

**2015-16 ANNUAL REPORT HEARING**  
**STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS**  
**MINISTER FOR HIGHER EDUCATION AND TRAINING**

***Thursday 9 March 2017, 3:30pm – 5:30pm***

*Mr Michael Pettersson (Chair)*

*Mrs Elizabeth Kikkert (Deputy Chair)*

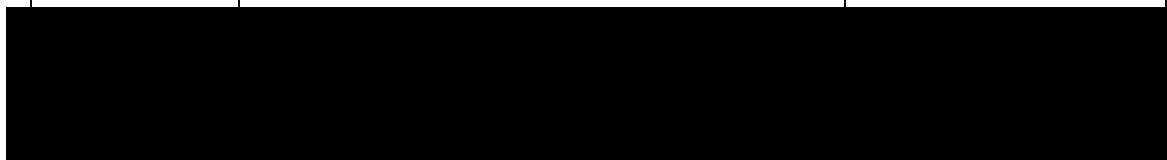
*Mr Chris Steel*

*Mr Andrew Wall*

<b><u>No</u></b>	<b>Title</b>	<b>Executive/Officer responding at Hearing</b>
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**Output 8.2 Innovation, Trade and Investment**

1.	<u>Study Canberra</u>	Ian Cox Executive Director, Innovate Canberra Ext 72004
2.	<u>ACT Vice Chancellors' Forum</u>	Ian Cox Executive Director, Innovate Canberra Ext 72004
3.	<u>International Education Strategy</u>	Ian Cox Executive Director, Innovate Canberra Ext 72004



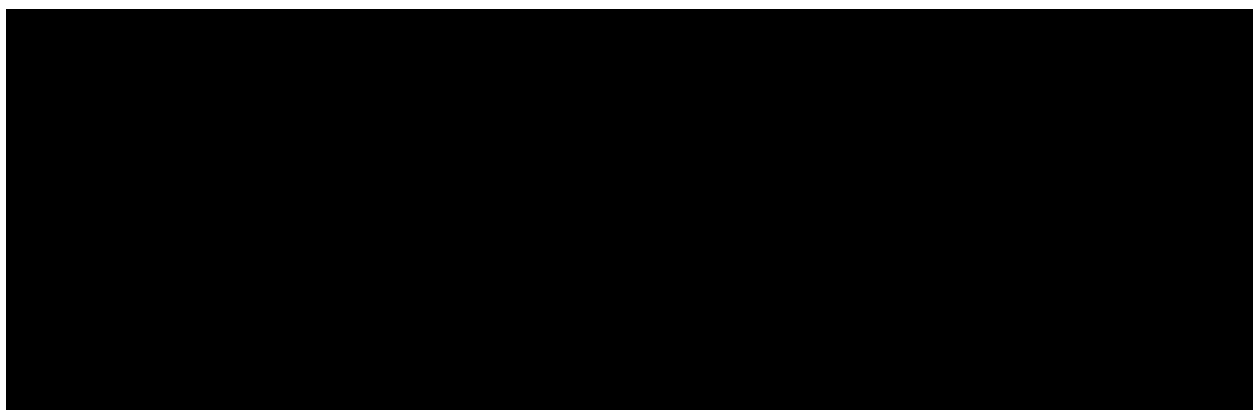
5.	<u>ACT Vocational Education and Training (VET) System</u>	David Miller Director, Skills Canberra Ext 74791
6.	<u>ACT Quality Framework</u>	David Miller Director, Skills Canberra

<u>No</u>	Title	Executive/Officer responding at Hearing
		Ext 74791
7.	<u>National Partnership Agreement on Skills Reform</u>	David Miller Director, Skills Canberra Ext 74791
8.	<u>Canberra Institute of Technology (CIT) Reforms</u>	David Miller Director, Skills Canberra Ext 74791
9.	<u>Safety of students in construction training</u>	David Miller Director, Skills Canberra Ext 74791

#### CANBERRA INSTITUTE OF TECHNOLOGY

10.	<u>VET FEE-HELP</u>	Leanne Cover Ext: 73107
11.	<u>Campus Modernisation Strategy</u>	Leanne Cover Ext: 73107
12.	<u>Future of Woden Campus</u>	Leanne Cover Ext: 73107
13.	<u>CIT Information (2015 statistics)</u>	Leanne Cover Ext: 73107
14.	<u>CIT Governance - Strategic Impact of CIT Board</u>	Leanne Cover Ext: 73107
15.	<u>Renewable Energy Training –CIT Centre of Excellence</u>	Leanne Cover Ext: 73107
16.	<u>Australian Apprenticeship Quality Improvement and Sustainability Project</u>	Leanne Cover

		Ext: 73107
17.	<u>International Students</u>	Leanne Cover Ext: 73107
18.	<u>Satisfaction Surveys</u>	Leanne Cover Ext: 73107



## Study Canberra

- Study Canberra was established to support national and international student recruitment programs, and works in partnership with Canberra's tertiary education providers and schools.
- It is overseen by the ACT Vice-Chancellors' Forum, chaired by the Chief Minister and Minister for Higher Education, Training and Research, with a budget of \$2.091 million over four years to 30 June 2016-17.
- Over 2015-16 Study Canberra implemented a range of initiatives to enhance the student experience, ensure coordinated and consistent marketing, and promote Canberra as an education destination of choice.

Ian Cox

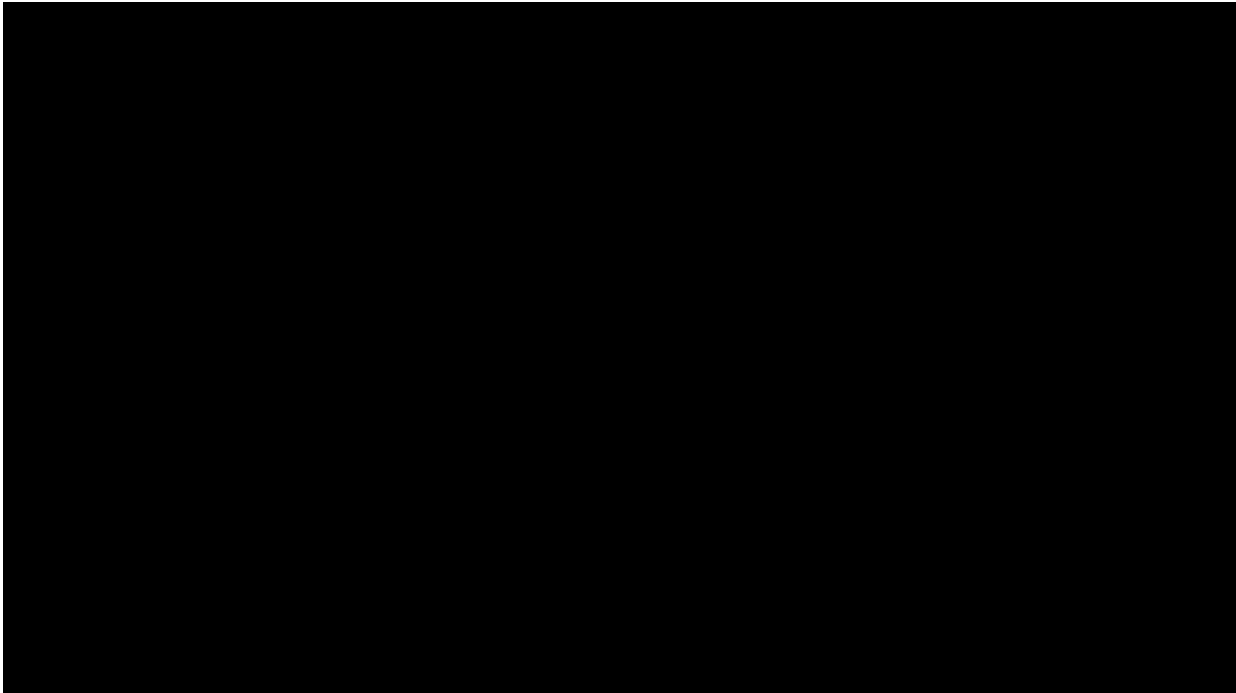
## ACT Vice Chancellors' Forum

- The ACT Vice-Chancellors' Forum, co-chaired by the Chief Minister and Minister for Higher Education, Training and Research is the key steering group to grow the higher education and research sector.
- The Forum is an important mechanism to enable collaboration between ACT Government and higher education and research institutions to develop Canberra as Australia's education and research capital.
- The Forum oversees the implementation of the International Education Strategy (*Canberra: Australia's Education Capital*) and the Study Canberra work plan.

Ian Cox

## International Education Strategy

- The ACT International Education Strategy – *Canberra: Australia's Education Capital* - was launched by the Chief Minister and Minister for Higher Education, Training and Research on Friday 2 September 2016.
- At least one in nine of our residents either work or study at one of our tertiary education institutions. This is the highest level of education participation of any Australian city.
- Canberra educates around 44,000 higher education students and over 20,000 vocational education students each year, including more than 14,500 international students, and a similar number from interstate.
- Australia ranks third in the world for attracting international students, and Deloitte has identified international education among five 'super growth' sectors of the future.
- International education is Canberra's largest export, growing around 10 per cent per annum, and the ACT Government is committed to supporting more growth and diversification in the sector.
- It is timely as ANU has just been rated among the world's top ten most international universities in the Times Higher Education rankings. UNSW also ranked highly (14<sup>th</sup>). These are strengths to build on.



