



VICTORIAN TAFE ASSOCIATION

STATE CONFERENCE 2022

Leading Through Change

WEDNESDAY 24TH – FRIDAY 26TH AUGUST

BENDIGO TAFE CAMPUS AND BENDIGO TOWN HALL



GETTING TOGETHER: THE VICTORIAN TAFE STATE CONFERENCE

Leading Through Change

THE VICTORIAN TAFE ASSOCIATION IS EXCITED TO WELCOME YOU TO THE 2022 STATE CONFERENCE. THIS ANNUAL EVENT IS AN INTEGRAL WAY FOR VICTORIAN TAFES, DUAL SECTOR UNIVERSITIES AND GOVERNMENT, COMMUNITY AND INDUSTRY PARTNERS TO DISCUSS CONTEMPORARY ISSUES, CONVEY BIG PICTURE IDEAS, COMMUNICATE TRENDS, GATHER FOR COLLABORATIVE CONSULTATION, CONNECT AND NETWORK.

This year's event will support delegates to explore important issues, to rethink ideas, to dream big and to do all of this in person again!

The 2022 Annual Conference will be held in the vibrant regional setting of Bendigo where delegates will be hosted for events in the historic Bendigo Town Hall and in the state-of-the-art facilities of Bendigo Kangan Institute.

This year's theme, Leading Through Change, explores the twin perspectives of TAFE leading the Victorian training sector through the changing external environments surrounding industry, the economy and future workforce development; and TAFE leading through change internally by adapting and innovating as a collaborative network to meet current and future challenges.

Keynote presentations will encompass:

- Creating a supportive culture in a collaborative environment enabling participants to consider "changing culture for a change in culture".
- The accelerating journey to a decarbonised economy – achieving net zero emissions by 2050, how will TAFE leaders prepare for a post-carbon economy and what new approaches and capabilities will be needed to support a net zero emissions workforce.
- New frontiers – What really matters for Victorian businesses - and what needs to be done to ensure Victoria is the best place to live, learn, work and run a business.

Café Conversations will enable presenters from TAFEs and other

stakeholders to share and showcase their own activities linked to the conference theme and the keynote presentations.

An important feature of the conference program will be Bendigo Kangan students sharing their real time learning experiences with delegates and you will be encouraged to support them by participating in a variety of activities.

At this year's conference, you will have the opportunity to renew networks and catch up with your peers. Most importantly, you will have every opportunity to ask questions and learn from our presenters and participants, who bring a rich and diverse range of experience – welcome to *Leading Through Change*.

**WE LOOK FORWARD TO WELCOMING YOU TO OUR COVID-SAFE EVENT.
OUR COVID-SAFE PLAN MEETS THE VICTORIAN GOVERNMENT COVID-19 SAFETY REQUIREMENTS.**

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CONFERENCE PROGRAM

WELCOME AND REGISTRATION

DATE: WEDNESDAY 24TH AUGUST **TIME:** 5.00PM – 8.00PM

LOCATION: BENDIGO TAFE CAMPUS – BUILDING 1887 (HEXAGON ROOM)

TIME	CONFERENCE OPENING AND REGISTRATION
5.00PM	Registrations open Network, canapés and drinks Bendigo Senior Secondary College Music Band
5.40PM	Welcome by Sally Curtain, Chief Executive Officer Bendigo Kangan Institute
6.00PM	Chinese Lion Dance
8.00PM	Evening Concludes

