

Bendigo TAFE & Kangan Institute

Quarterly Report

Against our 20>25 Strategic Plan

Q4 2023





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

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

Artwork by Jida Gulpilil

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CEO's Report



Welcome to our Bendigo Kangan Institute (BKI) Quarter Four (Q4) report for the period 1 October to 31 December 2023.

During this quarter we finalised our Organisational Structure Changes following the restructure of Executive and Senior Leadership Teams Tranche One. In Tranche Two we proposed changes for the Industry and Education Portfolio, the Brand and Marketing group from the People, Brand and Strategy portfolio, and the Campus Operations teams from the Operations portfolio and underwent a period of formal consultation.

The final structure was announced on the 26 October 2023. Throughout the process, we offered support to all BKI employees through Executive team, People & Culture Business Partners, and BKI's EAP provider, Assure.

We were delighted with the Victorian Government announcement on 31 October that we would be the new delivery partner for the new \$55 million TAFE campus in Melton. This development complements our upcoming Sunbury campus as well as the new Hume Tech school at our Broadmeadows campus.

In October I also presented at the Australian International Education Conference in Adelaide on VETASSESS settled into their new office in Cremorne, and we are working to increase our connection across all our brands with shared events to include all BKI staff. I was delighted to attend the VETASSESS Town Hall on the 6 December and we welcomed VETASSESS staff to our end of year Town Hall in Cremorne on 13 December where many joined to hear from our senior leaders including Rob Thomason with the day followed up by a joint End of Year lunch which was very well attended. Also in Cremorne we are continuing the refurbishment of the remaining sections in Level 1 of Building A in Cremorne for our people which commenced at the end of the quarter.

As we move into planning for our future strategic direction for 2025 we started to explore our Unique Value Proposition engaging staff in a series of workshops to gain a better understanding of our offering and what we can set ourselves up to focus on for our future strategy.

My trip to China on the 6 November was an opportunity continue to build on our relationships with our Chinese industry partners and learn and grow our international education impact. We visited Shanghai International Automobile City, the Shanghai Tech University and I attended a graduation of marine students studying with our partners Jiaxing Nanyang Polytechnic Institute. We were in China for 4 days learning about the opportunities available for BKI staff and students which I shared in a presentation to all our people on December 7.

Over the last quarter we also developed workshops to introduce staff to the exciting world of Artificial Intelligence (AI) and its profound impact on education, particularly for the VET sector. We held 27 sessions with 501 participants.

I also met with local member Kathleen Matthews-Ward and industry partners on the future on the opportunities for Hume Tech School.

In December the FARMC committee members were given the opportunity to tour the HACCOE building site which showed them the great progress made on the project.

I was also delighted to welcome our two new, we welcomed two new Board Directors, Director Jamie Driscoll and Director Sharan Burrow AC, In December. I also thank outgoing Directors Fiona Schutt and Dr Margaret Salter as well as staff-elected board member Audrey Sanderson for their commitment and support for Bendigo Kangan Institute.

I'm very much looking forward to what's ahead in for 2024 and sharing more information updates and our progress and success with you in the Q1 report.

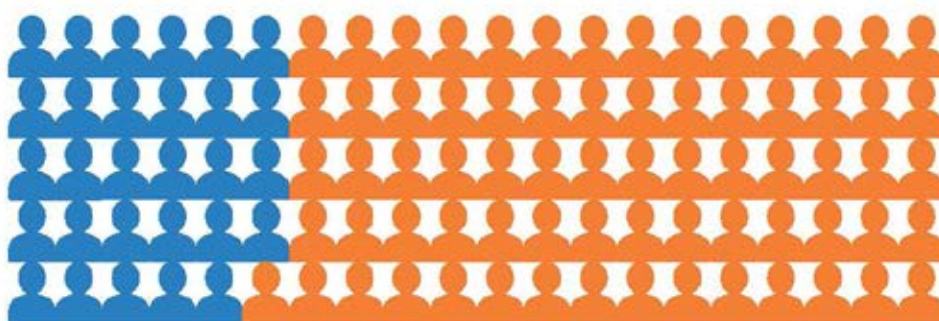


Sally Curtain

Chief Executive Officer
Bendigo Kangan Institute

TBC

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 2022
4,753 Bendigo TAFE enrolments

+34% on Q4 2022
11,560 Kangan Institute enrolments

Bendigo TAFE



33.1% of all Government-Funded enrolments at Bendigo TAFE are Free TAFE

The proportion of BT Free TAFE enrolments is down 1.8 percentage points compared to Q3 2022.

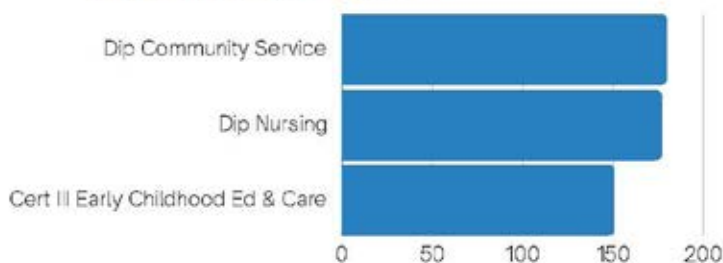
Kangan Institute



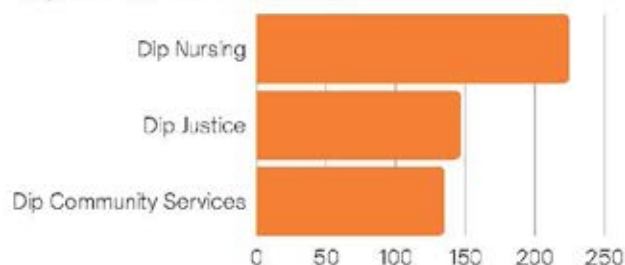
16.2% of all Government-Funded enrolments at Kangan Institute are Free TAFE

The proportion of KI Free TAFE enrolments is down 2.3 percentage points compared to Q3 2022.

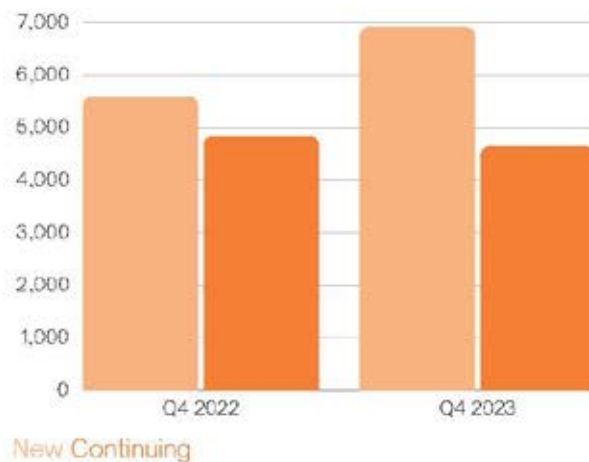
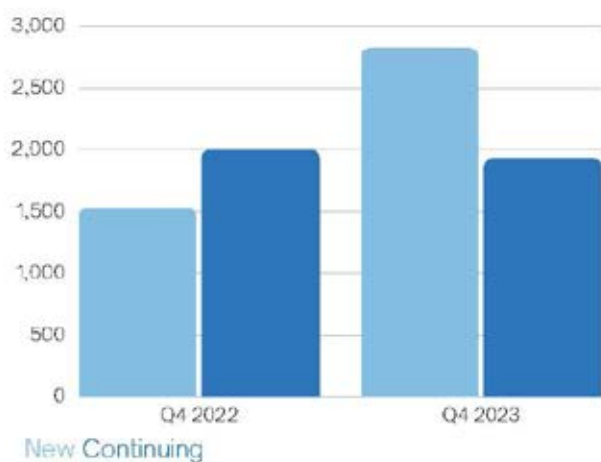
Top 3 Free TAFE courses



