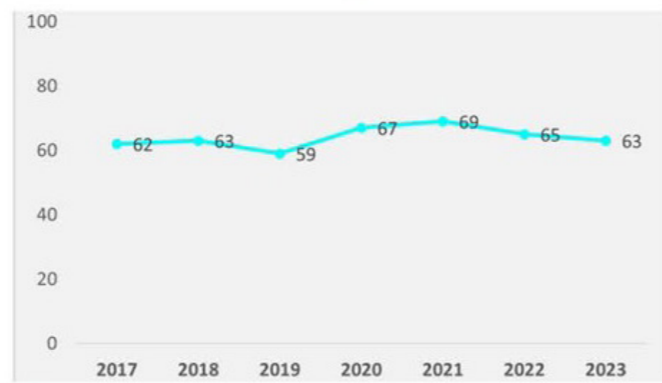
annual measure  
**69.2%**

**BKI employee engagement**  
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  
**63**



Actual Target



Actual



# 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.**

## Future Options workshops held across our campuses

The Future Options workshops, previously known as Experience Days, kicked off in August. The future options sessions give high school students hands-on training experience to get a glimpse of future possibilities in their working lives. With more events planned, the sessions were led by teaching portfolios and welcomed over 450 students and their teachers from 21 schools across the following campuses.

- Docklands – 10 August
- Bendigo City – 23 August
- Charleston Road – 23 August
- Echuca – 24 August
- Cremorne – 31 August
- Broadmeadows – 7 September.



Students took part in workshops in Auto Mechanical, Auto Electrical, Motorsport, Body Making, Building, Engineering, Carpentry, Electrical, Cookery, Bakery, Horticulture Lab Sciences, Animal Care, Beauty, Hairdressing, Fashion, Digital Tech, Cyber Security, Engineering, Painting, Agriculture, Bricklaying, Plumbing, Pathology, Justice, Individual Support, Early Childhood Education & Care, giving them a taster of TAFE life.

These workshops are a great acquisition event that we run to showcase our courses and facilities to high school students and encourage them to consider TAFE for their further studies. Students experienced the joy of hands-on training learning some of the trade's tips offered inspiration that theory will never match.

## 2023 AMEP Careers Expo at Broadmeadows campus achieves great outcomes

The 2023 Adult Migration English Program (AMEP) Careers Expo organised by the Vocational English department on 16 August featured an innovative approach to engage participants. The event kicked off with an online session where our dedicated educators provided concise, five-minute tasters into the courses available.

It was fantastic to hear from the presenters, who generously shared their time and perspectives on a range of courses and services from across BKI including:

- Automotive
- Individual Support
- Health Service Assistant
- Pathology Collection
- Early Childhood Education
- Education Support
- Business/Accounts Admin.
- Hospitality & Bakery
- Trades/Construction
- Kangan Jobs and Skills Centre
- Hume City Council- Scholarships
- Volunteer Tutor Scheme-Melbourne Polytechnic.

After the initial online taster, around 250 students currently studying Certificates in Spoken and Written English (CSWE), met with educators to learn more about the potential pathways for 2024.



## Free drop-in legal clinics for students were organised in Bendigo

In August, **Young Workers Centre** hosted two free drop-in legal clinics for our students at Bendigo City and Charleston Road campuses.

A lawyer arranged by the Centre was onsite at our Bendigo City (23 August) and Charleston Road (24 August) campuses to provide students with information and advice on unfair dismissal, wage theft, and discrimination. Students were encouraged to bring in their payslips, employment contracts, or any other relevant information to the session. Students could also ask questions on general entitlements under the Fair Work Act and the modern award system.

## About the Young Workers Centre

Young Workers Centre is a community legal centre providing employment law advice and representation to workers aged 30 and under. They assist young workers with issues including unfair dismissal, wage theft, and discrimination.

## Career opportunities uncovered at Melbourne's North Manufacturing Jobs Expo

On 2 August, over 300 job seekers fuelled by aspirations for meaningful careers gathered at Melbourne's North Manufacturing Jobs Expo in the Broadmeadows Town Hall. The expo was supported by our Skills & Jobs Centre (SJC) team of experts who offered guidance and support for participants to explore career paths and job opportunities.

The SJC team, Jenn Ingalilea, Roshani Meregnagne, and Julie Fillips provided valuable assistance and introduced attendees to various Kangan Institute resources and materials to support their career development.



It was also an opportunity for the team to foster and develop meaningful relationships with numerous local businesses like CSL Behring, Nestle, NDZ Engineering, and others. Our own Kangan Institute VCE VM/VPC students also joined the booth to learn about potential careers and get advice from industry professionals.

## Empowering homeowners to make a choice between DIY and professional tradespeople

On Sunday, August 6, 2023, Peter Densley, Education Manager - Trades and Skill Centre generously volunteered his time and expertise to offer advice at the **I'm Still Learning** community event organised by Anna De Amicis, Project Manager, Trades and Skill Centre.

The day brought together 25 alumni participants from I'm Still Learning a not-for-profit organisation dedicated to providing educational programs in basic home and car maintenance. BKI also donated 15 tape measures to the program to enhance the hands-on experience of future participants.

Anna, a board member of I'm Still Learning, was grateful that the event was such a success for the community and acknowledged the responsive collaboration with Bruce Hughes, Executive Director, Trades and Skill Centre and our teacher Peter Densley. Their dedication and teamwork were instrumental in successfully delivering the session to the community, and they deserve a huge shout out.



### Welcoming our new international students

On 7 July, we greeted our incoming international students who have chosen to pursue their career in automotive, community services, and fashion, during the orientation program held at our Docklands campus.

The International Orientation Program is significant for our new students as it equips them with vital information essential for a successful transition, including guidance on student life in Melbourne, visa and compliance requirements, available student support services, and valuable insights on safety and wellbeing. The program also fosters connections by providing opportunities to meet and forge friendships with fellow students. The program kicked off with an engaging icebreaker activity, enabling the students to build new connections from the start. The sessions that followed covered crucial topics such as water safety and fire safety and featured insightful presentations from guest speakers representing Life Saving Victoria, Melbourne Fire Brigade, and Study Melbourne. The session concluded with lunch allowing the students to unwind and further connect with one another.



### From Fleece to Fashion: the spectacular Australian Sheep and Wool Show

The Australian Sheep and Wool Show was held at the Bendigo Showgrounds from Friday 14 July to Sunday 16 July, and we were part of the event. The event showcased the industry and celebrated the journey “from paddock to plate, and fleece to fashion.”

Attracting sheep farmers nationwide, the livestock judging presented 2700 sheep from 30 diverse breeds. The show’s appeal extended beyond the farming community, with over 30,000 attendees exploring the various attractions.

Vibrant stalls and exhibits spotlighted food, fashion, and lifestyle, while the Technology and Careers Hub, sponsored by Bendigo TAFE, connected eager students with educational institutions offering guidance on future careers with vocational training and degree courses.

