

Bendigo TAFE & Kangan Institute

Quarterly Report

Against our 20>25 Strategic Plan

Q3 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



This quarter has been filled with purpose and activity, marked by significant achievements and strategic advancements. We've successfully navigated the final stages of our current strategy, while laying the groundwork for our ambitious 2025-2030 Strategic Plan.

Major highlights of the quarter include high-level international collaborations that have helped to strengthen our global reach. We also made an impact at the World Federation of Colleges and Polytechnics (WFCP) conference with our North Star transformation presentation, and staff member Bev Williams OAM was awarded a lifetime achievement award.

There were also great accomplishments closer to home, including announcement of the site for our new Sunbury Campus and several awards including:

- VETASSESS, Customer Experience Initiative of the Year, Auscontact Excellence Awards
- Taylor Hampton, Koorie Student of the Year, Victorian Training Awards
- Jonathan Bowen, Winner Victorian Business Analyst/Reporting Professional, Aus Contact Excellence Awards
- Caroline Tarran, Teacher/Trainer of the Year, Wurreker Awards
- Damian McCarthy and Ash Coles, Bronze, AUS TAFE Culinary Competition.

We were awarded the contract to provide education and training services in additional Victorian public prisons and post-sentence facilities, making us the largest corrections education provider in Victoria.

Our commitment to social justice and equity remains steadfast, as evidenced by our partnership with Launch Housing and their 10-year celebration of the Education First Youth Foyer at our Broadmeadows Campus.

We hosted many events this quarter to celebrate and promote diversity, inclusion and engagement within our business, across campuses and with communities, from NAIDOC Week to Disability Pride Month and many more.

Key outcomes for the quarter:

- **International collaboration:** Joined the Victorian Government higher education mission to India as the sole Victorian TAFE representatives. Active staff participation in the international WorldSkills event and conference as well as the Forum on Vocational Excellence. Welcomed Government delegations from India and Cambodia to progress collaborations in education and skills training.
- **Strategic planning:** Completed the final stages of our 2025-2030 Strategic Plan, outlining our future direction and goals. The plan was submitted to the Minister for Skills and TAFE and Office of TAFE Coordination Delivery for feedback.
- **Staff engagement:** Launched the Workplace Adjustment Passport to simplify the process of requesting and implementing accommodations for staff. Received improved People Matters Survey results for 2024 and identified key areas for improvement, leading to targeted action plans with 10 areas to be addressed quickly.
- **Skills development:** Partnered Suni TAFE and Federation University to begin development of a Mining Skills Workforce Plan. Joined with our Melbourne Storm partners to celebrate National Skills Week with a pop-up hairdressing and barbering salon at Cremorne campus.
- **Building relationships:** We brought our leaders together for an immersive session to contribute to our 2025-2030 Strategic Plan and vision for our integrated skills organisation. Our Government and industry partners joined us to hear about our commitment to life-changing education and skills development, as well as farewelling outgoing Board Chair Marg O'Rourke and welcome incoming Board Chair Sharan Burrow AC.

As we look ahead to the final quarter of the year, I'm excited to continue this momentum as we close out the final chapter of our current strategy and position BKI to build upon this success and be ready to deliver on the ambition of our innovative 2025 - 2030 Strategic Plan in the new year.

Enjoy reading more about our Quarter 3 performance.



Sally Curtin

Chief Executive Officer
Bendigo Kangan Institute

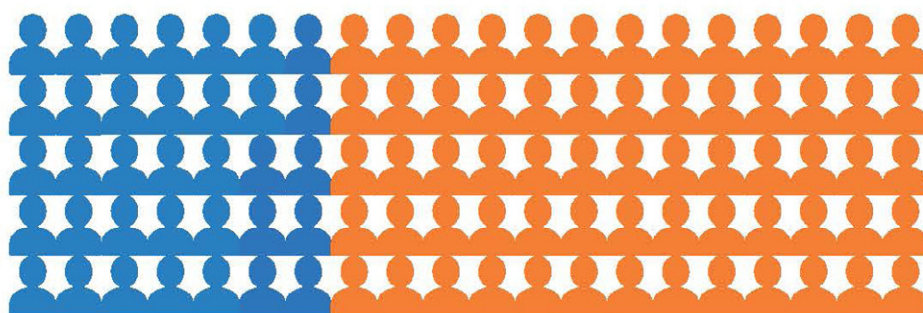
Our Financials

The net result for Q3 YTD was a surplus of 23.6m

This was favourable to the September rolling Forecast by +\$4.5m. This was mostly caused by timing variances in legal fees, marketing, membership and ICT Maintenance contracts and expenditure in projects and travel.

Students

As of the 1st October 2024



22,544

Total Gross Enrolments
(2.6% increase on 2023 YTD)

Includes all government funded and fee for services enrolments.

67% of these enrolments are for Kangan Institute, compared to 33% for Bendigo TAFE

+8% on Q3 2023
7,328 Bendigo TAFE enrolments

+3% on Q3 2023
15,216 Kangan Institute enrolments

Free TAFE Enrolments

Bendigo TAFE



30.5% of all Government-Funded enrolments at Bendigo TAFE are Free TAFE

The proportion of BT Free TAFE enrolments is up 5.7% compared to Q3 2023.

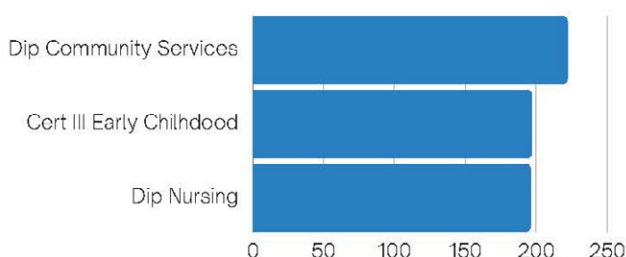
Kangan Institute



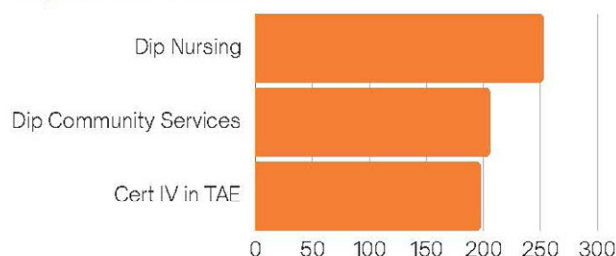
19.4% of all Government-Funded enrolments at Kangan Institute are Free TAFE

The proportion of KI Free TAFE enrolments is up 4.2% compared to Q3 2023.