Top 3 Free TAFE courses



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



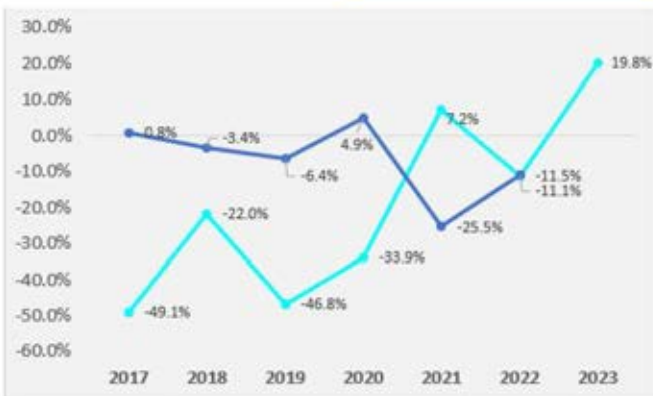
Note: Due to a recent modification to the Power BI page upon which this report is based, the previous table, 'Pipeline Enrolment YOY', is no longer available. Instead, a new table titled 'Pipeline Enrolments by Future Month' has been introduced resulting in alterations to the figures for the period spanning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

KPIs

BKI operating margin

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

Q4 2023 figure
19.8%

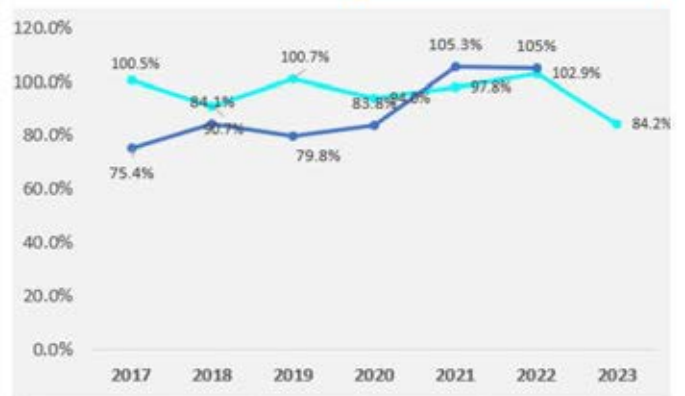


Q3 Actual Full Year Actual

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.

Q4 2023 figure
84.2%



Q3 Actual Full Year Actual

BKI training revenue diversity

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

Q4 2023 Government Funded
36.0%

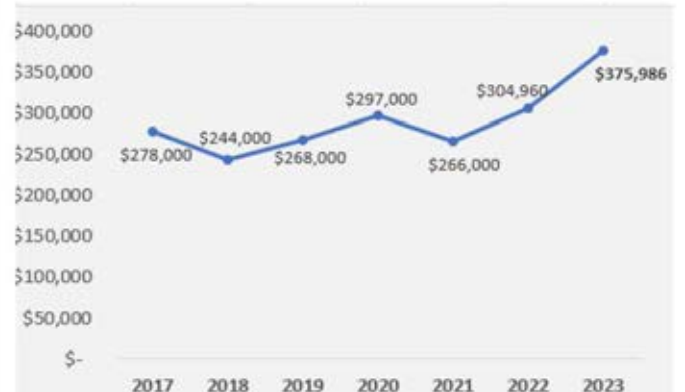


Government Funded Fee for Service Student Fees & Charges

BKI training revenue per Full Time Teaching Equivalent (FTE)

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

Q4 2023 government funded
\$375,986



Full Year Actual

Students who would recommend BKI

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

annual measure
78.1%

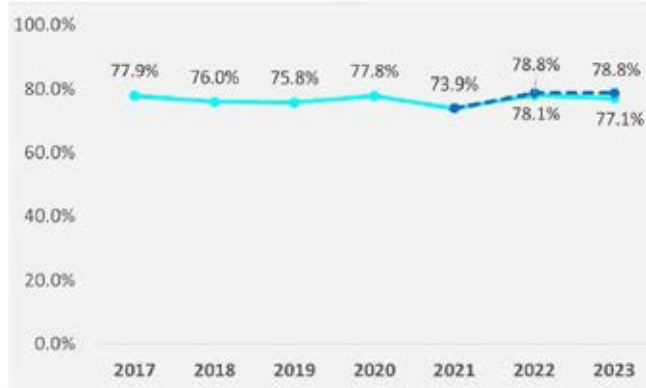


Actual Target

Students who achieved main reason for training

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

annual measure
77.1%



Actual Target

Students with an improved employment status

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

annual measure
60.0%



Actual Target

Employers of apprentices and trainees who would recommend BKI

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

annual measure
69.2%



Actual Target

KPIs

Market share in Northern Metro

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

17.5%

Values provided by the OTCD for 2023 Q4



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.

43.4%

Values provided by the OTCD for 2023 Q4

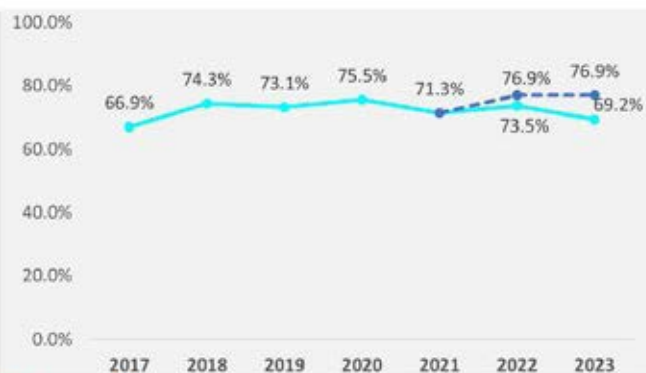


Actual Target

Employers of apprentices and trainees who would recommend BKI

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

annual measure
69.2%

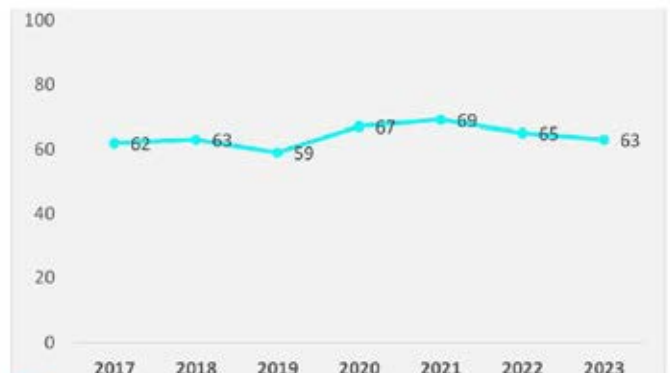


Actual Target

BKI employee engagement

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

annual measure
63



Actual

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.