A dedicated team from the Food, Land, and Services division supported our presence throughout the three-day event. Thanks to Kris Barker, Will Dalgliesh, Katharine Drummond-Gillett, Tracey Jasper, Jodi Brown, Chase Vanroosmalen, Beck Irwin, Justin Mansfield, Melissa Irwin, Tessa Fiskin, Cassie Cheffers, Matt Stevens and Janet McMaster. The team reported that there was a high level of interest in our courses as many visitors dropped by to have a chat.

### 2023 Melbourne Career Expo a huge success

The Events and Marketing teams also represented us at the 2023 Melbourne Career Expo. The event attracted over 16,500 jobseekers, apprentices, students and graduates who were there to find their next career steps. Held at the Exhibition and Convention Centre at South Wharf from 14 – 16 July, the expo showcased a diverse range of exhibits, offering invaluable career advice, employment opportunities, and various training and learning options for attendees.



### We launched a comprehensive Animal Health database

In July, our Library Service announced the launch of a NEW animal health-related electronic database, accessible 24/7 from the library website on and off campus! Veterinary Source offers a collection of full-text scholarly local and international journals and magazines dedicated to all aspects of animal health.

The database provides extensive research on the prevention, control, diagnosis, and treatment of diseases and injuries in animals, including livestock. It covers various topics, encompassing text and images, related to every aspect of animal healthcare, including:

- Animal pathology and parasitology
- Veterinary medicinal care and practices
- Anatomy and physiology
- Small and large animal care
- Nutrition and diagnosis
- Animal reproduction and breeding and more.

### The Bakery Window expands to Bendigo City

Following the massive success in Broadmeadows, the popular Bakery Window expanded to Bendigo City from August until the term break in September. Our Bendigo colleagues were invited to indulge in affordable treats including cakes, fresh bread, pastries and more and support our talented bakery, cookery, and hospitality students at Bendigo City.

The window opened from Wednesday, 9 August from the Bakery Window in Building E Bakery and ran every Wednesday from 1.30 to 2.30 pm until the term break in September.

### Indigenous Cultural Awareness Training at Bendigo City

In August our Indigenous Cultural Awareness Training (ICAT) sessions, led by Jimmy Kyle, expanded to Bendigo. ICAT sessions are now offered to Bendigo staff monthly until year end. Sessions at Broadmeadows continue as well. ICAT provides a profound journey into indigenous culture and the feedback from attendees is always overwhelmingly positive. For more information and details on how to book, please click here to go to the KanBe Hub.

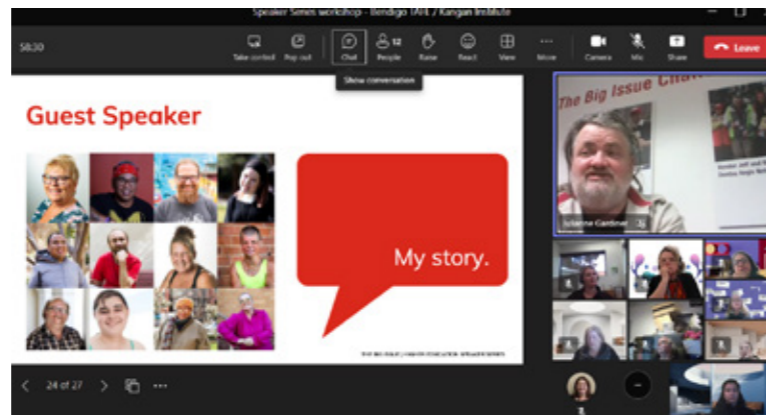
Our Session Leader Jimmy Kyle is a Thungutti Goori man hailing from the Billybyang Creek community on the Mid-North Coast of NSW.





### We acknowledged National Homelessness Week

In August BKI focussed on Homelessness and how it impacts our students and community. We created a series of videos featuring Brian Wiseman, Student Counsellor from the Student Support team. The bite-size videos helped to build our knowledge of homelessness and to give more confidence to support someone who might be without a home, as well as provide information on supports available to them. You can access the videos here.



The videos look at the broad nature of homelessness, moving our perspective away from only thinking about those who are visibly homeless to understanding other situations.

In support of Homelessness Week, we also offered three group workshops hosted by The Big Issue.

The workshops “Stories with Impact: Understanding Hardship Through Lived Experiences” a brand-new program by The Big Issue, is designed to creatively educate our people and improve confidence in interacting with clients or customers experiencing hardship and disadvantage.

During the workshops, we heard from an expert facilitator and a special guest with lived experience of homelessness and marginalisation who shared their story.

### Teachers from China learnt about the BKI way

We welcomed two special visitors from Jiaxing Nanyang Polytechnic Institute (JNPI) in China in August, who visited our campuses across BKI.

Wang Le (Will) – Director and Ship Major Teacher, and He Zhenyang (Ben) – Ship Major Teacher flew from Jiaxing province in China with the President of their college and other teachers, to explore our marine program at BKI. Wang and He ended up staying a month with us to learn about our training as they had recently launched their own program in China where they had 53 students enrolled to learn about marine technology.



JNPI is based in the historic city of Jiaxing in the northeast of Zhejiang Province. The large college has roughly 10,000 students enrolled with 30 courses including the Marine major. BKI has had a long-term partnership with JNPI for over seven years to provide training on Certificate in Mechanical Technology in China.

Will and Ben heard many successful stories about our TAFE during their visit where they had the opportunity to watch and learn how we deliver our courses at BKI. They will take that knowledge back with them to improve their teaching and practices at the College.

They both told us that they recognised the hard work that the teachers at BKI do which contributes greatly to the success of the institute. They also admire how our institute helps to provide a career and future for young adults.

Will and Ben were both impressed by the Melbourne culture, they enjoyed the modern city and lifestyle. We look forward to a continuing successful partnership with JNPI in the future!

### Our partnership with Melbourne Storm paves the way for future careers

We also unveiled our collaboration with Melbourne Storm in August, aimed at helping individuals discover their career paths. Launched during National Skills Week (21-27 August), this partnership is centred on aligning life and career aspirations with skills training. It's designed to support Storm players, staff, and supporters to explore career pathways beyond football and enhance their current skills.



As the Official Academy Partner and Official Women of Storm Partner, we will feature prominently on game day signage during Melbourne Storm games. We look forward to achieving great things together.

### Carpentry students witness real-world building at Broadmeadows HACCOE



In September, our carpentry students made a special visit to the Broadmeadows campus Health and Community Centre of Excellence (HACCOE) construction site to see real world applications of their education. For most of the students this was their first opportunity to visit a building site and see how all their learning is applied in real life. The students were introduced to the pre-pour methodology that happens prior to pouring a suspended slab, as well as valuable insight into trade coordination requirements between key structure trades and services trades to ensure light fitting, hydraulic, and other services are seamlessly integrated - demonstrating how a well-integrated project functions.

### New partnership with Collingwood AFLW

Another exciting new partnership was announced in September for Kangan Institute as the Official Premier Partner of the Collingwood Club's AFLW team. We signed a two-year deal and will also serve as the side's Official Coaches Partner.



The partnership with Collingwood Club's AFLW team will bring a range of benefits for both players and the community including education and career opportunities. Collingwood AFLW players will have access to our extensive educational resources, which will help them to build the skills and qualifications that can extend beyond their sporting careers. They will also collaborate with us on our community initiatives to use the power of sport to inspire and engage local communities.

