Connecting students, industry and skills
CDU Vocational Education and Training Plan 2017-2019
The VET Plan’s Foundations

The VET Plan 2017-2019 encompasses overarching objectives that frame strategic outlook and day-to-day operations of VET at CDU.

The Northern Territory’s social and economic development relies on our work in skills formation and skills deepening. What we do makes a difference to thousands of individual futures in the capital, in regional areas, and in remote and very remote communities.

VET at CDU plays a key role in realising the objectives of Charles Darwin University’s Strategic Plan – Connect Discover Grow. The VET Plan 2017-2019 harnesses our capabilities to meet Connect Discover Grow’s fundamental undertakings: to provide transformative learning, to enhance global recognition of CDU’s Indigenous leadership, to engage with our region, to internationalise our delivery, and to extend the reach of CDU’s research outputs.

VET at CDU will redouble its emphasis on creating enduring training partnerships with industry. Employers are key stakeholders who inform the design and delivery of every qualification, skillset and unit of competency we offer.

VET at CDU will continue to respond to vocational education and training policy objectives and programs endorsed by the Northern Territory and Australian governments. Innovative, high-quality, work-ready training will characterise our responses.

Student outcomes and the student experience motivate our planning and our practice. We will continuously evaluate our performance in student learning outcomes, student engagement and student support. We will adapt our practice to increase retention and completion rates. Our skilled and knowledgeable graduates will shape the future.

Four strategic priorities drive the VET Plan 2017-2019

**Strategic Priority 1: Student learning guides innovation and underpins growth**
Student learning is our core business. We will adapt educational design, learning and teaching practice, and student support so that student learning outcomes define who we are and what we do.

**Strategic Priority 2: Linking skills and prosperity for Indigenous Australians and their communities**
VET at CDU will actively engage with Indigenous Australians to shape skills development in ways that are culturally appropriate, meaningful and productive.

**Strategic Priority 3: Working with industry to shape our region’s future**
Industry skill needs set our training agenda. Working closely with industry, we will seek feedback and encourage partnerships that make valued contributions to our region’s economic and social outlook.

**Strategic Priority 4: Strengthen and extend CDU’s VET capability**
The capabilities of our people will steer the VET Plan 2017-2019 to success. It is our teachers, managers, support staff and leaders who secure learning outcomes, run systems, meet challenges, create opportunities.
Student learning is our core business. We will adapt educational design, learning and teaching practice, and student support so that student learning outcomes define who we are and what we do.

Our commitments
Decision-making about profile planning, educational design, training delivery, student experience and student support will rely on active benchmarking and engagement with industry, communities and government.

We will:

→ implement a rigorous, ongoing stakeholder engagement strategy and plan
→ implement a strategy and plan for benchmarking with other VET providers.

VET at CDU will redesign learning, teaching and student support services so the student is always at the centre.

We will activate this commitment by:

→ implementing a rolling three year plan to increase engagement, retention and completion of young people in VET programs
→ establishing a VET Community of Practice (CoP) to undertake applied research in innovative VET teaching and learning – CoP priorities are workplace based delivery and assessment, remote/away from base delivery, and digital delivery.

In January 2017 VET at CDU will implement a newly designed dynamic profile planning model. It will enable us to constantly review sustainability of training and delivery models, modes and locations and apply evidence based profile planning models.

By December 2019, our practice and performance will look like this

→ Each team in VET at CDU makes consistent use of leading pedagogical approaches, and every teacher has recent and planned CoP participation.
→ Profile planning leads to regular adjustments in delivery models, modes and locations that are responsive to industry, community and government priorities.
→ Each School delivering VET programs has clear learner pathways to further study.
→ Enrolments and completion rates are substantially higher across all sites in line with Connect Discover Grow.
→ Student support services measure and report on their impact on VET completion rates.
→ International education expertise is embedded and applied across VET at CDU (see also Strategic Priority 3).
→ Applied research learnings are incorporated in teaching and learning designs, and applied research outcomes are shared internally and externally.
Strategic Priority 2:
Linking skills and prosperity for Indigenous Australians and their communities

VET at CDU will actively engage with Indigenous Australians to shape skills development in ways that are culturally appropriate, meaningful and productive.

Our commitments
Decision-making about training access and outcomes for Indigenous Australians will rely on open and collaborative engagement with Indigenous organisations, leaders and communities. With their support, VET at CDU will advocate the benefits of VET in community settings.

In the first half of 2017, VET at CDU will commence work on a community development model that directly informs the design, delivery and ongoing review of VET in remote and very remote locations.

VET at CDU will ground its training services for Indigenous Australians in a fit for purpose evidence base. VET at CDU will deploy an applied research model that creates collaborative research opportunities with Indigenous organisations, agencies and communities. We will activate this commitment by implementing a knowledge management strategy to:

→ capture, organise, analyse and report data that assist VET at CDU to improve retention and completions based on effective training design and delivery models
→ inform pathway design, and take up of pathways, so that Indigenous Australians have a clear line of sight from VET in Schools to VET and higher education.

Building on existing knowledge, VET at CDU will design new models of Indigenous learner support relevant to remote communities, for trial and evidence gathering.

