

Bendigo TAFE & Kangan Institute

Quarterly Report

Against our 20>25 Strategic Plan

Q4 2022





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

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

Artwork by Jida Gulpilil

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CEO's Report



Welcome to our Bendigo Kangan Institute (BKI) Quarter Four (Q4) report for the period 1 October to 31 December 2022. We continued to drive achievement of the core components of our 20>25 strategy execution. You can read about our progress throughout the report, as well as a couple of highlights through my report.

As we neared the end of 2022, there was so much to celebrate again. Thanks to our students and staff right across Bendigo TAFE and Kangan Institute for their hard work this year. We wouldn't be where we are without you.

Some key highlights for 2022 included:

- Having our re-registration confirmed for another 7 years and the huge amount of work done for Quality 22.
- Seeing how our “Northstar” transformation projects are transforming our organisation
- Winning the Victorian Training Awards “2022 Large Training Provider” award, and the Australian Training Awards “2022 Large Training Provider” award.
- Celebrating the success of our students: Desirae Kilduff, Franchesca Morrell and Madison Giordano, and our teacher Susan Shaw. Other students were recognised for excellence in the fields of fashion, building design and baking, while our students who competed in WorldSkills Australia won five gold medals and achieved numerous high placings.
- Welcoming students to our new \$6.8 million Trades and Skills Centre at Broadmeadows and opening the \$2 million refurbishment of our Essendon Health Hub.
- Launching the new Toyota ServiceTech Apprenticeship Program and completing the dedicated EV Lab at ACE.
- Launching our Certificate IV in Cybersecurity at Cremorne.
- Seeing students return for their first full year at our award winning \$60 million revitalisation of our Bendigo City campus.
- Securing election commitments for a new BKI campus at Sunbury, \$4 million for a new health and learning hub at Castlemaine and a new Tech School at the Broadmeadows campus. This is on top of progressing our Health and Community Centre of Excellence at Broadmeadows.
- Importantly, seeing the increased engagement activities and events that we've had this year to help build a culture that is diverse and inclusive, and that reflects our vision to be a leading provider of quality vocational education and training.

Our Acknowledgement and Recognition continued at the Australian Training Awards

Along with Board Chair Marg O'Rourke and Chief Industry Engagement and Education Delivery Officer Janelle Arena, I was delighted to accept the Gold Award for Large Training Provider of the Year at the Australian Training Awards on 18 November. It was a both a proud and humbling experience and such great recognition of the efforts of all BKI staff and students.

It's an honour to be recognised nationally for all the hard work our people do to make a real difference to the lives of thousands of students who choose to study with us each year. This award (and also our Victorian Training Award we received in August as Victorian Large Training Provider of the Year) is an acknowledgement of everyone's contribution to the success of our students as well as our business partners and community.

The commitment and excellence of Kangan Institute's Vocational English teacher, Susan Shaw was also recognised when she won the Excellence in Language, Literacy and Numeracy Practice Award. You can read more details of both awards further in this report. Well done also to our student finalists - Desirae Kilduff, a finalist in the Australian Koorie Student of the Year category, and Franchesca Morrell, a finalist in the Australian Trainee of the Year category..

Transforming BKI and our Student Experience continues with the official launch of Job Ready Plus (JR+)

On 1 August, the Student Journey Transformation Program (SJTP) team achieved a very important milestone with the JobReady Plus Course Set-up and Timetable functionality officially going live, and our staff commencing creation of courses in JR+; which complements Program and Course Catalogue publishing capabilities. This was an exciting achievement and a significant milestone in the program, and the deployment enabled 2023 Course Offerings and Timetables to be created in preparation for 2023 enrolments. The 2023 enrolment functionality was also deployed through September.

As 2023 draws to a close, everyone at BKI has continued to drive the right outcomes for our students and customers, and continued deployment of our North Star transformation program of work. We have so much to celebrate, and this gives us the momentum to keep moving forward into what will be another pivotal and transformational year.

Farewell Phill Murphy

We also farewelled Phill Murphy PSM in December – a proud moment for Phill and poignant for all of us as we remember and acknowledge his contribution to BKI and the TAFE sector generally and we wish him all the very best.

New Opportunities to continue to develop and grow BKI's footprint

Following the return of the Labor Government in Victoria in September, several major and exciting developments for BKI were announced. These include:

- a new BKI campus at Sunbury.
- a \$4 million health and learning hub at Castlemaine campus.
- a tech school at our Broadmeadows campus.

As we moved towards the end of 2022, everyone at BKI continued to be focused on and driving the right outcomes for our students by keeping them at the centre of all we do. With continued deployment of our North Star transformation program of work and the rollout of our JobReady Plus Student system, it gives us the momentum to keep moving forward into what will be another pivotal and transformational year.

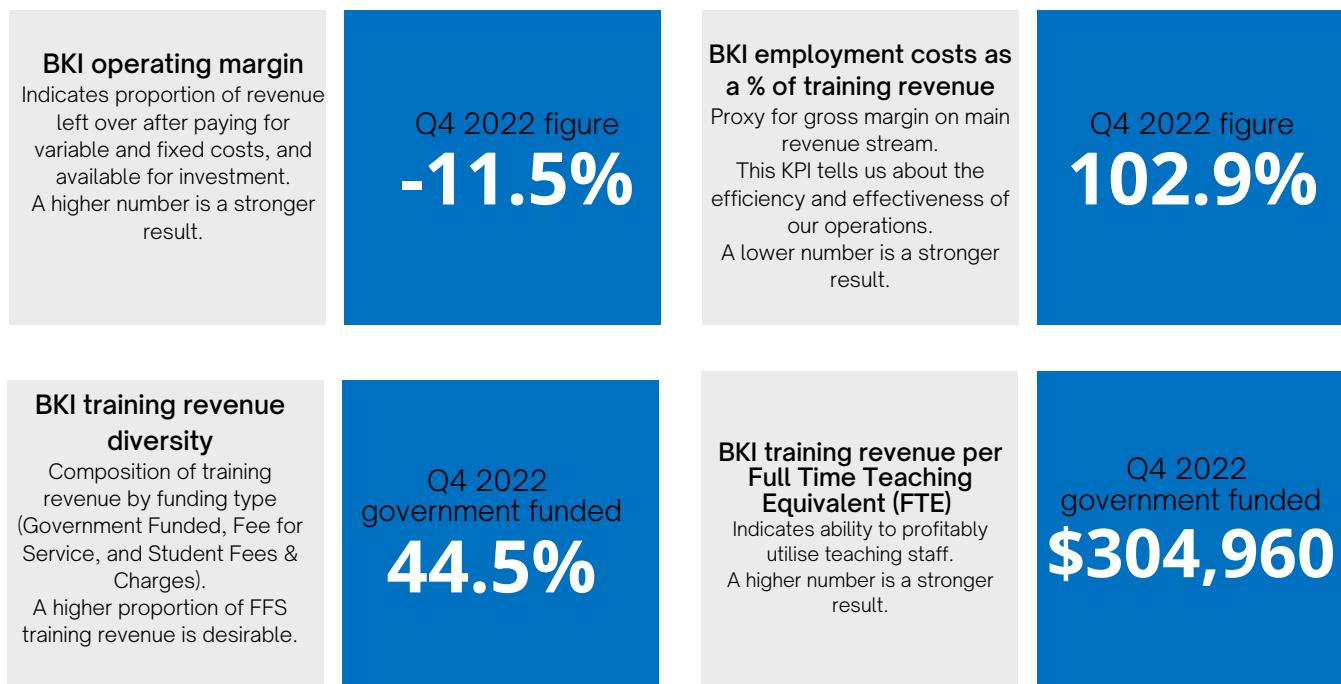
I'm looking forward to continuing to work side-by-side with you to achieve more successes next year.

