

**TAFE NSW Teachers
& Related Employees**
Enterprise Agreement 2015
Meeting 1: 21 & 22 July 2015
The TAFE NSW areas of interest



1.1



TAFE NSW
TRANSFORMATION

Our purpose is to build a better future for TAFE NSW

We all have a role to play in working together to build a successful TAFE NSW for the future.



TAFE NSW will make a fair and reasonable offer for Teachers and Related Employees



TAFE NSW needs a modern workplace with a flexible workforce that is responsive to our students, industry, employers and the community



TAFE NSW is committed to a constructive, transparent and fair bargaining process for all our staff groups

The VET Environment has changed



Our students, employers and the community have choice over who they select as their training provider



Smart and Skilled is in place and Institutes are paid by the number of students who enrol and complete



What students, employers and the community demand and how they want training delivered has changed

TAFE NSW's key issues for this enterprise agreement

OUR FOCUS

- Ensuring TAFE NSW meets the needs of students, employers and the community
- Competitive and sustainable organisation within the contemporary VET sector
- Meeting current and future business requirements
- Ensuring a modern, responsive and diverse workforce that values our people.

OUR CONSIDERATIONS

- The current VET environment and our employment conditions
- The NSW Government Wages Policy
- The success of the trial of the classifications of Head Teacher Band 3, Assessor and Educational Support Officer.
- That our recommendations satisfy the Better Off Overall Test and comply with the Fair Work Act.

OUR GOAL

- A sustainable workforce model that is fit for purpose.

TAFE IS ESSENTIAL TO NSW

The TAFE NSW brand and teaching quality is as strong as ever

TAFE NSW is an economic driver
for NSW

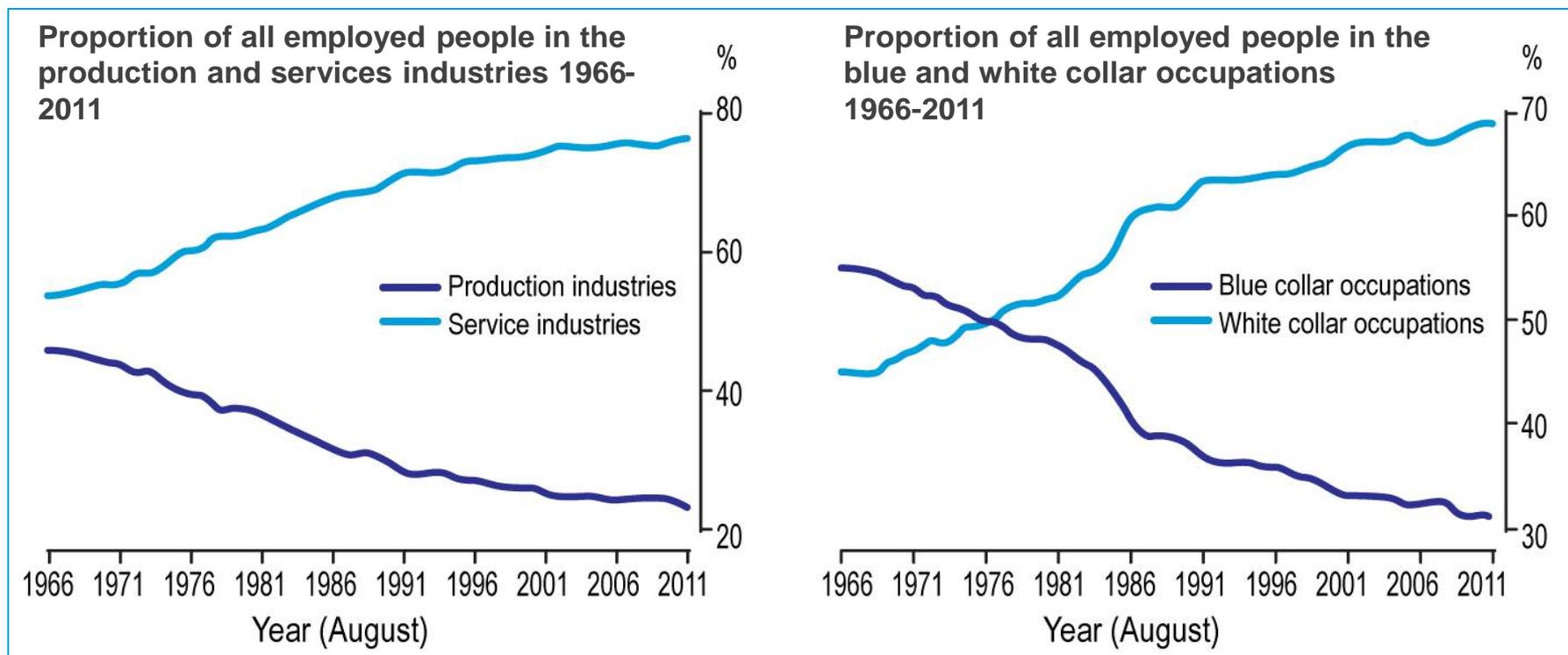
- Critical to local economies state-wide.
- Sets the quality standards.
- Creates a tertiary-qualified local community.
- Delivers in and for regional NSW.
- Trains the expensive 'high-end' courses that NSW needs, e.g. Aviation Skills.
- Innovates in course delivery and serious partnerships with industry.
- Helps create sustainable communities.



