

Welcome to

Bendigo Kangan Institute

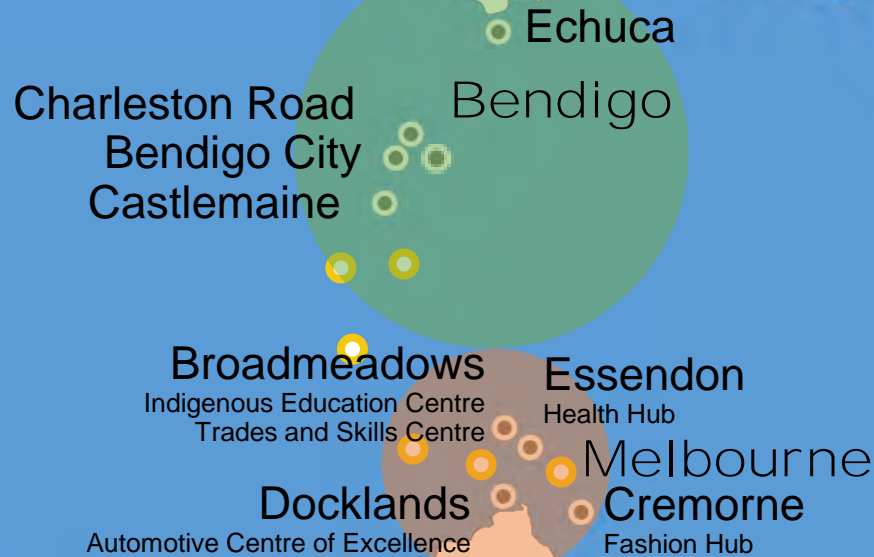
Leadership through crisis
Transforming our TAFE



Who and where we are



TAFE
Campuses



● Correctional facilities

#EmbraceEquity



GENDER EQUALITY ACTION PLAN 2022 - 2025



Our Gender Equality Vision:

We continue to grow as an ethics driven organisation, with equality at the heart.



Madison Giordano - Finalist 2022 Victorian Training Awards' Apprentice of the Year. Certificate III in Heavy Commercial Vehicle Mechanical Technology.



Shivohn Carroll - Certificate III in Motorsport Technology - worked in pitlanes at various motorsport competitions.

Build a future in construction



The Kan Build construction starter program helps women get the know-how to be worksite-ready

Why we needed to transform

WE ARE HERE

COVID



2014
Bendigo TAFE and Kangan Institute merger

2015
IBAC investigation

2017
Financial Sustainability challenges

2018-2019
Major industrial dispute

2019
20>25 Strategy launched and review of operations commenced

2021
North Star transformation journey kicks off

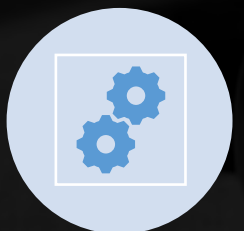
2023
North Star transformation program finalised