Student Computer Clubs for Broadmeadows campus

To coincide with Get Online Week in October, our Student Experience Team kicked off our first Student Computer Club in Broadmeadows. The club meets every Tuesday in the Broadmeadows Library to help students build skills in today's tech-driven world, digital skills. Teachers are also encouraged to invite students to join the club on the Broadmeadows Campus.



Career information session with Victoria Police for students

On 18 October, Victoria Police (VicPol) hosted a live session for students to learn about career pathways. The session held at Broadmeadows campus included information on VicPol's recruiting for a range of positions and the opportunities within the Police Force. The session also gave them a chance to ask questions directly to VicPol. Students from other campuses were able to join the session virtually through a livestream.

A Pawfect Melbourne Dog Lovers Festival

From 13 to 15 October, BKI exhibited at the Melbourne Dog Lovers Festival in Melbourne. The festival was a heartfelt celebration of our furry best friends. Dog lovers gathered at The Melbourne Exhibition Centre to experience an entertaining and educational day out.

The show celebrated over 800 dogs representing 100+ breeds across the three-day festival and generated a number of course enquiries for us. We had special guests with Staff Elected Board Member Rudi Pavani bringing along his dog Cira, along with teacher Emma Lanera and her dog Winston. Both dogs stole the show!



Our Open Nights were a roaring success

Our Open Nights held from 16 to 19 October welcomed over 450 prospective students and their families across all our campuses at Cremorne, Bendigo City, Charleston Road, Essendon, Docklands and Broadmeadows.

These events provided an excellent opportunity for our teaching departments to showcase their courses and engage with potential students, their families and the wider community. They also offered a sneak peek of our exceptional training facilities, resources, and support services, all designed to inspire the next generation of learners.

We were delighted to observe a significant increase in applications (up by 41%) through our websites in comparison to last year after the events.



We celebrated 75 Years of the Adult Migrant English Program (AMEP)

On 25 October, we celebrated the 75th anniversary of AMEP at our Broadmeadows Campus. Over 350 participants joined in the celebrations. The event showcased the dedication and resilience of newly arrived migrants and refugees in developing English skills and settling in Australia, the teachers who support them through our programs in Broadmeadows.

Cathy Kakoliris, Lead Educator in Vocational English, hosted the event with a heartwarming Welcome to Country ceremony performed by Work Education student Jacob Andrews. The event was also attended by the Mayor of Hume, Joseph Haweil, who shared his personal experiences as a migrant and the challenges he overcame with AMEP's assistance. Our alumni, Raoua Ladkani, Pauline Joulak, Rania, and Fadi Atieh, moved everyone with their stories.

Our AMEP teachers and staff deserve special recognition for creating a warm, family-like environment for our students. Their dedication to treating each student with respect, kindness, and care is to be commended. Many migrants come to Australia with hopes for a brighter future but face numerous challenges, including language barriers. Programs like AMEP at Bendigo Kangan Institute empower our students to communicate with confidence and secure job opportunities, positively changing lives.

AMEP Teacher Susan Shaw and level 3 students from 3S and 3B delivered a performance of the song 'My Island Home' by Christine Anu with everyone in the room joining in the chorus.

Events like these remind us of the profound impact education and community support can have on individuals and their families. We eagerly anticipate many more years of success in the AMEP program and are excited about the positive impact we will continue to make in the lives of newcomers to Australia.



Improving our experience

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

Internships bring real-life skills for university students

From August to October, we welcomed Ky Luong, a Marketing student from La Trobe University as an Intern in the Internal Communications team. Part of the La Trobe University Industry Placements program. Ky left us with some real-world skills and life experience in a professional organisation and we learnt a lot too!

Ky was the first of what we hope will be many students, who will join us to enhance their work experience and skills in the program set up by La Trobe University, which in turn will assist them in their future careers.



Setting our students up for success at job interviews

On 31 October, WISE Employment conducted mock job interviews for our students enrolled in the Certificate II in Work Education at our Broadmeadows Library. Business Manager at WISE Sunbury Cherie Valentine, oversaw these sessions, ensuring each student felt well supported throughout the process. WISE's business partners Nathan Merlo and Mery Kifarkis, individually interviewed each student.

The sessions allowed students to actively hone their presentation skills and practice their responses to typical interview questions, along with a deeper understanding of the emotional dynamics of job interviews emphasising the paramount importance of thorough preparation. Insightful advice and strategies to help students excel in actual job interviews was also shared.

Student Con Stamatopoulos commented on the experience, "Although I initially felt nervous, this interview practice significantly improved my confidence. "Enhanced interview skills will undoubtedly benefit me in securing future job opportunities."

Our students shine at the Design Matters National Building Design Awards

On 27 October, Building Design students Branden Pearce and Joel Anley were recognised at the 2023 Design Matters National Building Design Awards. Branden Pearce secured the title of "Best Digital Presentation" also received a commendation in the "Best Response to a Design Brief" category. Fellow student, Joel Anley also received a well-deserved commendation for his outstanding Digital Presentation.

Branden said "I feel incredibly fortunate to have received these awards and recognition! It was an extraordinary night to be a part of." Branden attributes his success to the unwavering support and guidance of his teachers, Brian Stratford, Sonia Vescovi and Paul Pryse, for which he is immensely grateful. His design philosophy revolves around environmental sustainability, ensuring that his designs leave a positive and lasting impact on the natural environment. Branden rounded off the night with another commendation, this time in the "Best Response to a Design Brief" category.

We look forward to seeing more amazing designs and success for Branden and Joel in the future.



We care about encouraging a career in caring

We had a strong presence at the Who Cares - Careers in Caring and Support Jobs Expo at Broadmeadows Town Hall on 23 November. Organised by Hume City Council, the expo showcased jobs in the growing care sector. Attendees had access to information and details of over 100 actual jobs, as well as the opportunity to talk directly with local care and support sector organisations.

Over 200 career seekers attended and engaged with over 20 exhibitors, including the Department of Families, Fairness and Housing; Home Instead; DPV Health; Little Heroes Australia and Mecwacare.

Our Health & Community teaching team; Susan Fleming, Christina Rodenburg and Bernie Dunne provided attendees with fun hands-on insights into study pathways at BKI. Our careers experts Sonia Brander, Julie Fillips, Roshani Meregnagne and Tom Pender from our Skills and Jobs Centre and Employment Centre teams also provided helpful career advice and tips, proving that at BKI, we really do care.

Students supported to find a solution for crippling fines

Our Student Welfare Officers, Yioula OConnor and Brian Wiseman work to assist students to pay their road and public transport fines throughout 2023. They helped 13 students pay off their road and public transport fines this year and assisted in clearing a significant total debt of \$16,372.55 in fines with 10 students completely settling their fines. This service is entirely free for our students.