CHANGE IS REAL AND HAPPENING

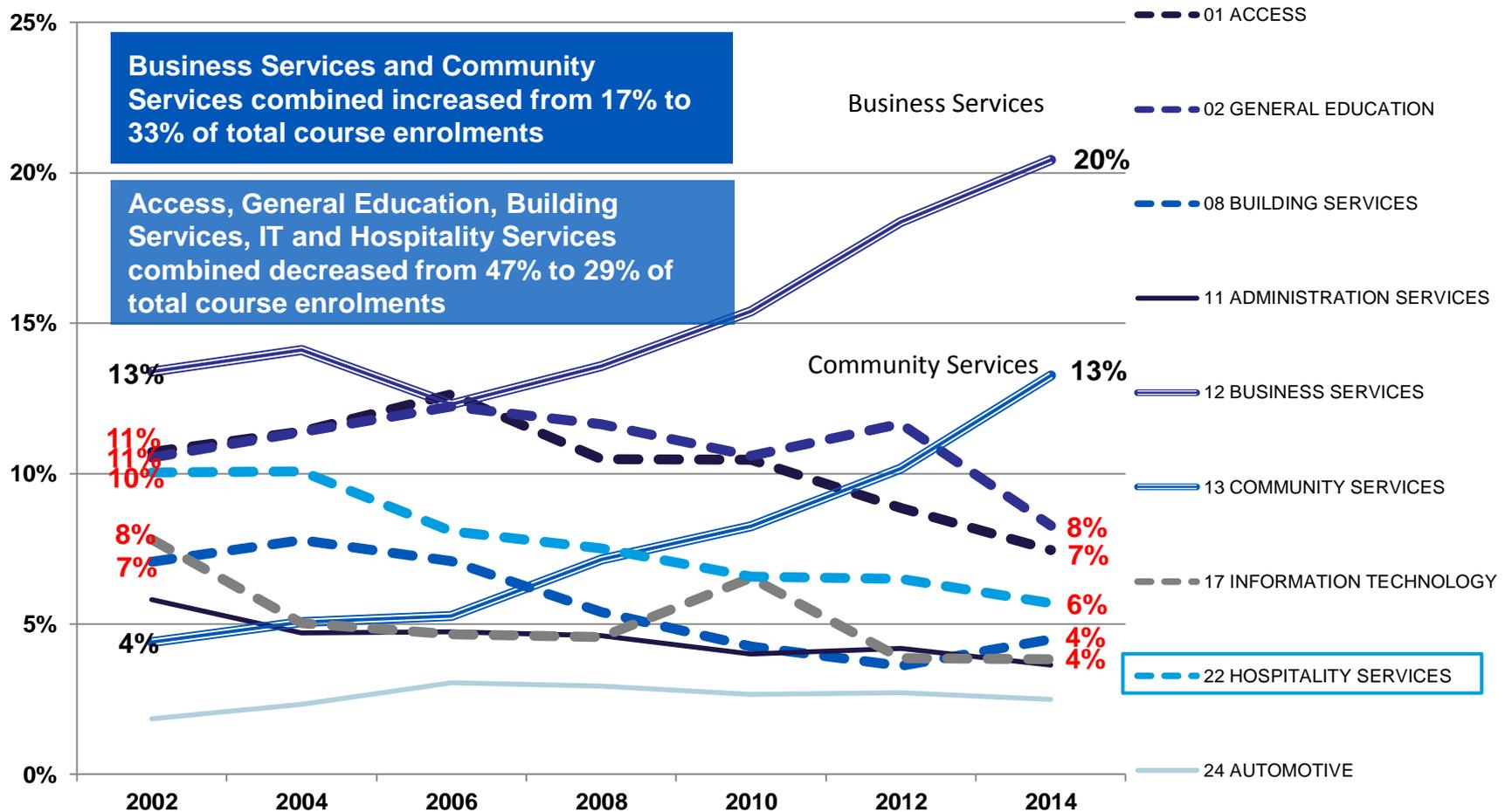
The very nature of work is changing dramatically

