

MAKE GREAT HAPPEN



TAFE Queensland First Nations Education Strategy for VET and Higher Education 2024-2027

SUMMARY

Reconciliation, education and training at TAFE Queensland

TAFE Queensland's vision for reconciliation is underpinned by our mission: To deliver quality education and training that enables the careers of our students and the development of the industries and communities we serve.

'At TAFE Queensland we believe that education and training has a key role to play in achieving a united Australia; one where Aboriginal and Torres Strait Islander people participate equally and equitably in all aspects of life. We will connect with our students, communities, industry and government agencies to provide a platform to build and grow a united learning community' (TAFE Queensland RAP September 2018 - August 2020, p12).

TAFE Queensland acknowledges that more can be done within our organisation to:

- Recognise the importance of Aboriginal and Torres Strait Islander knowledge, cultures and values; and
- Improve attraction, retention and completion rates for our Aboriginal and Torres Strait Islander students in vocational and higher education qualifications.

'Through our leadership, we can provide learning environments for students that contribute to closing the gap between Aboriginal and Torres Strait Islander and other Australians in education and training' (TAFE Queensland RAP September 2018 - August 2020, p13).

The TAFE Queensland First Nations Education Strategy for VET and Higher Education 2024- 2027 aims to support reconciliation, meet legislative frameworks and acknowledge key State and National strategy documents relating to First Nations VET and Higher Education learners. It is designed to create an ideal student experience for all First Nations learners that drives successful student outcomes.

The Strategy is focused on enhancing the understanding and capability of all Educational and Support staff to:

- Raise awareness of the importance of Aboriginal and Torres Strait Islander histories, cultures and contributions, and build breadth and depth of knowledges; and
 - Better support First Nations learners to remain in their course of study and complete their qualification by tailoring the educational experience to meet individual needs, abilities, interests, upbringing and experiences.
 - The Strategy recognises the importance of accessing resources and working with the community to attract First Nations peoples to study, provide pathway support, improve retention and increase the number of graduates who transition from lower into higher level qualifications and gain employment.
 - The success of this Strategy is dependent on all members of the TAFE Queensland community, in all roles, living our core values in a way that supports reconciliation. The Strategy calls for a strong Aboriginal and Torres Strait Islander voice at all levels
 - of educational decision making at TAFE Queensland. The strategy will be actioned by all TAFE Queensland Educators, Educational Managers and Support Services Staff.
 - The First Nations Education Strategy supports the TAFE Queensland Strategic Plan and
 - the TAFE Queensland Student Success and Retention Plan for VET and Higher Education. As part of the suite of deliverables identified within the TAFE Queensland Reconciliation Action Plan (RAP), it aligns closely with the RAP First Nations Employee Strategy which aims to provide innovative employment programs to encourage opportunities and make TAFE Queensland an employer of choice for Aboriginal and Torres Strait Islander people.
- 'We will maintain a workplace and learning environment where all Australians are valued and feel they can be true to their cultures and personal beliefs'* (TAFE Queensland RAP September 2018 - August 2020, p13).

Goal 1

Ensure TAFE Queensland education strategies and policies reflect our focus on the importance of reconciliation and Aboriginal and Torres Strait Islander knowledge, cultures and values

Initiatives

- Ensure Aboriginal and Torres Strait Islander knowledge, cultures and values are reflected within all aspects of education and training at TAFE Queensland
- Improve First Nations student success, retention and completion rates
- Ensure Aboriginal and Torres Strait Islander knowledge, cultures and values are reflected in all TAFE Queensland learning and teaching environments
- Build educator capability in the use of learning, teaching and assessment strategies that recognise and are responsive to Aboriginal and Torres Strait Islander knowledge, cultures and values

Measures

- Resources updated to reflect Aboriginal and Torres Strait Islander cultures, histories and contributions
- Publication of success stories/case studies
- Acknowledgement of Country displayed
- Professional Learning and Sharing events
- Quarterly Forums
- Policies and procedures updated
- Promotion of Strategy, aims and initiatives
- Dashboard Reports/Quality Reviews
- Quality Reviews and Course Accreditation processes involve Aboriginal and Torres Strait Islander consultation

Key collaborators

TAFE Queensland RAP Advisory Committee	People, Culture and Capability Network	Staff and students Marketing
First Nations RAP Working Group	Learner Engagement Network	Student Support Network
First Nations Employee Network	Learning and Teaching Committee	TAFE Queensland International Education
Indigenous Student Support and Outcomes Officers	Professional Learning Communities	TAFE Queensland Library Services
TAFE Queensland Board	Product Sponsors/Product Leads	Educator Capability Development Network
TAFE Queensland Academic Board	Product Development Unit	Centre for Learning and Teaching
	TAFE at School Steering Committee	

Goal 2

Create and establish new vocational pathway programs to attract First Nations peoples, increase participation in higher education qualifications and improve employment outcomes

Initiatives

- Identify new vocational pathway programs aligned to industry needs/skills shortages and availability of funding/resourcing/support
- Promote new TAFE Queensland pathway programs within the wider community
- Engage with First Nations school students to promote study programs with a view to employment opportunities
- Build and/or maintain strong partnerships with industry to improve employment opportunities for First Nations students
- Increase retention of First Nations students
- Increase the number of First Nations students scholarships in VET and HE



Acknowledgement of Country

TAFE Queensland acknowledge the Traditional Custodians of Country throughout Australia and respect the continuing connection to land, waters, cultures and family that Aboriginal and Torres Strait Islander peoples uphold.

We pay respect to Elders past, present and future. We recognise that teaching and learning has taken place on Country for over 60,000 years and two-way learning is an important part of our reconciliation journey.

Artwork from TAFE Queensland's Reconciliation Action Plan artwork 'Connecting Knowledge – Connecting Cultures' by Riki Salam.

Visit tafeqld.edu.au/RAP to view the Reconciliation Action Plan.