

A photograph of two women, likely environmental scientists or students, wearing wide-brimmed hats and blue gloves. They are crouching in a shallow pond or stream, surrounded by lush green vegetation. The woman on the left is holding a small white bottle, and the woman on the right is holding a larger clear plastic container. Both are smiling at the camera. The image is framed by a white circular border that is partially cut off on the right side.

Social and Environmental Sustainability Action Plan

2024-28

tafeqld.edu.au/sustainability



Acknowledgement of traditional custodians

TAFE Queensland acknowledge the Traditional Custodians of Country throughout Australia and respect the continuing connection to land, waters, cultures and family that First Nations 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.

Cover image: Teacher Lana with Certificate II in Sampling and Measurement (MSL20122) student Poppy.

The information contained in this document is correct at time of 25/06/2024. For the most up-to-date information please refer to our website at www.tafeqld.edu.au.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain images or names of people who have since passed away.

Indigenous artwork created for TAFE Queensland's Reconciliation Action Plan by Riki Salam. tafeqld.edu.au/rap

Contents

Message from the TAFE Queensland Board and Executive	3
Our corporate social responsibility.....	4
Our sustainability framework	4
Our core values	5
Our achievements for 2020-24.....	6
Our key commitments for 2024-28	12
Social and ethical responsibility.....	12
Equity, diversity and inclusiveness	12
Our people.....	15
Our reconciliation journey	16
Accessible education and training	17
Philanthropic responsibility.....	19
TAFE Queensland Foundation and Scholarships program	19
Environmental impacts	21
TAFE Queensland's renewable energy strategy	21
Training and skills development in the renewable energy sector	21
Sustainable buildings, infrastructure and landscapes	25
Responsible consumption and production	27
Economic responsibility	29
Governance.....	30

Message from the TAFE Queensland Board and Executive

At TAFE Queensland, our vision is to be the leading provider of vocational training and targeted higher education programs, critical to strengthening the Queensland economy and supporting local communities.

As the largest training provider of vocational education and training in the state, it is key that we continue to embed a culture of sustainability and capability across our services and people to respond to emerging priorities and keep pace with change.

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

TAFE Queensland is able to support the achievement of the Global Goals through the delivery of education and training across our campus operations.

In 2021, we formally embarked on our sustainability journey when we launched our first Social and Environmental Sustainability Action Plan 2020-24, which outlined our goals, strategies and actions towards achieving our commitment to sustainability.

In 2023, we also became an official member of the SDG Accord, to further our commitment towards sustainability. We work with learning institutions from across the world to share best practice and report on our progress.

We are proud now to launch TAFE Queensland's second Social and Environmental Sustainability Action Plan 2024-28, which highlights our corporate social responsibility, achievements to date and plans for the future.

Across the four year plan, we will continue to collaborate with our staff, students and the community to progress this important work.



Jane Seawright

Chairperson
TAFE Queensland



John Tucker

Chief Executive Officer
TAFE Queensland



TAFE Queensland supports the Sustainable Development Goals

Our corporate social responsibility

As Queensland's largest training provider of vocational education and training, we believe we have the power to create change.

Through this action plan, we will connect with and empower our students, communities, industries and government agencies to build a platform to grow our sustainability commitments.

Our vision for sustainability is underpinned by our purpose to deliver contemporary, globally relevant skills, needed now and into the future, along with the opportunity for everyone, everywhere to transform their lives.

Our sustainability framework

TAFE Queensland's Sustainability framework is broadly aligned to the United Nation's Sustainable Development Goals (SDGs) and is made up of four key pillars - Social and Ethical Responsibility, Philanthropic Endeavours, Environmental Impacts, and Economic Responsibility.

The progress made against our action plan is reported in our Sustainability Snapshots and future Action Plans.

Social and ethical responsibility

At TAFE Queensland we provide an inclusive learning and working environment that is free from discrimination and fosters equal opportunity for all.

Philanthropic endeavours

We know the power vocational education has to change people's lives and help them achieve extraordinary things. We are committed to delivering a scholarships program that addresses the financial limitations that often impact a student's education experience.

Environmental impacts

With over 60 locations across Queensland, we want to consider our environmental impact to make sure we leave a better planet for future generations.

Economic responsibility

We work collaboratively with government, industry and our communities to deliver efficient training to support economic growth and community prosperity.



Our core values

Our core values support our commitment to achieve a better and more sustainable future for all.



Safety first

Everyday actions to be safe and deliver measurable improvements in safety leadership, culture and outcomes.



Focusing on our customer

Enhancing the customer experience for all persons by offering inclusive and equitable quality education and promotion of life-long learning opportunities.



Taking responsibility

Taking responsibility for ourselves and being responsible to each other, our students and communities to build a stronger TAFE Queensland.



Showing initiative

Improve our processes, services and products to create a more sustainable future.



Working together

Demonstrating a one TAFE Queensland mindset, we will work together to achieve our vision.



Our achievements for 2020-24

Social and ethical responsibility

- Developed TAFE Queensland's first Cultural Capability Framework, which aims to identify skills and practices that support good outcomes for Aboriginal and Torres Strait Islander peoples.
- Launched SAFE at TAFE, a critical management framework used to manage the health, safety and wellbeing of TAFE Queensland's people.
- Offered free accredited and non-accredited training to TAFE Queensland staff across a variety of disciplines including workplace skills, business, finance, project management, leadership, workplace health and safety, and event management, from certificate I through to advanced diploma level.
- Recognised as a White Ribbon Australia Accredited Workplace to create a safer and more respectful workplace.
- Commenced work to be recognised as a 'Bully Zero Culture of Excellence' branded organisation, committing to fostering a culture free from bullying in the workplace where everyone feels safe, valued and respected.
- Formed the TAFE Queensland Pride Network, providing a forum for LGBTQIA+ employees to connect and collaborate in a shared and safe environment and became a member of Pride in Diversity.
- Developed the Disability Access and Inclusion Plan which aims to drive and implement good practice guidelines that promote respect, embed accessibility, and provide a blueprint for an inclusive organisation.
- Developed a new training model aimed at supporting and encouraging women to pursue careers in male-dominated industries.
- Partnered with the Navuso Agriculture Technical Institute through the Australia Pacific Training Coalition to help strengthen the quality of agriculture training for Fijians, including opportunities for more women to become qualified farmers and to develop and expand their agriculture business.

