

MAKE GREAT HAPPEN



Strategic Plan 2023-2027



Acknowledgement of Country

TAFE Queensland acknowledges the Traditional Custodians of Country throughout Australia and respects the continuing connection to land, waters, cultures and family that Aboriginal and Torres Strait Islander peoples uphold.

We pay respect to Elders past, present and future. We recognise that teaching and learning has taken place on Country for over 60,000 years and two-way learning is an important part of our reconciliation journey.

Artwork from TAFE Queensland's Reconciliation Action Plan artwork 'Connecting Knowledge – Connecting Cultures' by Riki Salam.

Visit tafeqld.edu.au/RAP to view the Reconciliation Action Plan.



Our vision

Our vision is to be the leading provider of vocational training and targeted higher education programs, critical to strengthening the Queensland economy and supporting local communities.

Our purpose

We deliver contemporary, globally relevant skills, needed now and into the future, along with the opportunity for everyone, everywhere to transform their lives.

Our values



Safety first



Focusing on our customer



Taking responsibility



Showing initiative



Working together

Our strategic opportunities

- Working together with our communities, industry and government to build on our great legacy.
- Partnering with industry and employers to provide innovative training solutions for current, emerging and future industries.
- Increasing demand for tailored, flexible and adaptive training delivery, locally and globally.
- Continuing to embed a culture of sustainability and capability across our services and people to respond to emerging priorities and keep pace with change.

Our strategic risks

- **Inadequate investment in technology infrastructure and digital capability**
Investing in innovations, technology and digital capability to ensure training continues to position students, workforces, industry and the economy for success.
- **Cyber or data security breach**
Strengthening continuity of core systems for the provision of service delivery and protection of information.
- **Inability to maximise opportunities during business disruption**
Continuing to align and connect to industry, communities and stakeholders to guide informed future-focused decision making.
- **Failure to provide a safe and productive environment**
Supporting our people by maintaining a healthy workplace and cultivating our safety culture for the wellbeing of our staff, students and visitors.

Our contributions

TAFE Queensland supports the Government's objectives for the community:



Good jobs: Good, secure jobs in our traditional and emerging industries



Better services: Deliver even better services right across Queensland



Great lifestyle: Protect and enhance our Queensland lifestyle as we grow

Queensland | Good jobs | Better services | Great lifestyle

The Government's objectives

Good jobs

- Supporting jobs
- Backing small business
- Making it for Queensland
- Investing in skills

Better services

- Backing our frontline services
- Keeping Queenslanders safe
- Connecting Queensland
- Educating for the future

Great lifestyle

- Protecting the environment
- Growing our regions
- Building Queensland
- Honouring and embracing our rich and ancient cultural history

TAFE Queensland respects, protects and promotes human rights in our decision-making and actions.

Industry and employer focus	Creating great people	Exceptional student experiences	A sustainable and socially responsible TAFE Queensland
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Our objectives

TAFE Queensland is a highly recognised and trusted brand with long established, deep industry connections offering employers confidence in the skills, knowledge, and quality of our students.



TAFE Queensland has a diverse, adaptable workforce who are capable, empowered and passionate, reflecting the communities we serve.



TAFE Queensland delivers responsive, contemporary training to our students to ensure a workforce with the skills and capability that industry needs now and into the future.



TAFE Queensland works collaboratively with government, industry and our communities to deliver training to support economic growth and community prosperity.



Our strategies

- Working proactively with our industries and communities to identify the skills required now and for future work
- Partnering with industry and employers to provide innovative training solutions for current, emerging and future skills
- Delivering future-focused training that builds, upskills and reskills the workforce throughout their careers

- Attracting and retaining the best people by investing in targeted employment and professional development programs
- Fostering a workplace where our diverse workforce are valued and supported to thrive
- Equipping our educators to deliver agile and innovative training that supports current and emerging industries
- Rewarding and recognising values-based behaviours
- Cultivating our safety culture to continue enhancing our safety performance

- Providing access and equity to training for students from diverse backgrounds
- Delivering applied learning that enables a seamless transition from learning to the workplace
- Delivering future-focused training that builds, upskills and reskills the workforce throughout their career
- Providing support and positive experiences across the entire student journey

- Leveraging our scale to support the economic priorities and to enhance the social fabric of the communities we serve
- Providing contemporary and flexible training infrastructure
- Investing in digital solutions that engage learners and support contemporary work environments
- Focusing on efficient and effective training delivery and exploration of new markets in an environment of finite resources
- Connecting with our stakeholders to continue to achieve financial, social and environmental sustainability goals

Our performance

- Proportion of employers satisfied with the quality of training

- Employee satisfaction
- Percentage of educators with industry currency
- Lost Time Injury Frequency Rate tracks below target

- Student post-training outcomes (employed or in further study after training)
- Proportion of graduates satisfied with the quality of their training

- Average cost per competency
- TAFE Queensland Social and Environmental Sustainability Action Plan commitments

GOLD COAST OPERATIONAL PLAN 2023-24



BACKGROUND

The [TAFE Queensland Planning and Reporting Framework](#) sets out the key planning and reporting documents required for TAFE Queensland to effectively conduct its business. It sets out the ownership, objectives and timeframes for each document.

TAFE Queensland Strategic Plan

The [TAFE Queensland Strategic Plan 2023-2027](#) communicates the Board's vision, purpose, values and key enabling strategies that will shape the ongoing development of TAFE Queensland. The plan provides staff with overall direction on objectives, strategies and measures set by the Board. The TAFE Queensland Board and Executive conducted a comprehensive review in March 2023 to establish an updated strategic plan for commencement on 1 July 2023.

TAFE Queensland Operational Plan

The Operational Plan aligns to the Strategic Plan and describes the initiatives for business areas to achieve during the financial year. It also provides the foundation for the development of subsidiary plans (Functional and Core Business) in specific product and service areas. The initiatives set in the Operational Plan, known as Operational Priorities, focus on TAFE Queensland's collective efforts towards achieving the objectives and strategies set out in the Strategic Plan.

Functional and Core Business Plans

In line with the direction set by the Board, Functional Plans define long term strategies and projects to achieve the objectives established by the Strategic Plan. The Core Business Plans identify and define core business opportunities and set out business objectives and strategies for maximising revenue.

Regional / Corporate Operational Plans

The Regional / Corporate Operational Plans define and establish key activities to be undertaken to support the achievement of TAFE Queensland's Operational Priorities and support the strategic objectives set by the Board.

Each Regional / Corporate Operational Plan is a formal performance agreement between the TAFE Queensland Executive member and the Chief Executive Officer, TAFE Queensland. This Operational Plan will be used to support the Karen Dickinson's Individual Plan.

Regional / Corporate Operational Plans outline on an annual basis the:

- The TAFE Queensland Gold Coast business strategies and objectives (which align with the TAFE Queensland Strategic Plan and Operational Priorities); and
- Key initiatives, activities and performance indicators required to demonstrate how and when the Gold Coast region will achieve its objectives.