Top 3 Free TAFE courses

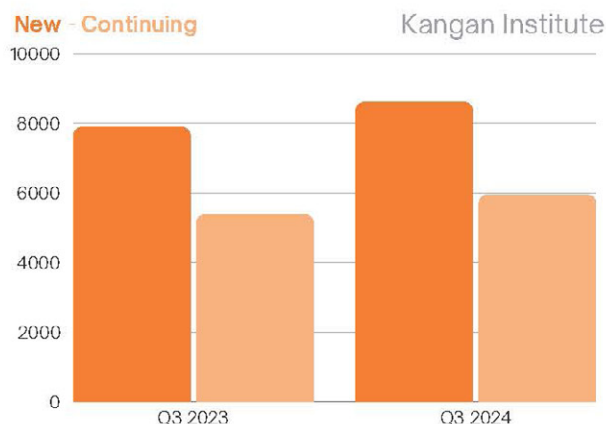


Top 3 Free TAFE courses



Total Gross Enrolments - New vs. Continuing

(includes Government-Funded and Fee-For-Service Enrolments)



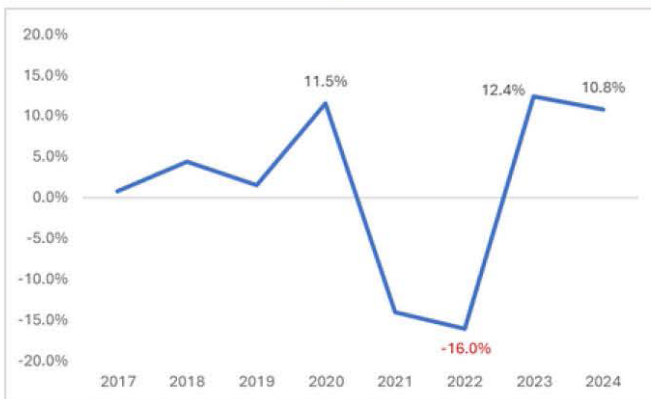
Building on a strong performance in early 2024, new enrolments continue to grow, remaining ahead of 2023 (+6%). The institute is also carrying a higher volume of continuing students, due to large scale transitions in recent years.

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.

Q3 2024 figure
10.8%



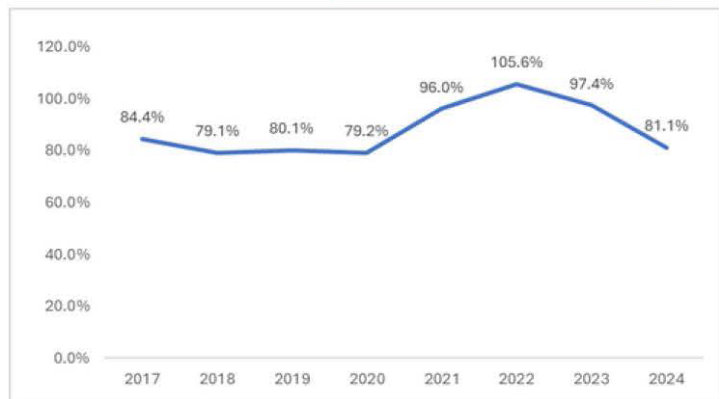
Q3 Actual

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.

Q3 2024 figure
81.1%



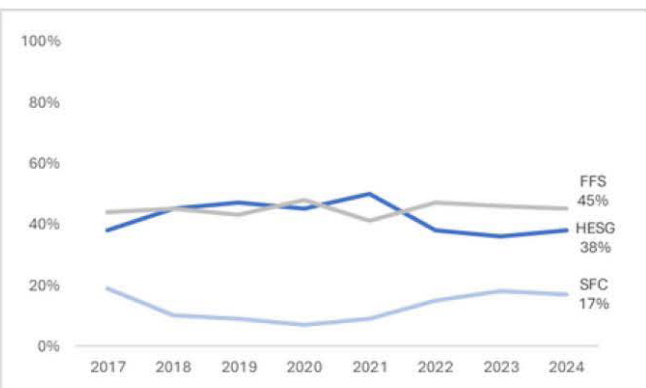
Q3 Actual

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 2024
Government Funded
38%

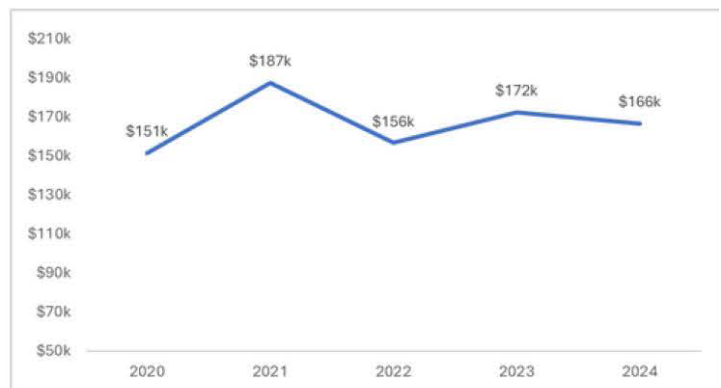


Government Funded Fee for Service
Student Fees & Charges

BKI training revenue per Full Time Teaching Equivalent (FTE)

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

Q3 2024
Training Revenue per Teaching FTE
\$166,451

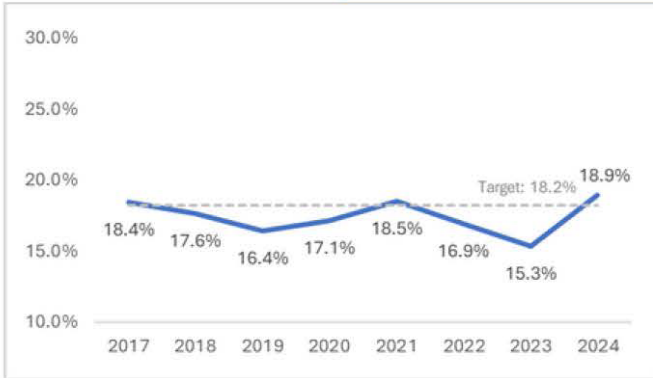


Q3 Actual

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%
Q3 2024
Data from OTCD

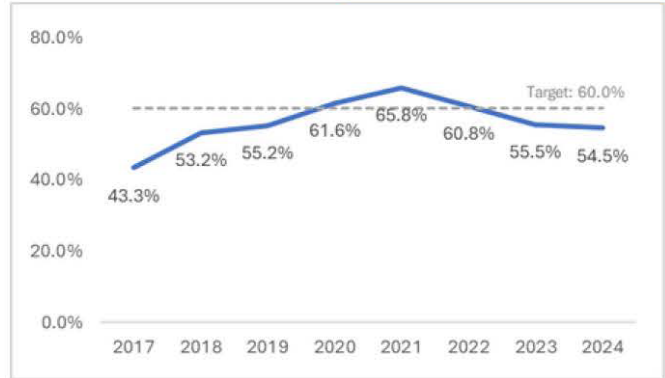


Actual Target

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.

