

TAFE NSW Administrative, Support & Related Employees Enterprise Agreement 2015 Meeting 3: 16 & 17 July 2015



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TAFE NSW

TRANSFORMATION

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

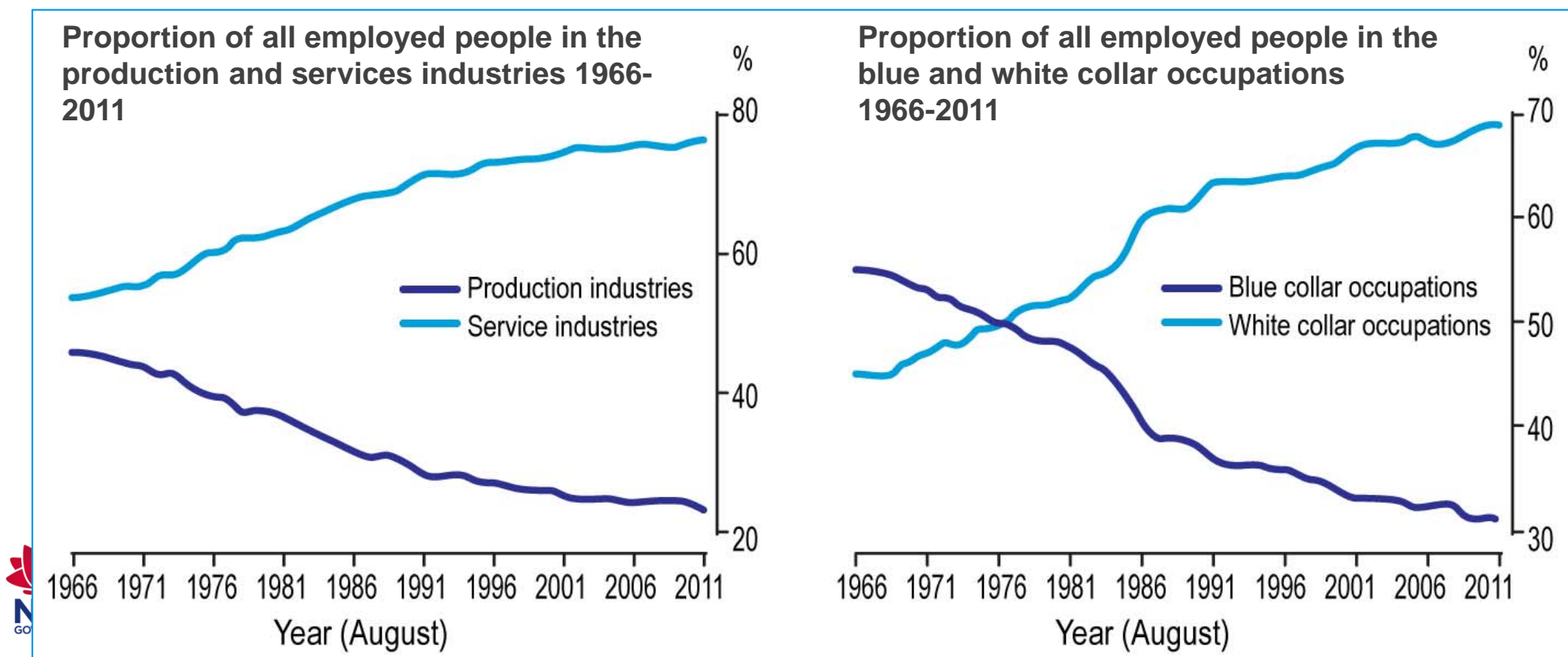
- Critical to local economies state-wide.
- Sets the quality standards.
- Creates a tertiary-qualified local community.
- Delivers in and for regional NSW.
- Trains the expensive 'high-end' courses that NSW needs, e.g. Aviation Skills.
- Innovates in course delivery and serious partnerships with industry.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