This is the 2023-24 Operational Plan between the Karen Dickinson, General Manager, Gold Coast Region and the Chief Executive Officer, TAFE Queensland.

OPERATIONAL PRIORITIES FOR 2023-24

The Operational Priorities listed below have been drawn from the Ministerial Statement of Expectation (SoE), TAFE Queensland Strategic Plan 2023-2027 and TAFE Queensland's Functional and Core Business Plans.

These priorities and associated activities have informed TAFE Queensland's annual budget and the allocation of resources for 2023-24.

STRATEGIES FOR SUCCESS

TQ STRATEGIES	TQ OPERATIONAL PRIORITIES	TQ INITIATIVES / ACTIVITIES	REGION INITIATIVES / ACTIVITIES	BY WHO?	BY WHEN?
INDUSTRY AND EMPLOYER FOCUS					
TAFE Queensland is a highly recognised and trusted brand with long established, deep industry connections offering employers confidence in the skills, knowledge, and quality of our students.					
Working proactively with our industries and communities to identify the skills required now and for future work	Engage across key industries, agencies and communities to identify skilling needs and inform product	<ul style="list-style-type: none"> Regular interaction with industry through industry sector panels. 	Engage with local industry sector panels	Shane	30/6/2024
Partnering with industry and employers to provide innovative training solutions for current, emerging and future skills		<ul style="list-style-type: none"> Competitor analysis 	Work with research/data specialists in OCAO to understand competitor landscape and potential local opportunities	Shane	30/6/2024
Delivering future-focused training that builds, upskills and reskills the workforce throughout their careers.		<ul style="list-style-type: none"> Product development and innovation technologies 	Identify opportunities to influence innovative product development in TQGC Product Portfolio	Shane	30/6/2024
		<ul style="list-style-type: none"> Business development to increase commercial revenue and leadership in emerging industries 	Development of Key Account Management plans for large employers in region aligned to emerging industries	Simon H	30/6/2024
		<ul style="list-style-type: none"> VET Emerging Industries projects and initiatives aligned to future demand areas of manufacturing, energy, agribusiness, screen and digital as well as defence, engineering and renewable energies 	Leverage internal strengths to deliver multiple projects in VET Emerging Industries: Screen and Digital sector, and contribute to projects in Renewable Energies and Manufacturing sectors	Shane	30/6/2024
		<ul style="list-style-type: none"> Employer portal for employers of apprentices and trainees 	Increase uptake and usage of employer portal by promoting through BD and induction networks	Simon H	30/6/2024
OUR PEOPLE CREATE GREAT					
TAFE Queensland has a diverse, adaptable workforce who are capable, empowered and passionate, reflecting the communities we serve.					
Attracting and retaining the best people by investing in targeted employment and professional development programs	Continue attraction strategies for future educators, leaders and service staff across the business	<ul style="list-style-type: none"> Future focused Foundation Educators Program for educators 	Opportunities identified in each Faculty for the utilisation and engagement of Foundation Educators	Gil	30/6/2024
		<ul style="list-style-type: none"> Targeted employment practices to support staff equity and diversity 	Provide support to hiring managers to ensure inclusive recruitment and selection strategies	Gil	30/6/2024
Fostering a workplace where our diverse workforce are valued and supported to thrive	Train and develop administration and support staff to facilitate excellence in service delivery	<ul style="list-style-type: none"> Future focused workforce management, including succession planning for TAFE Queensland staff 	Implementation of Regional Career Development Program to prepare TAFE Services staff for transition into specialised fields or leadership roles	Gil	31/12/2023
		<ul style="list-style-type: none"> Leadership and professional development programs for service staff (includes TQ led study opportunities) 	Continued implementation of the Positive Performance Leadership program	Gil	30/6/2024
Equipping our educators to deliver agile and innovative training that supports current and emerging industries	Develop and nurture educational staff to enable innovation and excellence in teaching practice across vocational education and training and higher education	<ul style="list-style-type: none"> Future focused workforce management, including succession planning, for educators 	Implementation of Regional Career Development Program to prepare educators for leadership roles	Gil	31/12/2023
		<ul style="list-style-type: none"> Professional development programs for educators. 	Focus initiatives to address the top three identified areas of educator capability required to support professional development	Shane/Gil	30/6/2024
Rewarding and recognising values-based behaviours	Create leaders in our organisation and rewarding our staff.	<ul style="list-style-type: none"> Reward and recognition programs that are valued by our staff. 	Annual reward and recognition program is incorporated into broader TQGC Employee Engagement Plan for 2023/24	Gil	30/6/2024

TQ STRATEGIES	TQ OPERATIONAL PRIORITIES	TQ INITIATIVES / ACTIVITIES	REGION INITIATIVES / ACTIVITIES	BY WHO?	BY WHEN?
Cultivating our safety culture to continue enhancing our safety performance	Provide efficient and effective practices for the management of work, health and safety activities across the business	<ul style="list-style-type: none"> Systems and resourcing requirements that enable work, health and safety management 	WH&S action plan, self-assessment and traffic light tracking, workforce training and tracking matrix, safety alerts.	George with support from Gil	30/6/2024
		<ul style="list-style-type: none"> Health and wellbeing focus – the psychological safety journey of our staff, including the roll-out of the Mindarma program to all staff and the Mental Health First Aid Instructors program. 	Health and wellbeing initiatives incorporated into broader TQGC Employee Engagement Plan for 2023/24	Gil	30/6/2024
EXCEPTIONAL STUDENT EXPERIENCES					
TAFE Queensland delivers responsive, contemporary training to our students to ensure a workforce with the skills and capability that industry needs now and into the future.					
<p>Providing access and equity to training for students from diverse backgrounds</p> <p>Delivering applied learning that enables a seamless transition from learning to the workplace</p> <p>Delivering future-focused training that builds, upskills and reskills the workforce throughout their career</p>	Maintain and develop teaching resources that complement TAFE Queensland strategy and support student diversity and inclusion, setting the standard for quality vocational and higher educational delivery	<ul style="list-style-type: none"> Transition qualifications on TAFE Queensland's scope of registration, as a result of training package changes 	Ensure registration submissions are completed according to set project timeframes so our region can achieve sales and marketing goals	Carmel	30/06/24
		<ul style="list-style-type: none"> Research and development to inform delivery and product strategies for skilling and reskilling 	Work with research/data specialists in OCAO to understand competitor landscape and potential local opportunities	Shane	30/6/2024
		<ul style="list-style-type: none"> Research and development to ensure higher education curriculum expansion meets higher education standards 	Complete implementation and delivery phase for Bachelor of Nursing	Shane	30/6/2024
		<ul style="list-style-type: none"> Delivery modes and delivery methods of future focused VET and higher education 	Conduct reviews against products in Product Portfolio and Higher Ed to determine if opportunities exist to engage in different delivery modes	Shane	30/6/2024
		<ul style="list-style-type: none"> Product development lifecycle 	Support educators with engagement in all parts of OCAO product development lifecycle	Shane	30/6/2024
		<ul style="list-style-type: none"> Curriculum that is inclusive of diversity 	Provide input and feedback to OCAO Product development team on how diversity is being incorporated into curriculum	Shane	30/6/2024
Providing support and positive experiences across the entire student journey	Ensure streamlined and consistent client relationship management practices that aid student acquisition and conversion rates, and support the student journey	<ul style="list-style-type: none"> Student engagement and admissions re-engineering (people, perception, process, platform, performance) 	Review systems and processes between Customer Service and A&E teams to ensure consistent approach across teams	Scott/Simon H	30/6/2024
		<ul style="list-style-type: none"> Services that support the student journey from training to employment (including Jobs Board, Third Party Payment Plans, the Back to Work program and the expansion of the Find Your Apprentice across the state) 	Launch formalised FYA service as part of statewide consistent approach	Simon H	30/6/2024
		<ul style="list-style-type: none"> B2C CRM embedded 	Expand number of teams utilising B2C CRM	Simon H	30/6/2024
		<ul style="list-style-type: none"> New contact centre technologies transition 	Support transition to AWS with communications and training to relevant staff	Simon H	30/6/2024