Sally Curtain

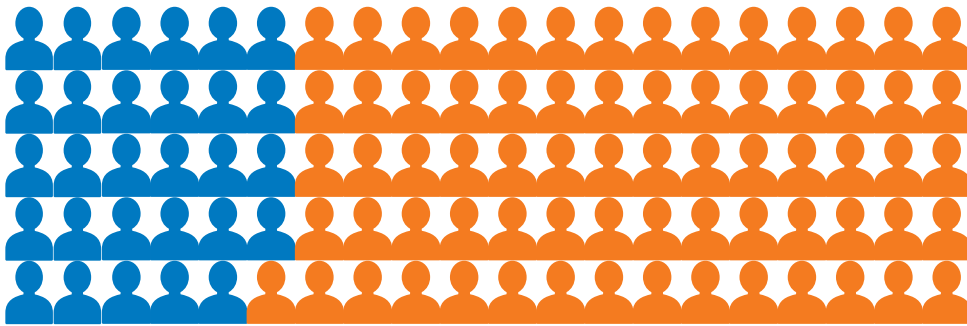
Chief Executive Officer
Bendigo Kangan Institute

Financial Report

The net result for Q4 2022 was a deficit of (\$17.1) million. This was favourable to the Q2 forecast by +\$11.6M Year to Date mostly attributed to an increase in VETASSESS Fee for Service from SRGO and increased assessments and savings in employment costs due to higher vacancies in both support and teaching portfolios. We saw a 6% increase in new enrolments against Q2 forecast noting that Paid Enrolments were still heavily weighted to continuing students at 57% as compared to our 2022 December Budget of Continuing (38%) and New (62%).



Students



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

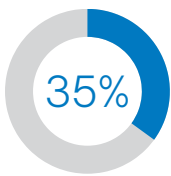
71% are KI and 29% are BT

All enrolments on this page are gross

-11% on Q4 2021
5,474 Bendigo TAFE enrolments

--9% on Q4 2021
13,475 Kangan Institute enrolments

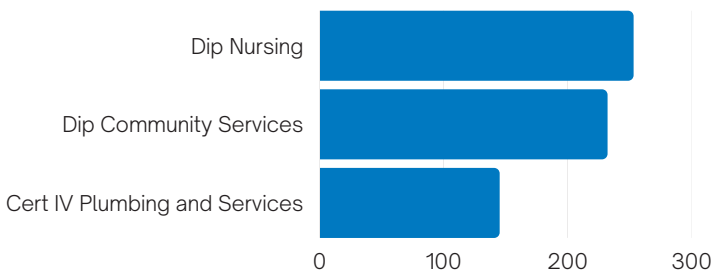
Bendigo TAFE



35% of all Government-Funded enrolments at Bendigo TAFE are Free TAFE

The proportion of BT Free TAFE enrolments is up 0.4 percentage points compared to Q4 2021.

Top 3 Free TAFE courses



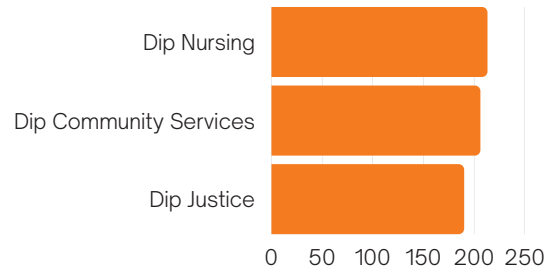
Kangan Institute



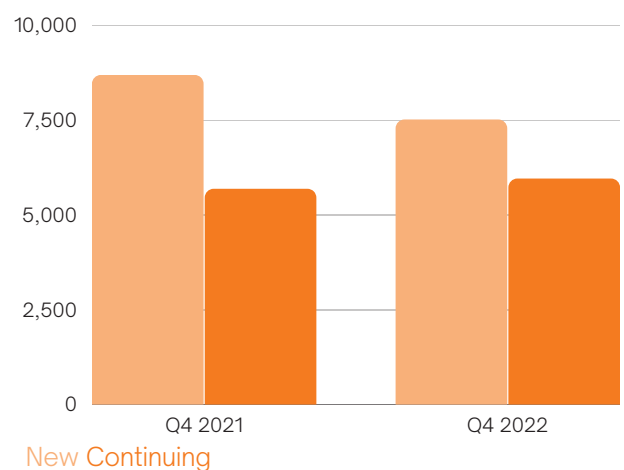
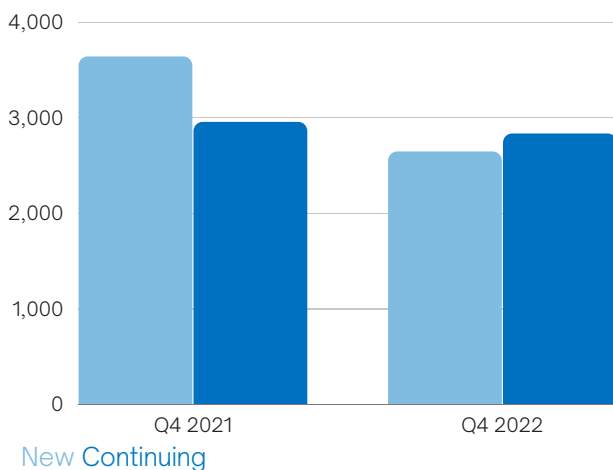
22% of all Government-Funded enrolments at Kangan Institute are Free TAFE

The proportion of KI Free TAFE enrolments is down 0.6 percentage points compared to Q4 2021.

