Transforming TAFE
Olga Popovic, Executive Director, TAFE NSW Transformation
Robert Petherbridge, Executive Director Strategic Policy & Executive Services, TAFE Qld
AUSTAFE National Conference October 2014
• National context
  National Agreements, partnerships, COAG priorities and sectoral reforms

• TAFE Queensland Transformation
  TAFE Queensland’s journey

• TAFE NSW Transformation
  TAFE NSW’s roadmap

• What lies ahead
  Change bringing opportunities and challenges

• Questions and answers
National context

• National Agreement and Partnerships
• COAG + Industry and Skills Council – 3 priorities and 6 objectives
• National Commission of Audit (& in Queensland)
• White Paper on reform of Australia’s Federation
• Commonwealth VET sector reform program
• Higher Education and Research Reform Amendment Bill 2014
Queensland’s transformation timeline

- **November 2012 Queensland Skills and Training Taskforce**
  An industry led VET sector, demand driven fully contestable funding, a fit-for-purpose TAFE and apprenticeship reform

- **January 2013 – TAFE Reform Program**
  Creating one TAFE Queensland, engaged and productive workforce, amalgamation of institutes, review of infrastructure footprint and services

- **June 2013 – Qld VET Plan Great skills. Real opportunities**
  Ministerial Industry Commission, separation of purchaser / provider, targeted fully contestable demand driven funding, training leading to employment, separation of TAFE assets, apprenticeship reform

- **August 2013 – TAFE Queensland Board**
  Appointment of TAFE Queensland Board and development of strategic and operational plans

- **July 2014 – Transition of TAFE resources to the Board**
  Machinery of Government, day one plan, appointment of executive
TAFE Reform Program

• One TAFE Queensland
  A strategic centre and six autonomous regions working together to build
  the future – focusing externally on students and competitors.

• An engaged and more productive workforce
  Building something to be proud of: contemporary workplaces and
  systems, state-wide brand with regional focus, clearly communicating the
  changes and challenges ahead and rewarding success.

• A dedicated team and resources
  A TAFE Reform Team spanning regional Directors of TAFE Reform and
  Corporate Work Stream Leaders coordinated through a program
  management office delivering 26 concurrent programs of work.

• The right strategy and support
  Expert change management and communication strategies
The right strategy and support

Skills Reform

Queensland Government’s Vision for VET
10 January, 2013

Queensland Government’s VET Strategies
30 January, 2013

VET Action Plan
April, 2013

TAFE Reform

TAFE Vision
6 February, 2013

TAFE Reform Vision & Strategies
March, 2013

TAFE Reform Change strategy and change management plan
March, 2013
A dedicated team and resources

• A TAFE Reform Program, Change Management and Communication Strategy

• Directors of TAFE Reform
  Appointed to lead regional transformation and amalgamations – not responsible for business as usual.

• Corporate Workstream Leads
  Responsible for leading corporate work programs in conjunction with regional working groups / DTRs

• A Program Management Office
  Responsible for coordinating 26 (plus) interconnected transformation projects, ensuring delivery of outcomes and monitoring progress through weekly VC or face to face meetings
One TAFE Queensland

TAFE Queensland Corporate

- TAFE Queensland strategy development and planning
- Strategic policy agenda
- Communication with Minister
- Statewide and strategic industry engagement
- Product strategy
- Strategy for statewide delivery of training

TAFE Queensland Regions

- Strategy for local markets
- Operational plan development
- Marketing
- Product development (with parent entity)
- Education/schools operations/service delivery
- Enrolments
- Human resources, workforce development
- Financial management
- ICT (technology) management and operations
- Local industry engagement

13 institutes reorganised to six regions and establishment of dual sector entity in Central Queensland (CQIT / CQU)
An engaged and productive workforce
What lies ahead for TAFE Queensland

- Defining our market position
- Sharpening our industry, employer and student focus
- Building our capacity and outcomes focus
- Innovating our products and services
- Embedding Sustainability

Commerciality – Teamwork – Innovation - Accountability