TQ STRATEGIES	TQ OPERATIONAL PRIORITIES	TQ INITIATIVES / ACTIVITIES	REGION INITIATIVES / ACTIVITIES	BY WHO?	BY WHEN?
		<ul style="list-style-type: none"> Digital student ID cards implementation 	Support transition of Digital ID Cards with communications and training to relevant staff	Simon H	30/6/2024
	Focus on student retention and monitor progression to increase student outcomes and job readiness	<ul style="list-style-type: none"> Student on-boarding, progression monitoring, early intervention and learning support LMS and SMS capability to identify and support at risk students TAFE Queensland Student Success and Retention Plan 2023-2025, with bi-annual reporting, courses of concern, quality reviews and validation processes 	<p>Continue to build and improve on a quality Orientation process.</p> <p>Ensure close collaboration between Faculty and Support staff on student progression issues.</p> <p>Educator Capability and Educational Leadership team to enable Educators through targeted upskilling to achieve required outcomes outlined in plan.</p>	Shane/Scott Scott Shane	30/6/2024 30/6/2024 30/6/2024
A SUSTAINABLE AND SOCIALLY RESPONSIBLE TAFE QUEENSLAND TAFE Queensland works collaboratively with government, industry and our communities to deliver training to support economic growth and community prosperity.					
Leveraging our scale to support the economic priorities and to enhance the social fabric of the communities we serve	Work with funding bodies and agencies to continue to deliver funded initiatives that support industry and community needs	<ul style="list-style-type: none"> The role of the public provider advocacy as the quality leader of practical, industry-relevant programs and contemporary learning environments at a state, national and international level, to ensure the long term sustainability of TAFE Queensland The Queensland Government's <i>Good People Good Jobs</i> strategy alignment Industry body consultation to deliver training initiatives that support economic growth and new and emerging industries. 	<p>Advocate for TQ as a quality provider of practical, industry led programs and contemporary learning environments (including tours through Robina Campus to view the TEAL spaces and virtual business college)</p> <p>As an employer, increase the participation of under-represented groups in the workforce through targeted recruitment strategies and flexible work practices</p> <p>Undertake Stakeholder engagement activities with relevant local, state and federal government agencies and industry bodies</p>	Karen Gil Shane	30/6/2024 30/6/2024 30/6/2024
Providing contemporary and flexible training infrastructure	Align infrastructure planning and management to TAFE Queensland's forward delivery strategies	<ul style="list-style-type: none"> State-wide asset master planning as part of the Equipping TAFE for our Future initiative New training infrastructure investments with DESBT to maximise revenue streams and/or reduce operating expense 	<p>Establishment of Regional Master Plan, Regional Strategic Asset Management Plan and Asset Lifecycle Plan.</p> <p>Capital Investment Program submissions supported by master planning, asset life cycle, business growth feasibility and space utilisation optimisation.</p>	George George	31/12/2023 30/6/2024
Investing in digital solutions that engage learners and support contemporary work environments	Target technology and systems investments to support student learning and the efficient delivery of services	<ul style="list-style-type: none"> New technologies to enable enhanced Customer Service Centres Systems and support for current and emerging operations: <ul style="list-style-type: none"> One Network - state-wide network upgrades Identity access management solution replacement Cyber security enhancements Core Infrastructure renewal Desktop and laptop fleet refresh Educational planning system Student email and office productivity suites 	<p>Support implementation of AWS in local contact centre with appropriate communications and training to teams</p> <p>Support the implementation of phase 2 of the One Network Rollout. All switches and Wireless Access Points have been completed.</p> <p>Engage with the Cyber Security Team and ensure processes are followed for continuous improvement in this critical area. Coordinate ongoing Desktop and Laptop Fleet Refresh activities.</p>	Simon H Simon Z	30/6/2024 31/12/2022

TQ STRATEGIES	TQ OPERATIONAL PRIORITIES	TQ INITIATIVES / ACTIVITIES	REGION INITIATIVES / ACTIVITIES	BY WHO?	BY WHEN?
Focusing on efficient and effective training delivery and exploration of new markets in an environment of finite resources	Identify revenue diversification opportunities that position TAFE Queensland's future financial viability and support ongoing sustainability.	<ul style="list-style-type: none"> Stakeholder consultation on long term market and policy settings. 	Engage with local industry sector panels and identified stakeholders to understand opportunities for revenue diversification	Shane	30/6/2024
		<ul style="list-style-type: none"> Invest in core business opportunities to further diversify TAFE Queensland's market. 	Continue with a growth focus on attracting International students	Shane	30/6/2024
		<ul style="list-style-type: none"> International student and transnational education products and services global expansion. 	Contribute to planning and execution required to deliver transnational education products and services	Scott / Shane	30/6/2024
		<ul style="list-style-type: none"> Higher Education with new programs 	Oversee standing up and delivery of new Bachelor of Nursing in Sem 1 2024	Shane	30/6/2024
		<ul style="list-style-type: none"> Work of the TAFE Queensland Foundation 	Seek opportunities to support the Foundation	Karen	30/6/2024
		<ul style="list-style-type: none"> Work of the Defence project 	N/A	N/A	
Connecting with our stakeholders to continue to achieve financial, social and environmental sustainability goals.	Implement and grow TAFE Queensland's social and environmental sustainability commitments	<ul style="list-style-type: none"> Partner with Queensland Government and QTC around longer-term financial sustainability of TAFE Queensland. 	Advocate private and public funding to pilot sustainability programs regionally to create baseline for statewide implementation.	George	30/06/2024
		<ul style="list-style-type: none"> Progress initiatives outlined in the TAFE Queensland Social and Environmental Sustainability Plan. 	We will measure our progress towards sustainability, using metrics derived from STARS and achieve a STARS bronze rating by 2024	Karen	30/06/2024
			Create regional sustainability plan embedding and tracking statewide SES plan initiatives.	George	30/06/2024

ROBINA CAMPUS SUSTAINABILITY STRATEGY

| 2022–2025



Our vision

The TAFE Queensland Robina campus is looking to lead the way as the best quality, sustainable vocational education and training (VET) provider across Australia. The campus is designed from the ground up to be sustainable in building, fit out, procurement, curriculum, operations, governance and culture. At Robina campus, we will aim to address the economic, social and ecological issues holistically. Our priorities align with the United Nations Sustainability Development Goals (SDGs) under the banner of people, planet and performance. While all 17 SDGs are important, our focus is on the six (6) SDGs below.