STATE CONFERENCE - DAY 1

DATE: THURSDAY 25TH AUGUST **TIME:** 8.30AM – 4.30PM

LOCATION: BENDIGO TOWN HALL

TIME	PROGRAM
8.30AM	Registrations continue
9.00AM	Dja Dja Wurrung Welcome to Country
9.20AM	Conference Opening Welcome and Introduction – MC: Tasneem Chopra OAM ▪ Chief Executive Officer, Bendigo Kangan Institute - Sally Curtain ▪ VTA Board Chair - Dr Anne Astin AM PSM
9.25AM	Welcome to Bendigo ▪ Deputy Mayor - Cr Matthew Evans
9.30AM	Minister's Address ▪ The Hon Gayle Tierney MP - Minister for Training and Skills and Minister for Higher Education
10.00AM	Morning tea
10.30AM	Opening Address: Changing Culture for a Change in Culture ▪ Tasneem Chopra OAM
11.15 AM	Panel Session: What a network system looks like - leading through change ▪ Lill Healy - Deputy Secretary, Department of Education and Training ▪ Dr Xavier Csar - Chief Executive Officer, Office of TAFE Coordination and Delivery ▪ Craig Robertson - Chief Executive Officer, Victorian Skills Authority ▪ Mary Faraone - Chief Executive Officer, Holmesglen Institute of TAFE
12.00PM	Lunch
12.45PM	Walk to Bendigo TAFE Campus
1.00PM	Café Conversations Intimate conversations around breakout tables showcasing innovative programs/projects from TAFEs/ VTA members and industry partners
2.30PM	Bendigo TAFE Campus Student Trades Expo with the opportunity to personally experience their trades in a variety of activities Facilitated Tours of Bendigo Campus
3.00PM	Afternoon tea and networking run in parallel with student session and campus tours
4.30PM	Free time

CONFERENCE DINNER

DATE: THURSDAY 25TH AUGUST **TIME:** 6.00PM – 10.00PM

LOCATION: BENDIGO TOWN HALL

TIME	CONFERENCE DINNER
6.00PM	Pre-dinner drinks Bendigo Senior Secondary College <ul style="list-style-type: none">▪ Jazz Quartet▪ String Trio
7.00PM	State Conference Dinner Fireside chat – Tasneem Chopra talks with: <ul style="list-style-type: none">▪ TAFE Teacher of the Year - Julie Kramer▪ TAFE Student of the Year - Andrew Jan

STATE CONFERENCE - DAY 2

DATE: FRIDAY 26TH AUGUST **TIME:** 8.30AM – 1.00PM

LOCATION: BENDIGO TOWN HALL

TIME	PROGRAM
8.30AM FOR A 9.00AM START	Welcome Back: Introductions <ul style="list-style-type: none">▪ Tasneem Chopra - MC
9.10AM	Shadow Minister Address <ul style="list-style-type: none">▪ The Hon David Hodgett MP - Shadow Minister for Education, Shadow Minister for Early Childhood and Children, Shadow Minister for Higher Education, Training and Skills
9.40AM	Keynote Address: Transition to 2050 <ul style="list-style-type: none">▪ Dr Amanda Cahill - Chief Executive Officer, The Next Economy
10.40AM	Morning Tea
11.00AM	Panel Session: World Federation of Colleges & Polytechnics <ul style="list-style-type: none">▪ Sally Curtain, Chief Executive Officer, Bendigo Kangan Institute▪ Grant Radford, Chief Executive Officer and Managing Director, Box Hill Institute of TAFE▪ Mish Eastman, Deputy Vice-Chancellor Vocational Education, RMIT University
11.45 AM	Keynote Address: Moving forward with purpose: what really matters for Victorian business <ul style="list-style-type: none">▪ Paul Guerra, Chief Executive, Victorian Chamber of Commerce and Industry
12.45PM	Closing Summary <ul style="list-style-type: none">▪ Tasneem Chopra - MC
1.00PM	Conference Closes - Packed lunch for your journey home



MEET THE SPEAKERS



THE HON GAYLE TIERNEY MP

DEPUTY LEADER OF THE GOVERNMENT IN THE LEGISLATIVE COUNCIL, MINISTER FOR TRAINING AND SKILLS, MINISTER FOR HIGHER EDUCATION, MINISTER FOR AGRICULTURE

Minister Tierney has always placed a priority on education, skills and training and employment and has implemented significant reforms to create a world class Skills, Training and Higher Education System throughout Victoria. Key programs and policies which have driven this reform are the introduction of Free TAFE in 2019 and the establishment of Apprenticeships Victoria, The Victorian Skills Authority and the Office of TAFE Coordination and Delivery in 2021.

Minister Tierney understands that quality underpins a world class system, which is driven by a holistic approach. She has been determined to unite the system where Adult Community

Education, TAFEs, Industry RTOs, Universities and members of industry all have a lead role to play in ensuring a cohesive and strategic Skills, Training and Higher Education system. As Minister she has overseen important investment in capital works with the Building Better TAFES Fund to ensure Victorians have access to state of the art facilities. This has been coupled with significant scholarship programs for teachers and trainers.