Ian Cox

### **ACT Vocational Education and Training (VET) System**

- The ACT community has three main avenues to access government subsidised training:
  - the Australian Apprenticeships Program (contestable);
  - Skilled Capital (contestable); and
  - Canberra Institute of Technology (CIT) profile delivery, funded directly by ACT Treasury and therefore non-contestable.
- The *ACT Skills Needs List* (the List) identifies ACT Government funding priorities at a qualification level for VET, and allows the ACT Government to better target funding for training that is most likely to lead to improved employment outcomes for individuals and contribute to the ACT's economic future.
- The List informs the program design and delivery of contestable training initiatives in the ACT, including subsidy bands for qualifications under the ACT Australian Apprenticeships Program and qualifications selected to be delivered under Skilled Capital. The List is also considered by CIT and informs their training profile.
- The ACT Government also provides funding for a range of additional support under the Australian Apprenticeships and Skilled Capital programs, to assist students to successfully complete their training.
- In the 2015 calendar year, a total of 23,224 students participated in Government funded programs offered by registered training organisations (RTOs) in the ACT. Of these students:
  - 18,860 (81.2 per cent) undertook their training with CIT, with a further 4,364 (18.8 per cent) enrolled in courses offered by other RTOs.

- The introduction of Total VET Activity in 2014 provides an increasingly valuable data set, with improved access to both government-subsidised and fee-for-service VET data.
- This data has demonstrated the ACT also has a substantial fee-for-service training market, with private providers delivering training to approximately 60,000 students in the 2015 calendar year, with a total of 83,662 students receiving training delivered in the ACT in 2015.

**David Miller**

### **ACT Quality Framework**

- The new ACT Funding Agreement (ACTFA) version 2.0 came into effect on 1 July 2015, replacing ACTFA version 1.0 which commenced on 1 January 2013.
- ACTFA applications are submitted and assessed on a rolling basis. The application process for ACTFA version 2.0 involves a two-tiered assessment methodology. Tier one involves meeting three mandatory criteria. In tier two, applications that meet the mandatory criteria are grouped, assessed and scored against a suite of 43 quality and performance indicators.
- Applications are assessed against high and low benchmarks. Benchmarks were determined by the Directorate and validated by external expert consultants, Ernst and Young.

**David Miller**

### **National Partnership Agreement on Skills Reform**

- The ACT has so far received \$20 million under the *National Partnership Agreement on Skills Reform* (NP), for achieving the agreed annual training outcome and structural reform targets, as described in the ACT's Implementation Plan, to date. This comprises \$6.05 million received in 2015-16.
- Key elements of work that took place in the ACT in 2015-16 to support the achievement of our milestones included:
  - ACT Quality Framework: the ACT Funding Agreement (ACTFA) and its Schedules were reviewed and updated;
  - Skilled Capital: a 12 month evaluation of the ACT entitlement program, Skilled Capital, occurred, and subsequent changes were implemented;
  - CIT Governance Review: amendments to the *Canberra Institute of Technology Act 1987* (notified in December 2014) were implemented, including the establishment of a governing board; and
  - Review of the NP: the ACT participated in the Australian Government led review of the NP, via the NP Review Working Group.
- The ACT achieved all training outcome targets required, as specified in the ACT Implementation Plan, and reported to the Australian Government in the ACT's 2015 Annual Performance Report. The ACT remains on track to achieve the training outcome targets specified in 2016.

- The final payment of up to \$8 million available to the ACT under the current NP is expected following approval by the Australian Government of the ACT's 2016 Annual Performance Report; required to be submitted by 30 April 2017.
- The NP will expire on 30 June 2017. The Australian Government has not yet provided a commitment or assurance of future funding following the expiry of the current NP.
- The ACT, together with all states and territories, is seeking a commitment from the Australian Government that further funding for vocational education and training (VET) will be available from 1 July 2017. The ACT is working with all jurisdictions to mount a strong case for the need for further funding.
- Jurisdictions identified priorities for future skills reform in a joint letter to the Australian Government Assistant Minister for Vocational Education and Skills, the Hon Karen Andrews MP, in December 2016.
- Minister Andrews has advised she will consider the matters raised by states and territories, and will continue discussions through the COAG Industry and Skills Council and the senior official's network.

**David Miller**

### **Canberra Institute of Technology (CIT) Reforms**

- New governing arrangements for CIT came into effect on 1 July 2015.
- These changes resulted from amendments to the *Canberra Institute of Technology Act 1987* (CIT Act) (notified in December 2014). These amendments are intended to make CIT more agile and better able to respond to changing circumstances in more competitive and contestable vocational education and training (VET) and higher education markets.
- Amendments to the CIT Act include:
  - the establishment of a governing board to replace the CIT Advisory Council, with an independent chair and deputy chair of the governing board with extensive current expertise and knowledge of industry and business;
  - the establishment of a Chief Executive Officer, appointed by the governing board, to replace the director of the institute;
  - the ability for the Minister to issue guidelines on fee setting for specific government-subsidised services, rather than setting the specific fees.
- These amendments make CIT accountable to its governing board, for all of its activities.
- A review of the governance arrangements of CIT will be undertaken in the early part of 2017, as committed to under the *National Partnership Agreement on Skills Reform*.
- As a result of outcomes of the *Australian Apprenticeships Quality Improvement and Sustainability Project*, Skills Canberra contributed funding in 2015-16 towards commitments in the CIT Board's Strategic Compass 2020 document '*Evolving Together - new strategic directions for CIT*'. This included the *Australian Apprenticeships Project*, *Business Development and Industry Partnerships*, *CIT Customer Experience Journey* and *Evolve Together* commitments.

- Additional funding for other specific activities and projects relating to the Compass 2020 has since been released to CIT. This includes the *Innovative Learning Resources Project*, *Evolving Teacher Program*, *CIT Digitalisation Project* and the *Product Innovation Fund*. The *Australian Apprenticeships Project* relates to the delivery and administration of Australian Apprenticeships in the ACT by both CIT and private providers.

- This funding is in addition to the block grant funding, and the ACT Government subsidies accessed through its ACT Funding Agreement for contestable training initiatives administered by Skills Canberra (the Australian Apprenticeships Program and Skilled Capital).

**David Miller**

### **Safety of students in construction training**

- Two recent worksite accidents in the ACT building and construction industry involved students undertaking vocational education and training.
- On 27 October 2016, a [REDACTED] student [REDACTED] was injured in a worksite accident at the Coles worksite in Amaroo, where he sustained spinal and chest injuries. The student was undertaking a Certificate II in Construction Pathways via an Australian School-based Apprenticeship (ASBA) through the Master Builders Association (MBA) Group Training Kids Assist Program.
- On 8 December 2016, a first-year Australian Apprentice, also employed by MBA Group Training, was involved in a workplace accident at a worksite in Denman Prospect, where he sustained substantial injury to his fingers using a power saw.
- WorkSafe ACT is currently conducting an investigation into both incidents. More information about the investigations will be released by WorkSafe ACT, once available.

**David Miller**

### **VET FEE-HELP**

- VET FEE-HELP is an Australian Government loan scheme that assists eligible students to pay their tuition fees for higher-level vocational education and training (VET) courses (at the diploma-level and above) undertaken at approved providers.
- CIT expanded its VET FEE-HELP qualifications from a small number of commercially-funded qualifications to include all government-subsidised Diploma and above qualifications in January 2015.
- The percentage of students accessing a VET FEE-HELP loan increased by 8.8 percent (507 to 550 students) between 2015 and 2016.
- In 2012 the VET FEE-HELP program removed the need for qualifications to have a supporting pathway into higher education leading to significant growth and concerns over quality, low completion rates and the unethical practices of some providers.

**Leanne Cover**



### **Campus Modernisation Strategy**

- The ACT Government has agreed to CIT progressing its Campus Modernisation Strategy.
- The Chief Minister and Minister for Higher Education, Training and Research have appointed a CIT Campus Modernisation Sub-committee to provide technical advice on the strategy.
- Membership of the sub-committee includes the Under Treasurer, the Director General, Environment and Planning Directorate, the CIT Board Chair and CIT CEO.
- The sub-committee will report to the CIT Board.
- Campus modernisation is about ensuring CIT is a leading contemporary education and training provider to meet the needs and expectations of modern learners.
- A critical component of the campus modernisation strategy is the re-investment of funds back into CIT. This will ensure CIT is able to meet the evolving needs of students, including the development of contemporary teaching and learning facilities and practices that reflect the digitalisation of teaching , learning and work environments.
- Community consultation will occur prior to any redevelopment or disposal of surplus properties as community interest is anticipated.

**Leanne Cover**

### **Future of Woden Campus**

- Canberra Institute of Technology (CIT) will continue to accommodate the Media, Music and Sound Department at CIT Woden until at least the end of 2017.
- A fit-for-purpose accommodation is being sought for the Media, Music and Sound Department and relocation will not occur until appropriate accommodation has been secured.
- A high level CIT Campus Modernisation Sub-committee has been established and will be looking at options for the Woden Campus site.
- Members of the sub-committee have been appointed by the Chief Minister and Minister for Higher Education and Training and include the Under Treasurer, the Director General Environment and Planning Directorate, the CIT Board Chair and CIT CEO.
- When options for suitable uses of CIT Woden are formulated the community will be consulted.