People		Planet		Performance	
<p>SDG 3 Health and well-being of our staff and students</p>	<p>SDG 12 Ensure sustainable consumption</p>	<p>SDG 4 Quality education</p>	<p>SDG 5 Gender equity and women's empowerment</p>	<p>SDG 13 Act to combat climate change and its impact</p>	<p>SDG 8 Economic growth and decent work for all</p>

Our goals

1. Embed sustainability into every aspect of campus operations and curriculum.
2. Create a culture of sustainability, where staff and students are actively involved in sustainability activities.
3. Create facilities with flexible rooms and the latest technology.
4. Transform service delivery models to deliver seamless virtual and blended training experiences.
5. Successfully deliver five (5) ecofriendly live training facilities.
6. Measure everything we do to appraise our performance and improve.
7. Collaborate with likeminded local partners.

Our plan towards sustainability

To reach our goal we will implement the five pillars below.

Campus	Curriculum and training	Research and reporting	Community and workplace	Culture
<ul style="list-style-type: none"> • Sustainability will be embedded into every aspect of campus operation, including waste management and recycling practices. • Modern design and construction practices are to be maintained and further developed i.e. solar power, solar glass, a Building Maintenance System (BMS). • The Active Transportation Strategy will be promoted. • Use of carbon neutral, ethical and local small and medium suppliers will be encouraged. • Convey information about sustainability through student engagement and immersion using infographics, QR codes, billboards, TV screens, student communicate and activities like weekly lunchbox sessions. 	<ul style="list-style-type: none"> • Promote teacher engagement and lesson planning to incorporate the use of active learning spaces with modern and flexible room design, moveable furniture and desks, and collaboration spaces and breakout booths. • Continue to improve and broaden our educators' collaboration and project-based teaching skills. • Continued upskilling of staff to be able to use technology effectively for delivery. • All learning spaces will be fitted out with latest technology including high resolution cameras and virtual delivery technology. • Teachers will have the latest tablet technology. • Continue to embed sustainability into every unit of every course and to build educators' knowledge and understanding of sustainability. • Continue to develop and offer short courses focused on sustainability. 	<ul style="list-style-type: none"> • Continue to rigorously measure everything done at Robina campus via the STARS rating system. The online reporting tool will be the repository of all performance data. The campus will work towards achieving a bronze rating using the STARS system of assessment. Robina campus is the 'flagship' for sustainability across TAFE Queensland and therefore collecting and sharing best practice is imperative. Where possible, we will work with other institutions to learn from each other and collaborate. 	<ul style="list-style-type: none"> • Our staff and students drive the sustainability committee which meets regularly to progress initiatives. • We will operate and develop our five (5) ecofriendly training venues (café, restaurant, event centre, hair, barber and beauty salons, and gym) to grow and improve interactions with our community; continuing to share our story and collaborate further. • Faculties will continue to build collaborative partnerships with local agencies; promoting and taking greening/sustainability initiatives forward. • Our sustainability goals and achievements at Robina campus will be promoted via conferences, awards and tours of the campus. 	<ul style="list-style-type: none"> • Sustainability will continue to be embedded into every aspect of campus operation. • Our culture will continue to be shaped, by encouraging staff and students to share sustainability best practice through our community of practice by: <ul style="list-style-type: none"> – Encouraging and acting on ideas from staff and students; – Creating opportunities for shared experiences by conducting regular and ongoing information sessions; – New staff completing the online sustainability orientation; – Actively involving our senior leaders; – Recognising and celebrating our achievements; – Providing transparent, current information on progress towards goals; – Facilitating tours of the campus to promote communications and what's happening at the campus.



TAFE QUEENSLAND

SOCIAL AND ENVIRONMENTAL SUSTAINABILITY ACTION PLAN

2020-24

tafeqld.edu.au

MAKE GREAT HAPPEN



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ACKNOWLEDGMENT OF TRADITIONAL CUSTODIANS

We respectfully acknowledge the Traditional Custodians of the lands on which TAFE Queensland operates.

We recognise the continuing connection to land, waters, culture and kin that Aboriginal and Torres Strait Islander peoples uphold.

We pay our respects to Elders past and present, who give us strength, inspiration and guidance to deliver great training outcomes for all Queenslanders.

Artwork elements from TAFE Queensland's Reconciliation Action Plan artwork 'Connecting Knowledge – Connecting Cultures' by Riki Salam, We are 27 Creative.

Aboriginal and Torres Strait Islander peoples are advised that this publication contains images and references to people who may now be deceased.





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MESSAGE FROM THE TAFE QUEENSLAND BOARD AND EXECUTIVE

At TAFE Queensland our vision is to be the leading provider of vocational education and training that is at the heart of community success.

The United Nations Sustainable Development Goals, also known as the Global Goals, were adopted by all 193 Member States in 2015, as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Australia, as a member state, endorsed this roadmap for global development efforts to 2030 and beyond.

Through this global partnership, every person is empowered to take care of the planet through changing habits and making choices that have less harmful effects on the environment. Every person is challenged to find strategies that improve health and education, reduce inequality, and promote economic growth in a bid to ending poverty.

In our *Social and Environmental Sustainability Action Plan 2020-24*, TAFE Queensland outlines its goals, strategies and actions towards achieving our commitment to sustainability.

At TAFE Queensland we believe that vocational education and training has a key role to play in the achievement of the Global Goals and to make sure we leave a better planet for future generations.

In presenting this important plan to you, we would like to acknowledge the work undertaken by the former TAFE Queensland Board in driving its development.

We look forward to working with our staff, students and the community to implement TAFE Queensland's *Social and Environmental Sustainability Action Plan 2020-24*.



Mary Campbell
Chief Executive Officer
TAFE Queensland



Jane Seawright
Chairperson
TAFE Queensland



TAFE Queensland supports the Sustainable Development Goals

OUR BUSINESS

TAFE Queensland is the state's largest, most experienced training provider, delivering practical, industry-relevant training across a range of industries. From entry-level certificates to pathway qualifications to bachelor degrees, TAFE Queensland delivers training to more than 115,000 domestic and international students every year. With over 60 locations, from Thursday Island in the north, to Coolangatta in the south east corner and as far west as Mount Isa, no other provider can match TAFE Queensland for scale, geographical footprint and location options.

At TAFE Queensland, our vision is to be the leading provider of vocational education and training that is at the heart of community success. Though our form has changed many times throughout our proud history, our purpose has remained consistent: to deliver quality education and training that enables the careers of our students and the development of the industries and communities we serve.