Minister Tierney's commitment to public provision was exemplified during 2020 and 2021 when Victoria was experiencing the height of the global pandemic. Support for the sector and students was first and foremost in her mind. Business Continuity Grants were established, and the creation of the Victorian State Higher Education Investment Fund ensured that Victoria's Training and Higher Education system could adapt to the pandemic environment and importantly deliver skills and training that leads to careers.

Minister Tierney understands the importance of communities and is passionate about equality and creating opportunities for all members of society.



THE HON DAVID HODGETT

MEMBER FOR CROYDON, SHADOW MINISTER FOR EDUCATION, SHADOW MINISTER FOR EARLY CHILDHOOD AND CHILDREN, SHADOW MINISTER FOR HIGHER EDUCATION, TRAINING AND SKILLS

The Hon David Hodgett, Member for Croydon; Shadow Minister for Education; Shadow Minister for Early Childhood and Children; Shadow Minister for Higher Education, Training and Skills

David Hodgett was elected as the State Member for Kilsyth in November 2006. He was elevated to the position of Shadow Cabinet Secretary in 2009 and became Cabinet Secretary following the election of the Baillieu Government in 2010. In 2013 he was appointed the Minister for Ports, Minister for Major Projects and Minister for Manufacturing.

David entered the political arena after working in the Commonwealth public sector for 23 years. During that period, David was involved in local government as a Councillor at the Shire of Yarra Ranges from 1997-2005 and was elected as Mayor on three separate occasions.

In September 2017, David became the Shadow Minister for Roads and Infrastructure, and the Shadow Minister for Ports and Freight. He again successfully held his seat at the November 2018 election and was the Shadow Minister for Sport, Tourism and Major Events and he is now the Shadow Minister for Education, Shadow Minister for Early Childhood and Children and the Shadow Minister for Higher Education, Training and Skills.



TASNEEM CHOPRA OAM

CROSS CULTURAL CONSULTANT

A Cross-Cultural Consultant, Tasneem addresses issues of diversity, equity and inclusion across organisational leadership, including intersectionality within government, corporate, arts and community sectors. For her efforts she has been appointed the inaugural Ambassador for Women of Colour, Australia - and awarded an OAM.

She is a Board Director for The Australian Centre for the Moving Image (ACMI), as well as a Strategic Advisor for Fire Rescue Victoria and the Collingwood Football Expert Panel on Anti-Racism. She has also been named an 'Anti-Racism Champion' by the Australian Human Rights Commission.

A TEDxMelbourne presenter and writer, Tasneem has featured on numerous platforms including SBS Life, BBC's IQ2 Debates, Q&A, The Drum and is host of the podcast series, 'Strengths Untold'.



LILL HEALY

DEPUTY SECRETARY, HIGHER EDUCATION AND SKILLS

Lill Healy joined the Department as the Deputy Secretary of HES in April 2021. Lill has worked across the community, private and public sectors and has held leadership positions in a diverse range of portfolios, all of which focused on greater economic and social inclusion for Victorian communities. As Deputy Secretary, Service System Reform, Department of Premier and Cabinet, Lill led a cross government team progressing new ways of tackling entrenched socioeconomic disadvantage through community led, place-based approaches and wider service delivery reform. Previously, Lill served as Deputy Secretary, Policy, Programs, Small Business and Employment, Department of Jobs, Precincts and Regions, where she oversaw the development of Jobs Victoria and the establishment of Victoria's first Social Procurement Framework and Social Enterprise Strategy.

Lill holds a Bachelor of Business, Banking and Finance and a Diploma of Youth Work from Victoria University and is an Executive Fellow of ANZSOG.



DR XAVIER CSAR

CHIEF EXECUTIVE OFFICER, OFFICE OF TAFE COORDINATION AND DELIVERY

Xavier Csar has held senior executive roles in the Victorian and Australian public service across portfolios as diverse as TAFE, Adult Education, Innovation, State and Regional Development, Green Energy, and Bushfire Recovery.

Highlights include the establishment of the Office of TAFE Coordination and Delivery, being inaugural CEO of Breakthrough Victoria and serving as CEO of Federation Square during its recent review and re-visioning.

Before joining Government, Xavier was a biotechnologist, researcher and academic at the University of Melbourne. In his 9-year research and start-up career he published in fields including immunology, cancer, inflammation and drug target identification technology development, contributing to the establishment of Proteomics as a technology in both University and biotech start-up environments.