**Leanne Cover**

### **CIT Information (2015 statistics)**

#### **HIGHLIGHTS FOR 2015**

- Implementation of the CIT Governing Board on 1 July 2015
- CIT delivered 5.8 million training hours

- 14,805 students enrolled in vocational programs
- 8,170 students enrolled in commercial vocational programs (including international students)
- 748 self-identified Aboriginal and Torres Strait Islander Students
- 3,286 apprenticeships and traineeships
- CIT maintained very high student and employer satisfaction levels
- Winner 2015 ACT Large Registered Training Organisation of the year
- Expansion into cutting edge technologies for renewable energy, biometric technologies through massive open online learning (MOOC) and developing training to meet the needs of the National Disability Insurance Scheme
- CIT joining CBR Innovation as a foundation member to take a central role in innovation in the ACT and building individual and corporate capability

**Leanne Cover**

### **CIT Governance - Strategic Impact of CIT Board**

- The CIT Governing Board commenced on 1 July 2015.
- The Governing Board operates in accordance with the *Canberra Institute of Technology Act 1987* and the *Financial Management Act 1996*. It has nine members who, with the exception of the CEO, are appointed by the Minister. Members have significant knowledge and expertise in areas including industry, business, higher education, social policy, governance or the law.
- The governance arrangements are designed to enable CIT to meet the twin objectives of operating as a public provider and with a greater commercial and entrepreneurial focus.
- Most significantly, although outside the reporting period, the CIT Board launched the CIT Strategic Compass 2020 – Evolving Together in August 2016 setting the strategic direction for CIT.
- During 2015 the Board focused on understanding the complexities of the VET sector and the vital role CIT plays in the ACT and regional economy. The Board worked with consultants to identify opportunities to drive a strong business performance culture using data to underpin sound business decisions. Analysis of the value proposition of CIT, its competitors and market segments were also considered.

**Leanne Cover**

### **Renewable Energy Training –CIT Centre of Excellence**

- CIT has developed and will start delivery of two programs for wind farm maintenance this year.
- A third course is under development – which includes a placement at a wind farm (Hornsedale, SA).
- CIT has commenced preparation to deliver training in solar PV installation and investigations into battery storage installation are also proceeding.

- CIT is working closely across ACT Government agencies in supporting the renewable energy initiatives with the intention of setting up ACT as the national and international leader in renewal energy.
- CIT has won federal funding, VET mobility grants, to send up to 10 students to Europe to look at renewable energy responses. This has been supported by NEOEN.

**Leanne Cover**

### **Australian Apprenticeship Quality Improvement and Sustainability Project**

- In 2015 CIT undertook an Australian Apprenticeship project which resulted in several key findings across the themes: people, service delivery, systems and processes, technology, and opportunities and partnerships.
- The project identified a number of changes required to enable CIT to fully transition to the ACT's revised user choice model, including the need for greater flexibility in program delivery and enhanced access for students and employers to students' records and academic progress.
- The findings from this project informed a second Australian Apprenticeship Project, which is currently trialling and implementing a range of enhancements to ICT systems and processes.
- The new project will result in increased market share of ACT apprentices, improved compliance through timely reporting, secure apprentice funding allocation and improved customer experience for apprentices and employers.
- The outcomes of this project will also enable CIT to operate more effectively in an environment of greater competition while ensuring quality of delivery in high risk and licensed trades. This will also ensure that CIT continues to meet the needs of the ACT economy.

**Leanne Cover**

### **International Students**

- Inbound international students (in both mainstream programs or English Language Programs) continues to be an important element of CIT's student cohort.
- There were 938 international students in 2015 and 1,571 enrolments compared with 1,016 students and 2,040 enrolments in 2014 (2016 saw a slight increase in enrolments while the number of students remained steady).
- In 2015 CIT catered for students from 87 countries with the top three countries being South Korea, Bhutan and Saudi Arabia.
- International student VET enrolments at CIT grew against declines in other states and territory TAFEs.

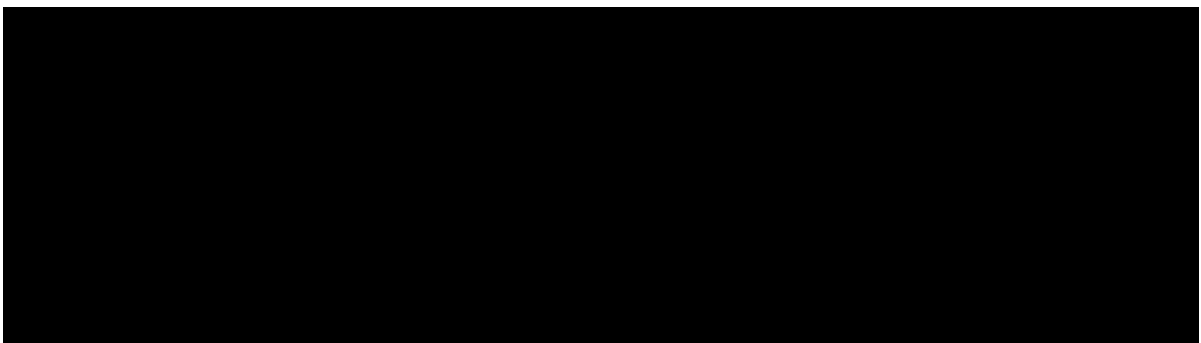
- CIT continues to be an active supporting member of Study Canberra.

**Leanne Cover**

### **Satisfaction Surveys**

- As a Registered Training Organisation (RTO) CIT is required to report annually to the Australian Skills Quality Authority (ASQA) on a set of quality indicators including Learner Engagement and Employer Satisfaction. The third indicator is competency completion.
- The Learner Engagement survey collects feedback from students on the extent to which learners are engaging in activities likely to promote high-quality skill outcomes and competency development.
- Overall 91.6 per cent of students surveyed were satisfied with the training at CIT in 2016 (compared to 93.1 per cent in 2015).
- 1,603 CIT students responded to the survey between 22 August and 16 September 2016 (compared to 1,934 CIT students in 2015).
- The Employer Satisfaction Survey collects feedback from employers of CIT apprentices and trainees focused on competency development as well as training and assessment quality.
- Overall 85.1 per cent of employers surveyed in 2016 were satisfied with the training provided at CIT (compared to 87.5 in 2015).
- 560 employers responded with employer satisfaction at 85.1 per cent (compared to 640 responses in 2015)
- All RTOs are required to report these statistics to ASQA who monitor them. RTOs prepare improvement actions for any issues identified as a result of the surveys.

**Leanne Cover**





**Meeting with the Minister for Higher Education, Training and Research**

**Date:** Monday 6 March 2017

**Time:** 3.00pm – 4.00pm

**Venue:** Minister's Office

**Attendees**

- David Dawes
- Ian Cox
- David Miller

No.	Item	Discussion/Outcome	Action by
1.	Annual Report Hearings	<ul style="list-style-type: none"><li>• Pre briefing</li><li>• Briefs, opening statement and anticipated issues</li></ul> <i>Annual Report Hearing is on 9 March 2017</i>	All



**Briefing with the Minister for Higher Education, Training and Research**

No.	Item	Action	Status (IN PROGRESS/STATUS)
6 March 2017 – David Dawes, Ian Cox, David Miller, DLO AM			

1.	Annual Report Hearings – 9 March	<ul style="list-style-type: none"><li>• Pre briefing</li><li>• Briefs, opening statement and anticipated issues</li></ul> <i>Note – CoS to discuss Hearings with CIT</i>	<i>COMPLETE</i>
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## Annual Report Hearings

### 2015-16 Annual Report

#### Opening Statement by Minister for Higher Education, Training and Research

The introduction of new Administrative Arrangements in 2015-16 saw the establishment of the Higher Education, Training and Research portfolio and my appointment as Minister, an appointment that I welcomed.

The establishment of the new portfolio delivered on a number of the Government's key objectives:

- it fulfilled our commitment to bring a strong economic development focus to our relationship with Canberra's higher education and research institutions;
- it brought skills development and vocational education within the same portfolio as higher education, allowing us to adopt a seamless approach to these sectors to ensure that Canberra was delivering the skilled workforce required for our growing 21<sup>st</sup> century economy; and
- it provided a closer relationship between CIT and the higher education sector resulting in new opportunities for seamless pathways between our education institutions.

Each of these deserves further exploration.

A 2015 Deloitte Access Economics study found that the education and research sector contributed \$2.7 billion per year to Canberra's economy and created approximately 16,000 FTE jobs. It is quite likely that figure has increased since 2015 and the contribution that this sector makes to our economy will continue to grow.

ANU, for example, has committed to \$500 million in new capital expenditure between now and 2020 including approximately \$300 million for the redevelopment of Union Court and \$200 million on new student accommodation. University of Canberra has also committed to spend approximately \$2 billion, including \$1.7 billion on student accommodation, as part of its campus development program.

The same Deloitte Access Economics report mentioned previously found that in 2014 international students contributed \$451 million per annum to Canberra's economy. More recent ABS Data shows that this has now risen to \$508 million per annum, an increase of over 10 per cent. To give you some context, education exports are now around 2 ½ times our equivalent international tourism values.

