

OFFICIAL

TAFE NETWORK STATEMENT OF PRIORITIES FOR 2024



Jobs, Skills,
Industry
and Regions

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Acknowledgement of Country

The Department of Jobs, Skills, Industry and Regions acknowledges the Traditional Owners of Country throughout Victoria, their ongoing connection to this land and we pay our respects to their culture and their Elders past and present.

We recognise and value the ongoing contribution of Aboriginal people and communities to Victorian life and how this enriches our society more broadly.

We embrace the spirit of self-determination and reconciliation, working towards equality of outcomes and meaningfully committing to Treaty and Truth.



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Minister's Commitment

TAFE at the centre

The Victorian economy is delivering strong employment outcomes and economic growth.

TAFE, through its unique Network of TAFE institutes and dual sector universities, is critical to growing Victoria's prosperity, building the productive capacity of our economy and ensuring that all Victorians can benefit, by supporting economic and social participation and skilling people for jobs.



The TAFE Network is Victoria's trusted public training provider and has a key role in delivering Government's key priorities – developing training to support the transition to a Clean Economy, and skilling the workforce needed to implement the transition to renewable energy as Victoria brings back the State Electricity Commission (SEC). Government is supporting this through the Building Better TAFE Fund, with a \$50 million TAFE Clean Energy Fund for new and upgraded facilities for delivering skills for the renewable energy sector.

The TAFE Network will also be central to delivering a pipeline of construction workers who will build the 250,000 additional homes promised in the State's landmark Housing Statement over the next 10 years.

I am also pleased that the Commonwealth government shares our commitment to TAFE. The new National Skills Agreement (NSA) includes a \$105 million extension to Free TAFE funding arrangements over the next 3 years – enabling more Victorians to access Fee Free TAFE training.

The NSA will also unlock \$3.15 billion for Victoria to expand access to vocational education and training, improve quality, meet more of industry's skills needs, with TAFE at the centre of sector reform. The movement of the Skills portfolio to the new Department of Jobs, Skills, Industry and Regions (DJSIR) will enable the TAFE Network to strengthen its links with industry to ensure training flexible, responsive and meets changing technological requirements. The insights and recommendations from the 23-24 Victorian Skills Plan provide a roadmap for where to focus these efforts.

The joining together of the Skills and Employment portfolios within DJSIR also provides opportunities for supporting the economic inclusion of Victorians facing disadvantage and exclusion from the labour market. The TAFE Network's unique role as a public training provider in supporting access, equity and economic inclusion through wraparound supports and targeted programs has never been more important.

As Victoria progresses its pathway to Treaty and support for self-determination for Aboriginal people, the TAFE network's proactive support for First Nations learners will be critical, including through supporting representation of Aboriginal people in governance bodies and through engagement between TAFEs and Aboriginal communities and Aboriginal controlled training organisations.

Government will continue to develop and implement new initiatives to strengthen the effectiveness and quality of the TAFE Network's training including work to progress shared, quality-assured teaching materials for improved student experience and industry relevance. The Office of TAFE Coordination and Delivery (OTCD) will continue to provide network leadership to support the achievement of strategic objectives. The TAFE Network will continue to grow, collaborate and work together and with Government to fulfil the expectations in this Statement.

I am committed to ensuring that the Network has the direction and support required to deliver the Government's ambitious agenda and the Statement of Priorities is our roadmap to success.

Purpose

The *TAFE Network Statement of Priorities* is an annual agreement between the Minister for Skills and TAFE and Victoria's public TAFE Network. It sets out the strategic objectives, priority activities and outcomes expected of the Network in relation to skills, students, sustainability and staff for the year ahead.

Now in its third year, the *Statement* provides a clear set of strategic priorities for the Network and guides TAFEs and dual sector universities to work with shared purpose towards meeting the increasingly sophisticated skills needs of Victoria's changing economy.

The *Statement of Priorities* also affirms and supports the TAFE Network's central role in the VET sector and its contribution to addressing critical skills gaps in the economy, increasing opportunities for workforce participation for priority groups and implementing major Victorian Government commitments, such as working towards a net zero economy.

The Statement also recognises the centrality of TAFE in the context of national skills sector reform, with the Australian and Victorian Governments taking action to address the current skills shortages by delivering more Free TAFE and other initiatives.