Xavier holds a PhD in Biochemistry from Monash University, an MBA from RMIT, has completed an Executive Fellowship from the Australian and New Zealand School of Government and is a member of the Australian Institute of Company Directors.



CRAIG ROBERTSON

CHIEF EXECUTIVE OFFICER, VICTORIAN SKILLS AUTHORITY

Craig Robertson commenced as CEO of the Victorian Skills Authority in August 2021.

The authority is tasked by the Victorian Government to plan for post school education and training to help the economy recover from the pandemic and build up industry skills and support more Victorians into mainstream participation in work, further education and enterprise.

Prior to this role Craig was the CEO of TAFE Directors Australia from April 2017, representing TAFEs Australia-wide.

In 2015 and 2016 he was Deputy Secretary in the Department of Education and Training in Victoria and prior to that he had over thirty years in various roles in the Commonwealth Government, focused on schools funding, employment services and vocational education and training. Craig holds an Executive Masters in Public Administration and Bachelor of Education (Primary).





MARY FARAONE

CHIEF EXECUTIVE, HOLMESGLEN INSTITUTE OF TAFE

Ms Faraone commenced as Chief Executive of Holmesglen Institute in October 2013. Mary has had extensive experience in the VET sector, working with industry, RTO's and TAFE in various roles prior to joining Holmesglen Institute in 2003. Mary has been particularly instrumental in leading the Institute's teaching and learning, including the introduction of higher education, securing a number of significant national and international projects, and leading the successful development and implementation of significant industry partnerships.

As Chief Executive Mary is keen to further develop the innovation and entrepreneurial culture at the Institute and build on the Institute's history and reputation as a leading tertiary provider.

Mary is committed to the role public tertiary education plays in supporting social inclusion and social cohesion in the community, and its underlying values of equity and access. Mary is optimistic for the future of TAFE and VET and looks forward to leading the organisation to ensure it remains at the forefront of tertiary education with pathways and programs at the senior secondary, technical and vocational and higher education sectors.

During this time the Institute has won several major awards at the state and national levels, in particular four wins for Industry Collaboration at the Victorian Training Awards, 2017 to 2019 and 2021 and two-time winner of the same category at the Australian Training Awards in 2017 and 2019. The Institute also won the International Training Provider of the Year at the national awards in 2017.

Mary is the Chair of the TAFE Directors Australia Board, a Board member for the World Federation of Colleges and Polytechnics, a Board member of AUSMESA (the new Skills Organisation Pilot) and is on the Board of WorldSkills.



SALLY CURTAIN

CHIEF EXECUTIVE OFFICER, BENDIGO KANGAN INSTITUTE

Sally Curtain is an accomplished public sector senior executive with significant experience in leading transformational change across state and local government. Prior to her appointment as Bendigo Kangan Institute's Chief Executive Officer in October 2019, Sally successfully led organisational and operational changes within diverse and complex public sector agencies.

This included restructuring the former Department of Justice to better meet the needs of regional communities, creating new agencies such as the Independent Broad-based Anti-corruption Commission (IBAC), scaling up services to a burgeoning population in City of Casey, and operating as a regulator to modernise registration and licensing at Victoria's largest service provider, VicRoads.

As CEO, Sally brings vision, innovation and passion to BKI, and always puts the student experience at the centre of everything we do.

In her role, Sally oversees the operations of four businesses:

- Bendigo TAFE and Kangan Institute - prominent providers of vocational education and training
- VETASSESS - a national and international provider of assessment services
- eWorks - an e-learning hosting, content and consultancy specialist

Sally works with government representatives, business and community leaders with the primary focus on meeting and exceeding the needs of students, employers, industry and the community.

She also serves as a Board member for Outlook Victoria, the Broadmeadows Revitalisation Board and NORTH Link.



DR AMANDA CAHILL

CHIEF EXECUTIVE OFFICER, THE NEXT ECONOMY

Amanda is the CEO and Founder of The Next Economy, a non-profit organisation that supports regional communities across Australia to build more resilient, climate safe and socially just economies. Amanda has successfully supported all levels of government, industry, workers and community groups to manage the energy transition across Queensland, the Hunter Valley, the Latrobe Valley and more recently, the Northern Territory.

Amanda is a Senior Research Fellow at Melbourne Climate Futures at the University of Melbourne, an Adjunct Lecturer at The University of Queensland and a 2020 Churchill Fellow.