- Developed a Mental Health Dedicated Subject Guide e-Resource on the TAFE Queensland Library website, to help students flourish in their education journey, build resilience against adversity, assist students to develop protective factors from mental ill-health and provide them with skills and confidence to seek help for early intervention.
- Delivered a unique Female Aircraft Maintenance Engineer (FAME) program, embedded within the Certificate IV in Aeroskills, developed by Aviation Australia, with direct engagement from industry partners. The campaign invites industry partners to be part of this initiative designed to support and nurture future female aircraft maintenance engineers as they build their careers in a traditionally male-dominated field.
- Provided free period care products to staff and students as part of the Period Positivity Program, a partnership between TAFE Queensland, the Queensland University of Technology (QUT), and Essity Australasia.
- Embedded our cultural protocols and awareness through the First Nations Employment Strategy, First Nations Employee Network and Indigenous Procurement Strategy.
- Released the First Nations Education Strategy 2024-27 which aims to 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. It also aims to create and establish new vocational pathway programs to attract Aboriginal and Torres Strait Islander people, increase participation in higher education qualifications and improve employment outcomes.
- Celebrated the 75th year of the Adult Migrant English Program (AMEP), with celebrations held across the state to highlight the AMEP and the incredible outcomes it provides.
- Connected jobseekers with training and skills development linked to real jobs in the region under the Queensland Government's Back to Work Employment program.
- Brought economic and social benefits to the communities of Palm Island, Jumbun and Cherbourg, bridging the gap between job seeking and employment. Students gained employment as part of the Digital Services Centres, engaging with Telstra and Fujitsu. Assisted by Back to Work with pre-employment, TAFE Queensland provided on the job training for these students to receive a Certificate III in Business (BSB30120) qualification.
- Provided a range of services to help support members to re-enter the workforce after exiting the Australian Defence Force, including the Defence to Civilian Success Training Program, which matches veterans with educational opportunities, helping to lead them to another rewarding career.
- Delivered Fee-Free TAFE in 2023 to over 42,700 Queenslanders under the Australian and Queensland Government's Fee-Free TAFE initiative, which provides opportunities for individuals to upskill or reskill in high-demand industries. TAFE Queensland will continue to offer Fee-Free TAFE as part of the Queensland Skills Strategy.
- Offered free priority apprenticeships and traineeships to under 25s as part of the Queensland Government's Free Apprenticeships for Under 25's initiative.



At TAFE Queensland we believe vocational education and training has a key role to play in achieving an inclusive Australia, where everyone, everywhere has the opportunity to participate equally and equitably in all aspects of life.

Philanthropic endeavours

TAFE Queensland Scholarship Foundation

The TAFE Queensland Foundation was officially launched on 14 March 2023. The TAFE Queensland Foundation is a philanthropic initiative that enables government, industry and individuals to make contributions that have a far-reaching impact on TAFE Queensland students.

Since the TAFE Queensland Scholarships program began in 2015, we have awarded over \$3 million in TAFE Queensland scholarships to assist students achieve their study and career goals.

Giving Back to the Community

North Region Volunteering at Ronald McDonald House

Since 2018, staff in our North region have been volunteering for Ronald McDonald House North Australia. This has involved a group of 10 TAFE Queensland staff members volunteering their time at the annual ball to sell raffle tickets and promote donations. Staff also participate in the “Feast With Friends”, where groups of staff go cook meals for families staying at the house.

CEO Sleepout

TAFE Queensland’s East Coast General Manager is committed to helping provide education, counselling, employment and health services to tackle the root causes of inequality and help end homelessness for good by participating in the Vinnies CEO Sleepout, which helps to raise vital funds for Vinnies’ homelessness services.

Lend a Hand Project

In April 2021 a project commenced at TAFE Queensland SkillsTech to “Lend a Hand” to a young family with a daughter with specific and very special care needs.

The 'Lend a Hand' project is a result of an article in the Sunday Mail which highlighted the story of young Ollie. Ollie has a condition that meant she had some very immediate needs so her family could continue to care for her at home. TAFE Queensland SkillsTech was an integral part of supporting this project to build a covered and enclosed deck on to the family home in Brisbane. The deck area, with suitable soft fall and other aids, helps Ollie to practice walking unassisted and help her family with the ongoing care she needs in her own home.

Darkness to Daylight Challenge

TAFE Queensland’s Darkness to Daylight team have participated in virtual and live events since 2022. This important initiative raises awareness and funds that will go towards developing and delivering a variety of domestic and family violence (DFV) prevention activities across many areas of the community.

Darkness to Daylight is a month long event, held each May, where people from all across Queensland join together to raise awareness and funds for DFV prevention.

Students spread Christmas cheer to the Ipswich Community

Each Christmas, our Hospitality team and students in the South West region create hampers with donated money, which are given to an organisation called Ipswich Assist, a not-for profit organisation who provide relief to those struggling within the Ipswich community.