Accountability for Network outcomes

To ensure Government's priorities are delivered, each TAFE and dual sector university within the TAFE Network provides a response to the Minister outlining agreed actions, deliverables, and targets related to how they will contribute towards Network priorities and outcomes. Responses to the TAFE Network Statement of Priorities include the services the TAFE will deliver and performance targets, linked to the Network priorities for the year ahead. The OTCD, with TAFEs and dual sector universities, together review progress throughout the year and work towards continuous improvement.

The OTCD provides the Minister for Skills and TAFE half-yearly updates on progress towards delivering Network priorities, including whole of Network initiatives, and individual TAFE achievements against agreed targets.

The Statement also recognises the important role of the OTCD in providing network leadership and coordination to support the achievement of strategic Network objectives through implementation of network-wide initiatives, systems and processes and maintaining strong and supportive relationships with TAFE institutes and dual sector universities.

The Victorian TAFE Network: Vision and strategic purpose

The Victorian Government is committed to ensuring the Victorian TAFE Network is the benchmark for quality and innovation at the centre of the VET system, and the first choice for industry, employers and students. The Government recognises the Victorian TAFE Network's role in supporting growth and increased productivity for Victoria by delivering high quality skills, adapting to meet emerging skills needs, and enabling economic participation opportunities for all Victorians.

Victoria's public TAFE network is delivering a pipeline of skilled workers for jobs now and in the future.

The *Victorian Skills Plan* – Victoria's skills roadmap – provides a guide for responding to the skilling challenges ahead and the opportunities presented by new and emerging industries. The Victorian TAFE Network works to deliver on the *Victorian Skills Plan*, through its broad, statewide reach and a common objective of assuring student access to training linked to jobs.

The TAFE Network will be instrumental to training the future workforces required to meet Government's climate action targets and supporting transition to a clean economy.

This includes supporting development of the State Electricity Commission's (SEC) workforce, including through the establishment of the SEC Centre of Training Excellence.

This work will be guided by the Government's *Clean Economy Workforce Development Strategy 2023 to 2033* and include innovation in applied learning and skills for climate mitigation and adaptation, renewable energy, and the circular economy - through collaborations between industry, the TAFE Network and the Victorian Skills Authority.

The TAFE Network will promote best practice and excellence in teaching and learning through celebrating the success of students, trainers and providers.

The TAFE Network is growing Victoria's prosperity and productive capacity through partnering with industry

The transition of Victoria's Training and TAFE portfolio to the Department of Jobs, Skills, Industry and Regions (DJSIR) in 2023 has strengthened the capacity for the TAFE Network to maintain and deepen relationships with industry to ensure training is high quality, flexible and responsive and meets the technological requirements of industry. This includes working closely with other portfolios and stakeholders of the Department of Jobs, Skills, Industries and Regions and more broadly with other Government departments.

This includes delivery of skills in key areas like:

- agriculture, hospitality, tourism and manufacturing, the technology and digital sectors;
- construction to support the government's large-scale infrastructure priorities, including Victoria's new *Big Housing Build program* to support the growth of social housing and to deliver *Victoria's Housing Statement*; and
- Victoria's critical social and community services including early childhood education and care workforces, supporting delivery of government's priority social and inclusion reforms.

TAFEs are already at the forefront of delivering skills to support Victoria's workforce development and technological adaptation in areas such as the care economy and agriculture. New ways of working are underway to support the TAFE Network as a whole to engage with industry in course and assessment

design and development of leading-edge materials and work-based learning opportunities, shared across the Network.

The TAFE Network supports economic inclusion and participation to ensure all Victorians benefit from the state's prosperity

The TAFE Network provides crucial access to applied education and training for Victorians facing exclusion or disadvantage, including through pathways into work, targeted outreach and support programs and tailored student pathways. This includes recognition of, and continuing support for, the principles of cultural safety and self-determination for Aboriginal and Torres Strait Islander people and tailored support for students with disabilities, LGBTIQ+ students, students from culturally and linguistically diverse backgrounds.

The TAFE Network is also central to supporting students to navigate within and across the broader educational sector. This occurs through its lead role in the delivery of TAFE training within secondary schools, and the creation of educational pathways into TAFE (including from schools and university). The Network's unique dual sector universities are at the forefront of supporting pathways from TAFE to higher education, and closer links between the Skills and Employment portfolios will enable the TAFE Network to further strengthen job outcomes for all students.