Top 3 Free TAFE courses



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



Strategic KPIs

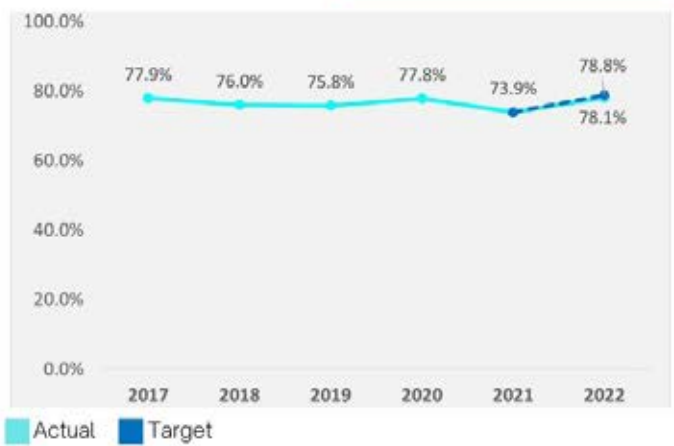
Students who would recommend BKI
 This survey was conducted in 2022 and was available to all government funded students who completed or discontinued training in the previous year.

annual measure
79.3%



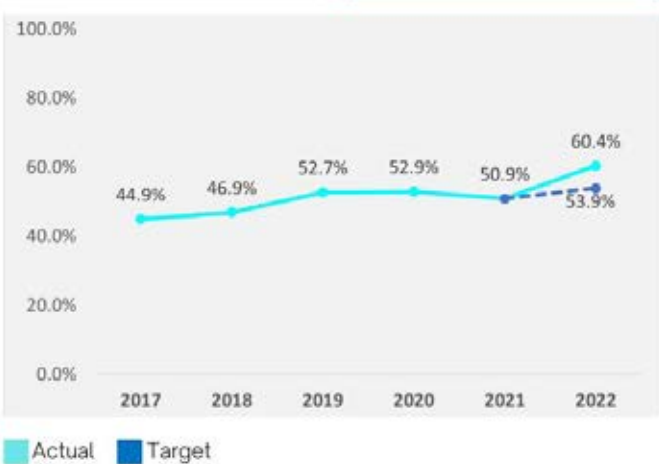
Students who achieved main reason for training
 This survey was conducted in 2022 and was available to all government funded students who completed or discontinued training in the previous year.

annual measure
78.1%



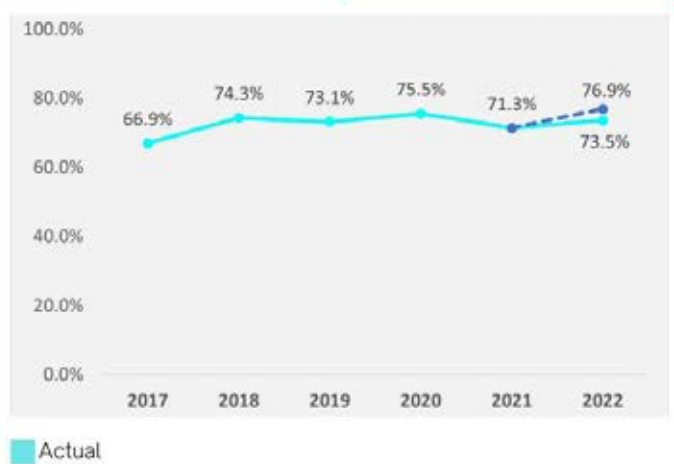
Students with an improved employment status
 This survey was conducted in 2022 and was available to all employers of apprentices and trainees who completed or discontinued training in the previous year.

annual measure
60.4%



Employers of apprentices and trainees who would recommend BKI
 This survey was conducted in 2022 and was available to all employers of apprentices and trainees who completed or discontinued training in the previous year.

annual measure
73.5%





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.

Our horticulture students helped prepare Castlemaine’s historic garden beds for summer

In November, our Bendigo horticulture students used their skills and enthusiasm to help prepare the Castlemaine Botanical Gardens to be holiday ready with well-designed summer gardens.

In addition to supporting the local council Mount Alexander Shire, it was also a great rewarding experience for our students who put their learning into practice.



Photo courtesy of Mount Alexander Shire

We participated in the Dog Lovers Show

After a 3.5-year hiatus, the Dog Lovers Show returned to Melbourne from 14 – 16 October at the Melbourne Convention and Exhibition Centre. The show created in 2013 celebrates dogs and educates, entertains, and informs. It also presents a unique opportunity to meet and connect with hundreds of beautiful dogs and thousands of dog owners and lovers.

People who visited our stand had the opportunity to interact with the dogs, engage with our Food & Fibre teachers and learn more about our courses in Animal Care and Veterinary Nursing. Our canine friends Idaho the Labrador Retriever who is our Institute’s retired Guide Dog and Cira, a beautiful Nova Scotia Duck Tolling Retriever were also the perfect hosts who helped pull the crowds in.



Young Mums celebrated the end of a very successful year

In November, our Young Mums VCAL program celebrated 10 years of the program and the end of an era. The program will move into a new direction in 2023 with a more inclusive name and alignment to the Victorian Curriculum and Assessment Authority (VCAA) directions to change the course to VCE. The program will become VCE VM for Young Parents next year. Young Mums started in 2013 as a direct result of a community need in Bendigo with a high number of young mothers who did not finish Year 12. Bendigo TAFE offered the program to meet the community's needs. Cindy Grant and Leanne Hamilton were the foundation teachers for Young Mums VCAL in 2013.