The Government continues to work closely with this important sector. In September last year we released our international student attraction strategy *Canberra: Australia's Education Capital*. The strategy complements the education institutions' own strategies by focusing on promoting Canberra as an education destination of choice and by enhancing the student experience in Canberra. In a recent media article, ANU Vice Chancellor, Professor Brian Schmidt said:

*Giving international students a feeling of welcoming and being part of this city...is one the things that the ACT Government does really well. The best way to attract international students and staff is to have your current international students and staff be really, really happy.*

We also established the ACT Vice Chancellors' Forum, which meets twice a year and oversees the implementation of our commitment to the growth of this sector. While meetings are short, the

Forum deals with a lot of issues. For example at the July 2016 meeting members signed off on the international education strategy, approved the Study Canberra work program, discussed ways in which to better coordinate the placements of interns into Canberra businesses and agreed to a proposal from Professor Schmidt to develop a five year integrated investment attraction strategy built on the strengths of the research institutions.

In the skills development area, we have continued to undertake a range of reform activities to achieve a flexible, responsive and high quality vocational education and training sector in the ACT.

We ensured that only training organisations that can demonstrate high quality training provision, in accordance with our comprehensive quality and performance criteria, can deliver government-subsidised training in the ACT.

The new CIT Governing Board is also driving changes. The ACT Government introduced the Board to enable CIT to operate more effectively in an increasingly competitive and complex VET environment.

After only 12 months of operation, the Board has been instrumental in beginning a process of transformation with the launch of the *CIT Strategic Compass 2020 - Evolving Together* in September 2016. The Compass includes discrete funding to complete nine separate projects designed to transform the business of CIT and meet the strategic objectives of the Board.

Key to this is the CIT Campus Modernisation Strategy – CIT's approach to creating modern learning spaces and facilities to meet the needs of contemporary learners and the community through the sale of surplus property assets and the reinvestment of some of the funds.

I am pleased to note that during this period CIT became a Founding Member of the CBR Innovation Network, which provides more linkages with other Canberra education institutions as well as opportunities to develop skills relevant to emerging industries such as cyber security and renewable energy.

Looking forward, there is a significant agenda to work through.

My first priority is the CIT Campus Modernisation Strategy. Work on the Strategy has commenced with the official opening of CIT Tuggeranong in July 2016. Upgrades at CIT Bruce and CIT Reid campuses were also completed in 2016 and included a simulated child care training facility, state of the art nursing and aged care facilities, and simulated working environments for disability and business training. These world-class facilities ensure students are given a quality learning experience equipping them with the skills for now and the future.

My second priority is the development of an ACT Research Strategy as I am keen to ensure that the ACT maximises the benefit it achieves from its support for the research sector. The first part of the strategy is to quantify across the ACT Government the current level of funding and support provided for research and for other activities such as sector development and innovation. Once this is clarified, the Government will be able to more accurately target its funding to areas that support the ACT Government's economic diversification objectives.

My third priority will be to examine how the ACT Government can play a more active role with internship placements in the broader community. Both Professor Schmidt and Professor Saini have indicated that work-integrated-learning will be a key part of their universities' course requirements going forward. I believe that the ACT Government needs to take a leadership role in ensuring that they are successful in meeting this objective.



Finally, I want the ACT Government to be a leader in ensuring that skilled people are available to meet the demands of 21<sup>st</sup> century businesses in areas such as cyber security and space and spatial technology. While the Government employs sophisticated forecasting and models to inform our investment decision making in the VET sector, I want to develop a more complete approach to skills planning that spans both VET and the higher education sector; in particular, how we leverage the incredible human output from our higher education institutions to support the key sector development work that will drive long term wealth creation in our economy.

ENDS

**2015-16 ANNUAL REPORT HEARING**  
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**AFFAIRS**

**MINISTER FOR HIGHER EDUCATION AND TRAINING**

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*Mrs Elizabeth Kikkert (Deputy Chair)*

*Mr Chris Steel*

*Mr Andrew Wall*

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#### CANBERRA INSTITUTE OF TECHNOLOGY

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11.	Campus Modernisation	Leanne Cover Ext: 73107
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14.	CIT Governance – Impact of CIT Board	Leanne Cover Ext: 73107
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# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: Study Canberra	Division: Enterprise Canberra
	Output class: 8.2 Innovation, Trade and Investment
	Page: Vol 1 p57 / Vol 3 p103

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#### KEY MESSAGES:

- Study Canberra was established to support national and international student recruitment programs, and works in partnership with Canberra's tertiary education providers and schools.
- It is overseen by the ACT Vice-Chancellors' Forum, chaired by the Chief Minister and Minister for Higher Education, Training and Research, with a budget of \$2.091 million over four years to 30 June 2016-17.
- Over 2015-16 Study Canberra implemented a range of initiatives to enhance the student experience, ensure coordinated and consistent marketing, and promote Canberra as an education destination of choice.

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#### BACKGROUND INFORMATION

##### Economic Contribution

- International and interstate students value-add at least \$879 million to Canberra's economy each year and create approximately 6,100 FTE jobs. International education is Canberra's largest export (\$451 million in 2015).
- The growth in international students is largely behind the ACT's 7 to 10 per cent annual growth in services exports for the last five years.

##### Student Ambassadors Program / Marketing Events

- In 2015, Study Canberra recruited, trained and employed 16 Student Ambassadors, from nine different countries across four institutions.
- The 2016 program included 19 students from eight countries, representing high school, vocational (CIT) and university studies.
- The Student Ambassadors tell their Canberra story and promote the many great aspects of living and studying in the ACT, and assist newly arrived students with information, referrals and advice.
- They have been active during Orientation Weeks, at the Study Canberra Airport Welcome Desk, Minister/Chief Minister's Welcome, Canberra CareersXpo, Tertiary Open Day, at a photo shoot and on social media.
- For example, student ambassadors distributed over 5,000 information packs and branded Study Canberra promotional materials (information, bags, water bottles,

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**Ian Cox, Executive Director, Innovate Canberra**

**Phone Number: 62072004**

pens) to new and prospective students at university Orientation Week and Open Day events in July and August 2015.

- The program has been popular and well received with the support of institutions, the wider community and students.
- The students are employed on Administrative Service Officer Class 2 contracts – currently (2017) \$27.23 per hour plus 25 per cent casual loading.
- The annual budget for this initiative is \$10 000.

#### **ANU-India Scholarship**

- In 2015 Study Canberra partnered with ANU to create a jointly funded and promoted ANU-Study Canberra India scholarship program.
- Ten students were awarded in Semester 2 2015, and ten for 2016 were announced at the Chief Minister's Student Welcome in March 2016.
- Scholarships are valued at \$10,000 each (with costs split 50/50) – the cost to Study Canberra is \$50,000 per financial year. (The 2015 winners were funded from the 2014-15 budget).
- The prestigious co-funded scholarships are a key promotional tool to attract the best and brightest students to Canberra, and assist with living and course costs.

#### **Yellow Edge**

- Study Canberra partnered with training provider Yellow Edge in 2015-16 on scholarships for executive education programs in China and India.
- The **2015 winners were Elizabeth Lee, lecturer at the ANU College of Law, (and now Liberal MLA)** and Heather Paterson, Principal of Campbell High, who travelled to China and India respectively to take part in leadership programs of the China Executive Leadership Academy Pudong (CELAP) in Shanghai, and the Welingkar Institute in Bangalore, India.
- Study Canberra funded \$3,300 in travel assistance for airfares to China and \$7,920 for the program costs of the recipient's participation in India.
- Yellow Edge funded to the value of \$16,500 (China) and \$9,900 (India).

#### **Fulbright Scholarship**

- In October 2015, the Chief Minister announced the ACT Government will fund for three years one Fulbright Commission scholarship at an annual cost of up to \$57,000 per year.
- This scholarship is open to Australian citizens who are Australian Capital Territory residents to undertake 3 – 10 months research project in the United States, with a focus on innovation and entrepreneurship.
- The scholarship can be applied across any of the four discipline categories (Postgraduate, Postdoctoral, Professional and Senior).
- The first Scholarship is expected to be announced imminently and will take place during the 2017-18 Year.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: ACT Vice Chancellors' Forum	Division: Enterprise Canberra Output class: 8.2 Innovation, Trade and Investment Page: 57
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#### KEY MESSAGES:

- The ACT Vice-Chancellors' Forum, co-chaired by the Chief Minister and Minister for Higher Education, Training and Research is the key steering group to grow the higher education and research sector.
- The Forum is an important mechanism to enable collaboration between ACT Government and higher education and research institutions to develop Canberra as Australia's education and research capital.
- The Forum oversees the implementation of the International Education Strategy (*Canberra: Australia's Education Capital*) and the Study Canberra work plan.