- What students and employers **DEMAND** of education is changing
- The domestic impact of technology on the average Australian worker will be profound, with modelling suggesting **almost five million jobs face a high probability of being replaced in the next decade or two**



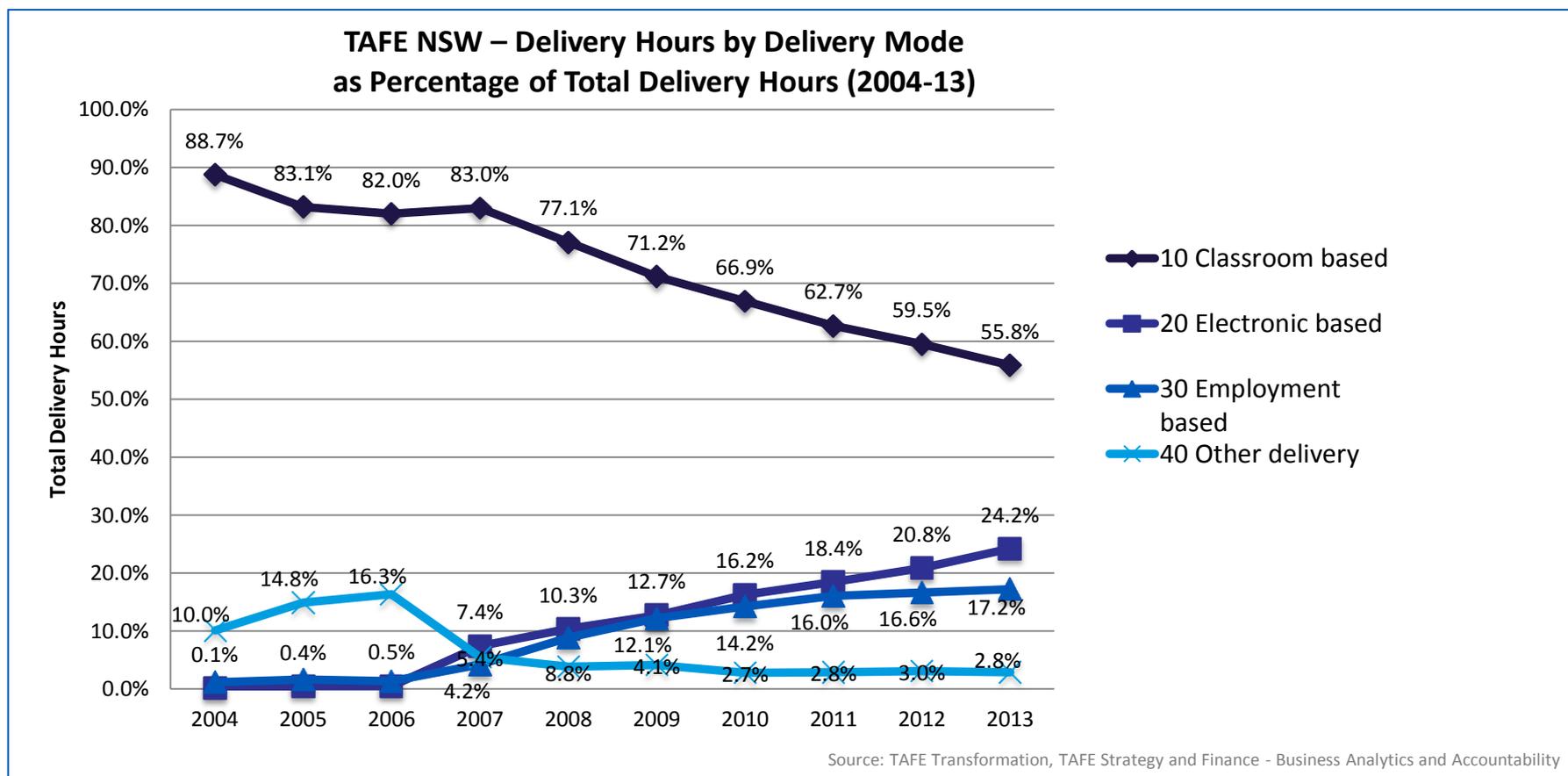
WHAT TAFE NSW DELIVERS IS CHANGING DRAMATICALLY

TAFE NSW Total Enrolments by Industry (2002-2014)



COURSE DELIVERY

Already changing, but we're not speeding up to meet the demand



“FUTURE TAFE” BUSINESS MODEL

Will better meet the needs of students, employers and the people of NSW

TODAY

TAFE NSW TODAY

- Largely class-room based, on-campus delivery, fixed locations, set times/days, limited flexibility.
- Largely centrally funded by govt.
- Focuses on attracting traditional VET market.
- Deeply trusted by community to further NSW social needs; known for quality.
- Traditional model – ‘You come to us’
- Talented and passionate workforce but inflexible workplace arrangements.
- Operates as a government department.

FUTURE

PROVIDER OF CHOICE

- More convenient access to training through better technology and face-to-face learning, on demand, after hours and all year around.
- Winning students’ and business custom.