Environmental impacts

- Opened the award-winning Robina campus to students in 2022. The campus aims to ensure that sustainability is embedded into every aspect of campus operations including campus design, fit out, course curriculum, campus culture and student life. The campus has been recognised by the following achievements:
 - Silver in the Construction category at the 2022 World Federation of Colleges and Polytechnics Awards of Excellence.
 - Silver in the Sustainable Goals Category for the 2023 World Federation of Colleges and Polytechnics Awards of Excellence.
 - Highly Commended in the Green Gown Awards Australasia 2023 in the Next Generation Learning and Skills category.
 - Labelled in a 2023 report by the European Training Foundation and UNESCO, as an exemplary institution in vocational education, particularly for our dedication to sustainable practices.
- Collected baseline data for waste, electricity and utilities consumption across the state, helping TAFE Queensland to measure consumption and implement reduction strategies.
- Undertook a review of fleet requirements, including the use of energy efficient transport. By June 2024, TAFE Queensland had installed 70 single and dual electric vehicle charging stations across 28 campuses including the charging stations to support training on electric vehicles in automotive delivery. We proudly have 135 electric and hybrid fleet vehicles across the state.
- In a Queensland first, TAFE Queensland launched an electric vehicle (EV) apprenticeship, developing a state-wide strategy to deliver and procure resources for the Certificate III in Automotive Electric Vehicle Technology (AUR32721). This initiative also allows any automotive apprentice to elect to include four EV training units in their apprenticeship training at no extra cost.
- Collaborated with Stralis Aircraft in the development of next generation aircraft using clean, green, renewable energy. Stralis Aircraft is an Australian start-up founded in 2021 with the aim to enable a future where anyone can fly sustainably without compromise. Aviation Australia aims to be the leading training provider for the new aircraft.
- Partnered with Hydrogen production and energy providers, Ark Energy, Sun Metals HQ, BOC Limited and automotive manufacturers such as FOTON Mobility and HYZON to create accredited and non-accredited training for the Hydrogen sector in the manufacturing and energy space. The collaboration ensured learning and assessment tools were meeting the needs of this new and emerging industry sector and supported the upskilling or recognition of skills for this workforce.

Our key commitments for 2024-28

Social and ethical responsibility

At TAFE Queensland we provide an inclusive learning and working environment that is free from discrimination and fosters equal opportunity for all.

Equity, diversity and inclusiveness

TAFE Queensland Disability, Access and Inclusion Plan (DAIP)

At TAFE Queensland, we are committed to the following principles for the management of student equity and diversity as part of our DAIP:

- We will provide equal access to all prospective students during the admissions process.
- We will create a positive learning environment that protects students from discrimination, harassment, and other inappropriate behaviours.
- We will foster an inclusive and flexible learning environment that works to meet the specific needs of students.
- We will provide students with access to appropriate support services to help make their learning experience just that little bit easier.

LGBTQIA+ initiatives

At TAFE Queensland, we believe that everyone has the right to be their authentic self at all times. That's why we developed Equity and Diversity policies and fact sheets for both our staff and our students.

We also provide our staff and students the option to submit a 'Change of Personal Details Action Plan', so everyone knows the pronouns they use.

The language we use, and the way we communicate, is a subtle but valuable tool that we can all utilise to create a more welcoming workplace environment.

Using inclusive language displays respect for all workers; even starting with these small changes can lead and contribute to the larger change of creating a more diverse, accepting and open workplace for everyone.

We will continue initiatives such as the TAFE Queensland Pride Network, Pride in Diversity membership and training opportunities for our staff so they can contribute to an inclusive workplace where everyone feels supported, accepted and safe.

Women in Trades

At TAFE Queensland we're passionate about encouraging and empowering more girls and women to consider pursuing a trade pathway.

Women seeking broader job opportunities, stable employment and hands-on careers are taking up apprenticeships and helping to fill a number of skills shortages.

TAFE Queensland is proud to work with government, industry and employers to support a pipeline of talented women and girls into careers in male-dominated trade industries.

The National Association of Women In Construction (NAWIC) and TAFE Queensland partnered to develop and deliver a Diversity and Inclusion Awareness program to support male-dominated trade industries by supplying these industries with the tools and resources to make a cultural shift. We will continue to support women in construction by continuing this important initiative.

TAFE Queensland also has an ongoing partnering with Group Training Organisation (GTO), Apprenticeship Careers Australia which has delivered Women in Construction GTO Pre Apprenticeship programs (Certificate I Construction) in 2022 and 2023.

We will also aim to continue offering our Women in Welding program, which was created to bring more women into the typically male-dominated welding industry and provides a pathway for careers in advanced manufacturing.