GRANT RADFORD

CHIEF EXECUTIVE OFFICER & MANAGING DIRECTOR, BOX HILL INSTITUTE OF TAFE

Grant has spent more than 25 years in the public sector including executive and management roles at the Department of Defence, Department of Education and Training, and the Department of Treasury and Finance.

His experience in the vocational education sector includes appointments at Chisholm Institute as Chief Operating Officer and as the CEO of TAFE Gippsland for four years.

Grant is a passionate believer in the transformative power of secondary, vocational and higher education; particularly the role organisations like BHI play in enriching the life and career prospects of learners and building closer ties with industry and the communities we serve.

Grant holds a Bachelor of Commerce from Deakin University, is a Certified Practicing Accountant (CPA) and is a member of the Australian Institute of Company Directors.



MISH EASTMAN

DEPUTY VICE-CHANCELLOR VE, RMIT UNIVERSITY

Mish Eastman is responsible for developing and leading a renewed vision and strategic direction for Vocational Education as Deputy Vice-Chancellor Vocational Education at RMIT.

Since joining RMIT, this has included establishing the new College of Vocational Education and the development of a 5-year strategic roadmap for vocational and applied learning.

An experienced education and health leader, Mish has strong expertise in identifying and creating new models of education and training in collaboration with industry, enhancing tertiary pathways, and understanding how to create educational and employment success for learners.

Beginning her career in health at the Alfred Hospital, Mish progressed through a range of leadership positions with TAFE Tasmania and as a senior executive involved with the Tasmanian Polytechnic. On returning to Melbourne in 2013, Mish's work at Swinburne University of Technology included significant educational and executive leadership functions, including Executive Director Pathways and Vocational Education (PAVE), providing strategic and operational leadership over teaching and learning programs.



PAUL GUERRA

CHIEF EXECUTIVE, VICTORIAN CHAMBER OF COMMERCE AND INDUSTRY

Paul is an internationally experienced leader and businessman having held CEO/ Managing Director and Chairman level roles across Asia Pacific, spanning several key industries.

Paul is currently the Chief Executive of the Victorian Chamber of Commerce and Industry, Victoria's largest business advocacy organisation, and was previously the Chief Executive of the Royal Agricultural Society of Victoria (RASV), incorporating the Royal Melbourne Show and venue management of the Melbourne Showgrounds.

Prior to his work with RASV, Paul was Managing Director Asia Pacific for Optum International, a subsidiary of the UnitedHealth Group, one of the world's leading providers of health services.

Paul was the Victorian State Director for Vodafone, and prior to this appointment, he held an extensive 17-year career with Motorola, finishing as the Director and Vice President for Motorola Asia Pacific.

Paul is a past Chairman of the Queen Victoria Market Pty Ltd. His current board roles include Chairman of Myagi and Director at Racing Victoria, Nicolab, Australian Chamber of Commerce and Industry and the Blue Ribbon Foundation. Paul is an Australia Day Ambassador and a proud Victorian.



JULIE KRAMER

TAFE TEACHER OF THE YEAR 2021

Julie Kramer is a Bendigo TAFE Individual Support Coordinator and Teacher. One of the most impactful initiatives led by Julie includes the introduction of real world simulations to every unit of the Certificate III in Individual Support (Ageing, Home and Community Care) – a move inspired by her 20 years of industry experience in aged care.



ANDREW JAN

TAFE STUDENT OF THE YEAR 2021

Andrew Jan spent 11 years working in thoroughbred breeding before making a career switch to plumbing as a plumbing apprentice. Now employed at Macedon Ranges Plumbing in Kyneton, Andrew is also studying the part-time Certificate IV in Plumbing and Services (CPC40912) whilst volunteering with the Country Fire Authority as a Group Officer.

CAFÉ CONVERSATIONS

The Café Conversations will be the opportunity for delegates to hear from TAFE peers and industry partners as they showcase an innovative or creative project/initiative in a brief presentation.

The aim is for delegates to have an intimate conversation (7 to 10 people) with up to six different presenters over the full session. Each presentation will last for around 10 minutes, after which a bell will ring, and people will move onto the next group. A bit like speed dating!