- Grow fee-for-service, industry, international, online and higher education business.
- Deeply trusted by community to further NSW social needs with explicit Community Service Obligations; known for quality.
- Fit-for purpose campuses, more modern and convenient access to training through a mix of digital technology, workplaces, pop-up classrooms, on-campus.
- Modern workplace with a flexible, talented, passionate engaged workforce; satisfying careers, opportunities for career development.
- More autonomous business decisions, financially stronger institutes, better able to respond to changing needs of students and employers.

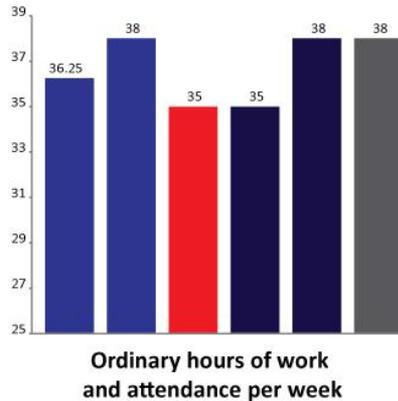
Our context in a competitive VET sector

We analysed how competitive we are when compared to private VET providers and other Australian TAFEs. The data showed:

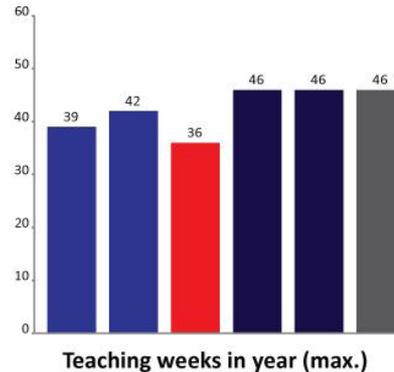
- TAFE NSW teaching wage costs are currently 36 to 70% more than competitors paying under the Modern Award.
- TAFE NSW teaching per hour face-to-face/teaching wages are between 120% and 176% higher than the Modern Award and between 27% and 69% higher than other Australian TAFEs.
- Compared to NSW secondary school teachers, TAFE NSW teachers teach 4 weeks less a year.