Stronger Women, Stronger Communities at our East Coast region

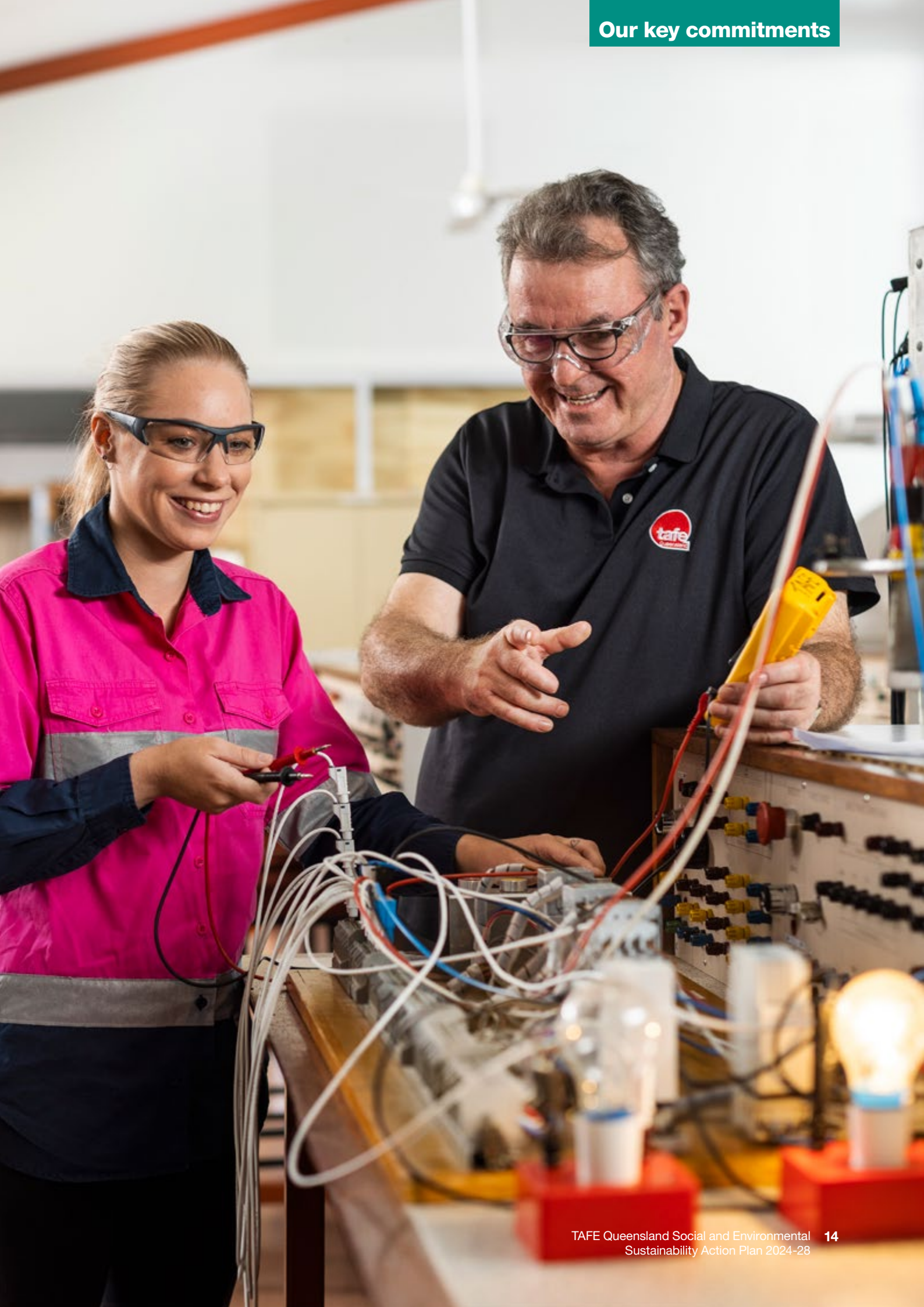
The “Stronger Women, Stronger Communities” project run through the Adult Migrant English Program (AMEP) commenced at Mooloolaba, Gympie and Noosa at the beginning of 2024.

The project focuses on fostering self-confidence and independence - empowering refugee and migrant women to pursue meaningful career pathways. To better support female clients' diverse roles, aspirations and barriers, the projects looks beyond current AMEP service models, and implement a multi-stakeholder project that supports women to realise their full potential through a range of targeted empowerment workshops and specialised pathway guidance.

Period Positivity Program

TAFE Queensland will continue to provide free period care products to staff and students as part of the Period Positivity Program in partnership with Essity Australasia. We currently provide free period care products at 25 campuses across the state.

TAFE Queensland is proud to work with government, industry and employers to support a pipeline of talented women and girls into careers in male-dominated trade industries.



Our people

TAFE Queensland's Workforce Plan aims to foster a high-performance culture that supports strong professional relationships, inclusiveness, diversity, and wellbeing.

Connected Leaders Program

Continue our commitment to our Connected Leaders Program, which provides a forum to develop leadership skills, collaborate with other leaders, drive momentum, and improve the organisation.

Staff Awards and Recognition

Our Staff Awards program highlights the stars of the business and provides an opportunity to acknowledge the many teams and individuals who make great happen at TAFE Queensland.

We will also continue to recognise our staff through the TAFE Queensland Years of Service Recognition Program, which acknowledges the services of TAFE Queensland employees and the contribution they have made to the organisation.

Flexible Working Arrangements

TAFE Queensland recognises that health and productivity can be enhanced by implementing systems and practices to facilitate work-life balance, and we promote the use of flexible working arrangements to support employees with achieving a better work/life balance.

Mental Health and Wellbeing Strategy

We have several Mental Health and Wellbeing initiatives and training programs that promote a safe, healthy, inclusive and compassionate working and learning environment that support the mental health and wellbeing of students and staff.

Opportunities available to staff include Mindarma, Mental Health First Aid and regular targeted skills and knowledge webinars via TAFE Queensland's Professional Learning calendar. We also promote external services and programs that are evidence-based, free and widely accessible in the community or online.

Employee Assistance Program

To support our employees achieve and maintain health and wellbeing, we commit to continuing access to short term counselling and support for all employees and their immediate family members through our Employee Assistance Program.

Domestic Family Violence

TAFE Queensland acknowledges the serious impacts of Domestic and Family Violence. Having successfully demonstrated achievement of White Ribbon Australia's comprehensive criteria and standards to create a safer and more respectful workplace, TAFE Queensland continues supporting charities including DV Safe Phone and the Darkness to Daylight Challenge.

A Domestic and Family Violence policy and procedure, with linkage to support services, and ongoing training are available to all employees and seeks to assist our workforce to recognise, respond and refer Domestic and Family Violence matters.

Employee relations framework

TAFE Queensland is committed to providing fair and transparent consultation processes with employees and unions.

This commitment is supported through regional Local Consultative Committees and the TAFE Queensland Consultative Committee, joint forums comprised of employee and employer representatives who meet on a quarterly basis to encourage and promote cooperative partnerships through effective communication and consultation.

Ready Reserves

The Ready Reserve workforce is comprised of public servants from all government agencies, including TAFE Queensland.

Being part of the Ready Reserve workforce gives our staff members the opportunity to deliver much needed support and assistance to people in need, while also gaining new skills and experiences. The diverse opportunities means that there's something to suit everyone – from being deployed in a disaster-impacted area, working directly with community members, to working in Brisbane behind the scenes in operational or corporate support roles.