54.5%
Q3 2024
Data from OTCD

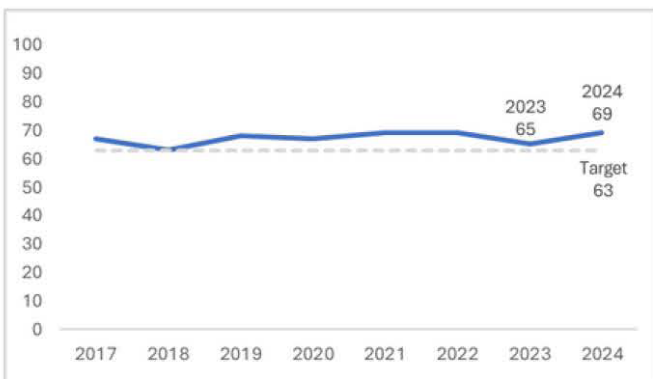


Actual Target

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

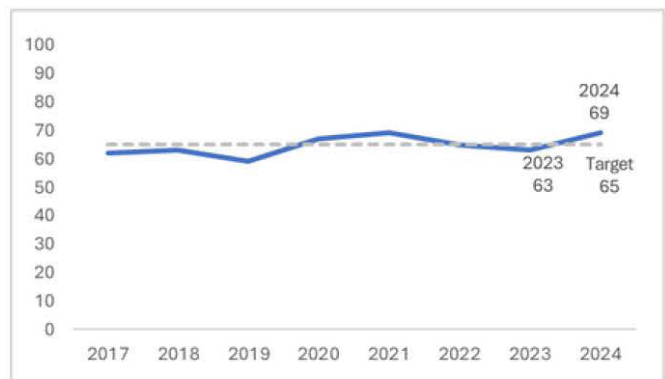


Actual Target

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

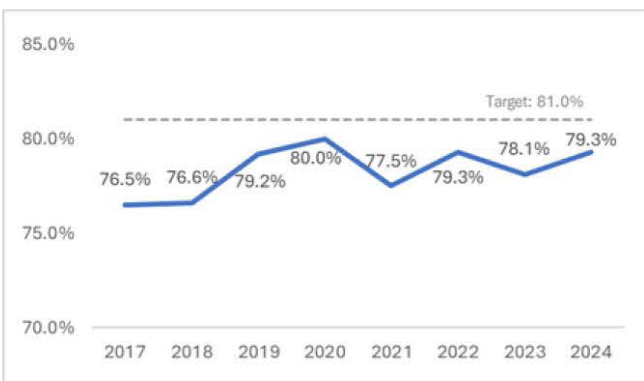
KPIs

Students who would recommend BKI

This survey was conducted in late 2024 and was available to all government funded students who completed or discontinued training in the previous year.

Annual measure
(October 2024)

79.3%



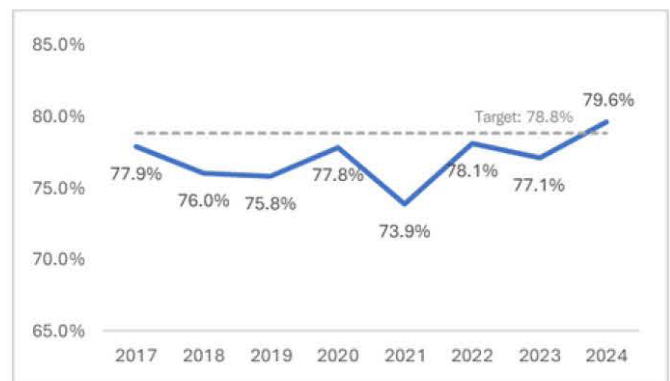
Actual Target

Students who achieved main reason for training

This survey was conducted in late 2024 and was available to all government funded students who completed or discontinued training in the previous year.

Annual measure
(October 2024)

79.6%



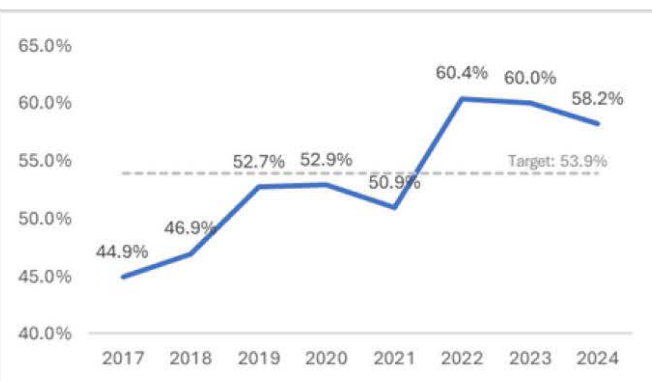
Actual Target

Students with an improved employment status

This survey was conducted in late 2024 and was available to all employers of apprentices and trainees who completed or discontinued training in the previous year.

Annual measure
(October 2024)

58.2%



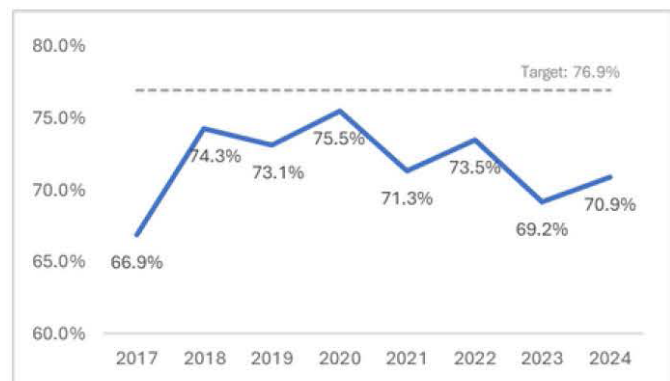
Actual Target

Employers of apprentices and trainees who would recommend BKI

This survey was conducted in late 2024 and was available to all employers of apprentices and trainees who completed or discontinued training in the previous year.

Annual measure
(October 2024)

70.9%



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.

Expansion of Education into additional Public Prisons and Post-Sentence facilities

BKI has been awarded a contract to provide education and training services in additional Victorian public prisons and post-sentence facilities. This contract highlights the exceptional work, performance, and achievements of our Corrections team over many years and is additional to our existing services provided at correctional facilities across Victoria. Effective July 1 2024, the agreement makes BKI the largest Corrections Education provider in Victoria. BKI will deliver educational services in the Loddon-Middleton region (Loddon, Middleton, and Tarrengower) and the North West Metro region (Melbourne Assessment Prison, Melbourne Remand Centre, and Dame Phyllis Frost Centre). Including private contracts, our services now extend to nine facilities across Victoria.