CEO Sally Curtain attended the launch event and spoke about how we look forward to combining our experience with the Collingwood Football Club to inspire future generations to fly higher, on and off the field. Collingwood Football Club's CEO Craig Kelly said he was thrilled to welcome the new partnership with Kangan Institute. “We’re pleased to welcome Kangan Institute onboard as our Official Premier Partner and Official Coaches Partner of our AFLW program” he said, and recognised the opportunity to work with Kangan Institute as industry-leading professionals who commit to our AFLW program, and we know they’ll play a key role in the next phase of the program’s journey. He also said that the partnership will present our AFLW athletes with opportunities to study through Kangan Institute and will also see our players engage with and empower current students at Kangan Institute.



### Kangan Motorsport students kept them racing at Sandown 500

Our Motorsport Technology students showcased their skills at the Sandown 500 event from 15-17 September 2023. Hundreds of visitors also flocked to our stand to learn about our courses. The stand looked fantastic, staffed by an enthusiastic team of Kangan volunteers.

Our External Communications team, Steph Yap and Tan Yoowang, were also on ground to showcase Bruce Stewart from Walkinshaw interviewing our passionate automotive teacher, David Gambin as well as students. Students James and Ryan took a few minutes away from their work to talk about their experience on the day.

It was a great team effort - thank you to everyone involved, especially our Automotive team and the staff who dedicated their time over the weekend.



### We partnered with VETASSESS to join the inaugural Cremorne Digital Hub (CDH) community hack day

On 5 September, people from Kangan Institute and VETASSESS and our IT industry partners (including Car Sales, Versa Agency and REA Group), attended the inaugural Cremorne Digital Hub community hack day.

Based on the theme 'Wicked Innovations', the team were briefed on a 'wicked' problem, an issue that has many layers and cannot be completely solved and were tasked to create a product. The product that the team were asked to work on was an app for homeless people.

The team learnt that while many homeless people do not have a computer or a laptop they do have a mobile, so the app was designed to give them the tools that will steer them into a TAFE course.

### A record-breaking crowd flocked to the Royal Melbourne Show this year



From 21 September to 1 October, more than 450,000 people flocked to the Royal Melbourne Show, making it a monumental success and we were delighted to be part of it.

The show, this year saw an average daily attendance of over 30,000 over 11 days at the Melbourne Show Grounds in Ascot Vale. Attendance peaked on Friday 29 September, the grand final public holiday, with more than 50,000 people pouring through the gates.

We were delighted to welcome Minister for Training and Skills and Higher Education Gayle Tierney who was a highlight for the team supporting the booth. Noodles, our resuscitation dog, captured the attention of many visitors, and a microscope used for identifying microorganisms in plant cells and ACE's Red Bull Billy Cart, known as 'The Flyer,' gave visitors a lot to do while they waited to chat with the team.

The event generated more than 50 course inquiries for us, forging connections with the community and potential students.

The interactive display at the event was a resounding success and will potentially feature in future promotional activities for the Royal Melbourne Show. Matt Stevens from Industry Solutions was interviewed by the show's Marketing team. Matt and 'The Flyer' may be also featured in future promotions for the show - a great outcome for a well-thought-out stand.

## Improving our experience

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

### Congratulations to our 107 educators who completed their Educator Passport

In July, we celebrated 107 of our educators who earned their Educator Passport early for the year by the close of Term 2 2023. The Educator Passport provides annual recognition of Educators' capabilities and currency and aims to maintain their teaching excellence, vocational currency and long-term career development at BKI. The passport and a Digital Badge are issued to Educators when they complete their annual required points for professional and vocational currency.

### We observed Integrity Month at BKI



We observed Integrity Month at BKI in August. Our People were encouraged to complete two key modules launched this year - the Child Safety Refresher training for 2023 and Security Awareness in the Workplace. Completing both modules demonstrates that you understand and can apply the compliance requirements of your role.

Victoria has compulsory minimum standards that apply to all organisations that provide services for children to help protect children from all forms of abuse. To find out more about the Child Safe Standards, go to the Victorian Government Website here.

### Our staff attended the VDC VET Teaching & Learning Conference

The VDC VET National Teaching & Learning Conference was held on 17 & 18 August at the Melbourne Exhibition and Conference Centre. Twelve teachers, educational managers, and the Teacher Development team attended the conference.

At the conference, the team heard from inspiring speakers like Jacqui Cooper, a 5-time Olympian and 5-time World Champion aerial skier, and Nasir Sobhani, a hairdresser who helps homeless people, who encouraged participants to help students set goals, find their purpose, and give back to the community.

The team also participated in various discussions and workshops that focused on making the best learning environments, being inclusive, and learning about the latest VET research. They are now looking forward to applying their learnings at BKI to benefit our students, communities, and industry.

Some of them even got to see the WorldSkills National Australian Championships happening live and were amazed by the skills and talents of VET students.





## Improving our places

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



### Echuca Campus landscape gets a facelift

In July, our Echuca Campus received a new and improved look with a stunning garden and revamped pathways. The clean-up beneath the trees proved to be a major uplift giving the area a whole new look.

### Exciting progress at the Health and Community Centre of Excellence (HACCOE), Broadmeadows

There has been some fantastic progress in building the HACCOE at Broadmeadows during this quarter. The building works are on track and due for completion in October 2024 giving us suitable time to move in, set up and get ready for classes to commence at the start of 2025.

With the pour of the level 3 slab recently completed, the works are looking great. The main entrance faces the Town Park, with some exciting features including:

- A spacious walkway for pedestrians to enter the campus from Pearcedale Parade
- Landscaping that seamlessly connects the building with the Town Park, providing outdoor spaces for both our staff and students.

We're also collaborating with local Indigenous artist, Aunty Kim Wandin, to design an iconic sculpture that will hang within the three-story atrium entrance. This open space will also make it easy for our students to find their way around.

Currently, a dedicated footpath through the town park and the Indigenous Education Centre has been established for pedestrians, providing a more scenic and pedestrian-friendly route to enter the campus.

Our Campus Transformation Team is committed to providing constant communication and updates throughout this transformational process, ensuring transparency and minimal disruption to day-to-day operations at Broadmeadows campus.



### Welcome VETASSESS to Cremorne

In July we welcomed VETASSESS and eWorks into their beautifully refurbished new offices in Cremorne on Level 1 of Building A. The team relocated from East Melbourne and are enjoying their new surroundings and location. Along with their office space, there is also signage on the ground floor entry area on Cremorne Street to welcome visitors and assist with way finding.

## 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.**

### Taking our final steps, embedding JR Plus in the business

The Student Journey Transformation Program wraps up at the end of the year and we're taking our final steps towards embedding Job Ready (JR) Plus in our business teams. Finance, Student Administration and user focused communications have already transitioned to the operational, BAU teams.

We continue to collaborate with our end users and business stakeholders to enable transition in the remaining areas of BKI, developing detailed handover documentation; delivering final training sessions and ensuring our support model has been finalised.