ASPECTS OF MERGER UNRESOLVED = SILOED OPERATIONS



LOW STAFF ENGAGEMENT AND HIGH EXECUTIVE TURNOVER



INEFFICIENCY DUE TO HIGHLY MANUAL PROCESSES AND LACK OF DATA



BROKEN OR NONEXISTENT SYSTEMS



OUTDATED EDUCATION DELIVERY MODEL



COMPLIANCE DEFICIENCIES

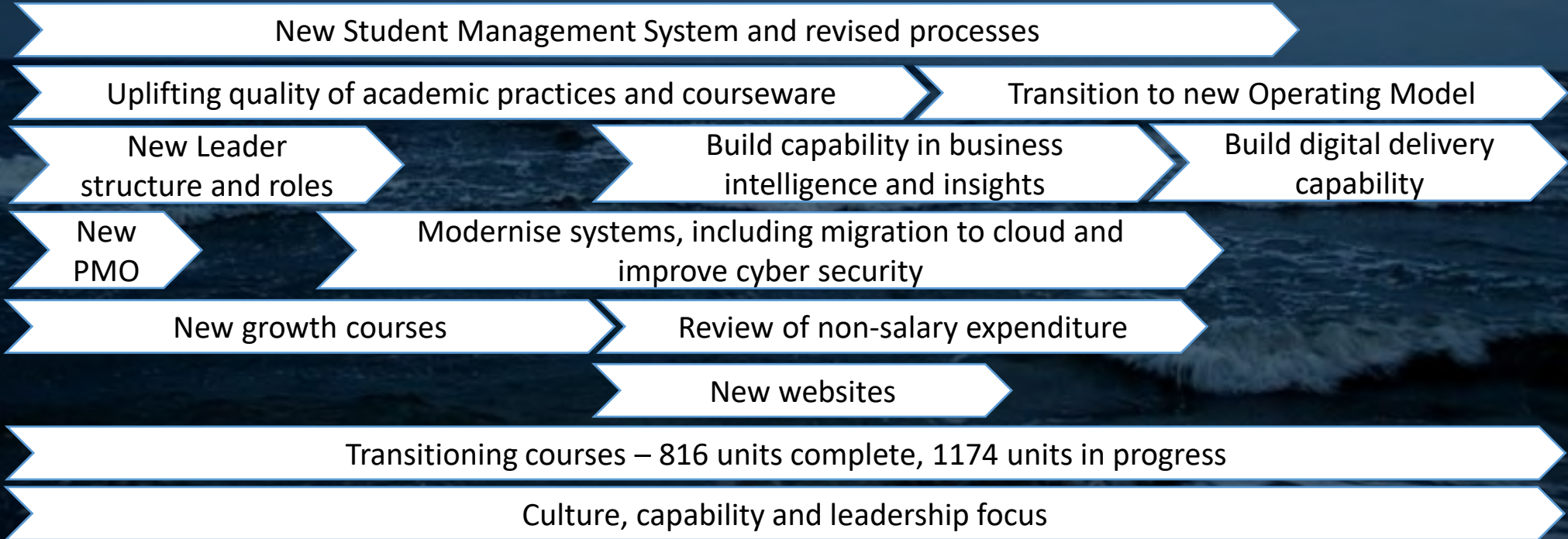
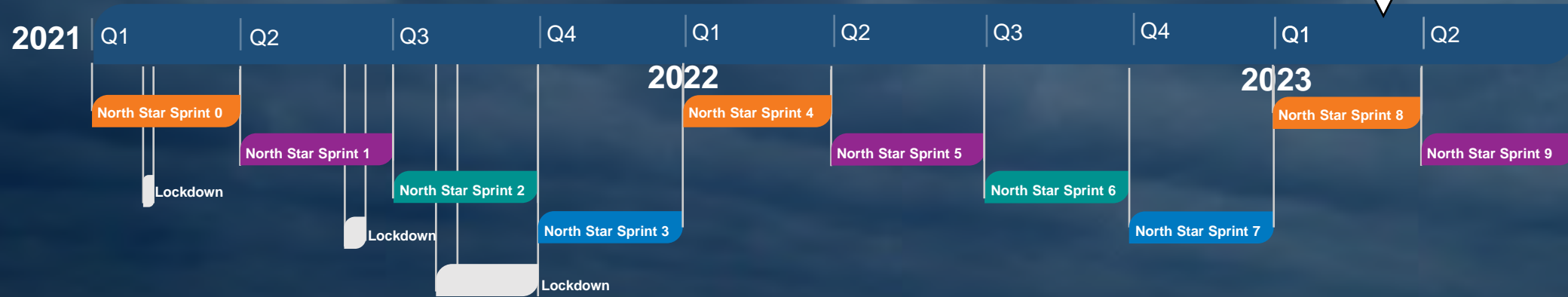