CHANGE IS REAL & HAPPENING

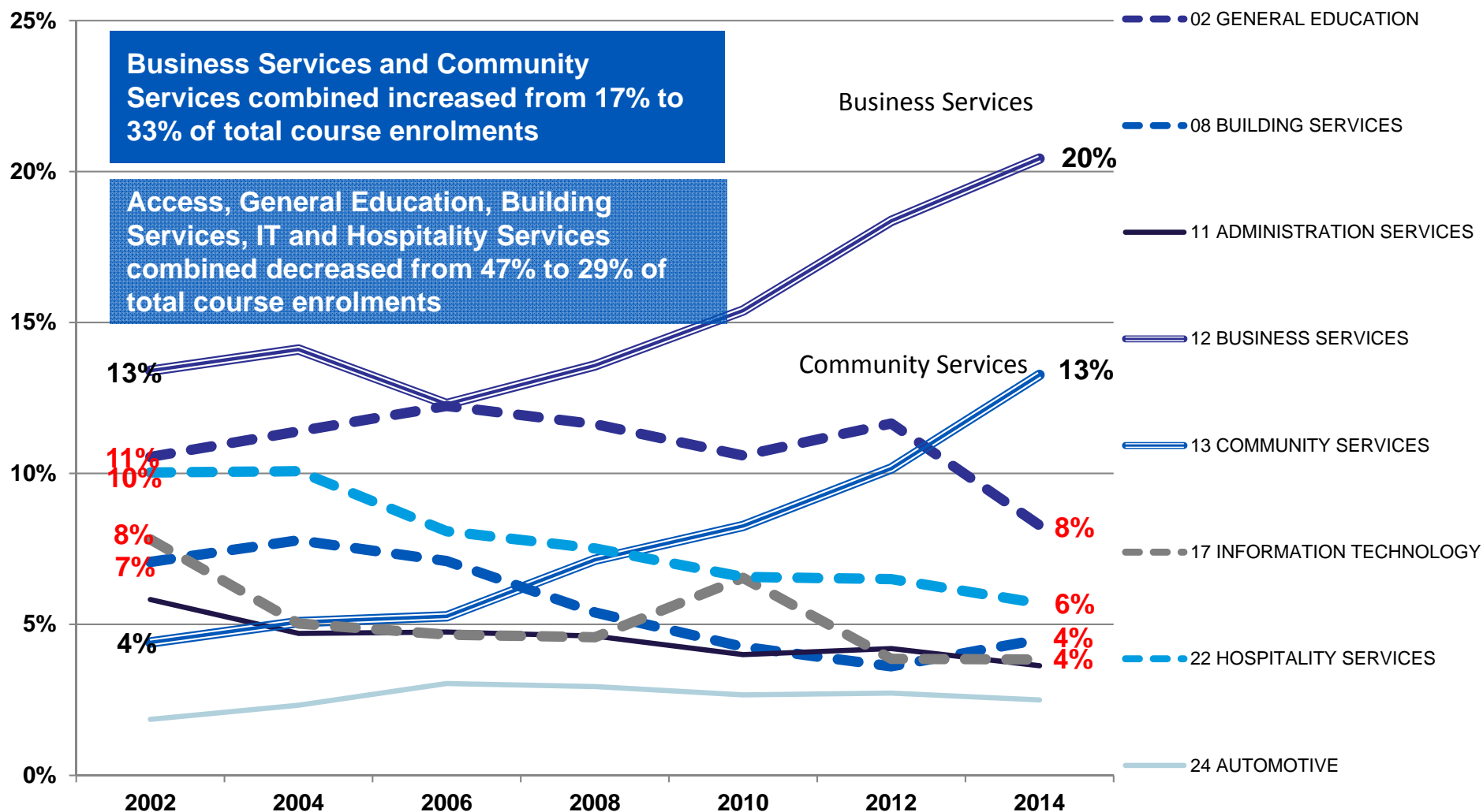
The very nature of work is changing dramatically