How does TAFE NSW compare to other VET providers?

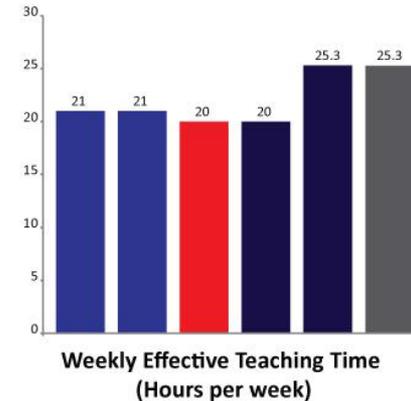
Work less weekly hours



Work fewer teaching weeks



Work less face-to-face hours

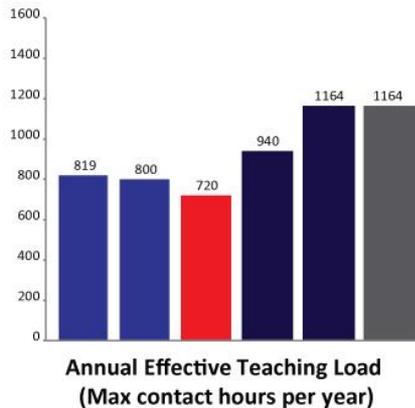


■ Other Australian TAFE's
 ■ TAFE NSW
 ■ Private VET providers
 ■ Modern Award

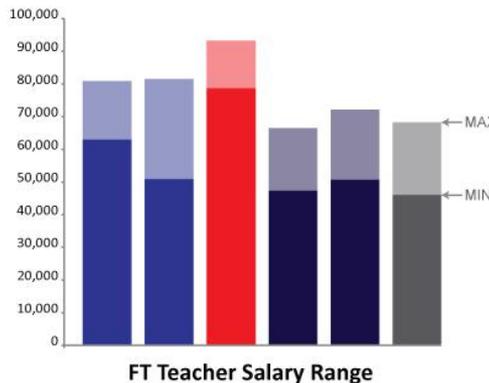
* Other Australian TAFE's include TAFE Queensland and TAFE Victoria; Private VET providers include Think Education Group and Navitas Sydney

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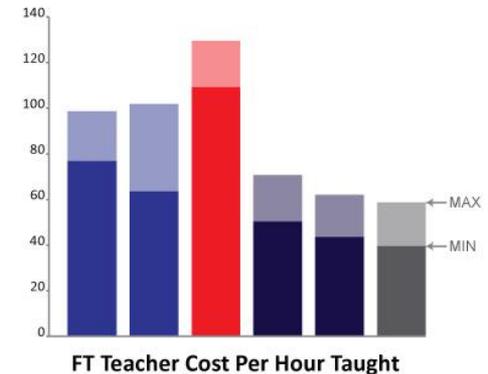
Lower effective teaching load



Full time teacher salaries are higher



Cost per face-to-face hour is higher



■ Other Australian TAFE's
 ■ TAFE NSW
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What if we don't respond?

It will continue to result in:

- Lost enrolments
- Decreased revenue
- Decreased new and existing business with industry and employer groups
- Less job opportunities for our employees.

We must respond to ensure we maintain market share in a highly competitive VET sector.

TAFE NSW's areas of interest



Diversity in the workforce to bring a broad range of perspectives, ideas and insights for the future



A responsive and agile workforce that can adapt to meet the changing needs of our students, employers and the community



Cost competitiveness and the ability to grow our revenue in a highly competitive VET market



A fair and reasonable offer that incorporates reform to create **more job opportunities for the future**

We believe that a number of areas of reform will be required to respond to these.