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#### BACKGROUND INFORMATION

- The ACT Vice-Chancellors' Forum first met in June 2013 and convenes on an as needs basis (typically once or twice per annum).
- The role of the forum includes to:
  - develop strategy on higher education matters in the ACT;
  - provide guidance on the implementation of the Study Canberra initiative;
  - provide high-level coordinated leadership to market Canberra as an international study destination;
  - enable consistent and effective marketing and promotion of the benefits of studying in Canberra;
  - contribute to developing a knowledge-economy in the ACT, where creativity and innovation form the basis for future growth and development; and
  - influence national higher education policy.
- Forum members include:
  - Andrew Barr MLA, ACT Chief Minister (Chair)
  - Meegan Fitzharris MLA, Minister for Higher Education, Research and Training (co-Chair)
  - Professor Brian Schmidt, Vice-Chancellor Australian National University
  - Professor Deep Saini, Vice-Chancellor University of Canberra
  - Professor Greg Craven, Vice-Chancellor Australian Catholic University

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**Ian Cox, Executive Director, Innovate Canberra**

**Phone Number: 62072004**

- Professor Michael Frater, Rector University of NSW Canberra
  - Professor Andrew Vann, Vice-Chancellor Charles Sturt University (joined following the July 2016 meeting)
  - Leanne Cover, CEO, Canberra Institute of Technology
  - Meg Brighton, DDG, Education and Training Directorate representative
- In 2015-16 the Forum met once (September 2015). At this meeting, members agreed to establish a working group to progress issues and activities endorsed by the Forum.
- Working Group members were nominated and first met in November 2015. Three working group meetings were held during 2015-16, focusing on activities such as the development of *Canberra: Australia's Education Capital* and matters such as the positioning of Canberra as a study destination of choice.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: International Education Strategy	Division: Enterprise Canberra Output class: 8.2 Innovation, Trade and Investment Page: 57
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#### KEY MESSAGES:

- The ACT International Education Strategy – *Canberra: Australia's Education Capital* - was launched by the Chief Minister and Minister for Higher Education, Training and Research on Friday 2 September 2016.
- At least one in nine of our residents either work or study at one of our tertiary education institutions. This is the highest level of education participation of any Australian city.
- Canberra educates around 44,000 higher education students and over 20,000 vocational education students each year, including more than 14,500 international students, and a similar number from interstate.
- Australia ranks third in the world for attracting international students, and Deloitte has identified international education among five 'super growth' sectors of the future.
- International education is Canberra's largest export, growing around 10 per cent per annum, and the ACT Government is committed to supporting more growth and diversification in the sector.
- It is timely as ANU has just been rated among the world's top ten most international universities in the Times Higher Education rankings. UNSW also ranked highly (14<sup>th</sup>). These are strengths to build on.

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#### BACKGROUND INFORMATION

- In economic terms, education and research institutions value add around \$2.7 billion and support 16,000 FTE jobs (Deloitte, 2015).
- In 2015, international education contributed \$451 million or 28 per cent of services exports, up 10 per cent on 2014. The growth in international student numbers is largely responsible for the around ten per cent annual growth in services exports over the last five years in the ACT.

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**Ian Cox, Executive Director, Innovate Canberra**

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- The International Education Strategy (the Strategy) has been designed to support one of our most important industry sectors and recognises that thriving and porous campuses create opportunities for collaboration, commercialisation, business creation, talent attraction and retention.
- International students bring diverse perspectives, build cultural awareness and understanding, drive visitation, develop people to people links, build business, trade and investment links, and after graduation (as alumni) act as advocates, innovators, and exemplars, and raise the profile of Canberra around the world.
- The Strategy follows and complements the National Strategy for International Education released earlier this year, spanning higher education, vocational education and training (VET), English Training, and ACT Government schools.
- Five broad strategies, supported by a number of specific actions, are proposed:
  - Market and promote Canberra as a centre for high quality education and an education destination of choice.
  - Enhance the student experience.
  - Grow international engagement.
  - Strengthen partnerships and collaboration.
  - Support reforms to enable growth.
- The actions comprise existing and new initiatives which will be developed in partnership with Canberra's institutions going forward, and evaluated against a range of qualitative and quantitative measures.
- As one of the first deliverables under the Strategy, the ACT Government has introduced free, streamlined nomination of skilled migrant 190 visa applications for PhD graduates from Canberra institutions.
- This means that, subject to meeting Commonwealth requirements, any international student awarded a PhD by a Canberra University will be nominated to live and work in Canberra through a simpler, streamlined and expedited pathway.
- Through a collaborative approach with our education providers, the Strategy seeks to build on Canberra's reputation as a centre for high quality education, world class research collaboration, innovation, employment outcomes, liveability and a great student experience to significantly increase the international education sector's contribution to Canberra's economy.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: ACT Vocational Education and Training (VET) System	Division: Enterprise Canberra Output class: 8.2 Innovation, Trade and Investment (Skills Canberra) Page/s: 57-60
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#### KEY MESSAGES:

- The ACT community has three main avenues to access government subsidised training:
  - the Australian Apprenticeships Program (contestable);
  - Skilled Capital (contestable); and
  - Canberra Institute of Technology (CIT) profile delivery, funded directly by ACT Treasury and therefore non-contestable.
- The *ACT Skills Needs List* (the List) identifies ACT Government funding priorities at a qualification level for VET, and allows the ACT Government to better target funding for training that is most likely to lead to improved employment outcomes for individuals and contribute to the ACT's economic future.
- The List informs the program design and delivery of contestable training initiatives in the ACT, including subsidy bands for qualifications under the ACT Australian Apprenticeships Program and qualifications selected to be delivered under Skilled Capital. The List is also considered by CIT and informs their training profile.
- The ACT Government also provides funding for a range of additional support under the Australian Apprenticeships and Skilled Capital programs, to assist students to successfully complete their training.
- In the 2015 calendar year, a total of 23,224 students participated in Government funded programs offered by registered training organisations (RTOs) in the ACT. Of these students:

- 18,860 (81.2 per cent) undertook their training with CIT, with a further 4,364 (18.8 per cent) enrolled in courses offered by other RTOs.<sup>1</sup>
- The introduction of Total VET Activity in 2014 provides an increasingly valuable data set, with improved access to both government-subsidised and fee-for-service VET data.
- This data has demonstrated the ACT also has a substantial fee-for-service training market, with private providers delivering training to approximately 60,000 students in the 2015 calendar year, with a total of 83,662 students receiving training delivered in the ACT in 2015.<sup>2</sup>

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## BACKGROUND INFORMATION

- In 2015-16, the Budget of approximately \$104 million included both Australian Government funding of approximately \$30 million that comes to the ACT through various intergovernmental agreements, and ACT Government funding of approximately \$74 million.
- Of the total ACT VET Budget of \$104 million in 2015-16:
  - CIT received approximately \$69 million through a direct budget allocation from ACT Treasury, and also accessed significant funding through the contestable programs;
  - approximately \$20 million was available through the two contestable funding programs (approximately 23 per cent of the ACT VET Budget); and
  - the remainder was used for other programs and administrative costs including staffing, other national partnership agreement commitments, VET in schools, the development of a student record management system, and the ACT Adult Community Education (ACE) Grants Program.
- In 2015-16, CIT was allocated approximately 85 per cent of the total ACT VET Budget (including both contestable and non-contestable funding).

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<sup>1</sup> Total VET Activity 2015, National Centre for Vocational Education Research. *Note, Total VET Activity 2016 data is due for release in July 2017.*

<sup>2</sup> Total VET Activity 2015, National Centre for Vocational Education Research. *Note, Total VET Activity 2016 data is due for release in July 2017.*

**STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND  
YOUTH AFFAIRS**

**MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH**

**ANNUAL REPORT HEARING 2015-16**

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<b>SUBJECT:</b> ACT Quality Framework	Division: Enterprise Canberra Output class: 8.2 Innovation, Trade and Investment (Skills Canberra) Pages: 57 - 58
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**KEY MESSAGES:**

- The new ACT Funding Agreement (ACTFA) version 2.0 came into effect on 1 July 2015, replacing ACTFA version 1.0 which commenced on 1 January 2013.
- ACTFA applications are submitted and assessed on a rolling basis. The application process for ACTFA version 2.0 involves a two-tiered assessment methodology. Tier one involves meeting three mandatory criteria. In tier two, applications that meet the mandatory criteria are grouped, assessed and scored against a suite of 43 quality and performance indicators.
- Applications are assessed against high and low benchmarks. Benchmarks were determined by the Directorate and validated by external expert consultants, Ernst and Young.

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**BACKGROUND INFORMATION**

- As at 6 February 2017, 105 registered training organisations (RTOs) hold an approved ACTFA version 2.0. This number may fluctuate at any time, based on a variety of factors.
- The Directorate uses a range of audit methods to assess RTO compliance against the relevant components of the ACT Quality Framework. A summary of the audit activities undertaken in 2015-16 is provided in [Table 1](#).

Table 1: Audit activities undertaken by the Directorate in 2015-16

Audit method	Number of audits undertaken in 2015-16
Internal Review Tool	20
On-site audit	11

- Eight on-site audit reports were prepared in the 2015-16 reporting period, all of which were provided to RTOs within 30 days of completion of the on-site audit (*refer to accountability indicator 8.2 (f.)*). The remaining three on-site audit reports were also provided to RTOs within 30 days of completion of the on-site audit; however, this occurred in the 2016-17 reporting period.