Integral to this readiness has been the ongoing work with Ready Tech, our vendor, to identify and address our users' needs as they also prepare to hand it over to us. That said, this is not the end. We continue to collaborate with our stakeholders across BKI to identify and prioritise areas of improvement and work with Ready Tech to ensure those needs remain visible to them. A project of this size and complexity is a challenging undertaking.

Now as we enter the final stages, it's worth looking back and acknowledging how much has been achieved by everyone who has been part of this, very large program of work. Thank you, it would not have happened without you.

### Project Moodle continues to move forward to our new My Learning Platform

BKI's Learning Management System (LMS), MyLearning (also known as "Moodle") is a key digital education platform which allows students and teachers to connect their learning online. As we continue the work to digitally enable our operations, and digitally enhance the experience for both teachers and students, the team along with our Lead Educators and Course Developers have been steadily working to validate data before we move to the new platform.

Thousands of records have now been reviewed and validated, making way for our newly built and configured MyLearning 2 (ML2) platform. The data cleansing of our 12-year-old MyLearning platform, MyLearning 1 (ML1), has included 1,979 master courses (46%) and 3,100 development courses (58%) being identified as redundant and ready for archiving.

Our new MyLearning 2 (ML2) platform has also been built with new configuration and courseware directory that will support future courseware governance and practice. This has all been achieved through a collaborative effort by teaching departments, Digital Delivery, Lead Educators, Course Developers, and the project team.

As we progress towards the end of the year, we will continue to migrate courseware from our current MyLearning 1 to new MyLearning 2 platform and also continue meeting with multiple teaching departments across BKI to identify the business requirements for our next set of integrations with JR Plus – Moodle Course Creation and Moodle Student Course Enrolment.

# Building a united TAFE

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

## First Nations flags raised to celebrate NAIDOC at the Indigenous Education Centre

On Tuesday 4 July Indigenous Educator Jimmy Kyle met us with a warm Wominjeka (Wurundjeri for welcome) at the Indigenous Education Centre (IEC) to introduce revered Wurundjeri Council elder Aunty Diane Kerr who formally welcomed us to the traditional lands of her people.

Aunty Diane's presence brought to life the survival of the Wurundjeri people and was a highlight at our annual event to raise the flags of First Nations communities to mark the start of our NAIDOC celebrations.

Aunty Diane, who spoke about the ongoing legacy of the Wurundjeri people who descended from Annie Borate. You can learn more about Annie here.



With the NAIDOC theme this year 'For Our Elders' the teaching that comes from the wisdom of experience was key in speeches from both Jimmy and Acting CEO Graham Fryer who spoke of their own insights from elders past and present.

After the speeches the First Nations Flags were raised outside our main entrance to the campus. Returning to the IEC, the conversation flowed, supported by a delicious morning tea prepared by our bakery team Ruwan Colombage and Fred Money.

## The Internal Communications team researched employee engagement with pop up sessions

From 31 July to 8 August, the Internal Communications team took time out to connect with our people on campuses over cake and conversation! Staff were invited to drop in for 5 - 10 minutes at Bendigo City, Cremorne, Docklands, Broadmeadows, Charleston Road and Essendon to share their valued thoughts on internal communications and how the team can continue to support their needs and plan for future communications activities and new ways to share information.

## Trade Skills Centre engages communities during NAIDOC Week celebrations



In the first week of July, as part of NAIDOC Week celebrations across the regions, our Indigenous Education Centre (IEC) & Trade Skills Centre (TSC), participated in events held in Echuca - Njernda Aboriginal Corporation Family Day and Shepparton - Rumbalara Aboriginal Cooperative Family Day. The TSC team set up interactive stations at both locations, providing attendees with a unique opportunity to unleash their creativity. During the events, participants selected a piece of red gum timber which was then turned by our team and wood burning techniques were used to personalise their own red gum chopping boards, cheese platters, and candle holders. Over the course of two eventful days, more than 150 boards were brought to life by individuals of all ages, resulting in a great collection of designs and craftsmanship.

Our TSC was delighted to participate and support our IEC and communities during the NAIDOC Week celebrations. TSC's engagement with the communities during these events not only created lasting memories but also offered a glimpse into the rewarding experiences that the construction industry can provide.

The success of these events was made possible through the efforts of TSC Education Managers Mick Fry and Matt Hague who ensured a seamless experience for all participants. It was a family affair for Matt with his daughter Alarna also helping out on the day to engage with the local communities.

## We continued our monthly KanBe Talks sessions

Ruwan Colombage took us on a culinary journey in the 12 July KanBe Talks session. He shared his fascinating experiences in Europe after being awarded the ISS Scholarship. One of the key takeaways from Ruwan's talk was his advice on how to achieve exceptional outcomes with minimal resources.

On 15 August, we gained valuable insights on Gender Equity and the new Victorian Government work on Respect at TAFE from our Diversity & Inclusion Team, Dale Park and Alice Bennett.

On 27 September, we hosted a session on Financial Wellbeing led by our guest speaker Richard Lynch from Aware Super - BKI's Superannuation partner. He shared a wealth of valuable financial insights, offering guidance on how to nurture and grow your Superannuation effectively. The talk gave advice on how to gain control of finances using the fundamental financial principles of healthier money habits.

## Students brought their flair to the 2023 National Apprentice Employment Network Conference

The 2023 National Apprentice Employment Network Conference (NAEN) held on 15 - 17 August would not have been the same without the creative contribution from students from the Horticulture, Hospitality and Fashion, Hair, and Beauty teams.

The conference focused on providing the right support for youth entering the workforce. We were both sponsors and participants for the Gala Dinner on 16 August. Bruce Hughes, Executive Director - Trades Skills Centre, represented BKI with an entertaining speech at the event and the highlight was the tables, catering support and fashion on show by our students.

Horticulture students and teachers decorated the tables with plants cultivated by their students in partnership with OASIS, a valuable industry partnership for students. Macarons used as attendee and speaker gifts, were baked by our hospitality team, and students and staff from our Fashion, Hair, and Beauty courses staged a captivating mini fashion show during the pre-gala dinner drinks, to showcase the creative talents of our students and staff, making it a memorable night for all!



### Warden training across our campuses to keep us safe

On 22 September, our Health & Safety team organised Warden Training in Bendigo, specifically for the City and Charleston Rd campuses. We had over fifteen people join the Warden training at the City Campus, with twelve from Charleston Rd Campus. Donning smart new uniforms, the wardens were eager to take their roles as wardens seriously.



We're committed to safety, and that's why this training is happening every year, with the next one set for September 2024. The main goal of the training is to make sure our staff are engaged and understand how to keep everyone safe.

### We released a Statement on the Aboriginal and Torres Strait Islander Voice to Parliament

The Board and Executive Team released a statement to support the Voice to Parliament prior to the 14 October referendum. The statement declares that we at BKI acknowledge the history of systematic disadvantage and support the Uluru Statement from the Heart which reflects the aspirations of Aboriginal and Torres Strait Islander peoples for constitutional recognition and a constitutionally enshrined Voice to Parliament.