EXPENDITURE OUTPACING REVENUE

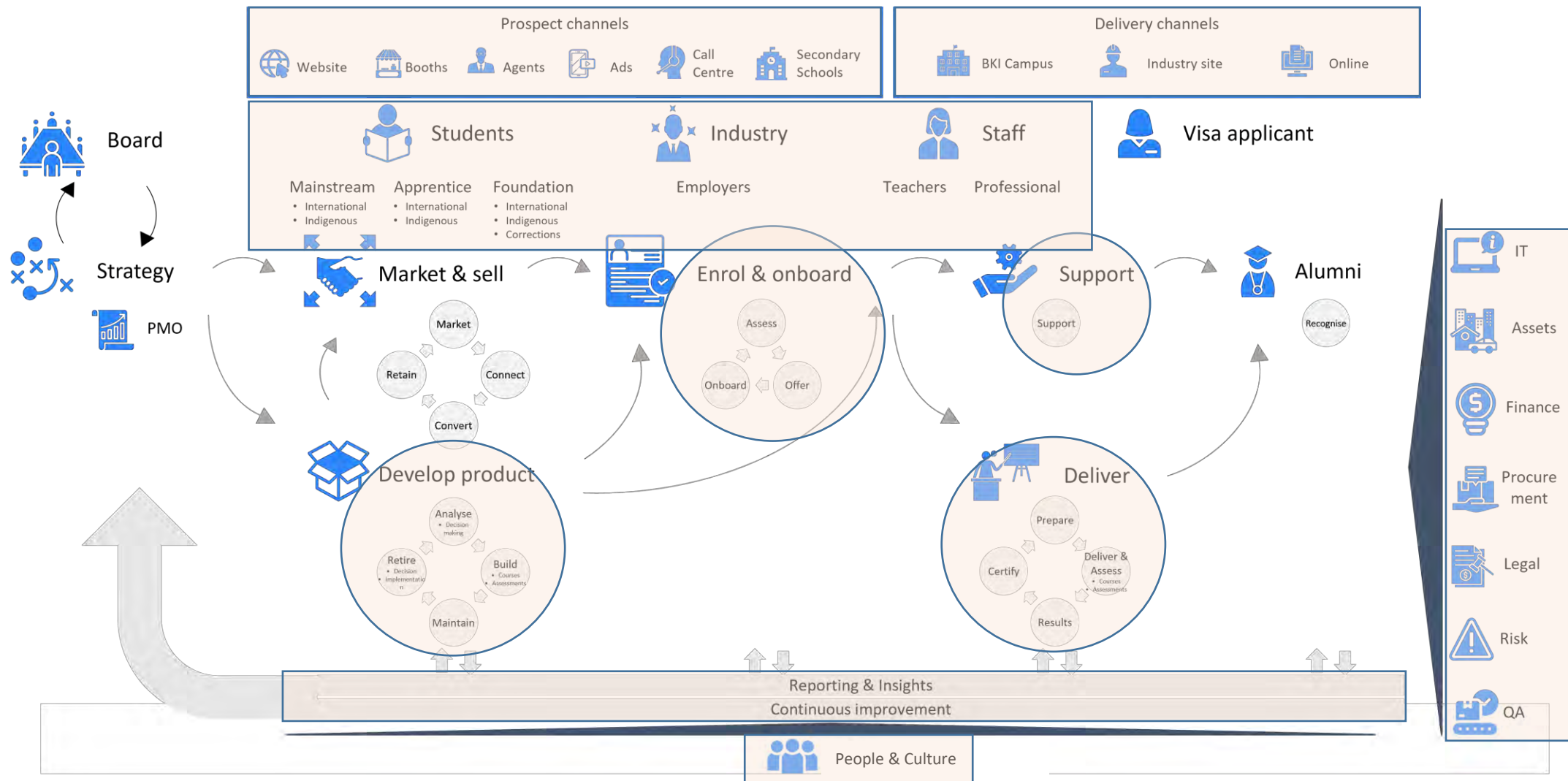
Transforming in the world's most locked-down city