Young Mums VCAL program is an educational program, it often delivers much more to the participants. Not all students leave with their certificate completed but most do go with much higher career aspirations, better self-esteem, confidence, enduring friendships, and connections.

The program finished on a high with the most successful year ever, and seven students completing their VCAL Senior studies and qualification (previously on average there would be around three completions each year).

All seven incredible young women were honoured with the Leanne Hamilton Award - named after Leanne Hamilton, a teacher at Bendigo TAFE for over 25 years, who passed away in 2019. An active contributor to many community groups, Leanne was loved and admired by all for her kindness, humility, creativity, fun, laughter, and giving nature.



Recognition for our support of Defence Reservists

On 5 October 2022 Bendigo Kangan Institute received a Certificate of Recognition for the support it provides to Defence Reservists. The award was accepted by Executive Director of Student Journey Transformation, Phill Murphy, in recognition of the support provided by Bendigo Kangan Institute to Defence Reservists during 2022. The annual award ceremony is conducted by Department of Defence Joint Services Support Division and is aimed at highlighting the benefits an employer also receives from the training and experience a Reservist gains while participating in military training, exercises or operational deployments.

Geoff Hatcher, a Business Analyst in the Student Journey Transformation Project team located in Bendigo, nominated Bendigo Kangan Institute for the support he received this year. Geoff, a Major in the Army Reserve, is an Officer Commanding the 10th Combat Engineer Squadron located at Oakleigh. In his Officer Commanding role, Geoff is responsible for the development and delivery of Combat Engineer and all Corps training for the members of 10 Combat Engineer Squadron. Geoff said that "Bendigo Kangan Institute 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 analysis, planning and prioritisation skills as also relevant to my job at BKI. A more intangible benefit is the values, ethos and reputation being a member of the ADF entails. Integrity and confidence are highly valued in the private sector, however, are hard to measure."



Phill Murphy accepted the award and was pleased to have BKI represented at an event that draws such a wide range of senior representatives from across industry and the public sector.

We celebrated Headspace Day in Bendigo

Headspace Day was celebrated on 5 October at Bendigo city campus. Our much-loved Youth Space on the campus became the centre of action for the seven tips for healthy Headspace displays and activities organised by us in conjunction with Headspace, with their staff doing a brilliant job. The mindfulness and yoga activities proved to be a huge success with groups lining up to take part every 15 minutes.

Headspace Day is a National Day of Support for the mental health and wellbeing of all young Australian people. The theme of Headspace day 2022 was Pause. Reflect. Reconnect reminding young people and their families that it can be helpful to slow down and take time to do something positive for their mental health and wellbeing.



Our TWED Film Festival at Broadmeadows and Bendigo dazzles audiences

The Transition & Work Education (TWED) Film festivals at Broadmeadows and Bendigo were a booming success as our talented students revealed their skills through short films. Both nights were attended by students, teachers, and other BKI staff, who were treated to around 10 short films at Broadmeadows and 8 at Bendigo. The films showcased had so much variety and provided a great insight into the studies our students undertake, and how they apply their learnings across their work placements and lives.



We were part of the first Hume Tourism and Hospitality Expo

We participated in the inaugural Hume Tourism and Hospitality Expo at URBNSURF on Tuesday 15 November 2022, and one of the key attractions was our Skills and Jobs Centre bus with our team providing career and training advice. The expo was driven by the local businesses' needs and was a collaborative project led by the Hume City Council in collaboration with URBNSURF and Three Blue Ducks.



The expo was a great success with 120 jobseekers attending and 213 Tourism and Hospitality jobs available. Exhibitors expressed their willingness to participate in future Expos and their satisfaction with the expo included:

“Great initiative, very well run and organised”; “A great environment to be part of, to expose the company and help others to get to know more about us”; “Wonderful, great to have a space to interview and offer jobs on the spot”; “Well organised and Hume staff were very helpful”. Further industry-focused jobs expo based on industry demand will be planned for 2023.

Our first Food & Fibre Plant Pop Up Shop at Charleston Road was a huge success

On 23 November, the first Food & Fibre Plant Pop Up Shop was held at Charleston Road campus where our Certificate III in Horticulture students potted plants and were also on hand to provide expert planting advice along with their teachers. The trial run saw the sale of over 100 plants which collected \$427.00, which will go towards purchasing Indigenous bush food plants for our horticulture students' education.



Berry Street and our Teaching Capability team piloted a Trauma Informed Teaching Practices program

In December, our Teaching Capability team partnered with Berry Street to pilot the delivery of a Trauma Informed Teaching Practices program for our teaching staff. The pilot involved 37 teachers with a blended learning and peer collaboration approach. The program was offered as a suite of structured professional development activities- including consultation, strategies, and mentoring for TAFE leaders and teachers that addressed the following:

- understanding the impacts of trauma on student development and their ability to learn
- creating a supportive and trauma-informed positive educational environment
- bolstering student-teacher relationships
- instilling strengths-based practices across TAFE.

Continuing to encourage female students to take up trades via “Try a Trade” events

In partnership with the Australian Manufacturing Workers Union (AMWU), our Skills & Jobs Centre hosted two Try a Trade Days in October at our Broadmeadows and Bendigo City campuses. Female participants rolled up their sleeves to learn new trade skills. Both events proved to be a resounding success with presentations made by Wendy Schwedes, Manager Placements Apprenticeships and Employment, Skills and Jobs Centre and Anieka Skaiaa, Apprenticeship Support Officer.

Courteney Munn, Careers for Women in Trades Project Officer, AMWU was thrilled with the event, ‘Thank you all so much for all your amazing work in organising the Try a Trade Day at Broadmeadows! The day itself was great! Feedback was extremely positive. Described as “welcoming and inclusive,” “fantastic atmosphere” and “great facilitators.” Our Skills and Jobs Centres are continuing to offer free career advice and support for participants’ career pathway.

Our fashion team showcased their ongoing partnership with leading local label Viktoria & Woods

In October, our fashion lead educator Vicki Nicola joined Margie Woods from VIKTORIA & WOODS in a documentary showcasing our unique collaboration at our Textile and Fashion Hub in Cremorne.

Created by Australian Fashion Council and supported by Creative Victoria, this documentary explores the rise of local fashion manufacturing in Melbourne, the skills in demand and the opportunities of tomorrow. You can watch the documentary [here](#).