Thanks to the bid and project teams for securing the tender and ensuring readiness by the contract's start. The bid team prepared a compelling response during the end-of-year break, while the project team quickly organised recruitment, equipment, and education delivery plans. The project team included members from the Corrections Education Centre, Education Design and Self-Assurance Hub, Finance, People and Culture, and Operations teams.

Over 50 interviews were conducted resulting in the filling of 28 roles and onboarding the new staff. We have retained more than 10 experienced employees from Box Hill Institute, who previously managed education delivery for the North West Metro region. The Corrections team onboarded staff, providing additional training in security and situational awareness, and offering onsite support as the new arrangements take effect.

Our Cyber Security students gain real-world experience

Our new program at the Cremorne campus, the CITT Cyber Security Risk Analysis Project, provides cybersecurity students with real-world experience. By partnering with industry giants like Microsoft and NAB, students receive professional mentorship and use real-world tools.

This approach ensures students are well prepared for their careers and keeps the education program relevant in a constantly evolving industry.

These experiences showcase our students' skills to future employers and help establish meaningful industry relationships, laying a solid foundation for networking and career growth before graduation.

By transforming how we deliver education, we ensure we remain at the forefront of an ever-changing industry. Special recognition goes to Tate Clinton, Cyber Security Teacher, for his invaluable involvement in the project, and to Andrew Roadknight for his support.





Professional development brought glamour for our Beauty team

On 2 July, six of our beauty teachers from Bendigo City and Cremorne gathered for a Professional Development Day at the Cremorne campus to enhance their makeup skills with the talented and accomplished makeup artist, Adele Rossi.

The workshop went beyond makeovers, providing valuable skills and techniques, such as colour theory, to share with their students. In makeup, it's about knowing which shades enhance, complement, or neutralise others.

With trends evolving rapidly in the makeup industry, our teachers will implement their learnings into their beauty courses, to help students meet client expectations, as knowing the latest trends boosts a student's confidence in professional settings.

The day was filled with learning and collaboration, strengthening the relationship between our teaching teams across campuses, and leaving everyone inspired and connected to their craft. Our teachers look forward to attending more workshops to continue their professional development, renewing their passion and creativity to share with their students.

40 Sheen Panel Service workers upskilled in just a week

Delivering a unit in five days for 40 Sheen Panel Service staff was a big ask, but Raman Badekar and Bhakti Patel at ACE Docklands achieved it! The 'Depower and Reinitialise Battery Electric Vehicles (AURETH101)' unit is essential for body repair technicians, teaching them how to safely work around the high voltages found in Battery Electric Vehicles. With a growing number of technicians needing this competency for business and compliance reasons, Sheen Panel Service realised there was some urgency for this training.

Thanks to the hard work and dedication of Enquiries and Admissions Officer Bhakti Patel and Teacher Raman Badekar, Teacher (and with support from Simon Faure, Program Lead) the training at ACE Docklands was a resounding success.

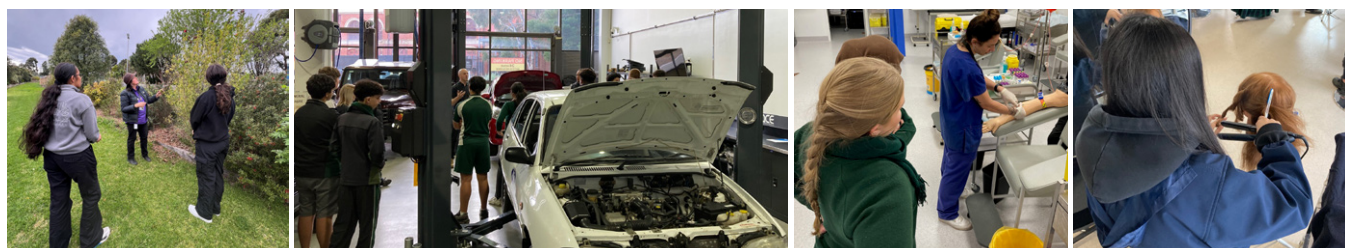


Future Options events for students

Throughout August and September, we hosted over 300 secondary students and their teachers from 12 different schools to our 2024 Future Option Days. The Year 9 & 10 level students brought great enthusiasm and engagement, fully immersing themselves in practical training and uncovering the priceless insights that hands-on experience provides.

Held over five events in Docklands (Auto Mechanical Auto Electrical, Motorsport and Body Making), Echuca (Beauty, Hairdressing, Childcare, Building & Construction, Concreting & Plastering), Essendon (Pathology, Nursing, Individual Support & Allied Health), Cremorne (Hair, Beauty, Fashion, Digital Tech & Cyber Security) and Broadmeadows (Wall Tiling, Plastering, Bricklaying, Carpentry, Cookery, Bakery, Lab Sciences, Horticulture, Childcare & Animals), students really were able to explore their “future options” at our campuses.

A big thank you to the staff who facilitated the workshops, and their work in the lead up to the events. Your dedication and effort are crucial in making these events successful. The schools team truly appreciates all your hard work and commitment for promoting all that we have to offer.



Cooking up success for Bendigo TAFE students

On 3 July, Damian McCarthy, a 3rd-year apprentice at Borchelli Ristorante in Bendigo, won a bronze medal at the AUS TAFE Culinary competition in Geelong. Despite only being in the workforce for 12 months, Damian’s exceptional skills stood out among 75 competitors.

Another Bendigo TAFE student, Ash Coles, also earned a bronze medal. Ash, who has been studying part-time for his Cert III in Commercial Cookery, is set to launch a new venture called Smoke N Roast in August.



The competition challenged students to prepare and cook an omelette, entrée, and main course within 2.5 hours, judged on technique, organisation, presentation, and taste. Both Damian and Ash honed their skills in Bendigo’s commercial kitchen under the guidance of their teacher, Nicole Mynard, whose mentorship was key to their success. Congratulations to Damian, Ash, and Nicole for this fantastic achievement!

Hume Tech School participates in the 2024 Illuminate Challenge

Hume Tech School took part in this challenge from 5 to 9 August, at Broadmeadows Townhall. High school students in the Hume area competed in a “Shark Tank” style event designed to inspire creativity and build entrepreneurial skills. This year’s theme, “making STEM education available to everyone,” encouraged students to develop innovative solutions to real-world problems. Teams worked on marketing plans and business ideas, supported by industry mentors and BKI staff, and presented their concepts to a panel of judges.



The event was a success with the help of partners like the Victorian Academy of Teaching and Leadership, Whittlesea Tech School, Brite Industries, and CSL Behring. Hume Tech School will continue this momentum with a Student Ambassador Program as we prepare for the opening in 2026. Congratulations to all participating students, including the impressive Year 7 team!