TAFE Queensland employs over 4,000 staff based throughout our network of over 60 locations. We provide training through a variety of modes including face-to-face, online or in the workforce.

TAFE QUEENSLAND'S VISION FOR SUSTAINABILITY

At TAFE Queensland we believe that vocational education and training has a key role to play in the achievement of the Global Goals and to make sure we leave a better planet for future generations.

We will connect with our students, communities, industries and government agencies to provide a platform to build and grow our social and environmental sustainability commitments.

TAFE Queensland's vision for sustainability is underpinned by our mission to deliver quality education and training that enables the careers of our students and the development of the industries and communities we serve.

OUR CORE VALUES

Our core values support our commitment to achieve a better and more sustainable future for all.



SAFETY FIRST

Everyday actions to be safe and deliver measurable improvements in safety leadership, culture and outcomes.



FOCUSSING ON OUR CUSTOMER

Enhancing the customer experience for all persons by offering inclusive and equitable quality education and promotion of life-long learning opportunities.



TAKING RESPONSIBILITY

Taking responsibility for ourselves and being responsible to each other, our students and communities to build a stronger TAFE Queensland.



SHOWING INITIATIVE

Improve our processes, services and products to create a more sustainable future.



WORKING TOGETHER

Demonstrating a one TAFE Queensland mindset, we will work together to achieve our vision.

TAFE QUEENSLAND'S JOURNEY SO FAR

3 GOOD HEALTH AND WELL-BEING



1. COMMUNITY HEALTH AND WELLBEING

- Provided significant input into the redevelopment of the National Training Package for the Diploma of Nursing and the Indigenous Health Worker Review.
- Led the state in Renewable Energies delivery (solar, battery storage and grid connect).
- Undertook various activities to support campaigns managing health and wellbeing issues across the organisation. Some key activities included Safe Work Month, Mental Health Week, Employee Support through Benestar and Promote Mates in Construction.
- Developed an online orientation for students. The program will be made available through TAFE Mate via Connect and will allow students to access a range of information services.
- Implemented a range of additional support mechanisms through TAFE Queensland libraries, including "Talk to a Librarian", study specific guides and various online training programs to help students develop study skills.

4 QUALITY EDUCATION



2. QUALITY EDUCATION AND TRAINING

- Commenced an extensive industry engagement process as part of the five year review of the Core Skills for Learning (CSL) Suite of Accredited Courses.
- Delivered the International Skills Training courses to develop the skills of vocational trainers in Indonesia, Vietnam, Africa and across the small island developing states in the Pacific through TAFE Queensland International.
- Offered students a Basic Key Skills Builder (BKSB) test to ensure they have the right skills and support to be successful in their course. The BKSB helps identify any areas where they may need additional support to help achieve their goals.

5 GENDER EQUALITY

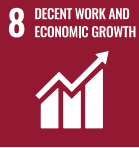


3. EQUALITY

- Offered Trade Tasters for girls, Women in IT and Women in Cyber Security programs to women.
- Provided equal access to all prospective students during the admissions process.
- Created a positive, respectful learning environment for students that promotes equality, is free from discrimination and harassment.
- Provided reasonable adjustment to accommodate the needs of students.
- Included female role models as campaign talent in all major trades advertising. There was media coverage for six female apprentices which included both news and online/print publications. Blog stories and social media posts included female apprentices.
- Offered 107 candidates TAFE Queensland scholarships of up to \$5,000 for Semester 1, 2021.
- Partnered with the MOB Academy (Men of Business) to deliver training to young men coming from disadvantaged backgrounds.

10 REDUCED INEQUALITIES





4. QUALITY JOB OUTCOMES

- Developed a Flexible Work and Telecommuting procedure.
- Provided a range of flexible delivery modes to give students the option to study their way.
- Launched a suite of free online training to ensure Queensland's future workforce has the right skills to support businesses affected by the economic impact of COVID-19.
- Provided Infection Control Skills Sets to Queensland residents, who are job seekers or workers impacted by COVID-19 in areas such as food service, health and aged care, transport and mental health.
- Developed the Certificate II in Autonomous Technologies, which was specifically designed to develop the skills and knowledge required to enter and work within the fields of autonomous operations.



5. SUSTAINABLE WATER MANAGEMENT

Where possible, TAFE Queensland campuses utilised water efficiently through:

- Water-efficient devices
- Smart Water meters; and
- Harvesting, storage and use of rainwater and stormwater.



6. AFFORDABLE CLEAN ENERGY

- Utilised sustainable energy solutions such as solar panels and high-efficiency equipment and fittings such as electricity efficient devices (such as light sensors) where possible, at TAFE Queensland campuses.
- Transitioned to a largely hybrid / electric vehicle fleet where possible. This is occurring progressively as lease contracts are renewed.
- Established a Standing Offer Arrangement for electric vehicle chargers for use across TAFE campuses. Notably, Brisbane region's fleet consists of 27 fully electric vehicles, making it the largest Electric Vehicle fleet within the Queensland Government Sector.



7. SUSTAINABLE BUILDINGS, INFRASTRUCTURE, AND LANDSCAPES

- Implemented Grow Hub at South West region's Toowoomba campus, aimed at training students on the latest technology in grown vegetables.
- Utilised sustainable materials wherever possible in the newly developed Pimlico campus.
- Established low maintenance gardens, using drought-resistant vegetation and green spaces on TAFE Queensland campuses, wherever possible.
- Established End of Trip Facilities for students and staff to commute to TAFE on some TAFE Queensland campuses.
- Provided bike storage facilities at all TAFE Queensland campuses.



8. RESPONSIBLE CONSUMPTION AND PRODUCTION

- Recycled or repurposed materials such as paper, cardboard, toners and metal at TAFE Queensland campuses.
- Removed waste bins to encourage recycling in dedicated recycle bins at some TAFE Queensland campuses.
- Implemented a procurement policy principle of putting Queenslanders first by applying a local benefits test for all significant procurement.

TAFE Queensland has developed its own Renewable Energy Strategy aimed at ‘staying at the forefront of renewable energy skills development specifically relevant to the Queensland workforce’.



CASE STUDY

TAFE QUEENSLAND'S RENEWABLE ENERGY STRATEGY

Renewable Energy is booming in Queensland as the world swiftly transitions to a decarbonised, clean energy society. The Queensland government has made a series of clear and strong commitments and investments towards meeting its 50% Renewable Energy Target by 2030. These include the establishment of:

- CleanCo as a publicly owned clean energy company
- \$500 million Renewable Energy Fund
- Queensland Hydrogen Industry Strategy 2019 – 2024
- 3 Renewable Energy Zones; and
- A new Ministry for Energy, Renewables and Hydrogen.

Consistent with these commitments, TAFE Queensland has developed its own Renewable Energy Strategy aimed at ‘staying at the forefront of renewable energy skills development specifically relevant to the Queensland workforce’.