### We brought all the colours of the rainbow to celebrate Wear It Purple



On 30 August, our Broadmeadows Library and Bendigo City Student Lounges turned purple. Over 500 students and staff gathered to celebrate Wear It Purple Day. Everyone shared stories and connected over a yummy morning tea.

A highlight of the day was the opportunity for participants to make their own badges to show their allyship with our LGBTQI+ community with pride. Our IDAHOBIT Poster Competition winners were also

announced. Congratulations to Georgina Davis and Alicia Nestor from Kangan Institute, with Wilbur Haddon from Bendigo TAFE, who wowed us with their designs. Their posters beautifully captured what inclusivity means to them.

### We celebrated National TAFE Day

On 6 September, we celebrated National TAFE Day throughout our campuses. It was an important day to celebrate and recognise all the work that our TAFE employees have contributed to building today's workforce. Docklands campus also welcomed 17 education agents from Japan and Korea on the day.

This is the second Inbound Mission Program organised by Study Melbourne to showcase Melbourne as the best Australian student city and study destination.

Their visit not only celebrated the significance of TAFE institutions but also highlighted the global appeal of our vocational and English programs. These agents, with their diverse perspectives and expertise, engaged in productive discussions and exploration of our campus, witnessing firsthand the excellence and innovation that define Kangan Institute.

A big shout out to our brave students who volunteered as guest speakers on the day to share their stories as well as the International team and teachers for their presentations and support.

### We celebrated Adult Learner Week



From 1-8 September, we celebrated Adult Learner Week and acknowledged that it is never too late to start learning - and that we often teach many inspirational learners. During the week we spotlighted two students Jason and Nagat who shared their stories with us.

Jason Qiang proved that we are never too old to learn. Jason came to Australia

after working for 15 years as a police officer in China at the age of 41 to be with his wife. "My wife came here to learn English. She liked the country and wanted to stay for life, so I quit my job and moved here... I followed love," Jason shared.

Now 50, Jason enrolled in the Adult Migrant English Program (AMEP) and began to learn English at the age of 41. After he completed his first course, he took on another qualification of the Certificate III in Commercial Cookery while simultaneously running three food and beverage businesses specialising in Vietnamese cooking.

Jason still has a thirst for more. After achieving his qualifications, he continues to attend classes at Bendigo TAFE to refine and improve his skills.

Nagat Ali-Bekhit is a refugee turned pathways counsellor and has assisted over 900 students within Kangan Institute's Adult Migrant English Program (AMEP) to support them to build a new life in Australia.

Many students found their way to our programs through counselling with Nagat and one of her tips is persistence. Persistence is what kept Nagat going until she arrived at the current job she loves, guiding other migrants in Australia on their educational and career pathway opportunities.

Nagat has advice for anyone particularly the students she works with "The first step, she says, is setting clear educational and career goals. Define what you want to achieve through your education. Whether it's acquiring a new skill, changing careers, or simply expanding your knowledge, having a clear goal will give you direction and motivation,"

### Our students joined in our R U OK? Day activities



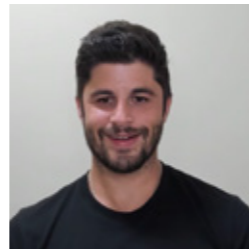
On 14 September, we marked R U OK? Day with an outpouring of support and unity across our Bendigo City and Broadmeadows campuses. The day was a resounding success, with over 600 students participating in a series of events held at both campuses.

Our campuses were covered in vibrant shades of yellow, symbolising our commitment to this important cause. We aimed to foster open conversations and connections among our students, and we did so with a variety of engaging activities. From morning tea gatherings to conversation card sessions and even badge-making, our goal was to encourage dialogue and forge connections that matter.

One of the day's highlights was the R U OK? Day pledge board, where everyone had the opportunity to express their commitment to regularly checking in on friends, family, and colleagues. Our community partners, including Thorn Harbour, Lifeline, Bendigo Community Health Services, Catholic Care, IEC, Jobs and Skills for the regional stakeholders, and Orange Door, Hume City Council, Brotherhood St Laurence, Talk Campus, Skills and Jobs, Employment Centre for the metro stakeholders, joined us in providing valuable support and resources to our students.

### Nick Bracks brought his story and wellbeing wisdom for R U OK? Day

Another key highlight of R U OK? Day on 14 September for our staff and students was our virtual event with special guest speaker Nick Bracks. Nick is a speaker, advocate and actor who joined us to share his inspiring journey and how he was able to share and manage his own deeply personal mental health story. He offered simple yet powerful tools and techniques for managing mental well-being with tools that he called the “four pillars” of his wellness process:



1. Move your mind
2. Still your mind
3. Feed your mind
4. Connect your mind.

Explore more about these four pillars and their impact here.

### Catch ups with the Executive Team at Charleston Road and Docklands

On 9 August, members of the Executive Team and CEO Office enjoyed a casual get together over morning tea with our people at Charleston Road. It was a great turnout with people from across all portfolios join to chat with the. On the day, we also welcomed a few international visitors from China who dropped by to meet the team.

We also had an Executive catch up on 19 September at Docklands with our ever-supportive Executive Assistants team helping to create an excellent gathering.

### We launched a series of activities and events for Mental Health Month

As part of our ongoing commitment to support our people through many of the challenges we ALL face, we launched a series of activities for Mental Health Month for October – all designed to raise awareness about mental health and wellbeing.

Beginning in September, activities offered included:

- Individual Wellbeing Coaching
- 10,000 Steps Challenge
- Team get-togethers
- Mindfulness Sessions
- Managing Through Change Sessions
- Mental Health & Wellbeing Sessions
- Individual Learning and Support

These coincided with engaging speaking events in September as well (with more to follow in October):

- R U Ok? Day (Thursday 14 September) with guest speaker, Nick Bracks
- KanBe Talks (Wednesday 27 September) - a session on Financial Wellbeing with Aware Super.

# 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.**

### Educator Passport Mini Summit: Fostering collaborative professional development

The Educator Passport Mini Summit, organised by the Educator Passport Consortium, brought together four prominent TAFEs — Bendigo Kangan Institute, Chisholm Institute, TAFE Gippsland, and SuniTAFE—for a remarkable successful event.

Held on 29 June, this year’s Summit was a phenomenal success, drawing more than 500 educators from the four TAFEs.

Designed to facilitate the ongoing development of educators and ensure teacher currency, the Educator Passport program exemplifies the power of a network approach. Through this initiative, consortium members share teacher professional development activities, valuable resources, innovative ideas, and best practices, fostering a community of learning.

The event featured excellent presentations from four guest speakers regarded as legends in their respective fields. Notably, the lineup included Dr. Michael Carr-Gregg, whose expertise and contributions to education are widely acknowledged. Additionally, the Summit provided a platform for our very own Kent Martin, Teacher Development Specialist (Digital Facilitation), who presented on ‘It’s more fun learning together!’ showcasing his insights and expertise, receiving accolades alongside Dr. Carr-Gregg.

Reflecting on the event, Kent expressed his delight at witnessing the remarkable collaboration across the Educator Passport consortium, which enables the delivery of outstanding professional development opportunities for the VET sector. He emphasised the value of collective efforts in driving meaningful growth and innovation within the education community.