Improving our experience

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

Taylor Hampton wins Victorian Koorie Student of the Year for 2024

At the 70th Victorian Training Awards held on Friday 30 August, Taylor Hampton's hard work and dedication were celebrated as he was named the Koorie Student of the Year for 2024. This prestigious award recognised not only Taylor's academic achievements but also his unwavering commitment to his community.



Taylor's journey began with a desire to strengthen his leadership skills. Driven by this passion, he enrolled in a Certificate IV in Leadership and Management at Kangan Institute.

As a proud Ngiyampaa/Wiradjuri man, Taylor's education empowered him to make a significant impact at the Victorian Aboriginal Child and Community Agency (VACCA). His work, particularly as a senior facilitator for the Koorie FACES program, has been instrumental in supporting and promoting Aboriginal culture throughout Victoria.

Taylor's victory is not just a personal achievement; it is a testament to the power of education in shaping leaders who inspire and uplift others. With this award under his belt, Taylor is now set to represent Victoria at the Australian Training Awards in December, where his story of perseverance and dedication will continue to shine.



Murray River Culinary Challenge held at Echuca Campus

On 9 September, our Echuca Campus hosted the Murray River Culinary Challenge, an annual event that unites schools from Victoria and New South Wales to showcase VET Hospitality students' culinary skills.

Three teams from Echuca, St Joseph's, and St Mary MacKillop Colleges prepared a three-course menu, judged by local industry professionals.

Congratulations to St Mary MacKillop College for winning the 2024 Murray River Culinary Challenge Grand Final. The event highlighted the students' talents and showcased our state-of-the-art hospitality facilities, inspiring future commercial cookery students and strengthening industry connections.

Our student Matt Hillyer is racing towards a bright future

Automotive Apprentice Matt Hillyer is on his way to a supercharged career in car racing, working with Walkinshaw Andretti while undertaking an apprenticeship in Certificate III in Light Vehicle Mechanical Technology [AUR30620] at ACE Docklands.

Matt started a full-time course with our Motorsport department in 2021, which he has now completed, and he continues his apprenticeship secured during a work placement with Walkinshaw. Matt learned to work on cars with Walkinshaw Andretti, and also earned a driving position in their Toyota series.

Matt is having an amazing year. He spoke at our roundtable panel event as part of the Melbourne Grand Prix in March, and in July, he excelled in the Supercar racing world. Driving a Morris No. 2 in the Toyota GR Cup, he achieved three wins from three races, placing him second in the championship. When not racing, Matt works on Supercars as part of his apprenticeship.



Tradie health focus during Tradies National Health Month

August marked Tradies National Health Month, highlighting the importance of supporting the health and wellbeing of tradies nationwide. We actively promoted this initiative among our tradie staff and students, featuring a guest speaker from Hope Assistance Local Tradie (HALT) and showcasing both internal and community support services.

On 6 August, we held our first Tradies National Health Month event at Docklands, attracting over 100 staff and students. Jeremy Forbes from HALT delivered a powerful talk on the critical need to address mental health and suicide prevention in the trades. His personal insights encouraged meaningful conversations, with the event a great success.

2024 AMEP Career Expo: Students explore future opportunities

The 2024 Adult Migrant English Program (AMEP) Career Expo, held at Broadmeadows Campus on 3 September, was a success with over 200 students engaging with various education and employment opportunities.

The event allowed students, many newly arrived refugees, to connect with industry professionals and explore future pathways. Both online and face-to-face sessions were available to students from Broadmeadows, Craigieburn, and Docklands.

The expo featured fields such as Hairdressing, Aged Care, Nursing, Early Childhood Education, Bakery, Business, Finance, Horticulture, and more. Special thanks to Cathy Kakoliris, the Student Experience team, the Library team, and the Marketing team—Louise Lomas, Jake Maljevac, Syed Raza, and Pui Siewiera—for their hard work in making the event successful.



Electrical Machine Repair is on the road with a unique mobile training van

Did you know that BKI is the only registered training organisation in Victoria offering Certificate III in Electrical Machine Repair in Bendigo? With a growing dependence on imported machinery, an aging workforce, and a lack of new apprentices, access to tools is crucial for the industry's future success. To address this, our Electrical Machine Repair van funded by the Victorian Government will be driven across Victoria to provide apprentices with essential education. When not travelling, the van will be stationed at the Charleston Road campus.

This mobile unit enables workplace-based training and assessment and is equipped with the technical test equipment and tools needed to meet industry needs nationwide. Our teachers can now go onsite with the latest equipment to train apprentices in machine repair.

Many modern and energy-efficient appliances use electric rotating motors, replacing older, less environmentally friendly power sources. Providing specialised training to maintain these newer appliances is one way we support a cleaner and greener energy future.

Scott Thornton, an apprentice in electric motor rewinding, has benefited from using the van during his studies. "I know that sometimes even large organisations can't afford some of the equipment purchased with the grant, so I'm very grateful to have this available through Bendigo TAFE," Scott said.

Thanks to Anna De Amicis Project Manager, John Dowling Electrical Teacher (and the only Teacher of the course), Jim Box - Education Manager and Tony Egan, Technical Procurement and Asset Coordination Officer for their efforts in making this initiative possible.



International recognition for Bev Williams OAM

We also celebrate Bev Williams OAM, Industry Placement Coordinator at ACE Docklands, for winning the Gold Lifetime Achievement Award at the World Federation of Colleges and Polytechnics (WFCP) Awards in Jamaica in September. This prestigious honour recognises Bev's outstanding contributions to vocational education over a career spanning more than three decades at BKI, during which time she's helped over 1,000 students transition to successful careers.

Last year, Bev was also honoured with the Medal of the Order of Australia (OAM) on the King's Birthday 2023 Honours List. Reflecting on her win at the WFCP Awards, Bev said, "What an absolute honour to represent Kangan Institute and Australia. I'm overwhelmed, excited, and grateful to those who nominated me."

At ACE Docklands, Bev works closely with students completing pre-apprenticeship automotive courses, helping them secure placements with employers such as manufacturers, dealerships, and group training organisations. "Small wins drive my passion," Bev shares. "Seeing a student gain an apprenticeship is incredibly rewarding."





Our teacher Caroline Tarran celebrated at the 2024 Wurreker Awards

On Thursday 16 September, Bendigo TAFE’s Community Services teacher Caroline Tarran was recognised at the Wurreker Awards, winning the Teacher/Trainer of the Year award for 2024. The Awards celebrate the people and organisations that passionately contribute to Koorie training, education and employment. This night also highlights how high-quality learning and experience can open new pathways for Koorie people. Caroline’s award recognised our ongoing commitment to Indigenous Education and reconciliation including developing culturally safe skills development and training, such as the first customised First Nations training and assessment course where Caroline attained the skills and qualification to teach community services at Bendigo TAFE.