SAFE AT TAFE

SAFE AT TAFE is TAFE Queensland's approved system for its health, safety and environmental business functions and applies to all workers undertaking work with, or for TAFE Queensland, or others who are visiting or studying at one of our workplaces.

We take every precaution we can to ensure our people are safe every day. That's why we implemented the SAFE AT TAFE framework which reflects a systematic approach to managing the health, safety, and wellbeing of our people, in an environmentally sustainable way.

Our reconciliation journey

TAFE Queensland's Reconciliation Action Plan (RAP) demonstrates our commitment to closing the gap to ensure First Australians are afforded the same opportunities for learning and prosperity that everyone enjoys in Australia.

We are very proud to successfully deliver the commitments of our second Reconciliation Action Plan (Innovate) and look forward to developing and launching TAFE Queensland's third RAP (Stretch RAP) in 2024 in which we will further promote our ongoing commitment to reconciliation.

We acknowledge that this plan is still only the start of our journey towards supporting reconciliation, healing and respect for all Australians and we will work tirelessly to ensure its success.

For more information on our commitments and journey, please visit tafeqld.edu.au/rap

Accessible education and training

Back to Work Program

Back to Work offers support for eligible jobseekers who need or want to update their skills to gain, change, or retain employment. The program provides an opportunity for jobseekers and those at risk of unemployment to upskill and retrain for jobs to keep pace with a changing Queensland economy.

TAFE Queensland also provides jobseekers with career advice to help find a suitable job, helping jobseekers determine their individual skills and identifying services and support, such as training, that may be of assistance.

International training

We maintain an international presence at TAFE Queensland to increase on and off-shore international business, contributing to the international education and training industry through the export of products and services.

Our international resources are dedicated to developing business with governments and enterprises worldwide, with the aim of enhancing and sustaining vocational education and training globally.

We recruit international students from around 90 countries to support a diverse student population providing significant social, cultural and financial benefits for Queensland.

Australia Pacific Training Coalition

Additionally, TAFE Queensland has managed the Australia Pacific Training Coalition (APTC) since its inception in 2007. The APTC is a centre of training excellence assisting Pacific Island citizens to gain Australian-standard skills and qualifications. Funded by the Department of Foreign Affairs and Trade, APTC is the Australian Government's major investment in Technical and Vocational Education and Training (TVET) in the Pacific region.

APTC supports the Pacific Labour Mobility Scheme, with over 430 graduates having gained employment in Australia, predominately in the meat processing and aged care sectors.

APTC contributes to addressing the impacts of climate change and disaster resilience through a range of mechanisms including providing support following natural disasters, funding infrastructure to support the environmental sustainability of our TVET partners, and inclusion of sustainability related content into some of our courses. APTC has included an 'Introduction to Climate Change and Disaster Resilience' module into courses and has increased focus on adapting training products to include a greater emphasis on environmental sustainability.

A strategic framework has been developed to support APTC's contribution to climate challenges and a greener future. It incorporates three key commitments:

- Greening APTC and its TVET Partners – Facilities, Operations and Culture
- Supporting Skills Development in Climate Change and Disaster Resilience; and
- Increasing the influence of the TVET Sector in Regional Climate Change and Disaster Resilience Initiatives.

Adult Migrant English Program (AMEP)

Funded by the Australian Government Department of Home Affairs, TAFE Queensland is contracted to deliver the Adult Migrant English Program, a free service to help eligible migrants and humanitarian entrants with low English levels to improve their English language skills and settle into Australia.

TAFE Queensland's commitment to delivering this program across Queensland assists migrants to learn English and participate more fully in Australian life, and learn new skills to help find work and to make friends in Australia.



Philanthropic responsibility

We know the power vocational education has to change people's lives and help them achieve extraordinary things. We are committed to delivering a scholarships program that addresses the social and financial limitations that often impact a student's education experience.

TAFE Queensland Foundation and Scholarships program

TAFE Queensland Foundation

The TAFE Queensland Foundation is a philanthropic initiative that enables government, industry and individuals to make contributions that have a far-reaching impact on students all over Queensland and beyond.

Giving students practical support in the form of financial assistance through our TAFE Queensland Scholarships program, can enhance their learning experience and be the difference between a student reaching their potential or not.

TAFE Queensland Workplace Giving program

TAFE Queensland has also established a Workplace Giving program to enable employees to make contributions to support the TAFE Queensland scholarships program. 100 per cent of the donations will be provided in the form of a scholarship to an eligible student to meet any study support costs including course fees, tuition costs, tools and equipment.

Workplace Giving is an easy, effective way for employees to support the TAFE Queensland Scholarships program.

TAFE Queensland Scholarships program

TAFE Queensland Scholarships create opportunities for people from all over Queensland those who might not otherwise have access to study and recognises those that can demonstrate that they will excel within their chosen industry.

There are two types of scholarships available:

Merit scholarship

Merit scholarships are awarded to students who can demonstrate outstanding academic merit or demonstrate strong work performance along with the demonstrable desire to secure ongoing employment within the industry to which they applied for the scholarship.

Access and equity scholarship

Access and equity scholarships provide equitable access to study at TAFE Queensland. They are awarded to students who can demonstrate a genuine interest in and commitment to their chosen career, and on the basis of specific equity criteria.

**TAFE Queensland
has awarded
643 scholarships
since 2015**

Case study

Scholarships supports learning to help others

Moving to Australia meant asking for a lot of help for Astri Candrarini and now with three diplomas, a scholarship and another qualification pending, she's proudly using her skills and knowledge to support other migrants.

In 2016, Astri arrived in Australia from Indonesia with her new husband and daughter, when she quickly completed the Adult Migrant Education Program (AMEP).

"AMEP changed my life, without AMEP I would never have been able to go this far. There are so many wonderful teachers who encouraged me," said Astri.