Creative building designs were on show at Bendigo City campus

Students completing the Advanced Diploma of Building Design (Architectural) held their annual exhibition from 14 to 24 November at Bendigo City campus. The exhibition showcased designs created by the students who worked incredibly hard all year. The exhibition captured the essence of their skills, expertise, and innovation, and also included award-winning designs by students John Quinlan and Aaron Arbuckle who were recognised at the 2022 Design Matters National Student Design Awards (see separate story).

Our students improve accessibility at Bendigo Library

Our vocational English language students visiting our campus library in Bendigo identified some difficulties they faced finding materials, so they worked with the local library team to seek ways to improve accessibility for visitors with limited reading ability or who came from culturally and linguistically diverse backgrounds.

The 25 students helped design a new visitor map for the library unveiled in December. The new map improves users' experience and makes it more accessible for members of the local community. Students identified specific areas of the library that needed to be included in the new map and marked the locations on a large architectural outline of the library. Signage will also be placed on the walls of the library, including symbols for those requiring assistance with reading.

The opportunity to collaborate with Bendigo Library has provided students with vital practical experience within an Australian work environment, while contributing to a meaningful project to support others in the community.



Improving our experience

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

Student Journey Transformation Program - JR Plus continues to progress

Progress continued on the SJTP transformation journey through Q4, in preparation for our significant Go Live event in January 2023. One of the elements of the program is to replace paper-based enrolment applications with an online capability.

Releases throughout November (and to be released in January) include Short Courses, Corrections, VETDSS, Attendance, Results and Revenue Recognitions amongst others. Early functional benefits of JR Plus include:

- Commercial Invoicing: Majority of Commercial invoices can now be processed through JR Plus Smart Fees which means that invoices can be paid in half the time
- Quicker Enrolment process with the integration of Debit Success Part Payment Plan
- Courses can now be created directly in JR Plus – including creating a curriculum library within the system to avoid accessing a third-party database
- We have improved our communication with students – previously up to 10 individual welcome emails were sent to students which has been reduced to one with all the required welcome information
- We have automated the withdrawal process for students which provides significant time savings for our recruitment and enrolment team.

We glittered at our annual fashion runway show, Fashion Devotion



On 11 October, glamour and glitter adorned the Melbourne Pavilion as our talented students revealed more than 80 looks at our annual runway show, Fashion Devotion. The collections paraded were stunning and the attention to detail as well as the high standard of craftsmanship commended by attendees. Students showcased timeless outfits across six segments inspired by the ancient world, and also included the highly anticipated RECLAIMED LOVE segment featuring an upcycled collection from our long-running circular fashion program delivered in collaboration with Red Cross Shops. The program challenged students to create new designs using donated garments and materials from Red Cross Shops.



It was a show-stopping night as the line-up also featured the works of students pursuing VET Delivered to Secondary Students (VETDSS) programs, as well as personal protective equipment (PPE) projects completed by Diploma of Applied Fashion Design and Merchandising students and an exclusive Signature Collections segment showcasing works by recent graduates from the Advanced Diploma of Fashion Design and

Merchandising. The talents of our hospitality students were also on display as the caterers for the night. It was a night to remember as our students, educators along with our hospitality team got together to bring a spectacular event for fashion lovers, trendsetters, industry, family, and friends alike.

Student Aaron Costa unveiled his sustainable collection at Melbourne Fashion Week



At a sold-out show on 13 October, BKI fashion student Aaron Costa showcased a sustainable collection for the Melbourne Fashion Week Student Collections Runway show where he joined a line-up of 23 emerging designers representing various fashion schools. Currently enrolled in the Advanced Diploma of Applied Fashion Design and Merchandising at Cremorne, Aaron was excited to feature his designs.

“The Student Runway is a way for me to showcase not only my work but my dedication to my work, to an audience of people who no doubt would never have seen it if not for this opportunity,” Aaron said.

Titled Mahogany, Aaron’s three-look collection reflected themes from old English hunting and fishing culture. Beyond its visual themes, the collection was designed and produced with sustainability at the forefront. Being eco-friendly comes somewhat naturally for Aaron, with sustainability a long-standing practice within his family.

New community partnership with Banksia Gardens delivers coffee and more to Broadmeadows campus

In early October, we partnered with community services organisation Banksia Gardens, who serve staff and students quality barista-made coffee and freshly made food at our Broadmeadows campus. The cafe is available from Monday to Thursday in Building D.



Millinery student Nicole wins a major award

Hats off to our creative student Nicole Cumberland who won first place in the Millinery Australia Student Design Awards in October. Nicole caught up with Hat Academy to discuss her winning design.

Stunning Indigenous artwork enriches our campuses

To continue building on our Aboriginal and Torres Strait Islander histories, cultures, and connections to land, our Indigenous Education Centre, Marketing, and Facilities teams collaborated to purchase Indigenous artwork from talented traditional owners and students which are featured across our campuses. The artworks in the form of Dreamtime stories are an essential part of the Indigenous culture. Dreamtime stories of creation are handed down through storytelling, paintings, song, and dance - making it easy for even the very young to learn and share. This tradition continues to keep their culture thriving and we are proud to play a small part in helping keep our Indigenous communities’ culture and heritage alive by supporting these brilliant artists.

Many pieces are already on display across our campuses showcasing a rich cultural outlook, including the reception area at Buildings A, J, W, C (Library), and H, at Broadmeadows campus - wrapped by a Wurundjeri artwork purchased from Wurundjeri traditional owner Aunty Dorothy Lovett; The Yorta Yorta painting displayed at the reception at Echuca Campus was purchased from our art student Phil Bell; and Charleston Road displaying the works of the Dja Dja Wurrung traditional owner Jida Gulpilil.





We celebrated our teachers on World Teachers Day

We took our hats off to our teachers World Teachers Day on 28 October to show our appreciation for their contribution to their students and our organisation. We also heard from Will Dalgliesh and Marina McGrath at the World Teachers’ Day Webinar on 28 October: Greening the VET Sector.

Educators Will Dalgliesh, Agriculture Teacher and Marina McGrath, Fashion Teacher helped facilitate the online session, and Marina presented on Sustainable Fashion Education and Will on Education of Sustainable Development organised by the VET Development Centre (VDC).