TAFEs also play a unique role supporting local communities and regional economies, as key employers, as well as providing community access to TAFE facilities for civic activities and emergency response efforts. At the regional level in particular TAFEs are key players in supporting regional development, infrastructure, revitalisation, and supporting local staff and businesses, such as the award winning Warrnambool Learning and Library Hub.

The Victorian State Government funds all Victorian TAFEs and dual-sector universities to provide Skills and Jobs Centres (SJs). SJs play a key role in supporting Victoria's economic growth and social inclusion. They provide free, professional, and independent education, training and careers advice through qualified practitioners as well as advice, support, workshops and other resources that can support Victorians to make informed skilling and employment decisions, including workers impacted by industries in transition – such as native timber logging and coal.

Advice and referrals provided by the SJs are tailored to individual needs and the needs of local communities. SJs build and maintain strong connections with businesses/employers and other organisations in their local communities, regularly monitoring local workforce skills and employment needs to provide the best and most current advice. They also provide Victorians with skills advice on pathways and opportunities in Victoria's priority industries and initiatives, such as the care economy, digital skills economy and clean economy.

TAFE Network priority areas

The TAFE Network Statement of Priorities is focused on four areas – Skills, Students, Sustainability and Staff.

			
<p>Skills</p> <p>TAFEs will deliver the right skills for jobs, by working together as a network, embedded within industry, to deliver broad access to high quality training across Victoria</p>	<p>Students</p> <p>TAFEs will support student pathways across a joined-up education sector, and enable students to achieve successful outcomes, including those facing barriers to education and employment</p>	<p>Sustainability</p> <p>TAFEs will work towards achieving financial sustainability at their institute and the TAFE Network. TAFEs are working towards environmental sustainability.</p>	<p>Staff</p> <p>TAFEs will support their staff to offer excellent teaching and services so that students achieve their educational goals, and the TAFE Network leads the VET sector, setting a high benchmark for quality delivery</p>

2024 TAFE Network Priorities: Skills

TAFEs will deliver the right training for jobs aligned to Victoria's skills needs by working as a Network to ensure Victorians have broad access to high quality, industry relevant training across Victoria.

Skills: Key priorities

- TAFEs will promote the value of public education, and the unique opportunities for students such as *Free TAFE*, which now offers opportunities to students who have existing qualifications and opportunities to do more than one Free TAFE course within the same occupational pathway. TAFEs will maintain a focus on improved outcomes for students and employers who access these opportunities.
- TAFEs will use the *Victorian Skills Plan*, to plan their training delivery to ensure the Network offers broad access to the most relevant training for students, communities and industry where it is needed most. Leveraging the expertise, specialisation and scale of the Network, this whole of Network approach will focus on:
 - *Free TAFE* courses, Apprenticeships and Traineeships and local skills needs identified in the *Skills Plan*.
 - Delivery of training that supports cultural safety, promotes and enables Aboriginal self-determination and overcomes barriers to equal participation and inclusion, including for students with disabilities, LGBTIQ+ students, and students from culturally and linguistically diverse backgrounds.
 - Training delivery supporting the Victorian Government's broader social and economic priorities, including supporting transition towards renewable energy and advanced technologies, infrastructure development including Victoria's Big Build, and supporting a pipeline of workers for Victoria's mental health, family violence prevention and early childhood workforces.
 - Higher level skills development, including through applied research in collaboration with industry.
 - The expanded delivery of certificates as part of the new VCE core offering for secondary school students, the VCE Vocational Major and support for their transition to further TAFE training.
 - Ensuring a strong role for TAFEs in innovation and vocational excellence in responding to new and emerging skills and technology, including at the national level.
- Led by the OTCD, TAFEs will share best practice in teaching and learning across the Network, including, course materials and resources. The Network will continue its support for a new approach to developing shared, quality-assured teaching materials to improve student experience and industry relevance and actively participate in the testing and refinement of the model, including the establishment of a new TAFE Academic Council. This will ensure that all students get the very best the Network can collectively offer by enabling focused investment in quality and supporting efficiency by reducing duplication. TAFEs will actively contribute to lifting quality and overall Network delivery of best-in-class training.

Skills: what will success look like?