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**David Miller, Director, Skills Canberra**

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- The ACT Quality Framework complements the work of the national vocational education and training (VET) regulator, the Australian Skills Quality Authority (ASQA). The ACT Quality Framework provides strengthened information and guidance to RTOs operating in the ACT, to promote quality training.
- The ACTFA is the contractual arrangement between the ACT Government and approved RTOs for the delivery of government-subsidised training in the ACT. The ACTFA sets out the terms and conditions under which the ACT Government may make available funds to RTOs for the delivery of training and assessment for a range of training initiatives.
- The ACT Quality Framework is the principal source of information on contractual and compliance arrangements for RTOs delivering government- subsidised training in the ACT. Components of the framework include:
  - the *ACT Standards for the Delivery of Training*;
  - the *ACT Standards Compliance Guides*;
  - a robust, risk-based audit and compliance framework;
  - the *Audit Guide for Training Providers in the ACT*; and
  - a *Statement of Expectations* of RTO conduct in the provision of training in the ACT.
- Only RTOs that can demonstrate high quality training provision in accordance with the ACT Government’s quality and performance criteria are approved to deliver government-subsidised training in the ACT.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: National Partnership Agreement on Skills Reform	Division: Enterprise Canberra Output class: 8.2 Innovation, Trade and Investment (Skills Canberra) Page: 58
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#### KEY MESSAGES:

- The ACT has so far received \$20 million under the *National Partnership Agreement on Skills Reform* (NP), for achieving the agreed annual training outcome and structural reform targets, as described in the ACT's Implementation Plan, to date. This comprises \$6.05 million received in 2015-16.
- Key elements of work that took place in the ACT in 2015-16 to support the achievement of our milestones included:
  - ACT Quality Framework: the ACT Funding Agreement (ACTFA) and its Schedules were reviewed and updated;
  - Skilled Capital: a 12 month evaluation of the ACT entitlement program, Skilled Capital, occurred, and subsequent changes were implemented;
  - CIT Governance Review: amendments to the *Canberra Institute of Technology Act 1987* (notified in December 2014) were implemented, including the establishment of a governing board; and
  - Review of the NP: the ACT participated in the Australian Government led review of the NP, via the NP Review Working Group.
- The ACT achieved all training outcome targets required, as specified in the ACT Implementation Plan, and reported to the Australian Government in the ACT's 2015 Annual Performance Report. The ACT remains on track to achieve the training outcome targets specified in 2016.
- The final payment of up to \$8 million available to the ACT under the current NP is expected following approval by the Australian Government of the ACT's 2016 Annual Performance Report; required to be submitted by 30 April 2017.

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- The NP will expire on 30 June 2017. The Australian Government has not yet provided a commitment or assurance of future funding following the expiry of the current NP.
- The ACT, together with all states and territories, is seeking a commitment from the Australian Government that further funding for vocational education and training (VET) will be available from 1 July 2017. The ACT is working with all jurisdictions to mount a strong case for the need for further funding.
- Jurisdictions identified priorities for future skills reform in a joint letter to the Australian Government Assistant Minister for Vocational Education and Skills, the Hon Karen Andrews MP, in December 2016.
- Minister Andrews has advised she will consider the matters raised by states and territories, and will continue discussions through the COAG Industry and Skills Council and the senior official's network.

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## **BACKGROUND INFORMATION**

- This NP commits up to \$28 million to the ACT over the life of the agreement (2012-13 – 2016-17), subject to the achievement of specified training outcome targets and structural reforms agreed under the four pillars of the agreement: Access and Equity, Efficiency, Quality and Transparency.
- The current NP was signed in 2012.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: Canberra Institute of Technology (CIT) Reforms	Division: Enterprise Canberra Output class: 8.2 Innovation, Trade and Investment (Skills Canberra) Pages: 59 - 60
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#### KEY MESSAGES:

- New governing arrangements for CIT came into effect on 1 July 2015.
- These changes resulted from amendments to the *Canberra Institute of Technology Act 1987* (CIT Act) (notified in December 2014). These amendments are intended to make CIT more agile and better able to respond to changing circumstances in more competitive and contestable vocational education and training (VET) and higher education markets.
- Amendments to the CIT Act include:
  - the establishment of a governing board to replace the CIT Advisory Council, with an independent chair and deputy chair of the governing board with extensive current expertise and knowledge of industry and business;
  - the establishment of a Chief Executive Officer, appointed by the governing board, to replace the director of the institute;
  - the ability for the Minister to issue guidelines on fee setting for specific government-subsidised services, rather than setting the specific fees.
- These amendments make CIT accountable to its governing board, for all of its activities.
- A review of the governance arrangements of CIT will be undertaken in the early part of 2017, as committed to under the *National Partnership Agreement on Skills Reform*.
- As a result of outcomes of the *Australian Apprenticeships Quality Improvement and Sustainability Project*, Skills Canberra contributed funding in 2015-16 towards commitments in the CIT Board's Strategic Compass 2020 document '*Evolving Together-new strategic directions for CIT*'. This included the *Australian Apprenticeships Project*, *Business Development and Industry Partnerships*, *CIT Customer Experience Journey* and *Evolve Together* commitments.

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- Additional funding for other specific activities and projects relating to the Compass 2020 has since been released to CIT. This includes the *Innovative Learning Resources Project*, *Evolving Teacher Program*, *CIT Digitalisation Project* and the *Product Innovation Fund*. The *Australian Apprenticeships Project* relates to the delivery and administration of Australian Apprenticeships in the ACT by both CIT and private providers.
- This funding is in addition to the block grant funding, and the ACT Government subsidies accessed through its ACT Funding Agreement for contestable training initiatives administered by Skills Canberra (the Australian Apprenticeships Program and Skilled Capital).

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## BACKGROUND INFORMATION

- In line with the *National Partnership Agreement on Skills Reform* (NP), the ACT Government committed, through its Implementation Plan, to create new governing arrangements for CIT, which would allow it to operate more effectively in an environment of increased competition.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION, TRAINING AND RESEARCH

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: Safety of students in construction training	Division: Enterprise Canberra Output class: 8.2 Page/s: <i>N/A – Current issue with recent media attention</i>
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#### KEY MESSAGES:

- Two recent worksite accidents in the ACT building and construction industry involved students undertaking vocational education and training.
- On 27 October 2016, a [REDACTED] student [REDACTED] was injured in a worksite accident at the Coles worksite in Amaroo, where he sustained spinal and chest injuries. The student was undertaking a Certificate II in Construction Pathways via an Australian School-based Apprenticeship (ASBA) through the Master Builders Association (MBA) Group Training Kids Assist Program.
- On 8 December 2016, a first-year Australian Apprentice, also employed by MBA Group Training, was involved in a workplace accident at a worksite in Denman Prospect, where he sustained substantial injury to his fingers using a power saw.
- WorkSafe ACT is currently conducting an investigation into both incidents. More information about the investigations will be released by WorkSafe ACT, once available.

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#### BACKGROUND INFORMATION

- In response to the current concerns about young people on construction sites, Skills Canberra has introduced the following processes:
  - Field officers visit Australian Apprentices within the first year of their Australian Apprenticeship. From 2017, field officer visits for ASBAs will be brought forward to within the first two months of their training contract approval, and will be prioritised over other visits.
  - The *WorkSafe ACT Guidance Note* about the supervision of Australian Apprentices in the building and construction industry is now included with the *National Code of Good Practice for Australian Apprenticeships*, provided with the training contract approval letter sent to employers and Australian Apprentices.
- Skills Canberra has also communicated with the employers of all ASBAs in the construction industry, to provide the safety alert issued by WorkSafe ACT and ensure employers are aware of their responsibilities in relation to work health and safety

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requirements of ASBAs. Skills Canberra also made direct contact with the employers of all Year 9 and 10 ASBA students in the construction industry, to ensure that the ASBAs are not involved in any high risk activities on worksites.

- As the legal employer, MBA Group Training documents the requirements of host employers, including policies and procedures for employing young people on construction sites. These are provided to all host employers. It is the shared responsibility of MBA and host employers to ensure supervision, training and induction that adheres to the *Work Health and Safety Regulation (2011)*, is provided to all of their Australian Apprentices.
- The safety requirements for Australian Apprentices (including ASBAs) are the same as for any employee entering a construction site. Before being permitted onto a building site, all employees (including Australian Apprentices and ASBAs) must have the mandatory General Construction Induction (White Card) and the Asbestos Awareness training.
- WorkSafe ACT specifies the supervision requirements for Australian Apprentices (regardless of their age). The supervision requirements vary depending on the year level of the Australian Apprentice. For example, a first year Australian Apprentice must be supervised at all times, on a direct and constant basis, within visual contact and/or earshot (audible range).
- There are also a number of procedures in place designed to confirm that Australian Apprentices, including ASBAs, are appropriately supervised on a worksite:
 

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  - Apprenticeship Network Providers (ANP), contracted by the Australian Government to sign-up Australian Apprenticeship Training Contracts, must inform employers of Australian Apprentices about their obligations for supervision in the workplace, before the training contract is signed-up. The ANP must inform Skills Canberra within seven days of any concerns of minimum supervision not being met.
  - Skills Canberra also requires registered training organisations (RTOs) to assess the employer's capacity to appropriately supervise the Australian Apprentice, through the process of developing a training plan. RTOs are required to notify Skills Canberra prior to the completion of the training plan or within 14 days of becoming aware of concerns relating to the employer's capacity and/or if the employer is unable to meet the obligations and expectations outlined in the *National Code of Good Practice for Australian Apprenticeships*.

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# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: VET FEE-HELP

Division: CIT

Output:

Page/s: n/a

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#### KEY MESSAGES:

- VET FEE-HELP is an Australian Government loan scheme that assists eligible students to pay their tuition fees for higher-level vocational education and training (VET) courses (at the diploma-level and above) undertaken at approved providers.
- CIT expanded its VET FEE-HELP qualifications from a small number of commercially-funded qualifications to include all government-subsidised Diploma and above qualifications in January 2015.
- The percentage of students accessing a VET FEE-HELP loan increased by 8.8 percent (507 to 550 students) between 2015 and 2016.
- In 2012 the VET FEE-HELP program removed the need for qualifications to have a supporting pathway into higher education leading to significant growth and concerns over quality, low completion rates and the unethical practices of some providers.