By December 2019, our practice and performance will look like this

→ The Office of the Pro Vice Chancellor Indigenous Leadership, community advisors and VET at CDU conduct regular roundtables about priorities and approaches for VET at CDU.
→ Across VET at CDU there is common use of structured strategies that support Indigenous Australians to access VET programs.
→ Our evidence base, including feedback from Indigenous learners and communities, tracks progress in ensuring our programs and support services are culturally appropriate, contextualised to the needs of Indigenous learners and communities and clearly linked to job outcomes.
→ Indigenous student enrolments and completion rates are substantially higher across all sites in line with the Connect Discover Grow target for a 75% Indigenous VET completion rate by 2025.
→ Staff participate in scheduled promotional activities, community road shows and major events, promoting VET and CDU in Indigenous in urban, regional, rural and remote communities.
Strategic Priority 3: Working with industry to shape our region’s future

Industry skill needs set our training agenda. Working closely with industry, we will seek feedback and encourage partnerships that make valued contributions to our region’s economic and social outlook.

Our commitments

Decision-making about products and services will be informed by frequent communication with government, and by feedback and evidence gathered from industry networks and alliances.

We will:

- commence an initial environmental scan of industry training needs, including assessment of industry need for short course programs
- endorse an industry advisory model for introduction by Schools.

VET at CDU will design and implement a strategy and plan articulating how VET at CDU will:

- conduct ongoing industry engagement
- assess industry needs
- encourage and manage industry access to CDU resources
- undertake applied research with industry partners that puts CDU research outputs to work in the region’s businesses and service agencies.

VET at CDU will launch a VET networking and business development toolkit that includes capability statements aligned to key industry areas which will be reviewed each quarter.

By December 2019, our practice and performance will look like this

- Compared to 2016, our domestic VET delivery has expanded and is more diverse.
- All our programs are designed to meet industry needs, including transferable employability skills, and make regular adjustments to delivery based on industry feedback.
- All staff have recent or planned participation in industry engagement activities.
- The international VET strategies, and associated plans, are well understood by all VET staff, and a growing proportion of staff directly contribute to VET at CDU’s international business.
- A growing proportion of staff participate in industry partnered applied research activity.
- VET at CDU has clear communication channels with industry skills organisations and other external agencies, and all VET lecturers monitor the current activities of those agencies and organisations related to their areas of industry expertise.
The capabilities of our people will steer the VET Plan to success. It is our VET lecturers, managers, support staff and leaders who secure learning outcomes, run systems, meet challenges, create opportunities.

Our commitments
Decision-making on VET workforce development will ensure our staff engage in professional development to extend their vocational, educational and business development capabilities.

We will activate this commitment through facilitated workshops with VET staff to help define:
- capabilities required of VET teams in the contemporary VET environment
- a capability framework to underpin a VET workforce development plan and inform individual professional development plans for all VET staff.

VET at CDU will invest in business systems and processes to sustain our core business of student learning, support our students and facilitate industry interaction. To this end, VET at CDU will:
- continue to advance review and streamlining of VETQMS
- convene user focus groups to review and advise on the effectiveness and efficiency of other business systems and process
- analyse user feedback and identify priorities for business improvement.

VET at CDU will establish internal business development functionality to identify and maximise VET delivery opportunities. The approach will emphasise:
- collaboration across VET at CDU and the wider University, and collaboration with industry partners
- high quality training as the marker of VET at CDU’s programs
- strategic promotion of VET at CDU, marketing and customer relationship management
- planning tools that support scope of delivery reviews against business principles, market analysis and cost-benefit analysis.

By December 2019, our practice and performance will look like this
- VET at CDU’s workforce development needs are reviewed regularly and updated annually.
- VETQMS supports strategic and practical improvements in teaching and assessment practice.
- Every staff member has recently participated in targeted, meaningful professional development activity.
- Each School’s comprehensive operational plan is aligned to a future profile which reflects a rationalised scope of delivery compared to 2016.
- Fee-for-service income (including international student fees) is a substantially higher proportion of total income, contributing to the 2025 Connect Discover Grow target of 100% increase in revenue from all sources, compared to 2015.
- Collaborative, high achieving teams participate in cross-discipline and cross-campus projects, events, engagement opportunities, and applied research into teaching and assessment practice.
- There is frequent collaboration between VET lecturers, managers and business developers.
VET at CDU

- Innovative use of Energyspace by CDU’s Electrotechnology team allows apprentices and staff to map their progress including assessment, on-the-job training and off-the-job training.
- Online delivery to expand training opportunities in remote and regional areas of the NT.
- Industry sponsorship for skill sets that meet contemporary needs of NT employers.
- CDU VET staff recognised for high standards of working with industry to continually meet changing needs.
- Industry recognition of CDU’s VET graduates’ outstanding skills.

CDU apprentices have taken out the prestigious Austin Asche Apprentice of the Year Award eight years running.
Pictured: Ella Cavallaro – the 2016 winner

Largest VET provider in the Northern Territory

97.4% VET student satisfaction

95.3% employer satisfaction

8 campuses and centres servicing 170 locations

150+ different qualifications, some with pathways to a Higher Education degree