1. SKILLING THE “WIND ENERGY INDUSTRY WORKFORCE OF THE FUTURE”

Presenter: Bill Mundy, Associate Director, Partnerships and Growth Federation Uni TAFE

Provide an outline of the work being undertaken by Federation University to deliver the skills needed to deliver the workforce needed to support the development of wind energy assets integral to the move to a zero emissions economy. The Asia Pacific Renewable Energy Training Centre (APRETC) precinct being developed at the Universities Mt Helen Campus will provide much needed skill sets and a world first new apprenticeship. Focusing on Wind Energy generation where Victoria has some of the best assets in Australia, APRETC will become the nation's centre of workforce development for the sector.

2. EARLY CHILDHOOD EDUCATION & CARE TAFE NETWORK, PROJECT COLLABORATE

Presenters: Georgina Hamilton, Education Consultant, Chisholm Institute; and Susan Downey, Senior Educator Early Childhood Education & Care, Victoria University.

Chisholm Institute was commissioned by the Victorian Government to lead the development of high-quality learning and assessment resources for Early Childhood Education and Care to enhance the provision of the CHC30121 Certificate III in Early Childhood Education and Care and the CHC50121 Diploma of Early Childhood Education and Care for all DET contracted Victorian providers. Chisholm Institute's approach to the project was to harness, coordinate and lead the collective collaborative development of a suite of high-quality teaching, learning and assessment materials for use across Victoria.

This project is proof that twenty-four Subject Matter Experts from eleven TAFEs across Victoria can successfully collaborate to produce high quality, relevant and engaging resources.

We look forward to sharing the achievements and challenges associated with this successful resource development model in an open discussion with the wider TAFE community at the VTA Café Conversation. This conversation is undertaken with the view that it may support a collaborative approach to resource development in the future.

3. GROWING INTEREST AND ENROLMENTS IN VETDSS INFORMATION AND COMMUNICATION TECHNOLOGY COURSES

Presenter: David Cleary, ICT Teacher, SuniTAFE

In early 2022, SuniTAFE undertook initial research to investigate why so few secondary school students entering Years 10 and 11 are interested in enrolling in SuniTAFE's VETDSS information and communication technology (ICT) course.

In particular, the investigation looked at the nature and amount of promotion of the VETDSS ICT course when compared to other popular VETDSS courses offered at SuniTAFE. Our presentation will present the investigation's key findings, highlighting what we believe to be useful insights into the reasons why there is a lack of interest in SuniTAFE's VETDSS ICT course amongst secondary school students and, also, outline a number of actions that we believe SuniTAFE can undertake to better promote its VETDSS ICT course - and other ICT courses - with the goal of increasing future ICT student enrolments.

We believe that our findings are applicable not just for SuniTAFE - and in some cases, not just for ICT courses - but rather for all TAFE institutions looking to increase interest and enrolments in their VETDSS courses beyond the traditional trades-based areas and industries.





4. CINAESTHESIA BY SWINBURNE UNIVERSITY OF TECHNOLOGY

Presenter: Franx Ann, Manager, Screen and Media, Swinburne

An annual tradition, Cinaesthesia sees Swinburne's Advanced Diploma Screen and Media - Film & Television and Animation graduating students screening high-quality screen content that incorporates short films, animations and documentaries that are insightful, reflective, funny, and poignant.

This year the screen content was presented to a packed house, including students, family, and industry guests at Coburg Drive-In Theatre.

See this year's winning short film 'A former lover bakes themselves into a pie' and learn how the short films are developed in partnership with cross-sector educational institutions as well as a deep industry collaboration with industry partners such as Blackmagic Design, Lemac, RODE, WACOM, and Original Score Studios.

5. DUAL QUALIFICATIONS FOR MIGRANT STUDENTS IN HEALTH SERVICE ASSISTANT AND ENGLISH AS AN ADDITIONAL LANGUAGE

Presenter: Mohit Gupta, Manager Migrant English and General Education, Swinburne

Swinburne was granted an Innovative Grant as part of their Skills for Education and Employment (SEE) delivery. The grant was to deliver dual qualifications in Certificate III Health Service Assistant (HSA) and English as an Additional Language (EAL) for students from migrant/refugee backgrounds.

The delivery was divided into two parts where the first six months was focused on EAL delivery with an emphasis on HSA industry familiarisation including regular trips to the labs, meeting with industry experts and current students. The second part of the grant was actual delivery of the HSA qualification with regular and structured language support from EAL teachers.