Fast forward and Astri has since achieved a Diploma of Human Resources Management (BSB50320), a Diploma of Hospitality Management (SIT50422), and Diploma of Leadership and Management (BSB50420).

Then in 2023, Astri's hard work was acknowledged when she received a TAFE Queensland Merit Scholarship to support her study of a Certificate IV in Training and Assessment (TAE40116).

Using her existing Indonesian Building and Design Engineering qualifications and Master's Degree, and the knowledge and skills she's learnt while studying at TAFE Queensland, Astri hopes to be able to become qualified as a teacher to support other migrants just like her.



"I want to be able to teach, especially migrants and women. I want to empower women so they know that nothing is impossible. If you really want it, you can get it – nothing is impossible," she said.

"Receiving a scholarship has eased the financial pressure and is allowing me to support my own daughter to further her education at university."

"I can't thank TAFE Queensland enough. Moving to a new country is not easy – I have climbed my way up little bit by little bit, and here I am now. I just want to build my life and inspire other migrants."



Environmental impacts

With over 60 locations across Queensland, we want to consider our environmental impact, to make sure we leave a better planet for future generations.

TAFE Queensland's renewable energy strategy

Renewable energy is booming in Queensland as the world swiftly transitions to a decarbonised, clean energy society.

The Queensland Energy and Jobs Plan, launched in September 2022, outlines how Queensland's energy system will transform to deliver clean, reliable and affordable energy to provide power for generations.

The plan includes a renewable energy target of 70% by 2032 and 80% by 2035 and contains key benefits of a renewable energy supply for households, workers, businesses, the economy and regional communities. It outlines how renewable targets will be met with Queensland's SuperGrid, which comprises all elements in the electricity system, including the poles, wires, solar, wind and storage that will provide Queenslanders with clean, reliable and affordable power.

Consistent with these commitments, TAFE Queensland has developed its own Renewable Energy Strategy aimed at 'staying at the forefront of renewable energy skills development specifically relevant to the Queensland workforce'.

TAFE Queensland has established a Renewable Energy Committee which meets quarterly to progress the Renewable Energy Strategy. TAFE Queensland will work with other government stakeholders playing a role in renewable energy across the state, to align our strategies in this sector.

Training and skills development in the renewable energy sector

VET Emerging Industries initiative

The way we work is changing rapidly and our economy is changing as a result. Emerging industries are growing rapidly and traditional industries are looking to reinvent themselves to remain viable.

The VET Emerging Industries initiative is part of the Queensland Government's \$200 million Future Skills Fund, which enabled the development of flexible industry strategies for the state's agribusiness, energy, manufacturing, and screen and digital sectors. The initiative ensures Queensland has the skilled workers it needs in new and emerging industry sectors and in established industries where new occupations and job roles are evolving.

TAFE Queensland has developed and begun delivering multiple training products for the green hydrogen industry, including micro-credentials, skill sets, and accredited training courses to support workers involved in the supply, transport, and usage of hydrogen in various applications.

TAFE Queensland is supporting sustainable practices through its training opportunities that identify ways hydrogen power can be renewable (green hydrogen), such as through using solar or wind sources to power the electrolyzers that produce hydrogen.

Some key projects include:

Accredited Courses:

- Certificate II in Automotive Electric Vehicle Technology (AUR32721) (Light/ Heavy Vehicle)
- Hydrogen Manufacturing Skill Sets; and
- Units contextualised for hydrogen within the Certificate III in Process Plant Operations (PMA30120)

Non-Accredited Training in:

- First Responder EV and Hydrogen
- Hydrogen Fuel Cells
- Hydrogen Safety and Hydrogen Fundamentals
- Virtual Reality Training for Battery Electric Vehicles
- Wind Energy
- Solar Installations for Recreation and Utility Vehicles; and
- Maximising Energy Efficiency through Insulation Training for Construction Apprentices.

Apprenticeship for the Electric Vehicle industry

To meet the increasing demands for workforce training in the Electric Vehicle industry, TAFE Queensland led the development of the Certificate III Automotive Electric Vehicle Technology (AUR32721) from 2022, in close consultation with Queensland's automotive industry.

As more Battery Electric Vehicles are on Australian roads, there will be a swift evolution to Fuel Cell Electric Vehicles. Providing training for Battery Electric and Hydrogen Fuel Cell Vehicles (emergency services, roadside assist, service and repair staff) and safely identifying components is a critical safety gap.

Entry Level Training for Career Starters

TAFE Queensland offers a range of entry level training for students to start their careers in the renewable energy sector, including:

- Certificate II in Sustainable Energy (Career Start) (UEE22120) - An entry level course for electrotechnology and renewable energy fields.
- RV/Caravan Solar Power Systems (NONAC03034) - A short course providing participants with a solid understanding of the basic principles of solar power systems on recreational vehicles, caravans, trailers and work utes.
- Certificate II in Plumbing Services (11054NAT) - An entry level course that provides the foundation skills needed for a career in hydrogen production and distribution fields.
- TAFE Queensland is in the process of developing training in Hydrogen Gas plants with Virtual Reality training technology being utilised to ensure safe training approaches.
- Solar design and install electives have recently been incorporated in the Certificate III in Electrotechnology Electrician (UEE30820) training package allowing apprentices to be eligible to apply for their Clean Energy Council Accreditation.
- Enrolment in free micro-credential courses is available via the Course Gateway covering topics such as sustainability, environmental hazards, workplace environmental procedures, sustainable development goals, and the circular economy.



Agriculture Centre of Excellence at Bowen

The Agriculture Centre of Excellence at the TAFE Queensland Bowen campus offers exciting learning opportunities, skills and pathways for regional students working in the state's \$23.5 billion agriculture industry.

In Queensland, agriculture is a priority industry and significant government investment is being made to help the industry adapt to changing global and national markets and conditions and respond to skills needs and shortages.