- 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**



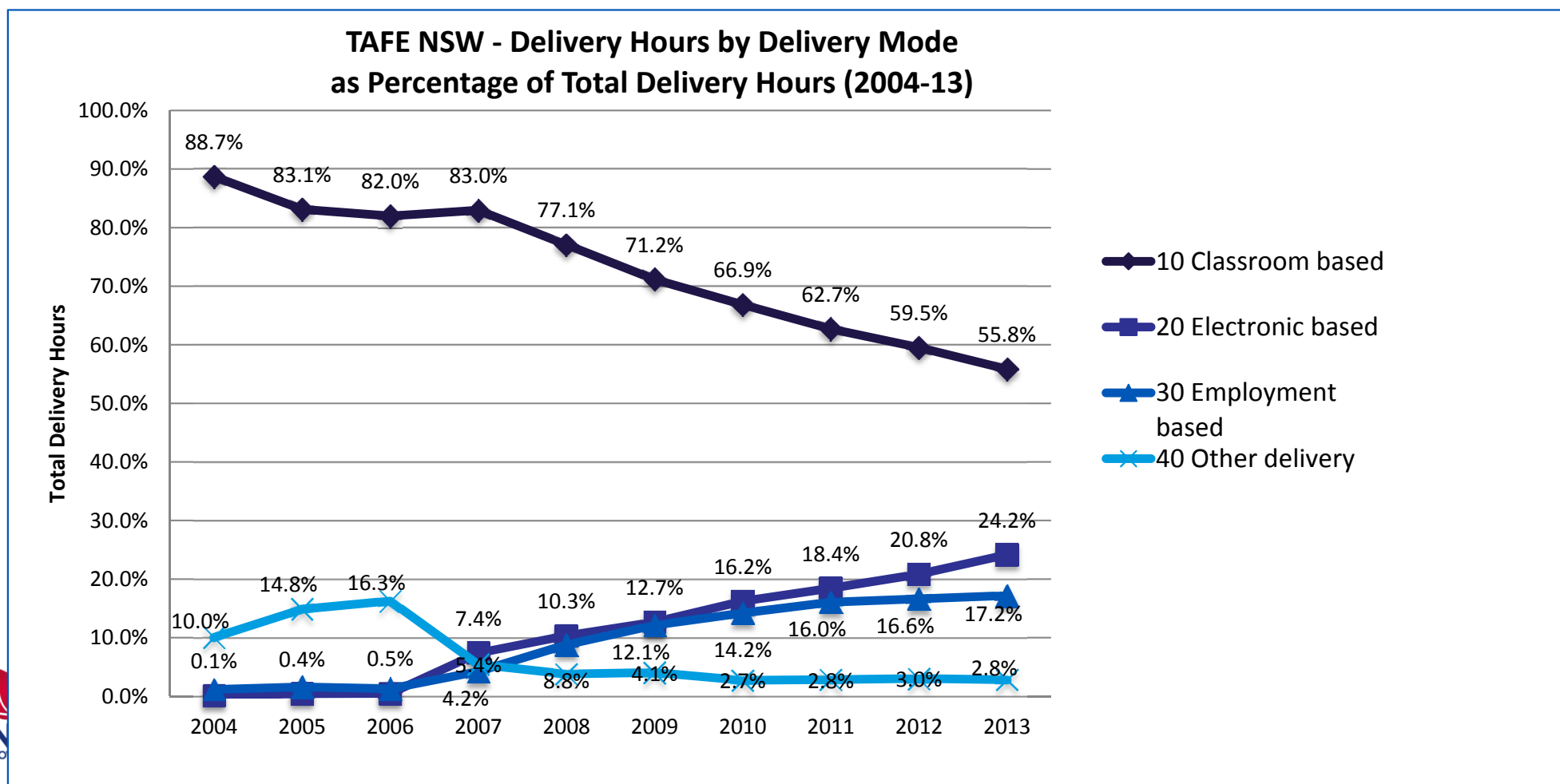
WHAT TAFE NSW DELIVERS IS CHANGING DRAMATICALLY

TAFE NSW Total Enrolments by Industry (2002-2014)

