



# 2024 Year in Review



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ABN 15 113 721 770

Level 8, 379 Collins Street,  
Melbourne VIC 3000

Phone 1300 917 150

Email [info@vdc.edu.au](mailto:info@vdc.edu.au)

Web [www.vdc.edu.au](http://www.vdc.edu.au)

 [LINKEDIN](#)  
VET DEVELOPMENT CENTRE

 [FACEBOOK](#)  
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 [INSTAGRAM](#)  
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The VET Development Centre acknowledges the Wurundjeri people as the Traditional Owners on whose Country our office is based. We recognise and respect the cultural heritage of Aboriginal and Torres Strait Islander peoples and pay our respect to their Elders past, present and emerging.

## **CONTENTS**

|                                                      |    |
|------------------------------------------------------|----|
| ABOUT VDC                                            | 6  |
| CHAIR'S MESSAGE                                      | 10 |
| CEO MESSAGE                                          | 11 |
| PROFESSIONAL LEARNING                                | 13 |
| VICTORIAN GOVERNMENT FUNDED PROFESSIONAL DEVELOPMENT | 26 |
| EVENTS                                               | 31 |



2024  
YEAR IN  
REVIEW



# ABOUT VDC

## What we do

In 2025 the VET Development Centre (VDC) celebrates 20 years of professional learning, being established in 2005 by the Victorian Government to promote the development and raise the professional standing of people working in the Vocational Education and Training (VET) Sector.

The VDC provides continuous professional learning to all teaching and non-teaching staff in the VET Sector across Australia. This is achieved through the design and delivery of an extensive range of webinars, workshops, self-paced learning and thought leader events, as well as Victorian Government funded continuing professional learning and evaluation activities to the Victorian VET workforce.

VDC provides learning in the form of online, in-person and hybrid workshops, webinars, free thought leadership seminars and an annual national conference.

Since its inception in 2005, the VDC has evolved to become one of Australia's leading providers of professional learning for VET educators, trainers, lecturers and other VET professionals. Our training programs have been independently evaluated by the Australian Council for Educational Research. All program content is mapped against the VET Practitioners Capability Framework for educators at all stages of their careers. There is no membership fee to utilise the VDC's services, however, there can be a small fee for enrolment in individual training events.

Since 2012, the VDC has provided 4500+ programs and events to over 110,000 attendees.

## Governance

The VDC is a public company limited by guarantee, with the Victorian Minister for Skills and TAFE as the sole member. The VDC is governed by an experienced Board of Directors appointed for their specialist expertise in VET, workforce development and corporate governance.

## Our Vision

*The VDC is the Centre of Excellence for Continuing Professional Learning to the VET Workforce.*

Our vision is to become the leading organisation for all VET professional learning programs for Government and training providers. With best practice training facilities and online platforms in place to expand our in-person and online reach, plus a continuously revitalised program focused on building quality through practice excellence and innovation, we are confident in our contribution to building the capability of the VET workforce.

## Our Values

// **Ethics and Integrity, Respect and Collaboration** through our strongly collaborative approach and trusted relationships.

// **Passion, Innovation and a Customer focus** through our relentless efforts to understand the specific needs of providers and to be a partner in their success.

// **Life-long learning and Quality** by continuously seeking out best practice methodologies and engaging more and more in strategic collaborations with providers and agencies to build the knowledge base that can then be shared across the sector.

## Our 2024 Goals and Success Indicators

To achieve the vision of a centre of excellence guided by our values, as part of the VDC four year strategic plan we identified the following goals and success indicators for 2021-2024:

### Our Goals

| Leading VDC                                                                                                         | Enabling VDC                                                                  | Customer-focused VDC                                                                                   | Thriving VDC                                                    |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Become the recognised leader of continuing professional learning & thought leadership for the VET sector workforce. | Enable the implementation of Victorian Government quality priorities for VET. | Enable VET providers & VET professionals to equip & inspire the delivery of quality learning outcomes. | Drive growth through exploration of new business opportunities. |

### Our Success Indicators

| Leading VDC                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Enabling VDC                                                                                                                                                                                                                                                                                                   | Customer-focused VDC                                                                                                                                                                                                                                                                      | Thriving VDC                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Major provider of professional learning &amp; thought leadership for VET teachers, administrative &amp; specialist staff.</p> <p>Raising the status of and recognition of VET practitioner career development</p> <p>Evidenced by:</p> <ul style="list-style-type: none"> <li>// Positive participant and client engagement</li> <li>// Broader range of programs to a wider audience</li> <li>// Research based policy advice &amp; activities</li> </ul> | <p>Programs, activities and advice to support and strengthen the Victorian Skills Authority initiatives.</p> <p>Evidenced by:</p> <ul style="list-style-type: none"> <li>// Positive Ministerial, Victorian Skills Authority and Departmental feedback</li> <li>// Positive Independent evaluations</li> </ul> | <p>Flexible and responsive professional learning programs and activities.</p> <p>Adoption of a CPD recognition system.</p> <p>Establish active professional networks for VET practitioners and other staff.</p> <p>Continued high satisfaction ratings from participants and clients.</p> | <p>Demonstrated workplace culture best practices.</p> <p>Diversified funding across Victorian Government and fee for service revenue sources.</p> <p>Strong brand recognition that is highly regarded throughout VET sector.</p> <p>Investment in best practice organisational enablers.*</p> |

\* ORGANISATIONAL ENABLERS are the skills and knowledge, the tools and resources, and the culture of the organisation that will enable it to achieve strategy.