Building design students won three awards at the national level

Bendigo TAFE building design students John Quinlan and Aaron Arbuckle won three awards between them at the 2022 Design Matters National Student Design Awards. John was recognised in two categories – Best Response to a Design Brief by Building Design Student and Best Digital Presentation, while Aaron received the Best Response to a Design Brief by Building Design Student (Commendation) award. Jon and Aaron study the Advanced Diploma of Building Design (Architectural) with us. It is the second year in a row that Bendigo TAFE students have won these awards.



John said sustainability and Indigenous culture were key inspirations behind his design. “I chose locally sourced materials that achieved a high degree of sustainability and resonated with the natural environment and the surrounding historical buildings,” John said.

“I also wanted to incorporate a structural, foundational element that paid tribute to the traditional landowners, demonstrated through the Indigenous sandstone columns. This idea was prompted by American architect Frank Lloyd Wright’s use of concrete blocks in The Ennis House, United States.”

John said the supportive learning environment at Bendigo TAFE was a key factor in his success. “I thank my teachers Brian Stratford, Sonia Vescovi, Ange McLean and Mick Fry who were strong mentors that encouraged growth and creative ideas, and have helped me work through challenges,” he said. “Our class was an amazing group that supported one another, always made each other laugh, and made for the best company you could hope for in a tertiary school environment.”



Annie Tiso speaks to aspiring students at the 2022 Girls in Property event

In November, Annie Tiso Executive Director, Campus Transformation was invited by the Property Council of Australia to close their 2022 Girls in Property event.

The Girls in Property program raises awareness amongst high school students about the raft of career paths the property industry offers, encouraging greater female participation in the property industry. The event began in 2017 and was created to help Years 9 and 10 students learn about the diverse range of property careers they could consider.

This year’s event was a massive success with many women leaders in property providing their time and sharing their expertise. Annie had a very interactive session with attendees and challenged them with lots of questions, and to consider TAFE education for their future careers. She also spoke about the multiple pathways into property-related careers that TAFE offers.

Collaboration enables a valuable learning experience

Regional VCAL students had an action-packed final two weeks of term with the opportunity to immerse themselves in some fantastic VET Taster programs. Bendigo TAFE Youth Worker Russell Voigt organised activities with community partners Drive Smart including a free driving lesson, art gallery visits, healthy eating and nutritional advice with Bendigo Community Health Services and creating some new art for the Youth Space.



We heard from inspiring Minus 18 speaker Nix during Trans Awareness Week

Trans Awareness Week ran from 13 to 19 November - and on 16 November was celebrated with a powerful Minus 18 speaker Nix who shared their story with over 130+ staff and students in a virtual conversation. Nix’s enthusiasm was infectious and energising and attendees found the session insightful and inspiring and took away a learning or two from their story. On the day our Student Support team also hosted morning teas for students at our Bendigo City and Broadmeadows campuses to support awareness and encourage them to become good allies.

We also ran an education campaign for the week, to show support and recognise Trans and Non-Binary people and to acknowledge that they use different ways of defining themselves and can follow on by defining ourselves in our email signatures. For example, use she/her or they/them or he/him or he/they. Our staff were also encouraged to visit the Minus 18 website and other resources to learn more about why pronouns matter.



Our students raced at the Red Bull Billy Cart race

Certificate III of Motorsport Technology students from our Automotive Centre of Excellence took part in the Red Bull Billy Cart Race, held in Melbourne on 3 December. The race challenged teams to create a gravity-powered vehicle that can fly downhill quicker than any other. Competitors build a racing machine, take it to the top of a hill, and let gravity do its thing. It's not just about the quickest finisher though – teams are also awarded points for presentation and the build of their carts.

Our students created a custom craft to race at the event as part of their course. Built from old bicycles and discarded parts from actual racing cars, the “Kangan Institute Flyer” took off on the day, providing great fun for our students and the audience watching.



Automotive Teacher Grant Petch wins Worldskills recognition

At the WorldSkills International General Assembly in December, several Australians were recognised for their contribution to skills excellence both in their country and on the international stage. Grant Petch, Project Manager Automotive was recognised for his outstanding contribution to skills excellence and to the WorldSkills program both in Australia and with WorldSkills International.

Grant will be formally acknowledged for his remarkable support to skills excellence and the WorldSkills program early in 2023 at Parliament House in Canberra. Grant is thrilled with this recognition and says, “After all these years working as a volunteer for WorldSkills nationally and internationally, it is very humbling and feels great to be acknowledged on an international platform.”

We now look ahead to the National Championships and Skill Show to be held in Melbourne in August 2023 - a great opportunity to showcase and demonstrate our skills.





Bendigo TAFE writing students launched Painted Words 2022

On 8 December, aspiring writers and editors studying at Bendigo TAFE launched their annual anthology, Painted Words 2022. Painted Words showcases the writing and editing talents of certificate IV and diploma students. The 424-page book contains a selection of fiction and non-fiction works, including horror stories, medieval adventure stories, and tales of travel and exploration and is available to borrow at Bendigo City Campus Library.

Now in its 18th year, the anthology is an annual project by Diploma of Professional Writing and Editing students at Bendigo TAFE. The course has published more than 1.8 million words authored by close to four hundred emerging central-Victorian writers in Painted Words.

Student Maddox Quinn shortlisted for the 2023 Joanne Burns Microlit Award

In December, Certificate IV Professional Writing and Editing student Maddox Quinn whose story 'I Called Your Name' was shortlisted for the 2023 Joanne Burns Microlit Award. The story will also be published in the Play anthology due to be released by Spineless Wonders in April 2023.

Maddox has also has three stories published in Bendigo TAFE's Painted Words 2022 anthology.



Improving our places

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

Making our spaces more accessible and inclusive

Thanks to our Accessibility Support team, we will now have door signs that are inclusive – including room numbers in braille, correct height positioning, the recognition of Left Hand/Right Hand (LH/RH) accessible, and inclusive toilet signage for both staff and students. The new signs will be installed across our metro campuses to be completed by end of January 2023.

The changes will roll out across Metro and Regional campuses.



Charleston Road campus adds a splash of colour to their garden beds

Our facilities team at Charleston Road campus have the gardens ready for summer. With help from the regional ground contractor Jim's Mowing, the team has replanted daisies for a pop of colour, natives to attract birds and wildlife, and trees to provide some much-welcome shade.