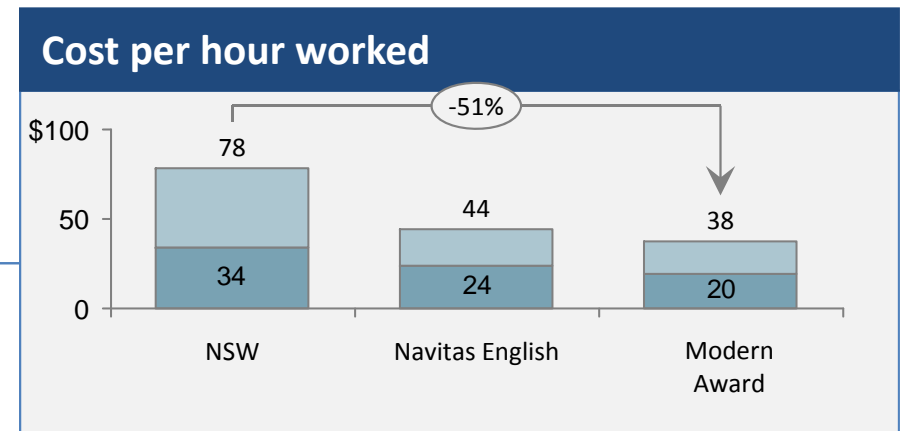
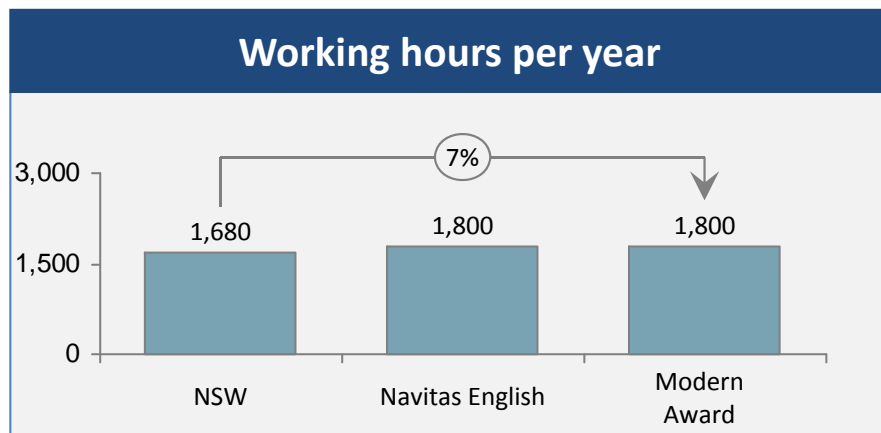
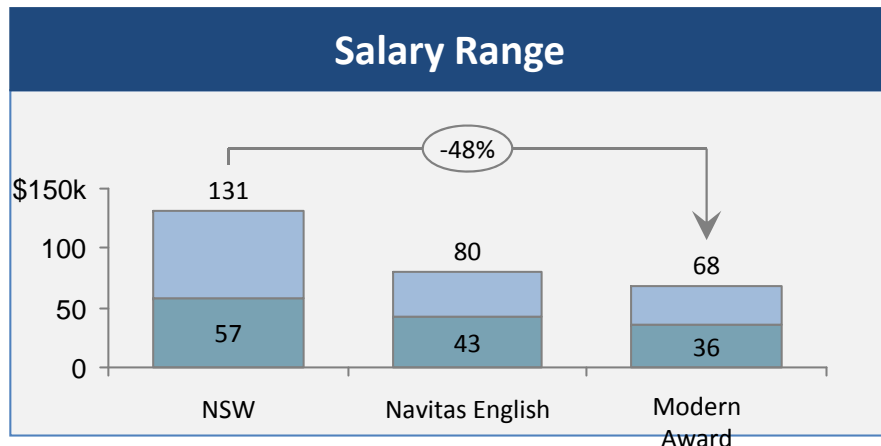