Congratulations to Kent Martin and the entire Teacher Development Team for their outstanding contributions to the Educator Passport Mini Summit.



## Victorian Training Awards 2023

We were proud to be named finalists in the Large Training Provider of the Year category again this year. Presented by the Victorian Skills Authority, the awards ceremony in August celebrated the achievements of 40 finalists across 14 categories, including individual awards, employer awards, training organisation awards, and industry collaboration.

Congratulations to TAFE Gippsland who took out the accolade for 2023. We also celebrated three of our incredible students who were also finalists:

- Joachim Lopez-Valoa, Kangan Institute: Finalist for Victorian School-based Apprentice or Trainee of the Year
- Tia Webb, Bendigo TAFE: Finalist for Victorian Apprentice of the Year
- Pinar Teker, Bendigo TAFE: Finalist for Victorian Vocational Student of the Year.

In very exciting news, our Kangan Institute marine mechanics whiz, Joachim Lopez-Valoa was named Victoria's top school-based apprentice for 2023. Joachim is now set to represent Victoria at the 2023 Australian Training Awards later this year.

A passion for the water and a knack for problem-solving steered Victorian School-based Apprentice of the Year Joachim Lopez-Valoa toward the world of marine mechanics. "I love taking things apart, trying to understand them, how they work and reassembling them," Joachim explained.

"Problem solving is also another fun aspect as it requires me to utilise all of the knowledge, I have learned so far. "One of my favourite things about being a marine mechanic is when I am around water, whether it is testing engines in the test tank or water testing boats at the lake."

Joachim, a student pursuing the Certificate III in Marine Mechanical Technology, is also completing Year 12 at Cranbourne Secondary College he said on being named Victoria's top school-based apprentice. "I feel honoured to have won the award and to represent the state of Victoria.". "It is awesome to be running for nationals as I get to see my hard work pay off and that, for me, really is the best feeling."

Currently employed at Mercury Marine Australia, 18-year-old Joachim said undertaking a school-based apprenticeship has enabled him to gain practical skills for his desired career.

We are incredibly proud of Joachim, Tia and Pinar that they were recognised at these important and prestigious awards.



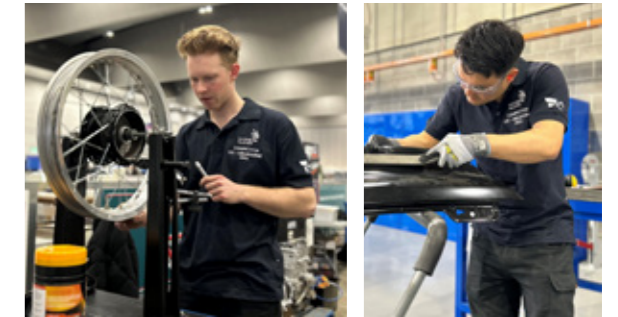
## WorldSkills Australia saw our automotive students shine

Our automotive students tasted success at WorldSkills Australia, with four out of the eight apprentices winning silver and bronze medals at the 2023 National Championships.

Congratulations to our automotive students Tom, Joshua, Dylan and Ali for winning silver and bronze medals at the 2023 National Championships:

- Silver: Motorcycle Mechanics – Tom Saxon
- Silver: Automotive Refinishing – Dylan Hoskin
- Bronze: Motorcycle Mechanics – Joshua Darmody-Schembri
- Bronze: Autobody Repair – Ali Akber Rezaie.

The competition was held from 17-19 August, with over 500 competitors from across the nation showcasing their trade skills expertise. The event was held at various locations across Melbourne, including at our Automotive Centre of Excellence (ACE) Docklands campus in the autobody repair and automotive refinishing skills area.



In total, eight automotive students from ACE participated, with our automotive educators' also part of the event as competitor mentors, competition convenors, and judges. Well done also to our other automotive student competitors, Noah Farrugia and Kristian Mitrovski for automotive electrical, Connor Matkovic for automotive mechanics, and Coady Gorringer for heavy vehicle mechanics.

The top performers at the National Championships now have the exciting opportunity to be selected for Team "Skillaroos," who will represent Australia at the 2024 WorldSkills Competition in France. Congratulations to our students for their great results, and to everyone involved in helping to make the event such a success.

## We updated our Parking Policy to enhance safety on our campuses

In July, we updated our Parking Policy to ensure a controlled and regulated parking service, while also preserving the natural beauty of our campuses. The primary focus of this policy is to prioritise user safety and provide unrestricted access for emergency services.

## Workplace Behaviour and Health Safety and Wellbeing policies updated

We have updated the Positive Workplace Behaviour policy with a new name Prevention of Potentially Harmful Behaviours Policy, as well as the content. There is ongoing work to review and develop new procedures and other resources to comply with the new policy, which will be available soon.

Also, check out the revised Health, Safety and Wellbeing Policy recently launched. With minor changes, the policy is now simplified and updated to cover our psych H&S approach.

Please familiarise yourselves with the updated policies:

- [Prevention of Potentially Harmful Behaviours Policy](#)
- [Health, Safety and Wellbeing Policy](#)

## Building skills with the Women in Business Leadership Program



In July, Priyanka Choudhury, Team Leader – Student Support, and Amy Edelmaier, Strategy and Program Lead, successfully completed Leadership Victoria's Women in Business Leadership Training Program.

The Program, supported by NORTH Link and Kangan Institute, is designed to empower local women in Melbourne's north with aspirations for senior leadership positions representing the strength and determination of women striving for leadership excellence.

### OTCD spent time at Docklands to see how ACE is changing the narrative on trades careers

On 2 August, OTCD held its regular meeting at our Docklands campus, providing a perfect opportunity to showcase our outstanding facilities. Giulian Di Maggio, Director ACE and Joe Ballato, Education Director ACE, were instrumental in highlighting the best of what ACE offers. During the meeting, Giulian highlighted that with older than average apprentices, parents are starting to see the value of a trade education which has resulted in an increasing enthusiasm for their children to take up a trade career. Skills shortages and greater work-life balance means that more parents are actively encouraging their children into trades.

“ACE and the Trades Centre actively promote the value of trades whenever speaking with parents. I have literally seen parents go from looking like the world is ending because their child wants to become a mechanic to relief and happiness in the realisation that their child could have a great life”, said Giulian.

These developments are great news for OTCD, who are eager to highlight the numerous opportunities that the VET sector brings.

### Open Night at Docklands brought a big crowd



On 1 August 2023, the Automotive Centre of Excellence hosted an Open Night to showcase the training pathways available at Kangan Institute's Docklands campus. Over 65 members of the public, including prospective students, their parents, and teachers gained an exclusive insight behind the scenes at Australia's premier Automotive training facility at the Open Night at Docklands campus.

The attendees had the opportunity to learn about a wide range of qualifications, including light vehicles, heavy vehicles, body trades, marine and auto electrical. Six highly engaged groups were given tours by leaders from ACE, with expert knowledge shared and demonstrations provided by our talented teachers.