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.

Protective Markings applied to all Office 365 applications

In October, an additional and critical security add-on, 'Protective Markings,' was applied to all emails and all Office 365 applications such as Word, Excel, PowerPoint, SharePoint, and OneDrive across BKI. These protective labels will help us to protect our data and how we share information internally and externally. The new protocol will help us understand the privacy and protection levels required so that sensitive data in emails and attachments are compliant with BKI privacy and data protection regulations.

Records management migration to SharePoint

Our Records Management Project team has been rolling out the implementation of a compliant Records Management solution for BKI, working with teams and using Sharepoint as the tool. During Q4, the project team ran multiple workshops with teams to provide solutions to the way business areas worked to ensure they deliver a fit for purpose team site and secure records management approach across the organisation.

Our campuses received WAN upgrades

As part of the BKI Wide Area Network (WAN) Refresh Project, our Broadmeadows, Bendigo City, Charleston Road, and Docklands campuses were upgraded with high-speed WAN links i.e., from the current 0.2 Gbps to 10 Gbps dual WAN speeds and with a 1 Gbps connection link at Essendon.

The benefits of this work include improved connectivity and user experience, and a quicker network for sharing and accessing information.

Building a united TAFE

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

We celebrated our staff at our annual staff recognition night KanBe Night of Nights

On 10 November we honoured and acknowledged 41 of our colleagues who completed 20+ years' service with us. We were also delighted to celebrate our reward and recognition winners – our KanBe Stars for the year as well as our Teachers of the Year; Sean Bathman (Kangan Institute) and Breanna Giddings (Bendigo TAFE). The event was hosted by Michelle Johnston, Chief People Culture and Strategy Officer, and featured speeches by CEO Sally Curtain, and Janelle Arena, Chief Industry Engagement and Education Delivery Officer.

On the night, we also formally launched the Phill Murphy PSM Award for Leadership and Innovation. This award recognises staff who have stepped up and stepped out to demonstrate subject matter expertise and leadership. The award also acknowledges innovation to provide better outcomes for both students and industry by creating strong and enduring partnerships with industry and the wider community. Frank Paciocco, Automotive teacher was the first recipient of this award for his work with myCar which he has been managing since 2012. There were initially just 15 students on average, and we now have over 75 students per year enrolled with most students successfully completing their studies.

The awards themselves and the joy of gathering again and meeting so many people from across our campuses and portfolios were a highlight for everyone who attended.



We celebrated our teachers completing their Educator Passport

We congratulated and celebrated 30 BKI teachers and lead educators who completed their Educator Passport in November 2022. By demonstrating VET currency BKI's teachers drive quality education and training to levels that meet industry and community expectations. You can see the list of teachers and lead educators here. See who they are here. Our Teaching Capability team goes above and beyond to engage and develop our teachers with their tailored approach to ongoing professional development, and we acknowledge them as well as our teachers and lead educators.

Welcome to our new Culture Champions

In mid-October, we called for expressions of interest from people eager to be part of our Culture Champions cohort. A Culture Champion is anyone who acts and advocates to help create and support our KanBe Culture. Champions will be involved in a range of culture initiatives, and support planning for the implementation of the 2022 People Matter Survey actions. Culture Champions will be at the forefront of positive change for BKI.

Acknowledging and raising awareness during Mental Health Month

We raised awareness around mental health and wellbeing in October. The theme this year for Mental Health Month was 'Building Resilience: Communities and Connections'. Throughout the month, a series of online wellbeing sessions were offered to all staff focussing on wellbeing at BKI including an Employee Assistance Program (EAP) awareness session to know all about our provider Assure and further understand the services available. All sessions were run by a psychologist and capped at a maximum of 100 participants.



Recognising the hidden talents of our people

Donna Reis, Learning and Teaching Specialist, Quality 22 is also an extraordinary artist and has taken her love for her fur babies up to the next level. Each year leading up to Christmas, every weekend Donna paints her front fence with images of the neighbourhood dogs. People in her suburb flock to her fence to catch a glimpse of their pets or to request that their fur babies are featured.

Donna usually begins painting in November, continues well into January due to the volume of requests that come in. "Painting with acrylics requires a full paint cover over in the new year and usually needs two to three coats, that's my least favourite part! When my kids were teenagers, they thought it was hugely embarrassing and were always annoyed by how long it would take me to paint over - sometimes as late as March." says Donna.

One year Donna painted her postie being chased by the dogs and it ended up in the Australia Post staff newsletter. She usually paints dogs but sometimes cats too. Last year she even tried her hand at painting the kids in her street. Now in its 5th year, Donna's talent has reached the Dulux paint brand this year who are hoping to run their marketing campaign by using their One Coat brand paint to paint over her fence in January and show how well their paint covers everything!



Celebrating 2022 at the end of year lunches

In December, we welcomed over 600 staff at our end of year lunch events at Broadmeadows, Charleston Road and Docklands campuses to celebrate our successful year. We shared thank you chocolates our new lanyards and pins that celebrater both our wins at the Victorian Training Awards (VTA) and Australian Training Awards (ATA) for Large Training Provider of the Year. This year, the arrival of Santa and his helpers made the events even more special, and it was a joy to see staff reconnecting over the impressive spreads organised. Our Corrections team also caught up at separate events organised locally.



Staff Town Hall

Our last Town Hall for 2022 was held on 13 December at Charleston Road campus. There were over 540 participants (online/on-campus) who joined the celebration of 2022. We welcomed special guests Board Chair Marg O'Rourke, Board member Anne Brosnan and Australian Training Awards finalist and Victorian Training Awards winner for Koorie Student of the Year, Desirae Kilduff.

At the Town Hall, we also farewelled Executive Director Student Journey Transformation Project Phill Murphy PSM as he headed off on his well-deserved retirement. Our Town Halls are a key opportunity to share information with our people and acknowledge great results and achievements.