Priority	What will success look like for the TAFE Network in 2024?
The TAFE Network is delivering the right skills for the right jobs in the right places	<p><u>OTCD led:</u></p> <ul style="list-style-type: none"> • The OTCD works with TAFE institutes and dual sector universities towards an agreed Service Delivery Framework, and TAFEs participate in the Network process of <i>TAFE Provision – Access and Assurance</i>. This will support: <ul style="list-style-type: none"> ○ the TAFE Network’s delivery profile to be increasingly focused on Victoria’s skills needs as identified in the <i>Victorian Skills Plan</i> ○ the TAFE Network to close geographical gaps in delivery (e.g., in growth corridors and regional Victoria) through planning based on common data sources. • The OTCD progresses a whole of TAFE Network approach to developing, maintaining and sharing quality-assured teaching materials, designed with industry.
	<p><u>TAFE and dual sector university led:</u></p> <ul style="list-style-type: none"> • TAFEs increase delivery of Free TAFE, apprenticeship and traineeship courses and other priority courses • TAFEs demonstrate improved employment and other training outcomes for students against previous results. • TAFEs expand the Network’s offering and delivery of VET training for Victorian secondary school students. • TAFEs increase their strategic industry partnerships and grow commencements linked to these partnerships, supported by the OTCD and Apprenticeships Victoria.

Skills: How Government is supporting these priorities

The Government is investing in the TAFE Network to support its role at the centre of the VET system and to deliver on these priorities. Expanded student eligibility and *Free TAFE*, and the guarantee of 70 per cent of Vocational Education and Training (VET) funding allocated to TAFE will support a stronger TAFE Network, as will the capital investments under the *Building Better TAFE Fund* and the *TAFE Clean Energy Fund*. TAFEs will continue to be supported by the OTCD through strategic coordination and support for TAFEs to work as a Network.

The OTCD will support TAFEs to develop delivery plans by providing data and analysis regarding skills and labour needs including drawing on the *Victorian Skills Plan* and emerging priorities such as Victoria’s Housing Statement and SEC so that the Network’s delivery responds to jobs, local community needs and government priorities.

The OTCD will work with the Department of Energy, Environment and Climate Action (DEECA) and the TAFE Network to respond collectively to Victoria’s need for renewable energy skills to meet the government’s target of reaching net zero emissions by 2045, including throughout the establishment of the SEC Centre for Training Excellence.

The OTCD will work across portfolios to respond to Government’s key priorities including developing the skills needed to deliver on *Victoria’s Housing Statement* and support the state’s new *Big Housing Build program*.

The OTCD will support delivery and access to VDSS through ongoing work with the Senior Secondary Pathway Reforms Taskforce via the inter departmental committee.

The OTCD with TAFEs, will test and refine a new operating model for developing, maintaining, and sharing common resources. This new way of working will give ready access to quality-assured, shared resources that can be used by all teachers in the Network. These materials will be high quality and fit-for-purpose, freeing up teachers' time for teaching and supporting students.

2024 TAFE Network Priorities: Students

TAFEs will enable students to achieve successful outcomes, regardless of the barriers they face. TAFEs will support all students to engage in lifelong learning through pathways across the education sector.

Students: Key priorities

- TAFEs will work together, and with the OTCD, to ensure all students receive a consistently high-quality experience at TAFE, building the reputation of TAFE as a high-quality vocational option for Victorians, with a direct link to jobs.
- TAFEs will maintain responsive and supportive student services that focus on wellbeing and help students to thrive and complete their studies.
- TAFEs will actively support structural adjustment towards the low-carbon economy by promoting student pathways into clean economy jobs, including in SEC projects and building relevant industry partnerships that strengthen opportunities for students to reskill, upskill, move into new sectors and participate in the clean economy workforce.
- TAFEs will prioritise the engagement and support of learners who face barriers to education, training and employment through a network-approach to equality and diversity inclusion. This will include sharing good practice and contributing to an evidence-base about what works best to improve outcomes in enrolments and completion rates, for different cohorts. The OTCD will support TAFEs to identify and share best practice in TAFE student engagement and support across the Network. This includes delivering outcomes linked to whole of government priorities such as:
 - supporting self-determination in line with Victoria's *Pathway to Treaty*, and the existing *Marrung Strategy* and *Wurreker Plans*
 - the findings of the *Disability Royal Commission* and the actions for TAFE identified in *Inclusive Victoria: State disability plan*
 - the actions for achieving LGBTQ+ inclusion articulated in *Pride in our future: Victoria's LGBTQ+ strategy*, and
 - actions for progressing gender equality in line with *Our Equal State: Victoria's gender equality strategy and action plan 2023-2027*, the *Gender Equality Act 2020*, and *Respect and Equality in TAFE*.
- TAFEs will prioritise vocational pathways for young Victorians by supporting them to get the skills they need to gain confidence and move successfully into great jobs and further training. This will occur through relationships with local schools and working together with the OTCD and the Department of Education. Ensuring access for all government school students will require the continued development of and expanded participation in the planned, place-based approach to the core offering of VET Delivered to Secondary Students.
- TAFEs will actively strengthen student pathways by supporting students to move between the opportunities available at TAFE and strengthen student pathways, including from TAFE to higher education and university to TAFE, increasing opportunities for upskilling and ensuring a skilled workforce for our growing high-skill economy.