Caroline reflected on her win, saying, “I feel so lucky and privileged to be recognised by VAEAL and the community for the work I am doing, breaking down barriers and creating a culturally safe learning space for students.”

Caroline’s journey with Bendigo TAFE began as a student in Community Services, where she completed her placement at the Bendigo Indigenous Education Centre (IEC). After her studies, she became the Echuca Koorie Liaison Officer and now teaches Community and Mental Health at Bendigo TAFE. One of Caroline’s key achievements includes delivering a customised training program for Mallee District Aboriginal Services (MDAS) employees, helping them provide essential family services to First Nations communities. Caroline’s dedication to creating culturally safe learning spaces has made her an invaluable member of Bendigo TAFE.

In addition to Caroline’s win, her student Angelika Fevaleaki was recognised as a finalist for both the 2024 Wurreker Awards Community Based Employee Award, and the Victorian Training Awards Koorie Student of the Year. BKI was also recognised as a finalist in the Wurreker Awards Government Employer category.



National Skills Week Hairdressing Pop-Up showcases student talent

From 19 to 25 August 2024, National Skills Week celebrated student achievements and highlighted the value of vocational education. A standout event was the pop-up hair salon at Cremorne campus on 20 August, where students offered haircuts, beard trims, and blow waves for a gold coin donation. The event provided students with hands-on experience in a lively and supportive environment. Bree Mangione, Program Lead - Hair, Beauty and Fashion Metro, emphasised the value of these real-world experiences, noting that BKI’s partnerships and collaborations give students a competitive edge as they transition into the workforce.

Melbourne Storm player Marion Seve, also known as Maz participated on the day. Maz is studying for his Certificate III in Barbering. His involvement underscored the diverse opportunities BKI offers, showing that it’s never too late to pursue new career paths. The week also featured live-action windows where students demonstrated their skills to the public. National Skills Week not only celebrated student talent but also reinforced the important role vocational education plays in preparing them for future success. The Cremorne event was a true showcase of the talent and dedication of our students, with more excitement to come in November at the annual fashion show.

Improving our places

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

New BKI Campus in Sunbury unveiled

On Monday, 9 September, Acting CEO Janelle Arena, along with The Honourable Gayle Tierney MP, Minister for Skills and TAFE, and Josh Bull MP Member for Sunbury announced the new site for BKI's Sunbury Campus at 7 Evan St. Cr Naim Kurt, Mayor of Hume City, and OTCD CEO Xavier Csar also attended the event as well as members of the BKI Board and Executive, and staff.

The \$25 million campus to be built in partnership with the Victorian Government, will open in July 2028, offering state-of-the-art facilities for hands-on training. Conveniently located near public transport and Sunbury's shopping strip, it will serve the growing community.

This project is part of BKI's vision to expand education access, building on current offerings like Teacher Training and Vocational English at the Sunbury Global Learning Centre. The next phase involves designing the campus buildings, marking a major transformation for the region.

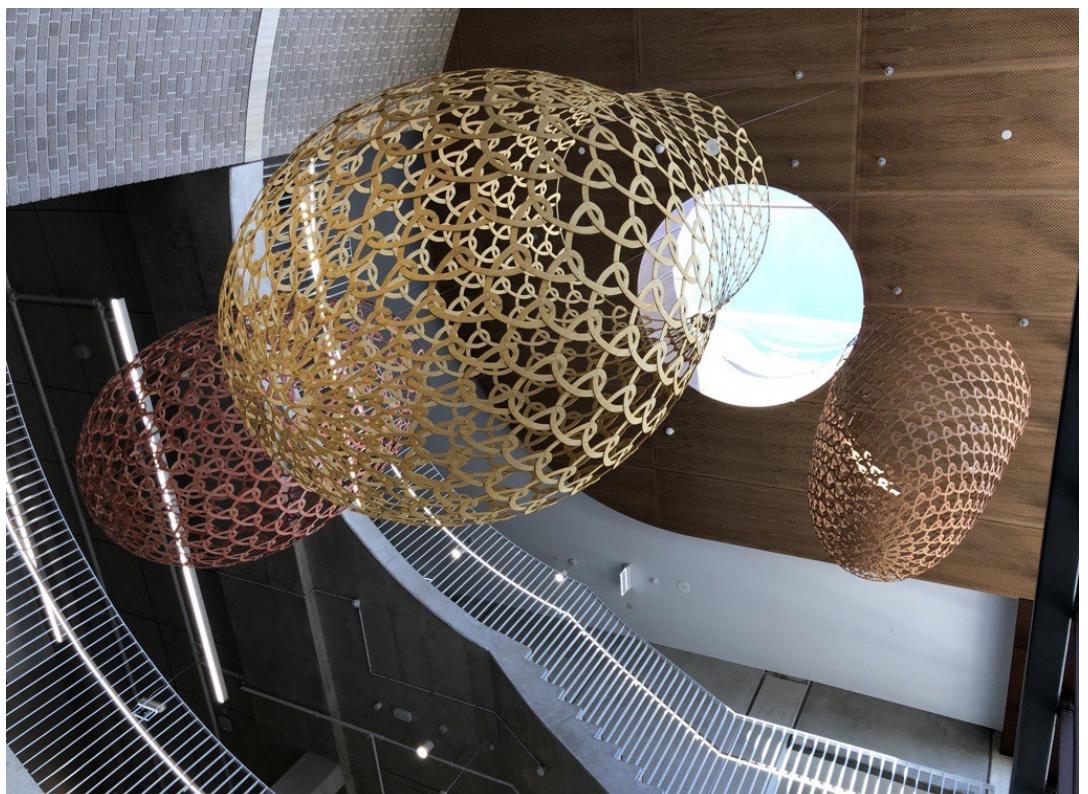


Welcoming visitors with Three Bilangs art installation

The entrance of our new Health & Community Centre of Excellence (HaCCoE) at Broadmeadows has been enhanced by the installation of the Three Bilangs, a stunning Indigenous artwork. The installation, completed from September 16 to 18, was a collaboration between our Campus Transformation team, the Wurundjeri Land Council, weaver Aunty Kim Wandin, and sculptor Chris Joy.

Using bamboo plywood and ochre hues reflecting Wurundjeri Country, the piece embodies traditional Indigenous weaving techniques. A small smoking ceremony led by Aunty Kim marked its completion. This artwork symbolises the Wurundjeri people's connection to the land and their cultural heritage. It will serve as a prominent feature at HaCCoE in the building entry, fostering reconciliation and respect between Indigenous and non-Indigenous communities.

We extend our gratitude to everyone involved in bringing this vision to life. The Three Bilangs will be officially unveiled when we move into the building in November.



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.