Yioula and Brian use the Work and Development Permit (WDP) scheme, providing a non-financial solution to address debt for our vulnerable and disadvantaged students. By participating in specific activities and treatment agreed upon with our Welfare Officers, eligible students can significantly reduce their fine debt.

Real-world experience at Infoxchange

In October, two of our IT students, Rahma and Cate, had the opportunity to visit local organisation Infoxchange in preparation for their traineeship studies in 2024 which they received after studying Cert IV in IT programming at Cremorne campus.

Infoxchange is a not-for-profit organisation that for over 30 years focussed on delivering technology for social justice. With a team of over 180 staff across Australia and New Zealand, they tackle the big social challenges such as disability, family violence and homelessness through the smart and creative use of technology.

During their visit, Rahma and Cate experienced a taste of working in an office environment. They also met the software development team they will be working with and were able to get some insight into the company and the work they will be doing.

Kangan Institute Motorsport students kept them racing at Sandown 500

Our Motorsport Technology students showcased their skills at the Sandown 500 event held from 15 to 17 September.

Visitors flocked to our Kangan stand at Sandown 500 to learn about our courses too. The stand looked fantastic, staffed by an enthusiastic team of Kangan volunteers. Another highlight was a tour of the Walkinshaw Andretti United garage organised by Walkinshaw.

A huge shout out to our External Communications team, Steph Yap and Tan Yoowang, who were on ground to capture some brilliant footage showcasing Bruce Stewart from Walkinshaw interviewing passionate automotive teacher, David Gambin as well as students.



Our R U Ok? Day activities

On 14 September, we marked R U Ok? Day with activities with over 600 students participating in activities at our Broadmeadows and Bendigo campuses.

Yellow covered the Bendigo City and Broadmeadows campuses to symbolise our commitment to this important cause with a goal to foster open conversations and connections among our students. We had a variety of engaging activities, from morning tea to conversation card sessions and even badge-making to encourage dialogue and build the connections that matter.

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





We Celebrated World Kindness Week

In November, Bendigo City and Broadmeadows campuses were a hive of activity as students and staff gathered to celebrate World Kindness Week.

Bendigo City had a fantastic turnout on November 13 on World Kindness Day, with almost 250 students and staff participating. We hosted a delicious BBQ and activities such as coaster making, key tags and other craft activities using First Nations beads and feathers. There were also free plants to take away. There was entertainment from Indonesian and Indian dancers which was a great hit with the crowd. Students and staff also came together to create a five-metre chain of kindness.

Our Student Support team, Library services and Apprenticeship Service Officers were on hand to provide information about their services. Additionally, our Education Delivery teams in Indigenous Education, Trades and Food and Fibre services were able to offer advice on their programs.



Similarly, the Broadmeadows event saw over 300 staff and students gather for their event on November 16, offering lunch from the BBQ station as well as cupcakes, flowerpots, key tags, test and tag services, and Gifts of Kindness. Colombian dancers wowed everyone and encouraged audience participation by teaching some dance moves. The event also culminated in a massive 17-metre chain of kindness.

Building student connections with a Career Advisors seminar

On 17 November, our Schools Team organised Bendigo Kangan Institute's Careers Advisors Seminar at our Broadmeadows campus. 72 schools registered, and we had over 56 career practitioners and teachers from the metro region attend the seminar to learn about career pathways for their students.

We were pleased to showcase the facilities, including our Trades + Skills Centre with several departments speaking at the event. The positive feedback received highlights the important relationships we have with schools as an influencer to students' future pathways and the value of showcasing our facilities and the diversity of courses we provide.

A special shout out to the participating teaching departments/support areas - Digital Traineeship, Nursing, Justice, Early Childhood Education & Care, Auto Body Trades, Student Support Services, and Trades who presented and provided valuable insights.



Pathways for the next generation of apprentices - Ashley's story

Ashley Beltkey studied with us as an apprentice at the Automotive Centre of Excellence at Docklands and hasn't forgotten the impact of her course on her and her connection with the team at ACE.

Recently qualified as a Heavy Vehicle Diesel Mechanic, Ashley is an Apprentice Pathway Lead at Kinetic, and she dropped by the campus in early December to talk about enrolling new apprentices into our programs.

Ashley met with Gavin Cribb and Diamantis Bitzios to discuss ways to use her connection with us to assist in enrolling apprentices in elective units that would be beneficial. The goal is to set them up for success, not just at Kinetic but also within the heavy vehicle sector.

During the visit, the Kinetic Apprentices' Training Program was discussed. The aim is to establish a national apprentice program, and collaborations with training providers like Kangan will play a crucial role in enrolling apprentices in the most beneficial elective units. Ashley also met with Raman Badekar, who had been her Apprentice Manager during her time studying with us.

These encounters emphasise the significance of building relationships in the industry, creating visibility for apprentices and fostering a sense of community. Ashley looks forward to continuing the collaboration with us in the development of Kinetic's National Apprenticeship program.

Gingerbread house competition showcase our Bakery students skills

In late November, Certificate III in Baking course students, Ellen, Abby, and Nicole under the watchful eye of their supervising teacher, Fred Money, met the challenge to create gingerbread houses at Bendigo City.

Although it wasn't a competition requirement, the entire class eagerly supported the work to craft intricate gingerbread houses that took two days to complete. On 28 November, our people had the opportunity to view the amazing creations. The aroma and visual appeal of the gingerbread houses captivated everyone who stepped into the bakery.

As the gingerbread house season continued, the challenge was passed on to Broadmeadows as bakery students took centre stage in a friendly competition transforming Richard's Restaurant into a gingerbread wonderland.

On 6 December, all staff were invited to drop by to see the creativity on display and cast their votes for the best gingerbread house.

Student Thi MacCulloch stood out in two categories, securing both the People's Choice and Judge's Choice awards. It wasn't really competition in our students' eyes - as Thi graciously passed on her People's Choice award to Rita Hanna, the student with the second-highest votes. The students, including Thi and Rita, spent over ten days of their class time to complete the houses to delight us with their beautiful work.

Thanks to judges Carla Martin, Sam Ganguly, and Bernie Girolami for their time, Teacher Ruwan Colombage, who organised the competition, and Teacher Matt Miles, who also contributed to the success of the competition.



Students' eye-opening journey to Loddon Prison inspired future pathways

In August, ten Bendigo TAFE Diploma of Justice students had a unique chance to explore the Loddon Prison Precinct (Middleton) Corrections facility in Castlemaine and to get a firsthand look at the variety of roles available in the criminal justice system.

Students and their teachers gained insights into the practical aspects of the system's policies and procedures.

On the day they heard from six men who were currently serving sentences at the prison on their personal journeys through the criminal justice system. They also provided valuable input on ways to improve the system, reduce reoffending, and create a safer community.

The teachers who accompanied the students agreed that speaking with both facility staff and the men serving sentences added a significant dose of real life to the course content. It highlighted the importance of working with individuals involved in the criminal justice system. There are plans underway to expand this initiative to include the Women's Prison in Maldon as well.