Students: what will success look like?

Priority	What will success look like for the TAFE Network in 2024?
High-quality student experience across the Network	<p><u>OTCD led:</u></p> <ul style="list-style-type: none"> TAFEs and the OTCD work towards defining TAFE's unique student offering as public providers in relation to student engagement and support. Building on the work of the Victorian Skills Authority and their satisfaction surveys, TAFEs and the OTCD will utilise the Continuous Improvement Framework reports to reflect on student experience and outcomes and agree on specific targets to drive continued improvements in student satisfaction for the 2024 training year and beyond <p><u>TAFE and dual sector university led:</u></p> <ul style="list-style-type: none"> TAFEs improve their students' satisfaction with training over a multi-year timeframe, working towards being VET sector leaders by 2025 in key skills areas. TAFEs support the rollout of training and information for first year apprentices and trainees on their rights and safety in the workplace.
Stronger pathways and lifelong learning	<p><u>OTCD led:</u></p> <ul style="list-style-type: none"> TAFEs and the OTCD work towards developing consistent measures and ensure student pathways and progression are tracked, working towards agreed targets. <p><u>TAFE and dual sector university led:</u></p> <ul style="list-style-type: none"> In 2024, TAFEs strengthen their relationships with local secondary schools, Learn Local providers, universities, and industry to support students moving between educational institutions, into the workforce and between industries.
Improved engagement, support and outcomes for learners who face barriers to education	<p><u>OTCD led:</u></p> <ul style="list-style-type: none"> TAFEs are supported to work together as a Network to share and build evidence of what support services work best for different student cohorts, including recognition of and support for the principles of cultural safety and self-determination for Aboriginal and Torres Strait Islander people and drive action which responds to recommendations in the 2023 Victorian Skills Plan. <p><u>TAFE and dual sector university led:</u></p> <ul style="list-style-type: none"> More TAFE students who face barriers to participation complete their training and achieve employment and other successful outcomes, compared with the 2023 training year. TAFEs and Aboriginal communities work together on local, place-based approaches to improving learning outcomes, by increasing involvement of Aboriginal people in educational decision making and delivering training priorities consistent with local occupational, industry and community needs. TAFEs, with support from OTCD, will deliver outcomes that respond to reforms related to self-determination (<i>Pathway to Treaty, Marrung Strategy and Wurreker Plans</i>), disability (<i>Disability Royal Commission, Inclusive Victoria: State disability plan</i>), and LGBTQ+ inclusion (<i>Pride in our future: Victoria's LGBTQ+ strategy</i>).

Students: How Government will support these priorities

The OTCD will support the TAFE Network's participation in and response to whole-of-Victorian-Government strategies supporting students facing barriers to learning.

The OTCD will support TAFEs to work together to identify good practice in TAFE student support and inclusion to understand what works to deliver great outcomes for students across the Network.

2024 TAFE Network Priorities: Sustainability

TAFE institutes will continue to work towards achieving financial sustainability. TAFEs are working towards environmental sustainability and implementing Network-wide strategies in environmental sustainability and climate change adaptation aligned to *Victoria's Climate Change Strategy* and associated adaptation plans.