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#### BACKGROUND INFORMATION

- As a result of concerns and to help curb the spiralling student debt, the Australian Government implemented a range of reforms which took effect on 1 January 2016. This included a cap on total value of loans that each VET FEE-HELP provider could issue for 2016.
- CIT's loan cap for 2016 was calculated on the amount of VET FEE-HELP accessed up until 31 August 2015, which meant that the cap only captured about 50% of its 2015 students. CIT negotiated with the Department of Education and received approval to exceed its cap of \$910,000 by \$300,000 in 2016 to ensure VET FEE-HELP loans can be provided to all students who apply.
- Statistics for 2016 include:
  - 1605 students enrolled in eligible VET FEE-HELP programs down from 1,991 students in 2015.

- of the 1605 students eligible for VET FEE-HELP only 550 (34.3) applied for the loan)
  - there was an increase of 8.8% in students accessing VET FEE-HELP in 2016.
- VET Student Loans commenced on 1 January 2017 and VET FEE-HELP closed for all new students. As part of the transition, existing VET FEE-HELP students may continue to access a VET FEE-HELP loan until 31 December, 2017 provided certain requirements are met.
- To be eligible for grandfathering of VET FEE-HELP in 2017 the following opt-in transition arrangements apply:
  - Students must have enrolled in and commenced VET courses before 31 December, 2016), and
  - Students must have already received VET FEE-HELP assistance for units of those courses (must have had at least one census date before 31 December, 2016), and
  - Students must remain enrolled in those courses with their original provider (or a replacement provider following activation of tuition assurance arrangements).

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: Campus Modernisation Strategy	Division: CIT Output class: Page/s: 23
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#### KEY MESSAGES:

- The ACT Government has agreed to CIT progressing its Campus Modernisation Strategy.
- The Chief Minister and Minister for Higher Education, Training and Research have appointed a CIT Campus Modernisation Sub-committee to provide technical advice on the strategy.
- Membership of the sub-committee includes the Under Treasurer, the Director General, Environment and Planning Directorate, the CIT Board Chair and CIT CEO.
- The sub-committee will report to the CIT Board.
- Campus modernisation is about ensuring CIT is a leading contemporary education and training provider to meet the needs and expectations of modern learners.
- A critical component of the campus modernisation strategy is the re-investment of funds back into CIT. This will ensure CIT is able to meet the evolving needs of students, including the development of contemporary teaching and learning facilities and practices that reflect the digitalisation of teaching, learning and work environments.
- Community consultation will occur prior to any redevelopment or disposal of surplus properties as community interest is anticipated.

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#### BACKGROUND INFORMATION

- The Campus Modernisation Strategy 2016-2031 (the Strategy) is CIT's approach to creating modern learning spaces and facilities to meet the needs of contemporary learners and the community through the sale of surplus land assets and the reinvestment of some of the funds. When implemented the Strategy will result in:

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**Leanne Cover – CIT CEO**

**Phone Number: 62073107**

- Financial return to CIT to invest in modernising campuses, creating centres of excellence and investing in digital infrastructure.
  - Improved financial sustainability for CIT through reducing recurrent operational and maintenance costs.
  - Financial return to the ACT Government from the sale of surplus properties.
- The current spread of course delivery across many campuses is impacting on CIT's operational and financial efficiency and its ability to attract and retain students.
- The Strategy seeks to address this by consolidating activities, reducing the built footprint and expanding campus opportunities – this should ensure operational efficiency and financial sustainability by reducing recurrent operational and maintenance costs.

# **STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS**

## **MINISTER FOR HIGHER EDUCATION AND TRAINING**

### **ANNUAL REPORT HEARING 2015-16**

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SUBJECT: Future of Woden Campus      Division: CIT  
Output class:  
Page/s: 25

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#### **KEY MESSAGES:**

- Canberra Institute of Technology (CIT) will continue to accommodate the the Media, Music and Sound Department at CIT Woden until at least the end of 2017.
- A fit-for-purpose accommodation is being sought for the Media, Music and Sound Department and relocation will not occur until appropriate accommodation has been secured.
- A high level CIT Campus Modernisation Sub-committee has been established and will be looking at options for the Woden Campus site.
- Members of the sub-committee have been appointed by the Chief Minister and Minister for Higher Education and Training and include the Under Treasurer, the Director General Environment and Planning Directorate, the CIT Board Chair and CIT CEO.
- When options for suitable uses of CIT Woden are formulated the community will be consulted.

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#### **BACKGROUND INFORMATION**

- Development of CIT Tuggeranong prompted significant community discussion around the future of the Woden campus. Courses previously offered at Woden were moved to Reid, Bruce Tuggeranong and Fyshwick.
- Modern, quality learning spaces and facilities were constructed at CIT Reid and CIT Bruce for some program areas that were moved from CIT Woden in 2016.
- These new facilities include a state of the art nursing facility and new aged care and disability training environments that replicate real work settings at CIT Bruce, upgrades that were made possible with a \$1.8 million funding boost from the ACT Budget 2015-16.

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**Leanne Cover, CIT CEO**

**Phone Number: 6207 3107**



# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: CIT Information	Division: CIT
(2015 statistics)	Output class:
	Page/s: 23-24

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#### KEY MESSAGES:

#### HIGHLIGHTS FOR 2015

- Implementation of the CIT Governing Board on 1 July 2015
- CIT delivered 5.8 million training hours
- 14,805 students enrolled in vocational programs
- 8,170 students enrolled in commercial vocational programs (including international students)
- 748 self-identified Aboriginal and Torres Strait Islander Students
- 3,286 apprenticeships and traineeships
- CIT maintained very high student and employer satisfaction levels
- Winner 2015 ACT Large Registered Training Organisation of the year
- Expansion into cutting edge technologies for renewable energy, biometric technologies through massive open online learning (MOOC) and developing training to meet the needs of the National Disability Insurance Scheme
- CIT joining CBR Innovation as a foundation member to take a central role in innovation in the ACT and building individual and corporate capability

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#### BACKGROUND INFORMATION

##### Highlights for 2016

- Total enrolments are up 3.4 per cent to just under 31,000
- CIT has delivered over 5.3 million nominal hours of training
- International student enrolments are up 3.2 per cent
- CIT Stretch Reconciliation Action Plan launched October 2016
- CIT Board CIT Strategic Compass 2020 – Evolving Together launched July
- One-off funding to implement Strategic Compass new commitment projects (\$8 million)
- New CIT Tuggeranong campus opened July 2016

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**Leanne Cover, CIT CEO**

**Phone Number: 62073107**

- CIT was the most awarded RTO at the 2016 Australian Training Awards having received four student and industry awards including the Australian Apprentice of the Year.
- Large RTO of the year at the ACT Training Awards (tenth year).
- Eight VET mobility programs delivered for approximately 80 students across all colleges.
- CIT trades apprentices won five national industry awards in five different national industry competitions in a single year.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: CIT Governance - Strategic	Division: CIT
Impact of CIT Board	Output class:
	Page/s: 19-20

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#### KEY MESSAGES:

- The CIT Governing Board commenced on 1 July 2015.
- The Governing Board operates in accordance with the *Canberra Institute of Technology Act 1987* and the *Financial Management Act 1996*. It has nine members who, with the exception of the CEO, are appointed by the Minister. Members have significant knowledge and expertise in areas including industry, business, higher education, social policy, governance or the law.
- The governance arrangements are designed to enable CIT to meet the twin objectives of operating as a public provider and with a greater commercial and entrepreneurial focus.
- Most significantly, although outside the reporting period, the CIT Board launched the CIT Strategic Compass 2020 – Evolving Together in August 2016 setting the strategic direction for CIT.
- During 2015 the Board focused on understanding the complexities of the VET sector and the vital role CIT plays in the ACT and regional economy. The Board worked with consultants to identify opportunities to drive a strong business performance culture using data to underpin sound business decisions. Analysis of the value proposition of CIT, its competitors and market segments were also considered.

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#### BACKGROUND INFORMATION

- The CIT Board has been operating for over 18 months and during this time has made a significant strategic impact on CIT in endorsing a Board charter, recruiting a CEO, developing the campus modernisation strategy, defining CIT business development priorities, locally, nationally and internationally, establishing an Audit Risk and Finance Committee and a Business Development and Cultural Change Sub-Committee and approving collaborative projects for working with CIT Solutions.

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**Leanne Cover, CIT CEO**

**Phone Number: 62073107**

- To support the CIT Board to achieve the vision outlined in the Strategic Compass 2020, CIT has received National Partnership on Skills Reform funding of \$8,102,550 to deliver nine projects. CIT worked closely with Skills Canberra to secure funding for the Board's new projects and the Minister announced this funding in August 2016.
- Funding for the following projects has already been received by CIT:
  - CIT Australian Apprenticeships Skills Reform Project - \$2,815,550
  - CIT Customer Experience Journey Project - \$430,000
  - Business Development and Industry Partnerships - \$787,000
  - Evolve Together Project - \$280,000
- Funding for the remaining projects will be billed in two stages during 2016-17 and includes:
  - Product Innovation Fund - \$200,000
  - Innovative Learning Resources Project - \$625,000
  - Evolving Teaching Project - \$375,000
  - CIT Digitalisation Project - \$2,250,000
  - Structural Change Team - \$340,000
- The implementation of the projects is being monitored by the CIT Board.
- The CIT Board has been communicating these projects and the new direction of CIT to both internal and external stakeholders. These projects and the official opening of the high tech state-of-the-art CIT Tuggeranong Campus have seen an increase in the level of community expectation placed on CIT.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: Renewable Energy Training      Division: CIT  
              –CIT Centre of Excellence      Output class:  
    Page/s: 25

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#### KEY MESSAGES:

- CIT has developed and will start delivery of two programs for wind farm maintenance this year.
- A third course is under development – which includes a placement at a wind farm (Hornsedale, SA).
- CIT has commenced preparation to deliver training in solar PV installation and investigations into battery storage installation are also proceeding.
- CIT is working closely across ACT Government agencies in supporting the renewable energy initiatives with the intention of setting up ACT as the national and international leader in renewal energy.
- CIT has won federal funding, VET mobility grants, to send up to 10 students to Europe to look at renewable energy responses. This has been supported by NEOEN.