### Empowering Trades Educators at Charleston Road Campus

At our Trades + Skills Centre, staying at the forefront of the commercial and building industry is a top priority for our team. On 28 July, we had the privilege of hosting an in-service day at our Charleston Road campus in Bendigo, where 46 trades teachers gathered to explore current industry trends and the challenges faced by construction workers.

Milwaukee and BlueScope Steel led the sessions at Charleston Road campus, providing valuable insights into the latest developments. The day covered topics such as the effective use of personal protective equipment in commercial and domestic settings, the features and benefits of cutting-edge equipment, and essential measures for drop prevention and silica dust exposure protection.

BlueScope Steel also offered a specialised training session focused on advances in steel-framed building technology, catering to carpenters, plumbers, and electricians. The highlight of the session was a live demonstration of a soon-to-be-released nail gun capable of effortlessly firing screws into metal frames.

Our strong partnerships with industry suppliers like Milwaukee and BlueScope Steel allow us unique opportunities to gain hands-on experience with the newest tools and equipment. We are committed to fostering a culture of innovation and excellence at our Charleston Road campus. Thanks to Mick Fry, Education Manager, and Matt Hague, Acting Director, for organising this enriching professional development opportunity.



### We were honoured at 2023 Victorian Employer Support Awards

On 24 August 2023, Bendigo Kangan Institute (BKI) was honoured with a Certificate of Recognition at the 2023 Victorian Employer Support Awards. This acknowledgment was a testament to our commitment and continuing support of Defence Reservists.

The award was accepted by CEO Sally Curtain, who proudly represented BKI as we were acknowledged for our exceptional support to Defence Reservists throughout the year. This recognition serves a dual purpose to underscore the advantages that employers can gain by having Defence Reservists within their workforce (where Reservists undergo specialised training, equipping them with adaptable skill sets that enrich the workplace), and it pays tribute to employers who wholeheartedly support Reservists - acknowledging the sacrifices Reservists make in terms of time and dedication to their careers in Defence.



We are grateful to Geoff Hatcher, Business Analyst in the Governance Risk and Compliance, for nominating BKI for this year's award for the continued support he received for Defence Reservists.

Geoff is a Major in the Army Reserve, providing command, leadership, and operations planning training to Officers preparing for promotion to Captain. Geoff said that his role in Defence is diverse and fulfilling, and he is grateful for the support BKI has provided. “BKI has been supportive of my Army Reserve commitments. My managers value the skills, experience, and training I have received during my Army Reserve career. They recognise the value of management, analysis, planning, and prioritisation skills as also relevant to my job at Bendigo Kangan Institute” Geoff said.

### Changes to COVID-19 vaccination requirements

In August, we announced that Bendigo Kangan Institute (BKI) no longer has a requirement for staff to be vaccinated against COVID-19 to work onsite or at our campuses.

This was determined after previous consultation and much feedback from staff, and advice from medical experts, relevant Victorian Government agencies, and consultation with applicable unions.

For some staff there may still be industry requirements to be adhered to (if requested/needed when working at other sites), such as staff entering Aged Care, medical facilities, and some correctional facilities, Work Placements, and potentially other activities.

Whilst there is no employment requirement for staff to be COVID-19 vaccinated to work onsite/on campus now at BKI, we ask that health and safety continues to be at the forefront of people's minds, in particular in consideration for each other.

If there is a need to change this position into the future, BKI will follow precautions and government requirements at that time.



### Committing to growth in the suburbs with Melbourne's Northern Business Community

On 7 September, we attended the Northern Business Achievement Awards breakfast in Bundoora, organised by NORTH Link as a major sponsor of the event. BKI was represented by Matt Hague, Bruce Hughes and Ian Said. The highlight of this event was hearing from James Baulderstone, the CEO of National Intermodal, who shared insights on the potential of the Beveridge Intermodal Freight Terminal (BIFT) and its far-reaching implications for Melbourne's North and beyond.

Situated immediately adjacent to both Inland Rail and the Hume Freeway, a dedicated 1,100-hectare rail freight precinct, the Beveridge Intermodal Freight Terminal (BIFT) will mean less trucks on roads and the growth of new industries on the doorstep of Melbourne's outer north. The growth effect of this hi-tech Terminal and logistics hub will impact how business is done across Melbourne not only bringing almost 20,000 associated jobs to Melbourne's rapidly growing north, but also providing a true opportunity for people to live and work locally in the logistics, commercial, and industrial precincts in Epping, Merrifield and the future Cloverton Metropolitan Activity Centre.



We will continue to work with Intermodal to explore ways in which we can collaborate and contribute to this transformative project, aligning our goals with the shared vision of local growth.

### Hume Valley Special School visits Broadmeadows Campus

On 12 September, we welcomed Hume Valley Special School at our Broadmeadows Campus as part of the Victorian Youth Fest, a month-long celebration of young people's contributions and achievements in their communities. Attendees enjoyed music, artwork, and even admired potted plants grown as part of the Hume Valley School VET project.

Many of the students who attended this event will go on to enrol with us, paving the way for future employment opportunities.

We also welcomed Cr Joseph Haweil, Hume City Council Mayor, and Carole Fabian, Electorate Officer for the Federal Government, who joined us on campus. They are strong advocates and supporters of local schools and TAFE programs in Hume City.

This event at Broadmeadows was one of the 111 events happening across Victoria as part of Youth Fest. It became a reality thanks to the strong partnerships forged by the Foundations and Pathways team. A special thanks to Matt Hetherington and Susan Siebel for their exceptional work in bringing this event to life, as well as for hosting the event.



### iACE are finalists for a Study Melbourne's Excellence in Innovation award

In September, we were announced as a finalist for Study Melbourne's Excellence in Innovation in Partnerships and International Engagement Award through our partnership with India's first International Automobile Centre of Excellence (iACE).

Having partnered with India's Government of Gujarat and Maruti Suzuki to establish iACE, we've been collaborating with the centre to address skill needs in India through industry-led, tech-based vocational automotive training!

The Victorian International Education Awards serve as a platform to highlight and acknowledge the remarkable efforts of Victoria's international students, alumni, and educational institutions who all play a pivotal role in advancing international education both within the state and on a global scale.

Winners will be announced at an awards ceremony held on Thursday 26 October.



### Our people joined us in shaping BKI's future

We're gearing up for an exciting journey to shape Bendigo Kangan Institute's (BKI) strategic plan for 2025-2030 and we invited our people and students to be a part of this journey.

Throughout September, our Head of Strategy and Program Management Prue Humber and her team held four Unique Value Proposition online sessions for our next strategic plan. We invited our people and students to share what they believe makes BKI unique and to help us understand just what makes BKI their preferred choice for our students and community.

It was fantastic to see and hear so many valuable insights. These informal interactive sessions sought to understand why students choose us, how we can create value for them, and how we can alleviate some of the challenges they face during their studies.

The information gathered through the four Unique Value Proposition workshops with our people and students will be incorporated into the ongoing planning for the 2025-2030 Strategy and we'll continue to incorporate this and further input as we move forward with the strategy. We'll also continued to share this information across the organisation, with our ultimate outcome to craft our new vision and mission, to help steer our next Strategic Plan.