Sustainability: Key priorities

Financial sustainability

- TAFE institutes will operate within acceptable levels of financial risk, proactively adapting to realise agreed budget, cashflow and financial performance targets and return on capital investment strategies. TAFE institutes will maintain sufficient net cash reserves to support ongoing operations.
- TAFE institutes will maintain an efficient operating model through ensuring that course delivery is viable or aligns with agreed strategic priorities or access expectations. TAFEs will meet benchmarks and performance levels agreed through their TAFE Provider Statements of Priorities, reporting quarterly to the OTCD, and work with the OTCD to ensure continuous improvement.
- TAFE institutes will actively and effectively support initiatives to achieve the financial sustainability of the Network as a whole, working towards increasing public confidence and student demand for TAFE, and by increasing internal collaboration, integration and transparency within the Network.
- TAFEs will be transparent regarding their commercial activities and how profits are reinvested to support TAFE service delivery priorities.

Environmental sustainability

- TAFEs will continue to develop skills and training relevant to new and emerging industries and business associated with the clean economy; and assisting existing business, sectors, and industries to adapt their practices to achieve net zero emissions by 2045. TAFEs will participate in Network actions that build capacity and cohesion to allow the Network to lead the delivery of training at the right scale, quality, and with the appropriate reach required to meet the needs of Victoria's clean economy targets, including those relating to climate change mitigation and adaptation, the transition to renewable energy, and the circular economy.
- TAFEs will take active steps to strengthen the climate resilience of assets and infrastructure.
- TAFEs work towards sustainability by building climate change adaptation skills and capability and implementing approaches to identify and manage risks associated with the impacts of climate change, adjust to potential damage, take advantages of opportunities, and incorporate climate change adaptation into decision-making processes and practices, and across the emergency management cycle.
- TAFEs will support their local communities as incidents of extreme weather and climate change events occur.

Financial sustainability*¹: what will success look like?

Priority	What will the success for the TAFE Network look like in 2024?
<p>TAFEs actively adopt financial strategies to achieve agreed sustainability outcomes and actively address cost drivers.</p> <p>TAFEs' third-party revenue and commercial activity is strategic and supports essential TAFE delivery</p>	<p><u>OTCD led:</u></p> <ul style="list-style-type: none"> TAFEs work with the OTCD towards achieving viable service delivery in terms of course scope and student enrolments – including working with the OTCD to identify and reach agreement on courses delivered to meet strategic priorities or access expectations, where viability cannot be achieved, and other funding sources may be required to support delivery. TAFEs work together, and with the OTCD to identify opportunities for shared approaches to services, administrative systems and platforms and support implementation of agreed initiatives. The TAFE Network continues to work with the OTCD to develop and adopt standardised approaches to financial reporting and responding to DTF's Asset Management and Accountability Framework. <p><u>TAFE institute led:</u></p> <ul style="list-style-type: none"> TAFEs' corporate planning and budgets include strategies and clear pathways to achieving balanced or positive EBITDA (excluding capital). TAFEs operate within financial risk parameters established by the OTCD in the TAFE Network budget planning process.

*Note the financial sustainability indicators do not apply to Dual Sector Universities due to their different governance, reporting and financial arrangements.

Environmental sustainability and climate change adaptation: what will success look like?

Priority	What will success for the TAFE Network look like in 2024?
<p>TAFEs are supporting the skills development required for energy transition.</p> <p>TAFEs are working towards environmental sustainability, by building climate change adaptation skills and capability and identifying and managing risks associated with the impacts of climate change</p>	<p><u>OTCD led:</u></p> <ul style="list-style-type: none"> The OTCD supports a key strategic role for the TAFE Network in supporting and developing a Clean Economy for Victoria, in line with the Clean Economy Workforce Development Strategy. The OTCD is developing grant guidelines for the TAFE Clean Energy Fund to finance TAFE capital projects that support skills development for the clean economy and transition to renewable energy. The OTCD supports sharing of good practice tools, templates and frameworks to support climate adaptation. <p><u>TAFE institutes and dual sector university led:</u></p> <ul style="list-style-type: none"> TAFEs develop organisation-wide incentives to motivate staff to progress an environmentally sustainable agenda. Climate change adaptation is embedded into TAFE risk management frameworks and emergency management cycles. TAFEs embed an environmental sustainability and climate change adaptation lens across all organisational policies.

Priority

What will success for the TAFE Network look like in 2024?