TAFE Queensland has established a Renewable Energy Committee which meets quarterly to progress the Renewable Energy Strategy. TAFE Queensland will work with other government stakeholders playing a role in renewable energy across the state, to align our strategies in this sector.

OUR KEY COMMITMENTS

The Sustainable Development Goals, also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

The Global Goals are integrated— that is, they recognise that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

TAFE Queensland is able to support the achievement of the Global Goals through the delivery of education and training and its campus operations. The work of TAFE Queensland aligns to 10 of the 17 Global Goals, as detailed in this Action Plan.

Across the four year plan, TAFE Queensland has committed to eight focus areas (aligned to the goals) in which TAFE, its staff, students and the community can have a direct impact on sustainable development.



3 GOOD HEALTH AND WELL-BEING



COMMUNITY HEALTH AND WELLBEING

We will provide the workforce for a healthy community, and provide leadership and a voice for health and wellbeing in our communities.

ACTION	DELIVERABLE	RESPONSIBILITY
<p>TAFE Queensland will be the leading trainer of health, community and sustainability sectors.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Deliver courses to promote and apply sustainable and renewable energy practices and procedures. • Lead the delivery of Renewable Energies (solar, battery storage, grid connect) and Cert II Sustainable Energy (Career Start) at the SkillsTech region. • Continue to support and drive changes to the National Training Package for the Diploma of Nursing. 	<p>Chief Academic Officer</p>
<p>We will conduct knowledge campaigns on health and wellbeing issues impacting our staff, students and the community.</p>	<p>TAFE Queensland will continue its campaigns to support staff, students and the community. Examples include Mental Health Strategy, Get Healthy, Wellness Program and Support Prevention of Substance Abuse.</p>	<p>Chief Human Resources Officer</p>
<p>TAFE Queensland will provide a safe and secure working environment.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Conduct Safety Culture. Training to the Connected Leaders of TAFE Queensland. • Provide education to all staff on incident identification, investigations and corrective actions. • Educate all staff on the importance of understanding risk management in their roles. 	<p>Chief Human Resources Officer</p>
<p>TAFE Queensland will promote health and wellbeing to our students.</p>	<p>TAFE Queensland will provide support to students through services such as student counsellors, and indigenous support officers. Staff in these services can refer students to organisations that cater for mental and physical health.</p>	<p>Chief Academic Officer</p>
<p>TAFE Queensland will support its students.</p>	<p>TAFE Queensland will ensure students are aware of the student rules and support mechanisms through the TAFE Queensland Induction Program. The induction program describes a range of available teaching and learning support.</p>	<p>Chief Academic Officer</p>



QUALITY EDUCATION AND TRAINING

We will embed social responsibility and sustainability in our education and training programs, to develop responsible global citizens.

ACTION	DELIVERABLE	RESPONSIBILITY
<p>TAFE Queensland will embed social responsibility and sustainability in TAFE Queensland programs and training delivery.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Ensure that each Certificate and Diploma program includes a competency that inducts the students into the health and safety issues relevant to that industry. • Review teaching and learning materials to determine how TAFE Queensland can ensure all training programs refer students to the safety and environmental issues relevant to their industries. 	<p>Chief Academic Officer General Manager, Gold Coast</p>
<p>Provide students with Literacy and Numeracy Skills and Digital Literacy Skills.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Ensure that students commencing a Certificate or Diploma program undertakes a literacy and numeracy assessment (BKSB). Teachers assess appropriate student plans as a result of the assessment. • Meet the learning needs of a broad range of learners including Aboriginal and Torres Strait Islander people, youth at risk, adults returning to work, apprentices and trainees requiring learning support, migrants and refugee through Core Skills for Learning (CSL). 	<p>Chief Academic Officer</p>
<p>Be a global leader in the development of vocational competency based training delivery and assessment, with a focus on developing countries and small island states.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Deliver the International Skills Training courses to an expanded number of countries. • Develop a work ready pool of trained TAFE Queensland teachers to deliver International Skills Training in a range of offshore locations. 	<p>TAFE Queensland International Education</p>





GENDER EQUALITY AND SOCIAL INCLUSION

We will work to provide greater education and training opportunities by offering inclusive and equitable quality education and promotion of life-long learning opportunities.

ACTION	DELIVERABLE	RESPONSIBILITY
TAFE Queensland will provide equal access to all prospective students during the admissions process.	<p>TAFE Queensland will ensure that:</p> <ul style="list-style-type: none"> • Admission processes are free from discrimination. • Entry into TAFE Queensland is determined by meeting published course entry requirements and pre-requisites. • Access and equity issues are considered when setting course entry requirements and pre-requisites. 	Chief Academic Officer
TAFE Queensland is committed to creating a positive, respectful learning environment for students that promotes equality, is free from discrimination and harassment, and is supportive of the specific needs of individuals.	<p>TAFE Queensland will promote awareness to all students by being respectful and inclusive in their interactions with all persons (including those who identify as lesbian, gay, bisexual, transgender, queer, intersex, or asexual (LGBTQIA).</p>	Chief Academic Officer
TAFE Queensland fosters an inclusive and flexible learning environment.	<p>TAFE Queensland will provide, where possible:</p> <ul style="list-style-type: none"> • Reasonable adjustment - Changes to accommodate the individual needs of students with illness, injury, impairment, or disability and enable them to participate in education and training. • Flexible learning - Flexible training and assessment options to maximise student participation. • Academic and learning support - Additional academic and learning support (such as literacy and numeracy support). 	Chief Academic Officer
Influence the design of educational facilities to be disability, culturally and gender sensitive and provide safe and inclusive environments for all.	<p>TAFE Queensland will work closely with DESBT (as asset owners) on issues of disability, gender and culture, relating to infrastructure investment.</p> <p>TAFE Queensland is a member (with QBuild and DESBT) of a working group identifying new design standards for infrastructure projects.</p>	Chief Financial Officer
Ensure all Training Products are inclusive.	<p>TAFE Queensland will ensure that all of its Training Products supports the inclusion of all persons.</p>	Chief Academic Officer
TAFE Queensland Scholarships are open to all domestic current and prospective students, providing they meet the criteria.	<p>TAFE Queensland scholarships are open to all persons (who meet the criteria), regardless of culture, gender, and those living with a disability.</p> <p>TAFE Queensland also offers access and equity scholarships designed to help students who are battling social or financial hardship.</p>	General Manager, Operations
Develop marketing campaigns targeted towards women and girls to break down barriers for those wishing to enter male-dominated professions.	<p>TAFE Queensland will develop marketing campaigns targeted towards women and girls to break down barriers for those wishing to enter male-dominated professions.</p>	Chief Academic Officer

8 DECENT WORK AND ECONOMIC GROWTH



QUALITY JOBS OUTCOMES

We will foster economic growth by providing people with the skills they need to have productive employment in high quality jobs.