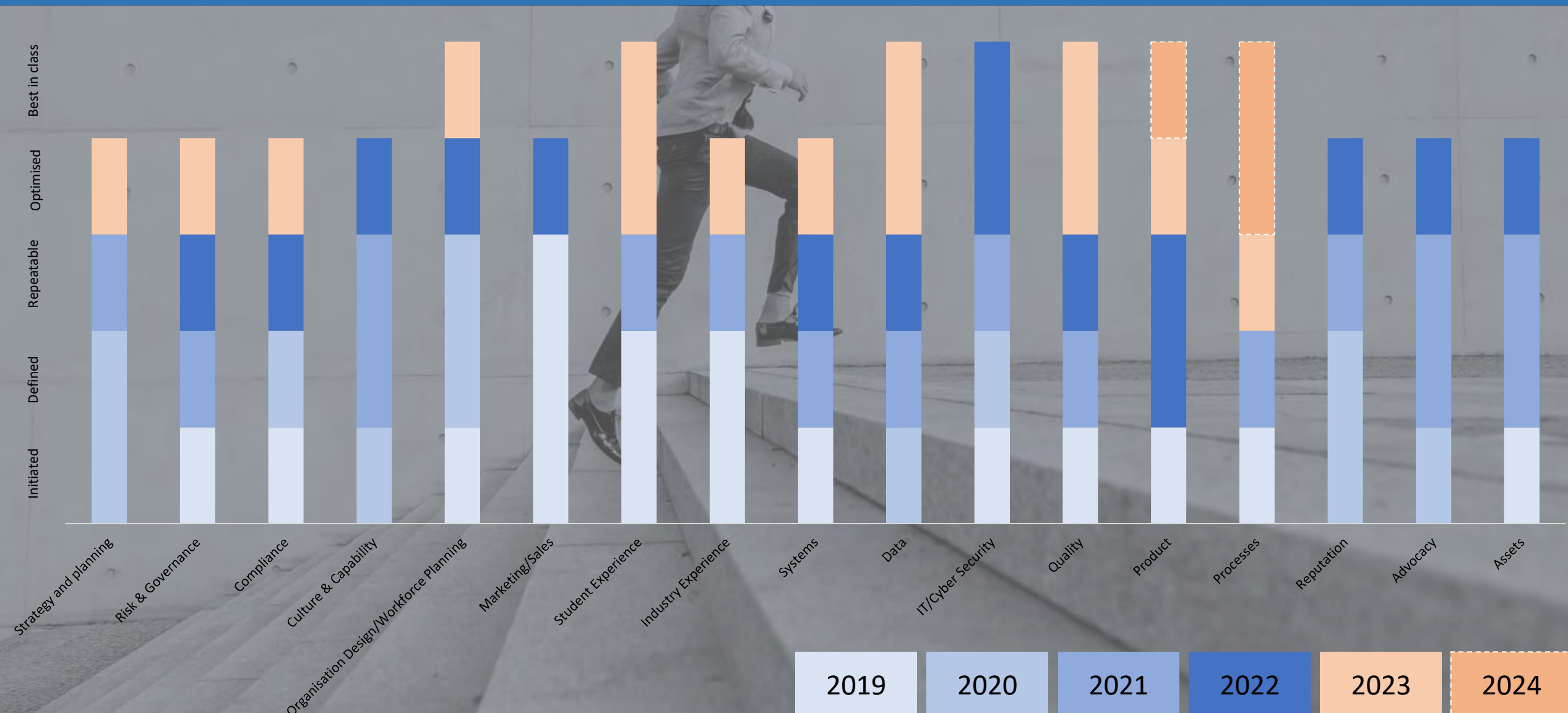
WE ARE HERE



Optimised for efficiency and a better student experience

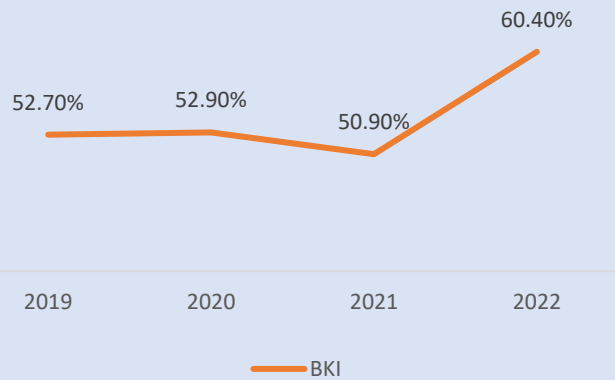


A stronger TAFE is emerging

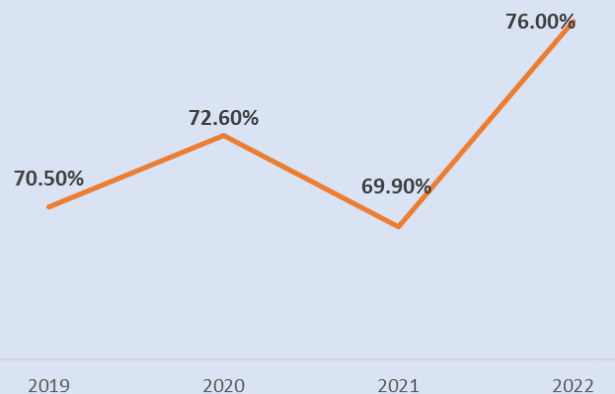


And the results are starting to show...

VET students with an improved employment status after training



VET students with a positive perception of teaching



Australia's Large Training Provider of the Year 2022

AUSTRALIAN
TRAINING
AWARDS



Reflections



Perfect is the enemy of good



You have to believe in the change – this should be a selection criteria for team members too



There is never a right time to transform – resist the temptation to delay or scale back. Forward progress is key.



People are far more capable of change than they believe – they often underestimate what's possible but can get there with encouragement and clear direction



Build your benefits capability early – it will hold you in good stead throughout



Get your governance right early – this ensures consistency in decision making



Tap into latent capacity within the organisation – it's there!



Transformation is ultimately about culture change – ensure you monitor it regularly



The CEO's role is to make it safe to fail and provide running cover

Thank you



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