# Finalising our North Star Program and what's next

## Strategic Plan – delivered 2020 to 2023 (@ June 2023)

<h3>Digitally Enable Our Operations</h3>	New governance, risk and compliance system to better monitor our compliance obligations	Upgraded Finance System for improved usability and easier reporting	New Business Intelligence capability - first Corporate Dashboards. improved data and reporting for better decision-making	New datacentre, improved ICT stability, and ensuring continuity of systems
	Moved to O365 and Cloud Services, and soft phones for Staff	New Electronic Records Management System (EDRMS) to improve our storage, retrieval and destruction of documents	Upgraded WAN, system capacity and behind the scenes improvements; core network switches upgraded	My Scheduling Tool implemented – reached 99.8% usage
<h3>Build a United TAFE</h3>	Gender Equality Action Plan delivered	Updated processes resolving some of our biggest pain points	Growth in leadership capabilities for all leaders at BKI	Continued response to COVID-19
	Uplifted practices around Psychosocial Health and Wellbeing	Embedded Self-Assurance Framework and Course Maintenance Lifecycle	Improved organisational culture - co-designed culture program, and BKI Culture Development Plan established	New Intranet (internal) site launched
<h3>Build a Professional and Financially Sustainable Organisation</h3>	Improved revenue capture and cost control	Improved student retention & conversion	New websites for Bendigo TAFE and Kangan Institute	New Contract Management System
	Focused on delivering an improved enrolment pipeline	Concluded formal North Star Transformation Program (June 2023)	Victorian and Australian Large Training Provider of the Year 2022	

### Throughout North Star we also:

- ✓ Launched our **Education Plan** and commenced implementation of our **new education delivery model**
- ✓ **Continued to advocate** to revitalise and enhance our campuses
- ✓ **Implemented** our Reconciliation Action Plan, Gender Equality Plan, and Environmental Sustainability Plan
- ✓ **Continued to advocate for funding** for Stage 3 of ACE at Docklands



# Finalising our North Star Program and what's next

## Strategic Plan – delivered 2020 to 2023 (@ June 2023)

<h3>Improve Our Offering</h3>	Certificate IV in Cyber Security launched	My eEquals launched VCE Reforms	Re-registration until 2029 with ASQA, self-assurance model across BKI	Transitioned courses (and units) to new training packages as required by peak industry bodies.	Grant funding received for expansion into Electric Vehicles at ACE
	Continued to expand the digital offerings at Cremorne	Delivery of revised VETDSS program and new Free TAFE programs	Digital Traineeship pilot launched at Cremorne Campus	New VCE vocation major	Two of our students recognised as Students of the Year at the Victorian Training Awards 2022
<h3>Improve Our Experience</h3>	Early intervention strategy to better support students	Redesigned our end-to-end enrolment process	Centralised Education enrolment and administration hub	O365, Teams, Windows 10, soft phones and Cloud computing in place	
	Launched the new Student Management System for study delivery	Aligned education delivery to meet the needs of our different student cohorts	Launched the new Student Management System for enrolments for 2023		
<h3>Improve Our Places</h3>	Bendigo City Campus refurb and opening	Broadmeadows Trades & Skills Centre built and opened	New VCE fit out at Broadmeadows		
	Revitalised Essendon Health Hub opened	Broadmeadows Health and Community Centre of Excellence building commenced	VETASSESS works completed at Cremorne, VETASSESS team move into new office		

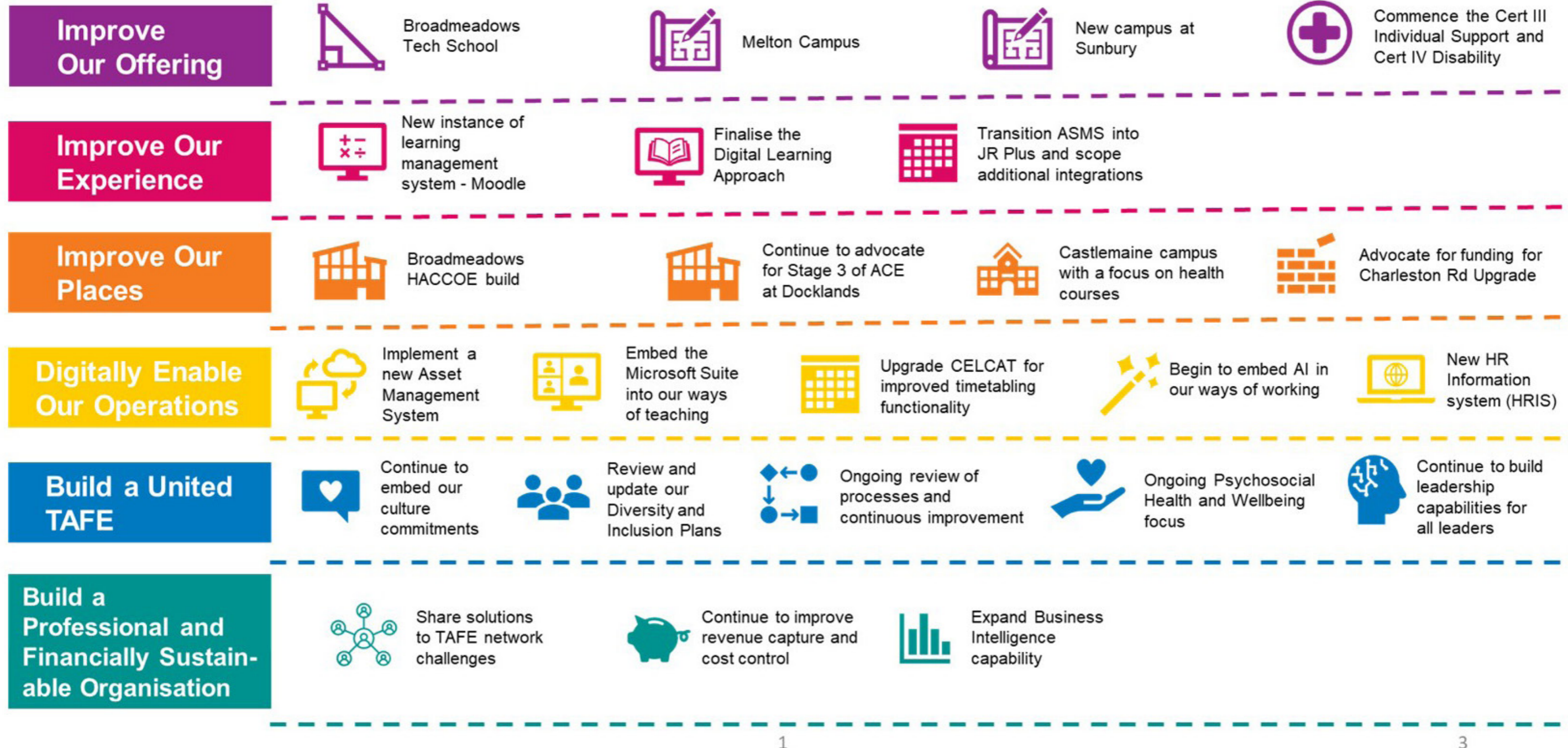
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# Finalising our North Star Program and what's next

## What's next ...



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3



## 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