COURSE DELIVERY

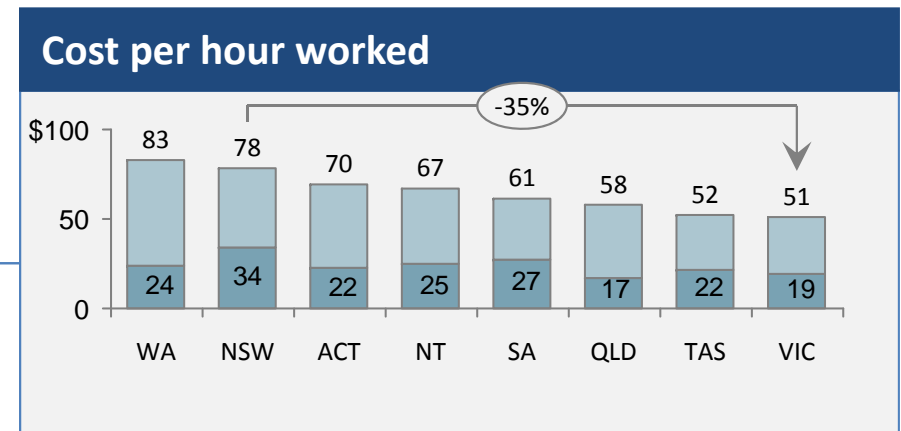
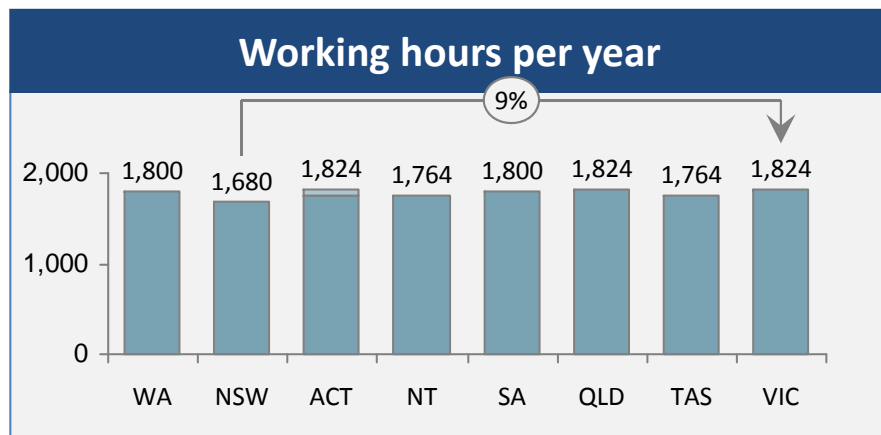
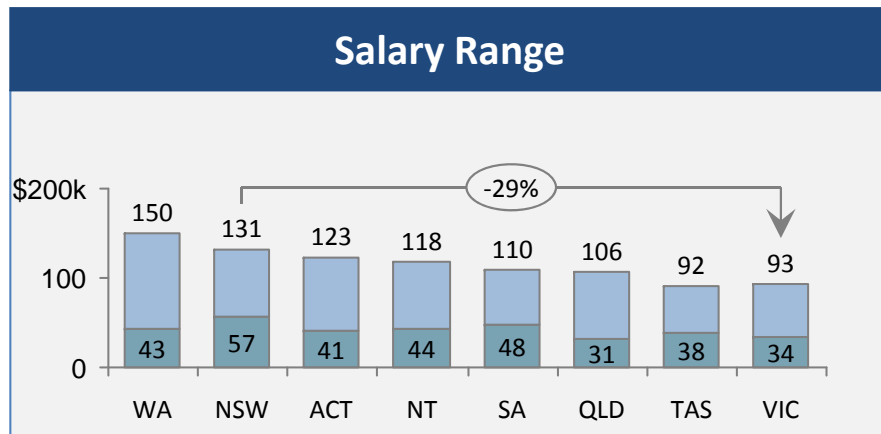
Already changing, but we're not speeding up to meet the demand



TAFE NSW admin staff are up to 50% higher cost than private providers



TAFE NSW admin staff are up to 35% higher cost than most other Australian TAFEs



“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.

How do we get to the future?

We want to face these challenges with staff to achieve:

- **A workforce with a more simple and modern structure** that provides our people with flexible career opportunities and enables us to operate more effectively.
- **A modern work place** with a more flexible, customer-focused workforce.
- A workforce with the **right mix of jobs to needs of our customers** including students, industry, employers and the community.
- An approach that provides **a modern way to value and pay** our people.
- An empowered, motivated and proud workforce who feel engaged and accountable to deliver a **high quality customer experience**.
- An organisation that provides satisfying careers and the **opportunity to learn and grow**.
- **Be cost competitive** and able to grow our revenue from enrolments and industry partnerships in a highly competitive VET market