Kangan Institute's Matt Hillyer claims Australian Formula Ford Championship

Automotive apprentice Matt Hillyer drove his way to become the new Australian Formula Ford champion. Matt is currently studying Cert III in Light Vehicle Mechanical Technology at our Automotive Centre of Excellence in Docklands. He has had an outstanding season, winning 12 out of 18 races to win the title all of this while completing his apprenticeship with Walkinshaw Andretti United. We are excited to see his career grow both on and off the racetrack.



Student inspiration from the TWED Film Festival

The 2023 Transition & Work Education (TWED) Film Festival events held on 11, 18 & 26 October were a resounding success. Held at Bendigo City and Broadmeadows campuses, our students conveyed important life lessons through several short films. They served as a reminder to slow down and show gratitude for the lessons we often forget in our busy lives. The event also showcased student achievements.

Thanks to Certificate and 2nd Year Work Education students and their teacher, Robert Manzoni, for hosting the events, as well as Social Gardens for sponsoring the festival, Southern Cross Austereo for running informative workshops for the students and sharing valuable tips on filmmaking, and to our Executives and staff from different parts of the organisation attending and showing their support.

The true stars of the event were the students themselves who showed their confidence and life skilled learned during the festival. A particularly touching moment was the screening of a song written and performed by Bailey Larkins-Stockdale for his best friend Jamie Morgan, who had been gravely ill at the beginning of the year.



The feedback from the festival was overwhelmingly positive. Students were immensely proud of their work, and their dedication showed. For Susan Seibel, Acting Education Manager - Foundation Skills and Pathways, the TWED Film Festival is her favourite time of the year. Susan encourages everyone to attend the festival next year and, in the years, ahead.

Celebrating our Forest and Fire Management Training Program graduates

On 16 November Chief Industry and Education Officer Janelle Arena welcomed representatives from Dept of Energy, Environment and Climate Action (DEECA), industry partners and the nine graduating students who are now Forest and Fire Operations Officers (FFOO) and Forest Management Trainees (FMT) under a unique Forest Management Traineeship program at our Charleston Road campus.



The program was specifically designed for young people from culturally and linguistically diverse (CALD) backgrounds and was developed in 2018 as a partnership with Forest Fire Management Victoria (DEECA) and expanded in 2022 to include the Forest Management Traineeship (FMT) program.

The Traineeship placements run for a fixed term (18 months for FMT and 2 years for FFOO) under the guidance of our experienced teachers. These programs are a part of our courses: Certificate III in Agriculture for FFOO and Certificate III in Conservation Ecosystem Management for FMT.

Throughout this period, the trainees receive paid employment with DEECA for their roles and are located in regional Victorian.

Celebrating a blossoming partnership with Oasis Horticulture

On 13 December, we joined Oasis Horticulture to celebrate the success of the ground-breaking horticulture training program with 34 students graduating with a Cert III in Horticulture. The permanent and casual Oasis employees graduated thanks to an industry-first partnership that saw a tailored qualification delivered onsite at the Oasis nursery in Devon Meadows.

Oasis employees participated onsite in the customised training program during work hours. This was not only convenient for employees, but it also meant that they could apply their learnings directly on the job.

Graduates were welcomed by Carla Martins, Director of the Food, Land and Services Centre and Stephen Lade, Nursery Manager at Oasis, and were presented with certificates by State MP Jordan Crugnale. Congratulations also to Kris Barker and the Industry Solutions team for facilitating the relationship with Oasis, and to Kellie Jones and her team of Horticulture teachers - Dave Picone, Peter Vale, Alisa Webb and Melanie Henkel - who travelled to south-east Melbourne to deliver the program.



Improving our places

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



Charleston Road students help us develop our biodiversity

In October our Regional Facilities team joined forces with our Horticulture students to plant new Australian native plants around Charleston Road campus just in time for summer. They were participating in a Plant Trees and Shrubs practical class led by Horticulture Trainer Tricia Mooney planted Westringia, Correa, and Callistemon in the garden beds outside C building. Their work helped to rejuvenate our campus in time for summer.

Planting natives encourages biodiversity, helps create wildlife corridors for birds, reptiles, and mammals, and provides food for insects and bees, essential for pollinating plants.

Construction at HACCOE Broadmeadows soars to new heights

We're making great progress building the Health and Community Centre of Excellence (HACCOE) at Broadmeadows. The project is progressing and already looks fantastic.

Works are continuing and over the last couple of months of 2023, the roof framing commenced, Trades started working on the high-level ceiling, and both inside and outside walls. Façade work has begun, including brickwork and installing windows.



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.

Teams for Teaching replaced Blue Jeans

Blue Jeans was retired at the end of 2023 to be replaced by Teams for Teaching. Teams is a great tool that helps teachers engage with students to deliver classes with ease. To prepare our teaching areas for the change we provided a number of support and training programs through our Educator Passport program. Completing either the webinar or the self-paced module also had the added advantage of earning educators 5 points towards their Educator Passport.

Student Portal

TBC

Upgrade of MyLearning (Moodle)

MyLearning (also known as “Moodle”) is BKI’s Learning Management System (LMS), a key online education platform allowing students and teachers to connect through online courseware. The project was an upgrade to integrate Moodle with our new Student Management System (JR Plus); and automate a range of manual administrative tasks, removing workload from teachers and staff.

Project Moodle will digitally enhance and improve both teacher and student experience achieved through a number of key outcomes including streamlining courseware lifecycle – including greater governance and standardisation of courseware development; in depth system cleanse – removing legacy data (either outdated or non-compliant), duplicate courseware and duplicated student ID; and system integrations and automations between Moodle and JR Plus: automated student account provisioning, simplified course creation and simplified Moodle course enrolment.

Building a united TAFE

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

Our statement on the outcome of the Referendum on the Voice to Parliament

The Voice to Parliament referendum held on 14 October was an important moment in Australia's history. Although the referendum has concluded and was not successful, we at BKI remain committed to the principles of the Uluru Statement from the Heart and will continue to support our Aboriginal and Torres Strait Islander community – our staff, our students, and across our wider community.

The outcome of the referendum did not reduce in any way our determination to work in partnership with Aboriginal and Torres Strait Islander communities. We are also fully committed to continuing to deliver our Reconciliation Action Plan and to fulfill our vision for reconciliation and a future where First Nations peoples, their cultures, knowledge and wisdom are celebrated and influence our approach to education, teaching and leadership.

We will continue to work to strengthen our existing partnerships with First Nations communities, fostering trust and mutual respect, enabling our staff and students to engage confidently and meaningfully with First Nations peoples.

All Staff Town Halls

We had two Town Halls in Quarter 4. Our third quarterly All Staff Townhall of the year was held in October and was live from the Auditorium at our Broadmeadows campus and available online. CEO Sally Curtain hosted, and we had over 300 of our staff join us online at the Town Hall.

Some of the highlights included acknowledging our staff years of service and KanBe Reward and Recognition Shout Outs for the quarter; and hearing from special guests Grant Petch Project Manager Automotive on his recognition and involvement in WorldSkills, and a presentation from Louisa Van Herwardde, one of our Corrections Art Teachers.

The last Quarterly Town Hall for the year was held mid-December at the Cremorne Library. We also welcomed VETASSESS & eWorks colleagues. Rob Thomason, Executive Director of VETASSESS and eWorks, spoke about the growth and change of both groups in the last 12 months.