In addition to general learning and workshop areas, the Agriculture Centre of Excellence offers specialist training to cater for emerging technologies in the agriculture industry. The facility features a smart centre for data analysis and computerised training technologies, as well as a virtual reality room and a science lab.

There is also a farm bot for robotics, nutrition, soil science, biology and coding, and a grow pod for monitoring stable growing environments and producing horticultural and agricultural products in all climates.

The Agriculture Centre of Excellence will provide TAFE Queensland students at opposite ends of the state with a unique, two-way learning experience. Using remotely monitored and controlled technology and devices, students in Bowen will be able to connect to the Rural Centre of Excellence located at the TAFE Queensland Toowoomba campus.

Toowoomba Rural Centre of Excellence

The Toowoomba Rural Centre of Excellence officially opened in 2020 to train students in innovative, sustainable agriculture and horticulture practices.

In 2023, TAFE Queensland opened its new science laboratory, featuring state-of-the-art equipment, including digitally connected microscopes, with the forward-thinking facility designed to equip students with skills for local industry.

Equipped with the very latest in scientific technology, the facility will ensure our students are gaining job-ready skills for in-demand roles in the Toowoomba region, now and into the future.

Bundaberg Agriculture and Advanced Manufacturing Centres

In 2023, construction began on a \$3.35 million Agriculture and Horticulture Centre and \$1 million Advanced Manufacturing Skills Centre at TAFE Queensland Bundaberg to train and upskill Queensland's workforce in the growing agriculture and manufacturing industries.

Due to be ready for Semester 2, 2024, the Agriculture and Horticulture Centre will include upgrades to the existing scientific laboratory, allowing students to undertake testing and analysis of water and soil, and experiment with specialised tissue cultures.

A new Smart Centre and mixed reality learning environment will be installed for students to undertake remote monitoring and analysis of data from the Grow Pods at the Bowen and Toowoomba campuses using real-time video feeds.

It will also include a Farmbot for robotics, nutrition, soil science, biology and coding. The upgraded open plan agriculture workshop will allow students to undertake activities with farming equipment such as forklifts, tractors and small engine maintenance and repairs.

The Advanced Manufacturing Skills Centre will also provide students with access to modern infrastructure such as 3D printing machines to support high-end manufacturing skills development for the region.

Eagle Farm Robotics and Advanced Manufacturing Centre

Work commenced in October 2023 on the Queensland Government's state-of-the-art \$40 million Robotics and Advanced Manufacturing Centre at TAFE Queensland's Eagle Farm campus.

The facility will include specialised robotics, hydrogen, renewable energy and electrotechnology workshops, digital labs, learning areas, and staff and student amenities. 93 jobs will be supported during the construction phase with the new building expected to be completed in late 2024.

The Robotics and Advanced Manufacturing Centre is funded under the Government's \$100 million Equipping TAFE for our Future (ETFOF) initiative, which is building and refurbishing TAFE infrastructure to deliver training in new, emerging and growth industries.

Townsville Trade Training Centre - Hydrogen and Renewable Energy Training Facility and an Advanced Manufacturing Skills Lab

In 2023, construction commenced on a \$17.2 million expansion of TAFE Queensland's Townsville Trade Training Centre, located in Bohle. This includes two new training and skills facilities which will allow us to offer more than 20 new qualifications in renewable and advanced manufacturing industries.

The new \$12.45 million Hydrogen and Renewable Energy Training Facility is a first for TAFE Queensland which will support the training needed for the state's hydrogen industry – anticipated to be worth about \$1.7 billion a year in exports by 2030.

The facility's design will target a five star Green Star Buildings rating and incorporate sustainable design features that will see the building powered by renewable energy.

The new \$4.74 million Advanced Manufacturing Skills Lab will support high end manufacturing of technology like augmented reality, automation, and robotics.

These facilities guarantee Queensland will have the workforce supply chain as the state forges on to become a renewable energy and technology powerhouse.

Sustainable buildings, infrastructure and landscapes

We will increase our industry connectivity to invest in sustainable infrastructure to develop greener and more innovative environments.

We will work alongside the Department of Employment, Small Business and Training (DESBT) to influence and advocate for Sustainable Buildings, Infrastructure and Landscapes by advocating for:

- LED lighting, efficient HVAC, and renewables for new builds or refurbishments; and
- The integration of eco-friendly practices in construction and renovation.

TAFE Queensland will ensure Sustainable Buildings, Infrastructure and Landscapes by:

- Continuing to evaluate energy, water, waste, and emissions across our campuses
- Continuing to promote recycling, composting, and waste reduction
- Encouraging Green Landscaping by creating biodiverse, educational outdoor spaces; and
- Implementing low-flow fixtures and eco-friendly landscaping.

Robina campus is leading the way

TAFE Queensland will continue to highlight Robina campus as an exceptional demonstration of our dedication to sustainability. Learnings from Robina campus will be shared across the network and will remain the model for what sustainable buildings and fit out can look like.

Some sustainability features at the campus include rigorous waste management practices, generating its own power and returning power to the grid, providing education to staff and students on matters related to sustainability, using local products, working with sustainability focused partners, and purchasing items that are either carbon neutral or have sustainability/green credentials.

New infrastructure investment projects will incorporate (when possible) end of trip facilities

TAFE Queensland will work closely with DESBT (as asset custodian) on opportunities of active travel support relating to infrastructure investment projects.

Transitioning our fleet

We are transitioning to a largely hybrid/electric vehicle fleet progressively as lease contracts are renewed, and have recently established a standard offer arrangement for electric vehicle chargers to be implemented across TAFE Queensland campuses as we transition vehicles.





Case study

Robina campus recognised as a leading force in green transition

In a 2023 report by the European Training Foundation and UNESCO, TAFE Queensland's Robina Campus has been spotlighted as an exemplary institution in vocational education, particularly for its dedication to sustainable practices.