TAFEs take steps to strengthen the climate resilience of assets and infrastructure

OTCD led:

The OTCD leads on Action 14 of the Education and Training Climate Change Adaptation Plan 2022-26, undertaking "Targeted activities with the TAFE sector to improve understanding of the impacts of climate change on TAFE buildings and infrastructure".

TAFE institutes and dual sector university led:

- Climate change considerations are reflected in all stages of the asset lifecycle (planning, acquisition, operation, and maintenance and disposal).
- Capital works projects to upgrade TAFE infrastructure include considerations to improve resilience to climate change impacts (e.g., the impact of flood and high temperatures on public safety and the risk to assets) to address/mitigate negative health impacts.

Sustainability: How Government will support these priorities

- The Government will implement its guarantee of 70 per cent of Vocational Education and Training (VET) funding going to TAFE.
- The Minister will define the financial expectations for which TAFEs will be held accountable through proposed legislative reforms.
- The OTCD will identify strong and strategic practices in financial reporting, analysis and performance and in meeting the requirements of the financial management framework, and will share these among the Network, supporting all TAFEs to adopt them.
- The OTCD will maintain a consistent approach across the Network to financial reporting and planning, including through an agreed financial performance and accountability cycle.
- The new financial performance framework will be refined to ensure it reflects a concise suite of financial reporting metrics and targets that measure the financial performance of the TAFE Network and individual TAFE institutes. It will provide a clear picture of both the financial sustainability and operating efficiency of the TAFE Network and each TAFE institute, as well as the overall financial health of the organisation.
- The OTCD will monitor costs associated with course delivery, Multiple Enterprise Agreement (MEA), workforce transition and asset utilisation at Network and individual institute levels. These outcomes will form the basis of the approach to financial performance management including additional advice to Government on TAFE financial and budgetary matters.
- Using the *Clean Economy Workforce Development Strategy* the OTCD will support TAFEs to plan the training pathways and cross-disciplinary approaches needed to meet the growing demand for skills as Victoria moves towards net-zero emissions by 2045.
- The OTCD will undertake analysis of climate forecasts to better understand climate risks to TAFE assets.

2024 TAFE Network Priorities: Staff

TAFEs will build staff capability, capacity and confidence through a Network-wide approach to workforce development, support and continuous improvement, encompassing all areas of TAFEs' workforce, including teaching and non-teaching staff.

Staff: Key priorities

- TAFE is an employer of choice for highly skilled staff and teachers, including those from diverse backgrounds.
- TAFE is a culturally safe employer for Aboriginal Victorians. The TAFE Network will develop and adopt a Network-wide approach to supporting and increasing the Aboriginal workforce, including in leadership roles. The Network will work together to build the skills of its workforce to effectively engage with Victorian Aboriginal communities, and to embed the self-determination enablers and guiding principles in policies and programs to ensure this is part of core business.
- TAFE institutes will identify Network initiatives to ensure increased staff satisfaction and wellbeing, including through:
 - focused and purposeful actions to deepen diversity and inclusion at TAFE workplaces;
 - actions to promote physically and mentally healthy workplaces; and
 - increased support for industry engagement and professional development to help staff to maintain professional currency and pursue innovation in teaching practice.
- Through participation in the TAFE Workforce Taskforce, TAFEs will work with the OTCD to develop Network-wide workforce strategies aimed at supporting collaboration and increasing network capacity, attracting talent, and supporting retention in priority areas where there are skills shortages, as well as supporting job satisfaction, career development, wellbeing and diversity and inclusion. TAFE Network workforce strategies will align with broader VET workforce plans including the VSA's VET Workforce Strategy and the Australian Government's VET Workforce Blueprint.
- TAFEs will actively work towards addressing recommendations in the Commission for Gender Equality in the Public Sector's baseline report through their gender equality action plans.
- TAFEs will work with the OTCD to develop, maintain and share best practice teaching and assessment materials to support teaching staff to apply the best available strategies and resources in their teaching practice. This will support students to achieve their best and the TAFE Network to set the benchmark for quality in applied learning in Victoria, enhancing its reputation both as an employer and an education provider of choice.
- TAFEs will undertake targeted activities to improve staff understanding of the impacts of climate change, to support the teaching workforce to prepare learners to understand climate change and its impact on them and the world around them.
- TAFEs implement workplace relations changes arising from the new Fair Work Legislation (Secure Jobs, Better Pay) Act 2022 aimed at modernising the bargaining system, improving job security and workplace conditions, promoting gender equity and legislating changes related to compliance and enforcement.