Margaret O'Rourke, our Board Chair also joined us and thanked everyone for a big year. CEO Sally Curtain, shared insights on the past year, plans for 2024, and celebrated the year's highlights and achievements.

We enjoyed at both Town Halls a live cross to our construction site of the Health and Community Centre of Excellence (HACCOE) from Annie Scott Director Campus Transformation. In other segments, Janelle Arena, Chief Industry and Education Officer provided a detailed update on the Education Model implementation and introduced the Cremorne Digital program and Graham Fryer, Chief Operating Officer shared the finance and JR Plus updates. Michelle Johnston, Chief People, Brand and Strategy Officer announced our teachers of the year and recognised colleagues in our years of service and Shout Outs in the Staff Recognition segment.

Kanbe Talks continued with a presentation on the BKI Social Justice Framework

At the KanBe Talks online session on 14 November, Dale Park our Diversity and Inclusion Specialist, discussed the BKI Social Justice Framework and plan for inclusion at BKI. We gained valuable insights on the framework as Dale took us on a journey exploring the origins of TAFE and then sharing details of the Social Justice Framework, Social Justice Principles, Social Responsibility Governance Group, our Social Justice Champions program and the Equity, Diversity, Inclusion and Belonging Plan

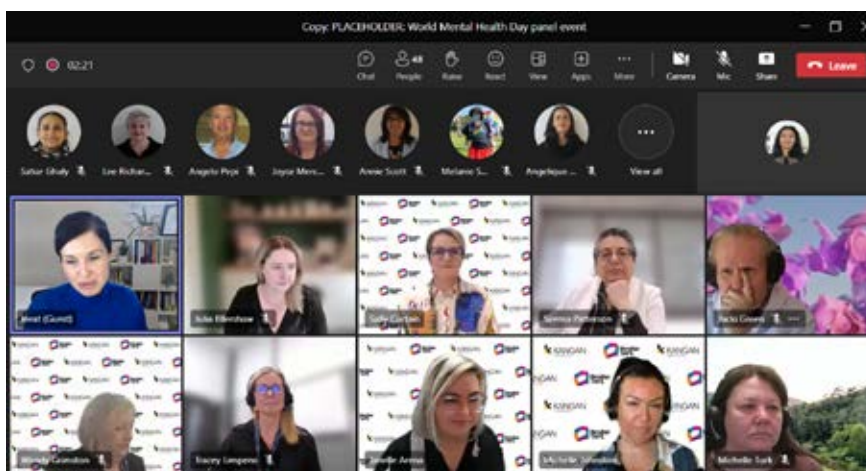
We welcomed Dr Emma Fulu who spoke about tackling gender stereotypes

Dr Emma Fulu, helped us kick off activities to support the UN campaign 16 Days of Activism Against Gender-Based Violence. Dr Fulu took us on her very personal journey through her international career and her ongoing work to tackle gender stereotypes and address gender-based violence. Her story was based on her own lived experience as well as extensive study and research on the subject.

Mental Health Month panel event

On 10 October, we held an online panel event with our Executives Sally Curtain, CEO; Chief People, Brand and Strategy Officer Michelle Johnston; and Janelle Arena, Chief Industry and Education Officer for Mental Health Month.

The session was facilitated by Organisational Psychologist Leeat Bosco. The panel shared their personal experiences with mental health and the ways they manage work-related stress. Acknowledging that many people encounter mental health challenges at some point in life, they highlighted the importance of prioritising mental well-being and seeking support when necessary.



We ended 2023 with our end-of-year lunches across our campuses

We kicked off three end of year celebrations at Broadmeadows With perfect weather more than 250 of our people joined to create a memorable day. Celebrations continued with lunches at Docklands and Cremorne, with over 100 people joining at Docklands and nearly 200 at Cremorne. The weather was also great on both days, making the lunches even more enjoyable.

We were blessed with another fantastic day for our final lunch in Bendigo. Over 200 people joined in the celebration, and it was again great to see the connections and conversations. Our Corrections team members weren't forgotten either. They arranged local get togethers to ensure they could have an end of year celebration as they were unable to leave the Prisons to join our other scheduled lunches.



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.



Washing cars is one way we improve our social procurement footprint

In quarter 4, our Regional Facilities team teamed up with Procurement to explore social procurement opportunities that align with the Buying for Victoria Social Procurement Framework and the goals of our own social procurement strategy currently under review.

One program we started was employing WISE Employment people from disadvantaged backgrounds to wash our fleet vehicles. Having previously partnered with Wise Employment (formerly known as Access Group), the team recognised an opportunity to support disadvantaged young people in Bendigo while remaining committed to our BKI Social Procurement Strategy.

The 6-month trial with Wise Employment are keeping our fleet of 11 regional cars clean. Our Regional Facilities team is very happy with the excellent service and quality provided by Wise Employment. Additionally, at Echuca campus, we've partnered with Vivid Work Crew to clean the car fleet and maintain our campus grounds. Vivid Work Crew's car wash is a unique business that provides meaningful work opportunities for people with disabilities. Every month, our cars receive a thorough clean inside and out.

Future fashion stars shine in our Welcome to the Dollhouse event for Melbourne Fashion Week

On 24 October, during Melbourne Fashion Week, 40 of our emerging fashion students and alumni showcased their creativity on the runway. Our talented students for our annual runway event, shared looks inspired by the theme of the Dollhouse which was a subtle reference to the global craze for all things Barbie after the release of the film.

Our fashion, hair, and beauty students and teachers worked tirelessly behind the scenes to help present the show. The event was supported by our cookery and bakery students and teachers who catered to our 200 guests. The collections received well-deserved praise for their skill and craftsmanship.

We partnered with Red Cross Shops to include an upcycled segment featuring donated material re-designed for the runway. This was, as it is every year on the Kangan calendar, a night to remember for our students, educators, and hospitality team who worked together to create a spectacular event for fashion enthusiasts, trendsetters, industry professionals, as well as family and friends.





Upcycling old suits inspired by Vivienne Westwood brings rewards and awards

A fiery red suit designed by fashion student Bridie Vearing which was made from discarded men's clothes, won first place in the 2023 Fashion Awards Australia's Rags to Runway category. Bridie was inspired by Vivien Vivienne Westwood's post-punk designs and use of print and shape to create her award-winning suit which featured a coat with standout shoulders paired with a patchwork tartan bodice and bloomer pants – all made from old men's suits and deadstock fabric originally destined for landfill.

Developed according to a project brief titled Suiting the Future, the award-winning ensemble was designed and constructed as part of Kangan Institute's Red Cross Shops collaboration, which offers fashion students access to donated and unsaleable textile and materials for upcycling.

For Bridie, the most challenging part of the upcycling project was finding the right fabrics to suit her vision, with skill and technical expertise a must to successfully construct a new design using pre-existing garments. Bridie used traditional flat patternmaking techniques, as well as zero-waste pattern-designing techniques, patchworking and textile waste as a resource to construct her pieces.