ACTION	DELIVERABLE	RESPONSIBILITY
Provide digital education platforms to engage learners through flexible training delivery.	TAFE Queensland will: <ul style="list-style-type: none"> • Provide a range of flexible delivery modes to give students the option to study their way. • Offer traditional on-campus study as well as hands-on apprenticeships and traineeships, online study, TAFE at School courses, and the ability to complete qualifications through recognition of prior learning. 	Chief Academic Officer
Deliver custom, flexible training options for businesses.	TAFE Queensland will provide a range of product options available, from full qualifications, to micro-credentials, accredited and non-accredited training, workforce development planning, and individual mentoring to large-scale, high-volume training programs made custom to business needs.	Executive Director, Business Development
TAFE Queensland will continue to support employers, regions and jobseekers through the Back to Work Program.	TAFE Queensland will continue to support employers, regions and jobseekers through the Back to Work Program.	General Manager, Operations
TAFE Queensland is leading the Queensland Future Skills Partnership to develop and roll out training programs for new technologies in regional and rural communities.	TAFE Queensland will develop and roll out training programs for new technologies in regional and rural communities.	Executive Director, Business Development
Provide contemporary and flexible work environments.	TAFE Queensland recognises the role and importance that flexible working arrangements play in assisting employees to achieve a healthy work-life balance. All TAFE Queensland employees are able to apply for a flexible working arrangement, in accordance with the provisions of the <i>Industrial Relations Act 2016</i> .	Chief Human Resources Officer

6 CLEAN WATER AND SANITATION



SUSTAINABLE WATER MANAGEMENT

We will use water efficiently, and work towards having a more sustainable approach to water storage and usage.

ACTION	DELIVERABLE	RESPONSIBILITY
TAFE Queensland will use water efficiently through: Water-efficient devices Smart Water meters and; Harvesting and storage and use of rainwater and stormwater.	TAFE Queensland will: <ul style="list-style-type: none"> • Work closely with DESBT (as asset owners) on issues of water sustainability relating to infrastructure investment. • Continue to pursue working practices relating to sustainable water use. 	Chief Financial Officer

7 AFFORDABLE AND CLEAN ENERGY



AFFORDABLE AND CLEAN ENERGY

We will work to develop new and innovative approaches to using efficient and renewable energy resources.

ACTION	DELIVERABLE	RESPONSIBILITY
<p>Implement modern and sustainable energy services in infrastructure and technology through:</p> <p>High-efficiency equipment and fittings in buildings (including solar and green energy equipment)</p> <p>Electricity efficient devices and;</p> <p>Consolidated air conditioning equipment.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Work closely with DESBT (as asset owners) on issues of renewable energy relating to infrastructure investment. • Continue to pursue working practices relating to renewable energy. 	Chief Financial Officer

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



SUSTAINABLE BUILDINGS, INFRASTRUCTURE, AND LANDSCAPES

We will increase our industry connectivity to invest in sustainable infrastructure to develop greener and more innovative environments.

ACTION	DELIVERABLE	RESPONSIBILITY
<p>Influence DESBT to use sustainable materials and services to create modern buildings and facilities.</p>	<p>TAFE Queensland is a member (with QBuild and DESBT) of a working group identifying new design standards for infrastructure projects which will sustainable environments.</p>	Chief Financial Officer
<p>TAFE Queensland will implement a process to measure and reduce carbon emissions at all TAFE campuses.</p>	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Work closely with its waste contractors to establish baseline carbon emission measures and measure movements thereafter. • Explore how to establish other (non-waste) baseline carbon emissions and measure movements thereafter. 	Chief Financial Officer
<p>Utilise native drought-resistant vegetation and green spaces on campuses.</p>	<p>TAFE Queensland will work closely with DESBT (as asset owners) on issues of vegetation relating to infrastructure projects with landscaping elements. Existing green spaces will be assessed for native drought-resistant vegetation in the normal course of operations / grounds maintenance.</p>	Chief Financial Officer
<p>Provide access and support for electric cars, bikes and scooters and bicycle storage facilities.</p>	<p>TAFE Queensland will work closely with DESBT (as asset owners) on issues of active travel support relating to infrastructure investment projects.</p> <p>TAFE Queensland is transitioning to a largely hybrid / electric vehicle fleet progressively as lease contracts are renewed and has recently established a standard offer arrangements for electric vehicle chargers for use across TAFE campuses.</p>	Chief Financial Officer



RESPONSIBLE CONSUMPTION AND PRODUCTION

We will minimise our consumption outputs and waste, and support the re-cycling and re-use of materials.

ACTION	DELIVERABLE	RESPONSIBILITY
TAFE Queensland will recycle and reuse materials wherever possible.	<p>TAFE Queensland will:</p> <ul style="list-style-type: none"> • Work closely with its waste contractors to establish baseline recycling measures and measure movements thereafter. • Continue to pursue existing working practices relating to reuse of consumable materials. 	Chief Financial Officer
Recycle organic waste to fertilise campus green spaces.	TAFE Queensland will explore hygiene, infrastructure and equipment requirements in order to safely recycle organic waste.	Chief Financial Officer
Partner with retailers and hospitality providers to eliminate single-use plastics.	TAFE Queensland will work with DESBT and independent canteen operators to influence and encourage the reduction of single-use plastics.	Chief Financial Officer
Implement supply chains sustainably (local source initiatives).	<p>TAFE Queensland will use best endeavours to do business with ethically, environmentally and socially responsible suppliers by:</p> <ul style="list-style-type: none"> • applying a local benefits test for all significant procurement. • ensuring that for each procurement opportunity, at least one regional and one Queensland supplier, where possible, is invited to submit a quote or tender. • allowing procurement outside of whole-of-government supply arrangements for regional and remote locations. • increasing procurement with genuine, quality social enterprises. 	Chief Financial Officer
Improved education and awareness-raising on climate change mitigation, adaptation and impact reduction.	TAFE Queensland will promote itself as a sustainable organisation to its staff, students and the community and will make the <i>TAFE Queensland Social and Environmental Sustainability Action Plan</i> available on its website.	General Manager, Operations





CASE STUDY

TAFE QUEENSLAND ELECTRIC VEHICLE FLEET

TAFE Queensland has the largest Electric Vehicle fleet within the Queensland Government Sector.

TAFE Queensland's Brisbane campuses have powered up their car fleet with electric vehicles to deliver on its green energy initiatives – and saving a lot of money in the process.

“Our fleet consists of 27 fully electric vehicles, making it the largest Electric Vehicle fleet within the Queensland Government Sector,” says Steve Sandeman, Fleet Co-ordinator, TAFE Queensland.

“It includes Hyundai Konas, Nissan Leafs and Renault Kangoo vans, each saving thousands of dollars in maintenance and fuel costs every year.”

The fleet was supplied under a 36-month lease agreement at similar costs to an internal combustion fleet, but without the associated maintenance, fueling or environmental costs.

Each vehicle in the electric new fleet comes with an electric motor, replacing the internal combustion engine. There's also no fuel tank, no exhaust, and the majority of their wear and tear is in the easily replaceable tyres and brakes.

With virtually no engine maintenance required and a full battery charge costing less than \$4 at a time, their running costs are only a third of the petrol cars they replaced, without any carbon or nitrous oxide emissions.