VETASSESS celebrates double win at Auscontact State Awards

VETASSESS achieved great success at the Auscontact Excellence Awards on 16 August, competing against major names like MYOB, ANZ, and the Bank of Queensland. Jonathan Bowen, Customer Service Team and Data Analyst, was awarded the top Business Analyst/Reporting Professional, while VETASSESS also took home the Customer Experience Initiative of the Year award for their exceptional work in digital transformation.

These state-level wins propel VETASSESS to the national finals in Brisbane on 15 November 2024. Congratulations to Jonathan and the entire VETASSESS team for this outstanding achievement!



CISCO Training Centre and Cyber Security Operations Centre visit

During August, CEO Sally Curtain joined Di Semmens our Head of Campus Establishment on a visit to the CISCO Training Centre and Cyber Security Operations Centre at Victoria University. With a digital future well and truly embedded in the next Strategy, we were able to see how an existing under-utilised space which - through partnership with industry - was transformed into a dynamic cyber hub.

This centre attracted 500+ students in under three years with continued growth in industry based and VET digital technology program suite. It certainly showcased what is possible. In readiness for our own Hume Tech School in Broadmeadows, Sally Curtain also visited the Wyndham Tech School to learn more about how they operate, emerging jobs and technologies and why a Tech School is such a wonderful asset for the local community

Building a united TAFE

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

New PMS actions page on the intranet

We have launched a new action tracking page on the intranet, where you can monitor the progress of our ten initial commitments in response to the 2024 People Matter Survey (PMS). This page will be regularly updated to reflect our advancements, ensuring ongoing transparency.

The 2024 People Matter Survey results have been reviewed by the Executive and Senior Leadership Teams, and the outcomes are being communicated across the organisation at time of publishing of this report. Our tracking page will provide real-time updates on the progress of these key actions, keeping everyone informed at every stage and additional actions will be set in place across BKI and also in portfolio and sub-portfolio areas.

NAIDOC Week celebrations kicked off with a bang in Broadmeadows

During July, we launched NAIDOC Week celebrations by inviting the local Indigenous community to join us at our Broadmeadows Indigenous Education Centre. Despite the rain, an inspiring and energising Welcome to Country was delivered by Aunty Di Kerr, who asked Indigenous attendees to proudly declare they were “Blak and Proud,” this year’s NAIDOC theme, which they did with enthusiasm.

After the flag-raising ceremony, attendees gathered in the IEC gardens for a smoking ceremony and activities. Children enjoyed a jumping castle, while everyone joined in the dancing and entertainment, featuring Hip Hop dancers, face painting, and bead making, creating a lively celebration of culture and community.

We partnered with The Long Walk, Essendon Football Club, and Wandarra Aboriginal Corporation to host the event, attracting over 160 people, including staff, students, and special guests.

Thank you to our on-campus café, The Common Bean, for supplying salads, and a special shout-out to our marketing, schools, and IEC teams for their planning and support. Your efforts are truly appreciated.



Celebrating NAIDOC Week at the Dharnya Family Day in Echuca

On July 10, the Dharnya Family Day at Barmah National Park in Echuca began with a Welcome to Country, a smoking ceremony, and a flag-raising, marking the origin and transformation of NAIDOC.

Supported by our Hospitality, Indigenous Education Centre (IEC), Trades, and Horticulture teams, the event featured activities such as necklace making, art projects, native plant giveaways, wooden chopping board crafting, and serving hot dampers with butter and honey or syrup. A highlight was Mick Fry, Department Manager – Workplace Regional, presenting a wooden plaque to Aunty Denise Morgan and Uncle Boydie Turner, Yorta Yorta Elders, in appreciation of the Indigenous community.

With over 30 exhibitors and more than 400 attendees, including families and children, participants enjoyed complimentary Indigenous meals and traditional dancing. Thanks to all teams for their support and to our Marketing and Events team for organising this memorable day. Photos from the event capture the joy shared by everyone. CEO Sally Curtain also had the opportunity to attend the NAIDOC event and art show at Port Phillip prison demonstrating the amazing connection our teachers are able to build with students. The team also showcased their initiative to transform a deserted/derelict space that is now a beautiful and welcoming dedicated Indigenous quiet space.



Disability Pride Month celebrated at Bendigo City and Broadmeadows

In July, we brought together staff, students, and guests at our Bendigo City and Broadmeadows campuses to celebrate Disability Pride Month and embrace inclusion and self-acceptance through inspiring stories and engaging activities. On Thursday, 25 July, the Bendigo City Campus hosted its first Disability Pride Month event, organised by the Student Experience Team. Over 150 attendees enjoyed a morning of light refreshments, friendly competitions, and various activities such as bowling, bag toss, table tennis, and a sensory room filled with fidget spinners, puzzles, and ambient visuals. The badge-making station was a highlight, allowing students to create personalised badges as keepsakes.

The celebrations continued at Broadmeadows on 31 July, where more than 200 students and staff gathered. A collaboration between the Student Experience Team, Diversity and Inclusion, Student Support Services, and Horticulture and Agriculture this event featured a blend of fun and meaningful activities that highlighted the history and experiences of the disability community.

A key moment at Broadmeadows was a comedy show and panel discussion led by Oliver Hunter, a comedian, disability awareness consultant, and advocate. Joined by Alice Bennett (Diversity and Inclusion Consultant), Dianne Semmens (Head of Campus Establishment), and Jacob Andrew (Work Education student), the panel discussed the significance of Disability Pride Month, accessibility, and the importance of representation in various industries. The discussion fostered a deeper understanding and support for the disability community, with attendees expressing their appreciation for the insights shared.



Cremorne and Bendigo City support Wear It Purple Day

BKI brought the spirit of Wear It Purple Day to life in September at Cremorne and Bendigo City, uniting staff and students in a celebration of diversity, inclusion, and LGBTQIA+ pride. The festivities kicked off at the Cremorne campus, where the Student Experience Team, Diversity and Inclusion, Student Support Services, Library, Hair and Beauty, and Digital Initiatives collaborated to organize the inaugural event. Over 100 students and staff from Hair and Beauty, Fashion, and Cyber Security attended, making it a vibrant platform to promote inclusivity. Participants painted their nails purple, indulged in Lebanese pastries, and played Pride Flags Bingo, with purple-themed prizes sponsored by the Student Support and Success team.

Just two days later, the celebration continued at Bendigo City campus, where over 250 participants were decked out in vibrant purple. The atmosphere was buzzing with excitement as talented Hair and Beauty students offered colourful hair sprays and nail art at a beauty station. Community organisations like Anglicare, Headspace, and Lifeline joined in, providing cozy spaces, mental health resources, and fun activities. The library team set up a pop-up stall showcasing LGBTQIA+ books, while the Skills and Jobs team made a statement by dressing head-to-toe in purple. Bendigo was alive with energy, featuring a purple-themed fashion parade and photo wall.