The grant also focused on adjusting the learning materials as well as assessments for HSA to suit the needs of the EAL students. Success is measured by the retention of the students as well as attendance. So far, out of 20 students, 19 are continuing with their journey with an average attendance of 88%. We have seen marked improvement in students ACSF scores, and the majority are scoring well above 3 ACSF.

6. THE INDEPENDENT ASSESSMENT OF APPRENTICES AND TRAINEES IN EIGHT OCCUPATIONS IS BEING PILOTED THROUGH VETASSESS

Presenter: Rob Thomason, Executive Director VETASSESS

The Victorian Government Department of Education and Training (DET), through Apprenticeships Victoria, have engaged VETASSESS to pilot Independent Assessment of apprentices and trainees across Victoria for eight specific occupations. The initial project commenced in July 2019; due to the pandemic the pilot has been extended through to the end 2022.

This conversation will outline the progress of the pilot to date.

7. LOGICAL INNOVATION PRECINCT

Presenter: Lisa Ryan, Chief Innovation Officer, Wodonga TAFE

Logical Innovation Precinct brings together current and future skills by integrating Research and Education, Industry Partners, and an Innovation Ecosystem.

Bringing new product ideas, innovation, and future-thinking, Logical Innovation Precinct supports economic growth, jobs, sustainability and infrastructure, with investment opportunities that align with government funding and initiatives.

Logical Innovation Precinct combines existing and evolving training opportunities for Wodonga TAFE into six key areas, to form integrated partnerships required to meet training needs of the future.

8. AN INNOVATIVE TRAINING FRAMEWORK FOR PURPOSE-BUILT IOT (INTERNET OF THINGS)

Presenter: Chris Zong, Teacher ICT Studies, SuniTAFE

Background and Aims: The aim of this initiative is to help address productivity challenges and the IoT skill shortages in key industries by lowering entry barriers and bridging skill gaps for local learners.

IoT is playing a critical role in improving productivity and digital transformation of infrastructure, industries, businesses, and homes. Key industries such as agriculture where Australia has expertise can benefit from purpose-built IoT solutions, and therefore contribute to the whole economy. The adoption of IoT and the delivery of IoT's full transformative power rely upon a skilled workforce with IoT-centric multidisciplinary knowledge in a local context.

Opportunities and Proposal: The VET sector can play a critical role in addressing skills gaps by bridging IoT solutions and technology barriers with training products contextualised for local learner cohorts.

This initiative proposes a multi-layer training framework to help lower the entry barriers, motivate learners, build local expertise, enhance industry connections, and provide productivity benefits for key industries.

Starting with publicly accessible "Makers' workshops," this framework is gradually covering online micro-credentials, accredited courses contextualised in AgTech, and then it will introduce placement programs with local industrial partners, a "prototype lab" or an incubation centre for "makers" to showcase their creativity.

9. FUTURE HEALTH SKILLS - A HEALTH WORKFORCE DEVELOPMENT PARTNERSHIP

Presenter: David Ball, Head of Centre, Health & Community Services, The Gordon

Future Health Skills (FHS) is a true partnership between The Gordon, Health Service Organisations, Barwon Health, Epworth and St John of God and the Geelong Region Local Learning and Employment Network (GRLLEN). It is a new approach to addressing the skills needs of the health and community services sectors. FHS provides bite-size, cutting-edge digital learning courses for current and future workers to ensure they have the necessary skills to meet contemporary expectations of patient-centred care. Twenty-five FHS micro credentials have been co-designed with the health service industry to address skills gaps in current mandatory training.

The strong and enduring relationships between the project partners is an extremely valuable outcome, with these partnerships now informing collaborative work at a broader level on identifying health sector skills needs and sharing solutions to workforce challenges.

FHS has led to an increased capacity to design cutting edge learning modules across industries and a micro credential framework. It has positioned The Gordon as a leading voice in debates about the nature and status of micro credentials and their role in providing valuable learning for current and future workers. Industry partners see FHS as a game-changer for learning critical skills required in a modern health service.

10. DEAKIN'S REACH TRAILBLAZER INTEGRATED WORKFORCE DEVELOPMENT TO DRIVE A VICTORIAN GREEN MANUFACTURING REVOLUTION

Presenter: Ross Mahon Executive Director, Deakin Research Innovations

Deakin is leading the Recycling and Renewable Energy Commercialisation Hub REACH as part of the Federal Government's Trailblazer program. We will be working in partnership with industry, other universities, TAFEs and CSIRO. With a collective investment in excess of \$380 million over 4 years, we are building sovereign capability in Australia's largest recycling and clean energy advanced manufacturing ecosystem.