Staff: what will success look like?

Priority	What will success for the TAFE Network look like in 2024?
<p>TAFEs work with Government to adopt a Network approach to TAFE staff development to drive improved outcomes including excellence in teaching and student support.</p>	<p><u>OTCD led:</u></p> <p>TAFE institutes will work with the OTCD to develop Network strategies that support TAFEs to attract and retain quality staff, support professional and leadership development and support increased job satisfaction, career progression, wellbeing, and diversity and inclusion among the TAFE Network workforces. For example, the OTCD will support the rollout of a <i>TAFE Network Career Pathway (WorkSafe) Program</i> that provides a supported pathway for people recovering from work-related injury to start new careers as TAFE trainers. The program aims to overcome some of the existing barriers to recruiting TAFE teachers, while providing opportunities for injured workers who are unable to return to their previous jobs, to undertake a meaningful career transition by retraining as TAFE teachers in their existing skill areas.</p> <p>TAFE institutes will share VET workforce data to support the VSA's VET Workforce Development strategy project and support the development of the VET Development Centre's professional learning workplan to ensure staff needs are reflected in the learning suite.</p> <p><u>TAFE institutes and dual sector university led:</u></p> <ul style="list-style-type: none"> TAFEs will build cultural capability across their institutions and work towards increasing workplace diversity, including in senior leadership and on governing boards and will work towards pay equity and addressing recommendations in the Commission for Gender Equality in the Public Sector's workplace gender audit data analysis Baseline Report, aligned to TAFEs' gender Equality Action Plans.

Staff: How Government will support these priorities

- The OCTD will support the *TAFE Workforce Taskforce* which has membership from all TAFEs and a workplan that pursues innovative programs and strategies to support TAFEs to attract and retain highly skilled staff who are supported to provide high quality services including teaching. The OTCD will provide support for the Taskforce's workplan, including the *TAFE Network Career Pathway (WorkSafe) Program*.
- During 2024, the VSA will develop a *VET Workforce Strategy* which will examine workforce issues relating to all roles with a direct impact on VET students' teaching and learning experiences. The Australian Government's *VET Workforce Blueprint* will identify strategies for addressing VET workforce issues such as attraction, retention, career development and succession planning. The OTCD will support the TAFE Network's work to align with and be supported by these strategies.

Signing page

[signed]

The Hon Gayle Tierney MP
Minister for Skills and TAFE

[signed]

Margaret O'Rourke
Board Chair
Bendigo Kangan Institute



[signed]

Tracey Cooper
Board Chair
Box Hill Institute



[signed]

Prue Digby
Board Chair
Chisholm Institute



[signed]

Paul Buckley PSM
Board Chair
TAFE Gippsland



[signed]

David Bowen
Board Chair
The Gordon Institute of TAFE



[signed]

Hon. Candy Broad
Board Chair
GOTAFE Institute of TAFE



[signed]

Michael Gorton AM
Board Chair
Holmesglen Institute of TAFE



[signed]

Helen Clarke
Board Chair
Melbourne Polytechnic



[signed]

Steven Waterhouse
Board Chair
South West Institute of TAFE



[signed]

Neth Hinton
Board Chair
SuniTAFE



[signed]

Hon. John Pandazopoulos
Board Chair
William Angliss Institute of TAFE



[signed]

Allison Jenvey
Board Chair
Wodonga Institute of TAFE



This TAFE Network Statement of Priorities is also supported by Victoria's dual sector universities, which provide TAFE services in Victoria with government funding*.

[signed]

Liam Sloan
Deputy Vice-Chancellor and
Chief Executive TAFE
Federation University Australia



[signed]

Mish Eastman
Deputy Vice-Chancellor
Vocational Education
Vice President
RMIT University



[signed]

Madelyn Bolch
Pro Vice Chancellor and
Chief Executive, Vocational
Education and Training
Swinburne University of
Technology



[signed]

Wayne Butson
Chief TAFE Officer and
CEO of TAFE
Victoria University



**While their commitment to supporting and developing the skills and students of Victoria mirrors that of the Victorian Government-owned 'standalone' TAFEs, the governance and financial arrangements of dual sector universities differ and the priorities that specifically relate to sustainability do not apply.*