The 2023 Fashion Awards Australia ceremony was held on 20 October, with Bridie's winning suit featured on the runway alongside creations from other emerging and established designers. As first

Sustainable fashion design is a key part of our fashion course training with focus is on providing students with skills for the future. Bridie's designs were part of the Melbourne Fashion Week this year, with her garments showcased at Kangan Institute's Welcome to the Dollhouse fashion show on 24 October and M/FW Student Collections Runway on 27 October.

Technology Maintenance Conference event at Docklands

From 16 to 18 October, the Technology Maintenance Conference (TMC) at Docklands Campus was full of lively discussions on trucking. Organised by the Australian Trucking Association (ATA) the conference was attended by over 500 people and received great feedback. The ATA and our Automotive Centre of Excellence welcomed 31 exhibitors who set up their booths in the level 2 workshop area. Presentations and information sessions held on the ground floor and level 2 workshops, as well as level 2 classrooms contributing to the event's overall appeal.

Congratulations to everyone involved, including Gavin Cribb, Tom Tsokas and the staff who helped move equipment and cars before and after the event involving a lot of logistical preparation.



Our team pedalled for sustainability on Ride2Work Day

On 18 October, our BKI teams got on their bikes to support the National Sustainability movement's Ride2Work Day. With favourable weather on the day, Bendigo City led the way in Ride2Work participation. Well done to Dave Richardson, Leira Woodmen, Faye Tudor, Jon Crust, Lucy Hughes, Mawson Skidmore and Ben Shue.

We were thrilled to see Phill Langley and Tony Hughes join in from Charleston Road and Sam Cutri, a lone rider, joyfully pedalled into

Broadmeadows campus. A delicious breakfast was waiting for them at the campuses. Annually this program encourages thousands of cyclists across Australia who celebrated the many wellbeing benefits that come with cycling and was the first year that Bendigo Kangan Institute was involved.

In addition to Ride2Work, Faye Tudor and Jon Crust from Bendigo City also cycled through October to raise money for children with cancer as part of the Great Cycle Challenge. Our Bendigo team has plans to create a bike group, where they can catch up over coffee and explore shorter trail rides together. They're also gearing up to participate in the Bike Bendigo R2W event at Civic Gardens from next year onward before making their way to campus.

Melton...here we come

We were chosen as the delivery partner for the new \$55 million Construction-Focused TAFE campus in Melton. The Hon. Gayle Tierney, Minister for Skills and TAFE, Minister for Regional Development, announced this partnership, alongside CEO Sally Curtain, Board Directors, and executives on 30 October in Melton.

In collaboration with the Victorian Government, the new \$55 million TAFE campus in Melton will allow us to bring skills and training closer to the residents of Melton through a new Kangan Institute campus. This development complements our neighbouring upcoming Sunbury campus and the new Hume Tech school at our Broadmeadows campus. We have a significant presence in Melbourne's north-western growth corridor and are the largest vocational education and training provider in the Melton area.

Kangan Institute's Melton TAFE campus will cater to a wide range of training needs, from pre-apprenticeships and Certificate II programs to Diplomas. Our courses will contribute to the clean economy and include disciplines such as Carpentry, Electrotechnology, Building and Construction, and Plumbing.



We hosted the Federal Government announcement of a new five-year National Skills Agreement

On 9 November, we were honoured to welcome Victorian Premier The Hon. Jacinta Allan, Federal Minister for Skills and Training, Brendan O'Connor and Victorian Minister for Training and Skills Gayle Tierney to our Docklands campus for the exciting announcement of a five-year National Skills Agreement (NSA), which starts from January 2024 and provides further investment in Victoria's TAFE and training sector.

The event was led by Office of TAFE Coordination and Delivery (OTCD) where we heard that the Albanese and Allan Labor Governments will provide up to 62,800 extra Fee-Free TAFE spots in Victoria next year. This will help more Victorians gain the skills they need for the jobs they want. Almost \$107 million in Commonwealth funding is pledged to provide education and training in sectors that need more workers. This new investment is in addition to the \$414 million already promised to deliver 300,000 Fee-Free TAFE spots starting in 2024.

Board members and Executives also attended the announcement, along with three of our students, Zeanna, Bailey and Kane and their teacher Paul who had the opportunity to interact with the Premier and Ministers.

We opened the new Echuca Skills and Jobs Centre

On 9 November, representatives from the Victorian Skills Authority (VSA) officially launched the new Skills and Jobs Centre in Echuca. We were joined by community leaders and employers at the celebrations bringing new opportunities for the regional community.

The success of our Skills and Jobs Centres in Broadmeadows and Bendigo City paved the way for the opening of the Echuca branch. For several years, we've successfully connected individuals with the necessary skills and training that lead to meaningful employment in Broadmeadows and Bendigo. The opening of the Echuca Centre continues to emphasise the vital role our campus plays in the community.

Thanks to support and funding from the Victorian Government, Echuca residents can now access valuable training, skills, and employment opportunities closer to home. The collaboration with the Victorian Skills Authority, made possible with the Victorian Government's support, enables us to extend career, training, and employment opportunities to more people in Echuca. Katrina Currie, Director of Engagement at the Victorian Skills Authority, opened the centre, recognising its potential to benefit the Echuca community.

Since its soft launch in August, the new centre has already provided career support to approximately 50 individuals and initiated connections with the local community, including schools, career teams, and employers. Staffed by qualified professionals, the Skills and Jobs Centre offers independent advice through one-on-one consultations or workshops, helping individuals achieve their training and career goals.



Victorian Manufacturing Showcase 2023 displayed Industry innovation

On 21 November, we took part in The Victorian Manufacturing Showcase 2023 (VMS2023) at the Moonee Valley Racing Club, showcasing the latest cutting-edge technology in manufacturing. As sponsors we were on hand to share our knowledge and expertise and celebrate the vibrant state of Victoria's manufacturing industry called "Made in Victoria". The event, hosted by the Victorian Government with industry partner NORTHLink highlighted technologies, equipment, and products produced in Victoria.



Over 80 exhibitors, including BKI, were involved, and the event attracted over 1000 visitors, giving us an ideal opportunity to connect with industry seeking innovation and inspiration. CEO Sally Curtain and Andrew Roadknight, Head of Digital Initiatives, were invited to speak at the panel sessions.

CEO Sally Curtain spoke at the event about the 'Digital Age of Manufacturing', and discussed the crucial role Vocational Education plays in supporting the industry to attract and develop the skills required in this evolving field. Andrew also conducted a workshop on 'Finding and Keeping the Right Skills and Talent' to tackle the challenges facing manufacturing leaders and professionals. It also offered an opportunity to collaborate with education providers to attract, develop, and keep top talent in a highly competitive environment.



Two New Board Members announced

In December, we welcomed two new Board Directors, Director Jamie Driscoll and Director Sharan Burrow AC, and we farewelled Directors Fiona Schutt and Dr Margaret Salter as well as staff-elected board member Audrey Sanderson.

Our new board members, Director Jamie Driscoll and Director Sharan Burrow AC, will continue the work of the Board to guide us as we deliver our strategic vision to be recognised as a leading provider of vocational education training.