## Annual Priorities

To reach these goals, we develop an annual set of priorities which, for the 2024 calendar year, were as follows:

### Our 2024 Priorities

| Leading VDC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Enabling VDC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Customer-focused VDC                                                                                                                                                                                                                                                                                                                                       | Thriving VDC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>➤ Provide quality professional learning programs to reflect workforce development needs.</li> <li>➤ Diversify professional learning offering across introductory, intermediate and advanced levels of content.</li> <li>➤ Expand self-paced learning modules and online blended learning.</li> <li>➤ Consolidate National and international strategic collaborations.</li> <li>➤ Seek research partnerships and collaborations in Skills and TAFE workforce development.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Seek reinstatement of independent evaluation for government funded programs.</li> <li>➤ Address appropriate workforce development initiatives for Skills and TAFE outlined in the Victorian Skills Plan and National Skills Agreement.</li> <li>➤ Achieve agreed outcomes of the Common Funding Agreement to the Victorian Skills Authority's satisfaction.</li> <li>➤ Provide robust advice to Government on VET workforce development.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Support best practice facilitation</li> <li>➤ Explore regional delivery for Victorian Government funded programs.</li> <li>➤ Explore national, international program delivery.</li> <li>➤ Introduce Informal/ accredited learning mix.</li> <li>➤ Increase profile and offering of the VDC VET alumni.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Seek sustainable level of core funding from Victorian Government for next Common Funding Agreement.</li> <li>➤ Maintain corporate governance &amp; fiscal responsibility for the entity.</li> <li>➤ Maintain strong Victorian market presence whilst expanding national and international program reach.</li> <li>➤ Diversify revenue streams through investment, as well as the promotion of VDC facilities room hire, learning management system VDC-Learn programs, customised training offerings.</li> <li>➤ Conceptualise a membership based model.</li> <li>➤ Refresh website, social media and marketing resources.</li> </ul> |

## Organisational Structure

VDC is governed by a Board of Directors appointed for their specialist skills and expertise in Vocational Education and Training, professional development and organisational governance.

VDC staff are supported by specialist consultants and teaching professionals for specific activities as required.



## Chair's Message



It is with pleasure I present the VET Development Centre Limited (VDC) 2024 Annual Report.

The VDC Board and organisation continued to steer the VDC towards its vision of being recognised as a centre of excellence for continuing professional learning to the VET workforce. I am pleased to report the activity and engagement outlined in this annual report reflects this vision. The engagement with in-person, online and self-paced professional learning and other activities in 2024 continued the outstanding performance of 2023.

The organisation hosted over 400 events in 2024, retaining its record 20,000 plus registrants for these sessions and activities. This significant engagement did not diminish the quality of service provision, with an overall participant satisfaction rating increasing from 95% to 97% for VDC professional learning achieved. This engagement reflects VDC's capability for adaption and responsiveness to emerging VET teaching workforce needs in Victoria and across Australia.

The VDC is grateful for the Hon. Gayle Tierney MP. Minister for Skills and TAFE maintaining the ongoing commitment to the government funded programs as part of the Victorian Skills Plan and broader TAFE, ACFE and Family Violence initiatives. This enabled the continuity of contracted professional learning for the TAFE, Learn Local and Skills First funded RTOs workforces.

Through VDC's collaboration with the Victorian Skills Authority (VSA) the organisation was funded to provide specific professional learning to TAFE and Skills First

funded providers in Victoria. Ongoing relationships with the Department of Jobs, Skills, Industry and Regions and the Adult and Community Further Education Board of Victoria continued with specifically designed programs for VET in Schools teachers and the Learn Local workforce.

It was fulfilling to see the organisation contribute to the consultations for the national VET Workforce Blueprint and for the VDC to be highlighted as a case study for professional learning in the sector.

VDC continues to thrive and enhance its professional learning programs in Victoria, across Australia and through new opportunities in Vietnam and Bhutan. Be it in partnership with the VSA or through its own funded programs and activities, to support TAFE, private providers, learn local organisations and VET in Schools teachers all participating collaboratively at virtual, hybrid and in-person learning experiences.

I'd like to acknowledge CEO, Martin Powell for his innovative and energetic leadership, and the Directors, Board Secretary and staff, for their dedication and hard work during a challenging year.

A handwritten signature in black ink, appearing to read 'Christine Robertson', with a stylized, flowing script.

**Christine Robertson**  
Chairperson

### VALE CLIVE DRISCOLL

#### PHOTO

VDC acknowledges VDC Director Clive Driscoll who passed away on Sunday 16 June 2024.