R U OK? Day events well attended

Also in September, our Student Experience team hosted successful R U OK? Day events at Broadmeadows and Bendigo City campuses, promoting mental health awareness and community connection.

At Broadmeadows Campus on 11 September, over 350 students and staff gathered in the Broadmeadows Library to mark R U OK? Day. A special thanks to Priyanka Choudhury, Berni Dunne, and Elias Hamwi for leading an inspiring discussion on making R U OK? Day a regular practice. VCE students hosted activities like cupcake decorating, face painting, and the “Friend Better” stations, offering job-ready skills. Shout-out to Student Support Services, Work Education, Timetabling, Library, Brotherhood of St. Laurence, and Hume City Council Youth Central for their support. The day was capped off with fun performances of the Nutbush and YMCA dances. Don't miss the event artwork now displayed in the Broadmeadows Library Gallery Wall.

On 12 September, the focus was on Bendigo City Campus with over 250 participants joining R U OK? Day. The badge-making station again proved popular, and the library showcased mental health resources. Thanks to Bendigo Community Health Services and Yo Bendigo for their support. The event featured a photo booth with fun props and delicious R U OK? themed treats from our bakery students. A big thanks to the Student Experience, Student Wellbeing & Support, Reconnect, and Library Teams for making the day memorable. Both campuses united in celebrating mental health awareness and community connection, making R U OK? Day 2024 a success.



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.

Rotary Club renews its commitment to our students with award sponsorship

We were delighted to receive confirmation that the Bendigo South Rotary Club will continue to sponsor four of our annual Bendigo TAFE Industry Excellence Awards student awards:

- Inspirational Student of the Year
- Apprentice of the Year
- Student of the Year: Baking
- Aunty Melva Johnson Aboriginal and Torres Strait Islander Student of the Year

This sponsorship is the result of a year-long collaboration between the Bendigo South Rotary Club and Bendigo TAFE. The club toured the Charleston Rd and City Campuses to find the best ways to support our students. For 2024, the Club sponsored the awards to a total value of \$2,000 for each award.

Club President Peter Kilpatrick and past President Rod Spitty met with Campus Director Dave Richardson to sign a new sponsorship agreement worth \$8,000. A big thank you to the Rotary Club of Bendigo South for their generous support for our students, and to our dedicated team members, Janet McMaster, Rachel Corby, and Dave Richardson, for their efforts in securing these sponsorships.



Partnership Networking Events

Over July and August, we hosted two industry networking evenings in Melbourne (31 July) and Bendigo (22 August), bringing together partners and supporters in each location. These events were organised to inspire our key stakeholders and reaffirm our commitment to shaping the future workforce with innovative skills and training. It provided a valuable

opportunity to strengthen connections and reinforce our vision as an integrated skills organisation and we also acknowledged our outgoing Board Chair Marg O'Rourke OAM, and welcomed our incoming Board Chair Sharan Burrow AC.

Attendees included former Victorian Premier John Brumby AO, now Chancellor of La Trobe University; Justin Rodski, CEO of Melbourne Storm; Xavier Csar and Susan Thomas from OTCD; Dr. Teresa De Fazio OAM from the Adult, Community, and Further Education Board; Maree Edwards MP, Member for Bendigo West; Bruce Stewart from Walkinshaw Andretti, and Cr Andrea Metcalfe, Mayor City of Greater Bendigo among many others who were able to join us. These events also showcased our diverse network of local and global industry connections, united by the shared goal of transforming lives through education, skills, and employment.

Growth for Impact: Shaping our vision for 2030 at the Leadership Immersive Conference

On 5 September, our full leadership group of around 250 people gathered at the All Seasons Conference Centre in Bendigo for the Leadership Immersive, where we explored our 2030 strategic plan and vision as an integrated skills organisation.

Dja Dja Wurrung Elder Jason Kerr opened the event with a didgeridoo performance and a welcome, setting a meaningful tone for the day. CEO Sally Curtain then introduced the new Strategic Plan for 2025-2030, sharing insights and inspiration for the future. The Plan is now in the final stages of approvals from our Minister's Office and OTCD.

Facilitated by engaging speaker Simi Rayat, the session focused on how we can achieve our vision: Australia's leading skills provider and our purpose: Changing lives through education and skills. A panel discussion by the Executive Team highlighted key themes like alignment, commitment, and accountability, ensuring clarity for all leaders.

Interactive activities like Future Back Planning encouraged leaders to envision how we can realise this future. Participants expressed enthusiasm, feeling actively involved in shaping the strategy.

A special touch came from Horticulture teacher Stan Smith and his students, who created 32 sustainable floral centrepieces, while Carpentry students from Bendigo and Echuca crafted cheeseboards with unique designs, adding local creativity to the event.



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

Improve Our Offering	 <p>Centres of Excellence (COE's)</p>	 <p>Microbrewing courses & installation of nano-brewery (Charleston Rd)</p>	 <p>Excavator Simulators for Broadmeadows</p>	 <p>Engineering Upgrade (Mechanical & Fabrication)</p>	 <p>Digital Maintenance Pilot</p>	 <p>Electric Motorcycle & Electric Outdoor Power Equipment</p>
Improve Our Experience	 <p>Child Safety review</p>	 <p>New instance of learning management system - Moodle</p>	 <p>Implementation & transition of SJTP (JR+)</p>	 <p>Continue enhancement of Health, Safety & Wellbeing Plan</p>	 <p>Transition ASMS into JR Plus & scope additional integrations (ATMM)</p>	 <p>Improved enrolment capability including online payments (DSR Enhancements)</p>
Improve Our Places	 <p>Environmental Sustainability plan continues</p>	 <p>Broadmeadows HACOE build</p>	 <p>Hume Tech School</p>	 <p>Capacity & Network Building Initiative</p>		
Digitally Enable Our Operations	 <p>Azure Active Directory Merge (ADD)</p>	 <p>Security Operations Centre</p>	 <p>Student Portal upgrade to cloud</p>	 <p>New Asset Management System</p>	 <p>New HR Information system (HRIS)</p>	
Build a United TAFE	 <p>Embed the new organisational structure & operating model</p>	 <p>Implement Year 1 of AI Strategy</p>	 <p>Improve & expand Business Intelligence & reporting capability</p>	 <p>Enhance our culture & employee experience</p>		
Build a Professional & Financially Sustainable Organisation	 <p>Continue to improve revenue capture & cost control</p>	 <p>Embed our new Education Delivery Model</p>	 <p>Continue to build leadership & management capability</p>	 <p>Focus on improved enrolment pipeline</p>		

 Complete

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