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#### BACKGROUND INFORMATION

- CIT's initial brief was to develop training for participants to achieve the Certificate IV in LS Generation (Wind). This was a result of a commercial in confidence agreement between ACT Government and NEOEN Ltd developed when NEOEN won the first reverse auction to provide renewable energy to ACT.
- CIT signed a funding agreement with NEOEN where NEOEN provides CIT with \$250,000 per year for 20 years to develop and deliver wind farm maintenance training. \$150,000 of this funding is to go directly to students, unless otherwise agreed. This funding is overseen by the CIT Renewable Skills Centre of Excellence Board. Members include industry, ACT Government and CIT.

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**Leanne Cover, CIT CEO**

**Phone Number: 6207 3107**

- Since the funding agreement was signed the forecasted demand for wind turbine maintenance workers in ACT region has dropped significantly as new wind farms will not be constructed in this region (advice from Skills Canberra, 3 Feb 2017).
- CIT is looking at incorporating solar PV installation and battery training in current electrical training, and is placing itself to be ready to do so once it is clear what accreditation is necessary to install battery storage.
- Nationally accredited units of competency for installing battery storage are expected to be available in March 2017, until then the only endorsement available is from Clean Energy Council (CEC).
- ACT Government Safety Management and Installation Guide (SMI) requires electricians to have CEC accreditation and storage endorsement. Environment and Planning Directorate did advise that the SMI would be updated to include other accreditation, but to date it has not.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT:	Australian Apprenticeship	Division: CIT
	Quality Improvement and	Output class:
	Sustainability Project	Page/s: 26

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#### KEY MESSAGES:

- In 2015 CIT undertook an Australian Apprenticeship project which resulted in several key findings across the themes: people, service delivery, systems and processes, technology, and opportunities and partnerships.
  - The project identified a number of changes required to enable CIT to fully transition to the ACT's revised user choice model, including the need for greater flexibility in program delivery and enhanced access for students and employers to students' records and academic progress.
  - The findings from this project informed a second Australian Apprenticeship Project, which is currently trialling and implementing a range of enhancements to ICT systems and processes.
  - The new project will result in increased market share of ACT apprentices, improved compliance through timely reporting, secure apprentice funding allocation and improved customer experience for apprentices and employers.
  - The outcomes of this project will also enable CIT to operate more effectively in an environment of greater competition while ensuring quality of delivery in high risk and licensed trades. This will also ensure that CIT continues to meet the needs of the ACT economy.
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#### BACKGROUND INFORMATION

- In 2015 Skills Canberra engaged CIT to undertake two projects to develop a simplified and streamlined model for training Australian Apprenticeships.

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**Leanne Cover, CIT CEO**

**Phone Number: 6207 3107**

- The new project is looking at system updates to ensure increased interoperability between Skills Canberra and CIT systems. This also includes participation in the trial of the My Profiling online tool to track ACT apprentice and trainee on- and off-the-job activity.
- Local employers and CIT apprentices and trainees are being engaged through the trials in 2017 to ensure improvements are benefiting the customer experience and skills needs of the ACT region's economy.



# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: International Students	Division: CIT
	Output class:
	Page/s: 26

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#### KEY MESSAGES:

- Inbound international students (in both mainstream programs or English Language Programs) continues to be an important element of CIT's student cohort.
- There were 938 international students in 2015 and 1,571 enrolments compared with 1,016 students and 2,040 enrolments in 2014 (2016 saw a slight increase in enrolments while the number of students remained steady).
- In 2015 CIT catered for students from 87 countries with the top three countries being South Korea, Bhutan and Saudi Arabia.
- International student VET enrolments at CIT grew against declines in other states and territory TAFEs.
- CIT continues to be an active supporting member of Study Canberra.

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#### BACKGROUND INFORMATION

- Targeted marketing for both courses and in specific countries contributed to growth in 2016.
- Total international student VET enrolments in 2016 increased by 7.6 per cent from 68 countries.
- Top three source countries 2016 Bhutan, Philippines and South Korea.
- Areas of study, Culinary, Children's Education and Care and Health Services.
- 2017 will be a consolidation of growth and planned new program offerings to maintain interest from the highly competitive VET market.

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**Leanne Cover, CIT CEO**

**Phone Number: 6207 3107**

- Changes in 2017 to ESOS Act and National Code of Practice will follow the new International Strategy where the focus is on a positive outcome for all international students choosing to study in Australia.

# STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

## MINISTER FOR HIGHER EDUCATION AND TRAINING

### ANNUAL REPORT HEARING 2015-16

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SUBJECT: Satisfaction Surveys

Division: CIT

Output class:

Page/s: 23

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#### KEY MESSAGES:

- As a Registered Training Organisation (RTO) CIT is required to report annually to the Australian Skills Quality Authority (ASQA) on a set of quality indicators including Learner Engagement and Employer Satisfaction. The third indicator is competency completion.
- The Learner Engagement survey collects feedback from students on the extent to which learners are engaging in activities likely to promote high-quality skill outcomes and competency development.
- Overall 91.6 per cent of students surveyed were satisfied with the training at CIT in 2016 (compared to 93.1 per cent in 2015).
- 1,603 CIT students responded to the survey between 22 August and 16 September 2016 (compared to 1,934 CIT students in 2015).
- The Employer Satisfaction Survey collects feedback from employers of CIT apprentices and trainees focused on competency development as well as training and assessment quality.
- Overall 85.1 per cent of employers surveyed in 2016 were satisfied with the training provided at CIT (compared to 87.5 in 2015).
- 560 employers responded with employer satisfaction at 85.1 per cent (compared to 640 responses in 2015)

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Leanne Cover, CIT CEO

Phone Number: 62073107

- All RTOs are required to report these statistics to ASQA who monitor them. RTOs prepare improvement actions for any issues identified as a result of the surveys.

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## **BACKGROUND INFORMATION**

- The Learner Survey has been designed by the Australian Council for Educational Research (ACER) to collect feedback from students relating to learner engagement.
- The Survey is an opportunity for CIT students to provide feedback about their learning and experiences at CIT. Survey results are used to help improve the services and facilities.

## Notes pertaining to annual reports hearings March 2017 - TFA

- 1 To ensure the training programs funded by the Authority are conducted in accordance with the functions of the Authority, The Authority conduct audits of funded training programs. The number if Audits conducted in 2015-16 was 28. This is a 12% increase above the audit target of 25 and occurred due to an increase in the number of training programs conducted by Registered Training Organisation.
- 2 To ensure the funding available for approved training programs is sufficiently budgeted the Authority expected to budget \$2.85M in training program expenses. In 2015-16 the Authority expended \$662,351, more than its target on training programs. Training program expenses represent training rebates and employer incentive payments. The value of employer incentive payments was higher than the previous year due to additional apprenticeship employer incentives programs in nominated skills shortage trades being offered by the Authority.
- 3 The Authority continues to fund entry level placements each year to Group training Organisation with ACT registered apprentices. The target for 2015-16 was 350 entry level placements. The Authority funded 341 placements for GTO's.
- 4 Funding of rebates for training outcomes for existing workers is undertaken in accordance with the approved training outlined in the annual training plan. The 2015-16 original target was for training funding for 6000 existing worker positions across the industry. The Authority funded 9135 existing worker positions. This represents an increase of target of 3,135 approved training positons for existing workers. The increase is due to the authority receiving and funding a higher number of training program applications and a higher number of existing workers completing approved training programs.
- 5 The Authority's total income in 2015-16 was \$4.309 M which was \$431K higher than the previous financial year. This was due to training levy payments from continuing activity from civil construction sector and multi-unit developments commencing in 2015-16.
- 6 The authority's expenditure in 2015-16 was \$4.208M This expenditure represented a decrease in expenditure of \$874K on the 2014-15 of financial year due to reduction in the overall number of applicants seeking rebated training in the regulated Asbestos Awareness training. The regulation introduced in 2014-15 required all existing workers to be trained in the Asbestos Awareness qualification.
- 7 Expenditure for Access and Equity Funds (2015-16) was \$135K in 2015-16. This is a further increase of funds from the previous year being \$107K, Funds were expended to

support incentives for employers of Aboriginal and Torres Strait islander's apprentices, and women in non-traditional vocational trades.

- 8      \$47,000.00 for women in non-traditional trades, (2015-16) up from \$32K in 2014-15
- 9      \$63,000.00 for indigenous incentives apprenticeship incentives (2015-16) a slight increase on \$62,000.00 in 2014-15