“In the last 12 months I've cut up dozens of fuel cards, each representing an annual saving of approximately \$1,600, and that doesn't include maintenance,” explains Steve.

Each car has a driving range of between 200km and 500km with a full charge, which ensures there is a car to get to any location in the greater Brisbane area and back again, ideal for staff to use when visiting campuses, clients or suppliers.

Once returned to their South Bank base, each EV is plugged into wall-mounted charging points and recharged overnight, ready for the next day's commuting.

There are also charging points at Caboolture, Loganlea, Mount Gravatt and Bracken Ridge campuses with more being installed at each TAFE Queensland campuses within Brisbane.

"Our uptake of EVs supports the government's commitment to achieve net zero emissions by 2050. Through utilising sustainable energy and not polluting fossil fuels, we're contributing to a cleaner environment with cars that are better for the bottom line," continues Steve.

While many staff had initial concerns about using electric cars for the first time, most are now comfortable when driving any of the new fleet.

"People were worried about battery's going flat and that they wouldn't be able to recharge it again, but the range of these cars means they can easily get our people to where they are going and back again," says Steve.

The fleet contributes to the other sustainable energy initiatives that TAFE Queensland has invested in to reduce its impact on the environment.

At its South Bank campus alone, electricity consumption is reduced thanks to a 100KW solar power system on a central building's rooftop.

There are over 12,000 energy-efficient LED lightbulbs throughout the campus, with many car parking areas and bathrooms using sensors to switch off when not in use.

Motion detectors are also used within rooms on campus to activate air-conditioning only when people are present, with the culmination of these initiatives saving 112,702.78kWh, and over \$40,000, in energy consumption.

These enormous energy savings are complemented by recycling efforts, which have also saved within the Brisbane area 338m³ of waste from landfill, composted almost six tonnes of food scraps, reduced over 25 tonnes of greenhouse gas emissions and saved over 500 trees worth of paper.

"Our uptake of EVs supports the government's commitment to achieve net zero emissions by 2050. Through utilising sustainable energy and not polluting fossil fuels, we're contributing to a cleaner environment with cars that are better for the bottom line."

GOVERNANCE

The TAFE Queensland Board is responsible for determining the strategic direction of this Action Plan. The TAFE Queensland Executive Team will be responsible for leading and managing staff to operationalise the initiatives of this plan, through recommendations from the TAFE Queensland Social and Environmental Sustainability Committee.

SOCIAL AND ENVIRONMENTAL SUSTAINABILITY COMMITTEE

TAFE Queensland has established the TAFE Queensland Social and Environmental Sustainability Committee, which:

- Encourages and promotes discussion around TAFE Queensland's social and environmental sustainability practices
- Identifies and discusses matters for areas of improvement in sustainable practices
- Provides a regular forum for the exchange of ideas, opinions and information; and
- Provides updates on ongoing projects relating to the *TAFE Queensland Social and Environmental Sustainability Action Plan*.

The Committee membership is made up of the following key staff, across a range of roles and responsibilities.

POSITION	REGION	ROLE
General Manager, Operations	Operations	Chair
Manager, Planning and Reporting	Operations	Secretariat
Senior Executive Officer, Academic	Corporate	Member
Health, Safety and Wellness Consultant	Corporate	Member
Director, Assets and Infrastructure	Corporate	Member
Chief Information Officer	Corporate	Member
General Manager, TAFE Queensland International Education	Corporate	Member
Director, Infrastructure and Assets	Brisbane	Member
Project Officer	Gold Coast	Member
Infrastructure Operations Lead	East Coast	Member
Director, Corporate Solutions	South West	Member
Director, Educational Support Services	SkillsTech	Member
Director, Educational Support Services Academic Quality	North	Member
Student Representative	Student	Member



TAFE Queensland is committed to creating a positive, respectful learning environment for students that promotes equality, is free from discrimination and harassment, and is supportive of the specific needs of individuals.



CASE STUDY

FEMALES IN TRADES

Female Tradie Rachael Recognised for Outstanding Achievement

Twenty-three-year-old electrical apprentice Rachael Douglas from RTL Trades has been awarded both Outstanding Apprentice of Year and Electrical Apprentice of the Year at the third annual TAFE Queensland – SkillsTech Apprentice Awards.

Rachael said she was honoured to have her skills and hard work recognised by the awards.

“I’m on cloud nine, to be honest, I’m pretty chuffed. It’s been a wonderful night and I’ve been able to meet so many incredible people,” Rachael said.

“To be awarded is such a pat on the back and a reassurance that I am doing the right thing. I hope to one day be able to mentor and help others on their journey. That’s pretty exciting.”

“We definitely need more women in trades and if I can be a part of helping women feel empowered enough to do that for themselves that is something I would love,” she said.

Rachael was nominated by her previous manager, Phil Ballard from Not Just Electrical who said Rachael started in the trade with a passion and a drive to learn.

“Rachael's personal life and health had thrown many obstacles in her way during the first two years of her apprenticeship and absorbed great amounts of time and energy. Despite these challenges, Rachael would always be at work on time, keen and interested every day,” Mr Ballard said.

Rachael brings to the workplace and her tasks the right mix of attitude, mindfulness, persistence, and forward-thinking,” he said.

“We often discuss Rachael's research on topics such as new inventions, world energy, and fuel consumptions, and brainstorm ideas of how we could save the world by creating ways to reduce waste and increase the efficiency of machinery, transportation, and workflow,” Mr Ballard said.

Rachael is passionate about pursuing a career in the sustainable energy field and is also studying a business management degree part-time. Rachael also volunteers at The Pyjama Foundation, a charity that matches passionate community volunteers to mentor children in care across Australia.

“The program is called Love of Learning and entails working with children in the foster care system who are in placement. I go over once a week and work with them in a relaxed environment just trying to promote learning,” Rachael said.

“It involves playing games and I’ve even bought a little electricity experiment game which I hope will just spark a bit of interest in learning. It’s easy enough to go over once a week to help and maybe make a difference,” she said.

The Outstanding Apprentice of the Year award was sponsored by Milwaukee Power Tools and the Electrical Apprentice of the Year was sponsored by Trade Tools.



TAFE
QUEENSLAND

At TAFE Queensland, we provide a range of flexible delivery modes to give students the option to study their way. We offer traditional on-campus study as well as hands-on apprenticeships and traineeships, online study, TAFE at School courses, and the ability to complete qualifications through recognition of prior learning.

TRACKING PROGRESS AND REPORTING

The *TAFE Queensland Social and Environmental Sustainability Action Plan 2020-24* will be reviewed on an annual basis.

Reporting against the *TAFE Queensland Social and Environmental Sustainability Action Plan 2020-24* will occur every six months in December and June.

DOCUMENT HISTORY AND CONTACT DETAILS

Name: Nik Babovic
Position: Chair, TAFE Queensland Social and Environmental Sustainability Committee
Email: PlanningandReporting@tafeqld.edu.au

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