The program's objectives are to 1) drive change within universities, accelerating the translation of research to commercialisation; 2) create successful companies within our National Manufacturing Priorities; 3) generate employment and societal benefit, strengthening our sovereign capabilities.

To achieve this will require an integrated approach across all partners to have a future ready workforce with the necessary skills to build and maintain vibrant advanced clean energy manufacturing businesses. How do we best work with you in the Victorian TAFE sector to effectively build integrated workforce development pathways to support this and other initiatives?



11. TAFE'S ROLE IN ADDRESSING GENDER INEQUITY - PRACTICAL APPROACHES TO MAKING REAL CHANGE

Presenter: Kit McMahon, Chief Executive Officer, Women's Health in the South East

TAFE plays a key role in addressing Victoria's segregated labour market and is currently implementing reforms of both the Macklin Review and the Gender Equality Act.

This conversation will walk delegates through the practical steps that TAFE can take to address gender inequity – specifically applying a gender lens to its work and undertaking Gender Impact Assessments. This will create real change and opportunities for current and future students regardless of their gender and/or lived experience.

12. DIGITAL CREDENTIALS – HOW TO TURN TAFE CREDENTIALS INTO OPPORTUNITIES

Presenters: Daniel Hibbert, Commercial Director Digitary and Michelle Paez-Kirkland, Chief Governance & Quality Officer, Bendigo Kangan Institute

My eQuals is Australia and New Zealand's official tertiary credentials platform for universities, TAFEs and tertiary education providers. This discussion will provide an overview of how academic credentials are being increasingly digitised around the world. Looking at how solutions like My eQuals helps enable student mobility, improve student experience, maintain credential integrity, and create operational efficiencies.

Join us to:

- Explore the key reasons that institutions look to digitisation of credentials and the outcomes and benefits from delivered solutions to date
- Learn how systems like My eQuals work and how to create student mobility with their awards
- Discover the various types of qualifications, skills, competencies that are being recognised with trusted, verified credentials
- Hear what is happening around the world with respect to the evolution of digital credentials
- Learn about the efficiencies gained from implementing a solution such as My eQuals.

13. BUILDING THE REALITY OF A PARTNERSHIP BETWEEN A TAFE INSTITUTE AND COOPERATIVE RESEARCH CENTRE

Presenter: Dr Ross Digby, Associate Director, Centre for Energy and Infrastructure, Holmesglen Institute of TAFE

The objective of the workshop is to discuss Holmesglen Institute's role and participation in the Building 4.0 Co-Operative Research Centre. The Building 4.0 CRC commenced operations in 2020 and has three key research objectives:

- Identification of new industry-wide culture, practices and standard protocols that will enable the transformation of the entire sector;
- new building processes and techniques through leveraging the latest technologies, data science and AI; and
- improvements to building "hardware" and processes, and their interaction with our digital and sectoral programs, to ultimately improve all aspects of the key building phases (development, design, production, assembly, operation, maintenance and end-of-life).

In addition, the CRC is committed to creating pathways for future employees to develop new, tech-focused skills that respond to the industry's needs and culture. To facilitate this commitment, Holmesglen Institute has a unique role in the CRC as it is both an industry partner and applied research partner. This has enabled Holmesglen to provide input into the development of research proposals that will ensure that future training needs in the building and construction sector are identified and recommendations for the development of training programs are presented for consideration based on research projects undertaken.

14. BEING WHAT WE KanBe - THREE CRITICAL LEARNINGS FROM BKI'S STUDENT JOURNEY TRANSFORMATION PROJECT

Presenters: Chris Smith, Head of Innovation and Strategy at ReadyTech and Phil Murphy, Executive Director Student Journey Transformation, at Bendigo Kangan Institute

Bendigo Kangan Institute (BKI) is the only Victorian TAFE in the modern era to undertake a wholesale student journey transformation project designed to position themselves for success in the fast-changing future of Australian vocational education. In this session, we distil BKI's innovative three-year technology procurement, design, implementation and transformation project into just three key learnings Victorian TAFEs can use to shape their own future.



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