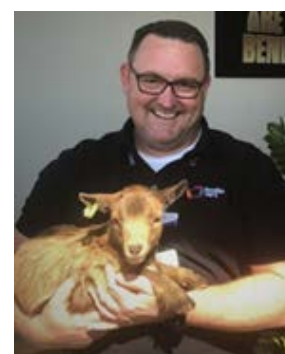


Building a professional and financially sustainable organisation

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

Quality 2022 was huge for everyone, particularly Mark Torpy

In October, we acknowledged our teacher Mark Torpy’s immense contribution to the Quality 22 Packaging Changes project. One of our major achievements, the project this year gathered a band of over 20 experts to uplift our courseware to ensure it supports compliance and a positive learner experience. Setting us up for future innovative development. When we talk about this team it is hard to ignore the impact of our teachers such as Mark Torpy who moved into the team from a teaching role, to become a Learning and Teaching Specialist then a Lead within just a few months. A testament to Mark’s abilities and the great opportunities offered at BKI.



We won GOLD at the 2022 Australian Training Awards!

On 18 November CEO Sally Curtain, Board Chair Marg O’Rourke, and Chief Industry Engagement and Education Delivery Officer Janelle Arena, attended the Australian Training Awards in Adelaide. They were also on had to accept the Gold Award as the Australian Large Training Provider of the Year.

The night also recognised Kangan Institute’s Vocational English teacher, Susan Shaw, who won the Excellence in Language, Literacy and Numeracy Practice Award. Susan is a dedicated vocational teacher with a passion for teaching English to migrants and refugees and building strong links with the community to help students gain confidence in job seeking.

Also attending the event were our student finalists Victorian Koorie Student of the Year Desirae Kilduff and Franchesca Morrell Victorian Trainee of the Year.





Solar energy powers Charleston Road campus

In a first for Bendigo Kangan Institute, Charleston Road campus will be getting 638 Photovoltaic (PV) solar panels to run the campus on solar power, making the campus more energy efficient.

The solar panel installation began on 28 November. The environmental impact of the installation on two buildings at Charleston Rd is equivalent to offsetting approximately 481 tons of harmful carbon dioxide annually and over its expected lifetime the system will offset a significant amount of carbon dioxide equivalent to planting 91,108 trees or avoiding 10,142 long haul flights.

Along with the substantial environmental benefits, the fiscal impact is notable with an estimated 25% saving on the campus's annual electricity spend.

This project is an exciting and valuable contribution to BKI's commitment to renewable energy and emissions reduction and the objectives outlined in the BKI Environmental Sustainability Plan 2021-2030. Plans are underway for other campuses to go solar next year.

CEO Sally Curtain features in the December edition of the CEO magazine

In November, the CEO magazine reached out to CEO Sally Curtain for an exclusive executive interview for the December digital edition of the magazine. In the interview, Sally emphasised the work we do to ensure students and partners are always at the centre of what we do.

You can access the feature [here](#), then click on 'More' under the 'Inspire' section, then 'Next'.



National Commonwealth Free TAFE Agreement announced at Docklands campus

On 14 December, we were proud that Docklands was chosen as the venue for the announcement that Victoria had signed up to the Commonwealth Free TAFE Agreement. On the day Ministers Gayle Tierney State Minister for Training and Skills, Minister for Higher Education, and Minister for Agriculture, and Brendan O'Connor, Federal Minister for Skills and Training, Cabinet Minister, and Member for Gorton were on site to launch the twelve month agreement which will include the Australian Government investing more than \$250 million to support the delivery of around 55,000 Free TAFE courses across the state in 2023, including associated student support services and a new TAFE Technology Fund.

You can read the full details [here](#). We were also able to show off our facilities with a short tour of the Automotive Centre of Excellence (ACE) with both ministers commenting that BKI is remarkable.



Our North Star Program 2022

Improve Our Offering	Certificate IV in Cyber Security launch with students commencing in March	My eQuals launched • VCE Reforms	Quality 22 will ensure we have a self-assurance model across BKI	Transition of 106 courses (1889 units) to new training packages as required by peak industry bodies.
Improve Our Experience	Early intervention strategy to better support students	Redesign our end-to-end enrolment process	Improved culture through co-designed culture program	Launch of the new Student Management System taking enrolments for 2023!
Improve our Places	Design of the new Broadmeadows Health and COE	New VCAL fit out at Broadmeadows	The revitalised Essendon Health Hub will be open for Semester 2	Builder appointed for the Broadmeadows Health & Community COE
Digitally Enable Our Operations	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 with improved data and reporting for better decision-making	New Records Management System to improve our storage, retrieval and destruction of documents
Build a United TAFE	Continued response to COVID-19	Gender Equality Action Plan	Updated processes resolving some of our biggest pain points	Growth in leadership capabilities for all leaders at BKI
Build a Professional and Financially Sustainable Organisation	Improvement in revenue capture and cost control	Improve student retention & conversion	New websites for Bendigo TAFE and Kangan Institute	Delivery of our 2022 Workplan!

Throughout the year we have also:

- ✓ Commenced work on our **new education delivery model**; and our **approach to digital learning**
- ✓ **Continued to advocate** to revitalise and enhance our campuses
- ✓ **Implemented** our Reconciliation Action Plan, Gender Equality Action Plan, Accessibility and Inclusion Plan, LGBTQI+ Plan, and Environmental Sustainability Plan
- ✓ **Advocated for funding** to build Stage 3 of ACE at Docklands

Looking ahead to 2023, what we know so far

Improve Our Offering	Continuing to expand the digital offerings at Cremorne	Delivery of revised VETDSS program and new Free TAFE programs	New VCE vocation major	Continued transition of courses to new training packages as required by peak industry bodies
Improve Our Experience	Launch of the new Student Management System for study delivery	Aligning education delivery to meet the needs of our different student cohorts	Embed the Microsoft Suite in our ways of teaching	
Improve our Places	Commence build of the new Broadmeadows Health and Community Centre of Excellence	Planning for a new campus at Sunbury	Relocating to a new campus in Castlemaine with a focus on health courses	Planning for the Broadmeadows Tech School
Digitally Enable Our Operations	Implement a new Asset Management System	Upgrade CELCAT for improved timetabling functionality	Decommissioning systems no longer needed as a result of the new Student Management System	Planning for a new HR system
Build a United TAFE	Uplift practices around Psychosocial Health and Wellbeing	Continued work on processes resolving some of our biggest pain points and ongoing capability		
Build a Professional and Financially Sustainable Organisation	Focus on improved enrolment pipeline	Conclude North Star Transformation with BKI's new operating model in place		

Throughout the year we will also be working on:

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

Slide 1

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