Director Jamie Driscoll is originally from Bendigo where he was born and went to school. He went on to become an experienced economist, finance and public sector leader. He was most recently the Deputy Secretary, Budget and Finance with the Victorian Government's Department of Treasury and Finance, where he advised on Victoria's fiscal resources, financial management and consolidated reporting as well as public sector workplace agreements.

Director Sharan Burrow AC brings a proven track record in international advocacy on employment, human rights, industrial relations, corporate responsibility, and climate action. Ms Burrow is the former General Secretary of the International Trade Union Confederation and was previously President of the Australian Council of Trade Unions. Her career has been dedicated to advocating for labour standards, gender equality, sustainable business practices, and corporate responsibility, nationally and internationally.

Currently, Ms Burrow is a Visiting Professor in Practice LSE at Grantham Institute, a Board Member of the European Climate Foundation and the Green Hydrogen Association, Co-Chair of the International Energy Agency Labor Council, a Commissioner and Leader of B Team on the Climate Governance Commission and as Chair of the Advisory Group for Curtin University's Institute of Energy Transition.

Mr Driscoll and Ms Burrow will join newly appointed staff elected member Rudi Pavani and the existing Board, led by Chairperson Margaret O'Rourke and Deputy Chairperson Professor Hal Swerissen, to guide the organisation to deliver on our strategic goals.

We extend our thanks to the outgoing board members, Fiona Schutt, Dr Margaret Salter, and staff elected member Audrey Sanderson for their dedicated service, commitment, and contributions during their time with us. Their guidance and support have been instrumental in our ongoing transformation and growth.



Stronger TAFE Funding benefits our engineering students

In December, thanks to the Stronger TAFE funding, the Engineering team at Broadmeadows received support for new lathes. In the past few weeks, the Metro Engineering team has been actively rearranging workshops to install the machines.

Successfully securing grants, the Broadmeadows Engineering Department bought the four new lathes

this year. These lathes replace older machines, ensuring that students learn on the latest industry equipment. In addition to lathe upgrades, the team installed a brand-new 5th Axis Mill. The new equipment allows students to learn how to use it for training, producing 3D components. Previously, such components would have required moulding, giving students access to some of the most modern equipment on the market.

The Stronger TAFE fund allows us to apply for grants to purchase equipment for training support.

Thanks to Alex Franco, Teacher Engineering Mechanical, for his efforts in seamlessly moving classes and students to facilitate the equipment installation.

A gala event to wrap up 150 years of Tertiary Education in Bendigo

On 7 December, 200 guests came together for a Gala Ball in the Bendigo Town Hall for the final event of the 150 Year Celebrations of Tertiary Education in Bendigo. Associate Professor at La Trobe University Melanie Bish hosted the final event of the celebrations. The scene was set with a warm Welcome to Country from Dja Dja Wurrung man, Troy Firebrace, and video



speeches in acknowledgement of the special occasion from Minister for Skills and TAFE and Minister for Regional Development Gayle Tierney and Member for Bendigo West Maree Edwards.

As representatives of the history of education for Bendigo organisations, CEO Sally Curtain (Bendigo TAFE) and Professor John Dewar (La Trobe University Vice Chancellor), as well as The Honorable John Brumby (La Trobe University Chancellor), spoke about the many achievements and importance of education to the region.

Sally paid tribute to TAFE's history and the continuing importance of creating a thriving TAFE sector to address Closing the Gap, the Care Economy, Clean Energy, Sovereign Manufacturing, and the construction skills to support the ambitious housing programs. Sally also paid tribute to Chair Margaret O'Rourke, outgoing Vice Chancellor John Dewar and outgoing City of Greater Bendigo CEO, Craig Niemann.

The celebration was best summarised by the words of Professor Dewar when he said, "Regional campuses transform lives and enrich communities".

Fuelling the future with hydrogen education and training

On 12 December, the Hyzon Motors Australia team rolled into our Automotive Centre of Excellence (ACE) at Docklands with one of their heavy-duty fuel cell electric vehicles (FCEVs), and it was quite the sight for students and staff alike. Hyzon Motors Australia (HMA) and Kangan Institute are teaming up to explore creating an innovative Hydrogen Education and Training Precinct. This initiative on our ACE Docklands campus, aims to support local learning, training, and modern manufacturing.


This partnership is made possible by a new agreement, putting both organisations at the forefront of the emerging hydrogen industry. Together, we hope to develop the specialised skills, knowledge, and training needed for the rapidly growing clean energy sector. This new collaboration will focus on designing and developing hydrogen fuel cell vehicle training, specifically to support the commercial use of heavy-duty fuel cell electric vehicles (FCEVs) in Victoria. It's not just about training; it will also foster the exchange of expertise, resources, and knowledge to boost Victoria's hydrogen value chain. Our students will get the chance to enhance their skills with cutting-edge manufacturing and vehicle development technology. We will also be working closely with other interstate TAFEs where Hyzon Motors deploys FCEVs.




Looking ahead to 2024

Improve Our Offering	 Implement Future Skills  Excavator Simulators for Broadmeadows	 Higher Apprenticeshi  Mic inst bre
Improve Our Experience	 New instance of learning management system - Moodle	 Child Safety revi
Improve Our Places	 Fire detection and protection upgrade	 Completion of Broadmeadows HACCOE build
Digitally Enable Our Operations	 Implement a new Asset Management System	 Computer refresh  U C im tir fu
Build a United TAFE	 Embed the new organisational structure and operating model	 Expand Business Intelligence capability  Proces and co improv
Build a Professional and Financially Sustainable Organisation	 Focus on improved enrolment pipeline	 Share solutions to TAFE network challenges


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 wery at Charleston Rd



Centres of Excellence (COE's)



Engineering Upgrade (Mechanical and Fabrication)



Digital Traineeship Pilot

ew



Transition ASMS into JR Plus and scope additional integrations



Continue implementation and enhancement of Health, Safety and Wellbeing Plan



Health and Learning Hub partnering with Dhelkaya Health Castlemaine



Hume Tech School



Sunbury Campus



Melton Campus



Environmental Sustainability plan continues

upgrade
 ELCAT for
 mproved
 metabling
 nctionality



Content Management and Video Streaming integration for LMS



Security Operations Centre



New HR Information system (HRIS)

review
 continuous
 ement



Enhance our culture and employee experience



Review and update our Diversity and Inclusion Plans



Employee Value Proposition redefined



Implement Year 1 of AI Strategy



Continue to improve revenue capture and cost control



Embed our new Education Delivery Model



Continue to build leadership and management capability

Kangan Institute campuses

Broadmeadows

Pearcedale Parade
Broadmeadows VIC 3047

Docklands

1 Batmans Hill Drive
Docklands VIC 3008

Essendon

38 Buckley Street
Essendon VIC 3040

Cremorne

85 Cremorne Street
Cremorne VIC 3121

Bendigo TAFE campuses

Bendigo City

154 Hargreaves Street
Bendigo VIC 3550

Bendigo Charleston Road

62-104 Charleston Road
Bendigo VIC 3550

Castlemaine

65-67 Templeton Street
Castlemaine VIC 3450

Echuca

Corner Hare and Darling Streets
Echuca VIC 3564