The report, titled 'Building evidence to support vocational excellence for the digital and green transitions,' places TAFE Queensland's Robina campus in the spotlight for its commitment to the green transition, labelling it as a Centre of Vocational Excellence (COVE).

It's a great honour for the Robina campus to be highlighted as a case study. This acknowledgment as a Centre of Vocational Excellence underlines our commitment to driving positive change in the field of vocational education, specifically in the context of environmentally sustainable practices.

The report sheds light on TAFE Queensland's exemplary efforts in aligning vocational education with the demands of the digital age and the imperative for green transition. The recognition as a

COVE signifies the institution's dedication to preparing students for the challenges and opportunities presented by a rapidly evolving, eco-conscious job market.

As a COVE, our mission extends beyond addressing immediate vocational needs. We are committed to equipping individuals for lifelong opportunities in our ever-changing economy. Our goal is to surpass traditional boundaries, ensuring our graduates actively contribute to forging an innovative and sustainable workforce for the future.

The Robina campus is proud to contribute to the global conversation on vocational education's pivotal role in addressing the pressing issues of our time.

This international recognition positions TAFE Queensland as a leader in the global landscape of vocational education and training, inspiring other educational institutions to follow suit in championing sustainable practices and preparing the workforce for a future that prioritises both digital advancements and ecological responsibility.



Responsible consumption and production

We will minimise our consumption outputs and waste and support the recycling and reuse of materials

Recycling at TAFE

TAFE Queensland will work closely with external providers to incorporate practices to reuse and reduce waste consumption, including broader implementation of successful pilot initiatives including:

Containers for Change

We will actively promote the benefits of separating and reducing the amount of drink containers disposed through general waste reciprocals, increasing waste diverted from landfill.

TAFE Queensland will continue to work proactively with the TAFE Queensland

Waste Contractor Management Operator to implement Containers for Change within contractual arrangement (where feasible), and implement successful pilot initiatives across TAFE or at targeted locations with highest general waste consumption.

Sustainable Salons

We will review pilot initiatives to divert resources from landfill and use more sustainable products (where possible) in an effort to minimise the environmental impact and align delivery to industry best practices.

Reducing our printing across the state

We will actively promote the benefits of reducing printing through marketing campaigns aimed at both our staff and students. We are implementing a centralised printing system in 2024 which will give us insight into printing across the whole organisation and allow us to track trendline data year on year.

TAFE Queensland will continue to use best endeavours to do business with ethically, environmentally and socially responsible suppliers by:

- applying a local benefits test for all significant procurement
- ensuring that for each procurement opportunity, at least one regional and one Queensland supplier, where possible, is invited to submit a quote or tender
- allowing procurement outside of whole-of-government supply arrangements for regional and remote locations; and
- increasing procurement with genuine, quality social enterprises.

Sustainability Dashboard Report

TAFE Queensland will continue to capture existing (energy, waste, fleet/EV) data across TAFE to provide oversight across the business and review annually how tracking from previous years and expand to capture

other data (water, fuel, travel, infrastructure sustainability initiatives).

Green Energy

Work with the Queensland Government Large Electricity provider to increase use of renewable green energy (Hughenden Solar Farm, Columboola Solar Farm and Kennedy Energy Park) across TAFE campuses.

Investigate the investment returns (both energy and financial) of piloting a Smart Connected Solar solution at a TAFE campus via a Power Purchase Agreement (pay as you go solar). Allowing access to clean and sustainable energy sooner to off-set the growing electricity costs.

Continue to influence DESBT to incorporate sustainability initiatives within infrastructure investments, including further discussion with the Department of Energy and Public works regarding Queensland Government renewable energy targets.





Economic responsibility

We work collaboratively with government, industry, and our communities to deliver efficient training to support economic growth and community prosperity.

TAFE Queensland welcomed the release of the Queensland Government's *Good Jobs, Great Training: Queensland Skills Strategy 2024 – 2028* in May 2024. The strategy commits to TAFE at the heart of Queensland's training system and communities.

It will deliver more than \$200 million in new investment in TAFE and recognises the critical services TAFE Queensland provides

in regional and remote Queensland, above and beyond what is expected of other training providers.

TAFE Queensland will work closely with the Queensland Government to ensure we align to skills for good jobs, training that has the power to change lives and quality TAFE for all Queenslanders, that is backed by Queenslanders.

Governance

All information relating to TAFE Queensland's Social and Environmental Sustainability commitments and reporting is available at tafeqld.edu.au/sustainabilityplan.

The TAFE Queensland Executive Team will be responsible for leading and managing staff to operationalise the initiatives of this plan, through recommendations from the TAFE Queensland Social and Environmental Sustainability Committee.

Social and environmental sustainability committee

TAFE Queensland has established the TAFE Queensland Social and Environmental Sustainability Committee, which:

- Encourages and promotes discussion around TAFE Queensland's social and environmental sustainability practices
- Identifies and discusses matters for areas of improvement in sustainable practices
- Provides a regular forum for the exchange of ideas, opinions and information; and
- Provides updates on ongoing projects relating to the TAFE Queensland Social and Environmental Sustainability Action Plan.

The Committee membership is made up of staff members from across state, with a wide range of roles and responsibilities.

External alliances

SDG Accord

In 2023, TAFE Queensland became an official member of the SDG Accord, which is a commitment learning institutions from across the world are making to one another, to do more to deliver the Sustainable Development Goals. Institutions share best practice and report on the progress they make annually, with the report being collated and presented at the UN High Level Political Forum.

World Federation of Colleges and Polytechnics

TAFE Queensland is a member of the World Federation of Colleges and Polytechnics, which provides leadership and linkages with other key stakeholders in the skills landscape. Members share leading-edge education strategies and best practices to increase workforce employability in countries around the world.

Contact us

For any enquires please contact TAFE Queensland's Planning and Reporting team at socialandenvironmentalsustainability@tafeqld.edu.au

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RTO 0275 | CRICOS 03020E | PRV13003