Clive was an outstanding contributor and dedicated supporter to the VDC over many years, joining the VDC as an independent director of the Audit & Risk Committee in 2009 and becoming a board director in 2019. Clive worked at the Melbourne Cricket Club for over 20 years. His most recent position was the General Manager, Finance & Business Performance.

His expertise, wisdom, manner and personality will be sorely missed.

## CEO Message



Throughout 2024 VDC embraced innovation and explored new opportunities to provide professional learning themes for the teaching workforce, with a new focus on Generative Artificial Intelligence, teacher and student wellbeing and sustainability.

The momentum of the diversity and range of programs continued with records broken such as 174,000 engagements in the VDC-Learn platform (learning management system) achieved for self-paced learning, and a record 20,000 registering for professional learning in Victoria and across Australia. VDC delivered and supported over 400 sessions. VSA funded Workforce Development Grants, teaching fellowships and the introduction of digital badges provided further variety for training providers to explore.

Many partnerships thrived in 2024 where VDC supported 5,800 in-kind participants through professional learning and hosting services, including those with the Australian Centre for Career Education, WorldSkills Australia and the International Specialist Skills Institute. The VDC led professional learning for judges, volunteers and assessors for WorldSkills competitions received record engagement as did the Illuminate Forum collaboration between the VDC, ISS Institute and the Victorian Skills Authority (VSA). VDC also successfully piloted a regional workshop at Bendigo TAFE for a VSA funded professional learning program.

The VET National Teaching & Learning Conference was held at the Melbourne Convention & Exhibition Centre for the second consecutive year focusing on the journey from competence to excellence, consolidating the venue and event as a significant professional learning experience on the Australian VET calendar, with record attendance and enthusiasm and engagement to match. VDC also continued its sponsorship and contribution to judging the Teacher / Trainer of the Year Award at the Victorian Training Awards.

For the second consecutive year the organisation provided training internationally, delivering a program in both Vietnam and Bhutan and hosting Bhutanese participants in Australia.

I had the pleasure of participating in the celebration of the contribution and achievements of educators, teachers and trainers in the VET sector on several occasions, including as master of ceremonies for the annual free online seminar on World Teachers' Day. The theme was "Celebrating Small Successes", as well as an inaugural in person Thought Leaders session entitled 'How Can Teachers Effectively Use AI' at the Study Melbourne Hub in Ho Chi Minh City Vietnam.

Commitment by the organisation to the clean economy and sustainability saw the second Australian VET Sustainability Fellowship for Vocational Education & Training awarded, to fund travel abroad to research new skills and best practice in areas such as clean and alternative energy, upcycling, recycling, innovative technologies and sustainable processes and procedures, then disseminate the findings to the Australian VET sector upon return.

I would like to thank and congratulate the VDC team for their dedication and focus during 2024 and the VDC Board Directors for their ongoing guidance and oversight.

A handwritten signature in black ink, appearing to read 'M Powell'.

Martin Powell  
Chief Executive Officer

# 2024 Year in Review

## 2024 Highlights

**97%**

average satisfaction rating for attendees surveyed at VDC programs

**20,000+**

registrations for all VDC programs, events and services

**174,000**

engagements through VDC-Learn (self-paced learning)

**400+**

events hosted by VDC

**5,800+**

registrations for in-kind events and services for the VET Sector

**5,600**

TAFE participation in Victorian Government and VDC PD sessions

**3,000**

attendees at the VDC National Thought Leadership Webinar Series

**400+**

record attendance at the VET National Teaching & Learning Conference

**2x**

International Professional Learning Programs delivered in Vietnam and Bhutan

The Australian VET Sustainability Fellowship for Vocational Education & Training



## Professional Learning

The VDC provides continuous professional learning (non-accredited training) for the VET workforce through an extensive range of online and in-person webinars, half and full day workshops, self-paced learning and special events such as thought leader seminars, conferences and other functions.

To describe the level of content being presented in training, the VDC utilises Professional Learning Categories for its webinars and workshops as well as elements of the Victorian Government funded professional development programs. VDC professional learning is aligned to the VET Practitioner Capability Framework (IBSA 2013).

The framework defines the broad capabilities required for a range of job roles in the VET sector. It provides a common language for the knowledge, skills, behaviours and attitudes that practitioners will display if they are performing well in their roles. The final framework consists of: (1) three levels that reflect the expertise and responsibility required of VET practitioners; (2) four domains describing the specialist skills required of VET practitioners; and (3) six skill areas that address more generic work skills required for VET practitioner job roles.

The level descriptions are described as:

### ▲ Introductory (New to the topic)

Professional Learning aimed at practitioners that have a broad theoretical knowledge and practical experience of training and assessment. They operate independently and seek guidance when necessary.

### ● Intermediate (Build on your existing Knowledge)

Professional Learning aimed at practitioners that have specialised theoretical knowledge and practical experience of training and assessment. They employ a wide range of teaching and assessment methods and provide guidance and support to practitioners.

### ■ Advanced

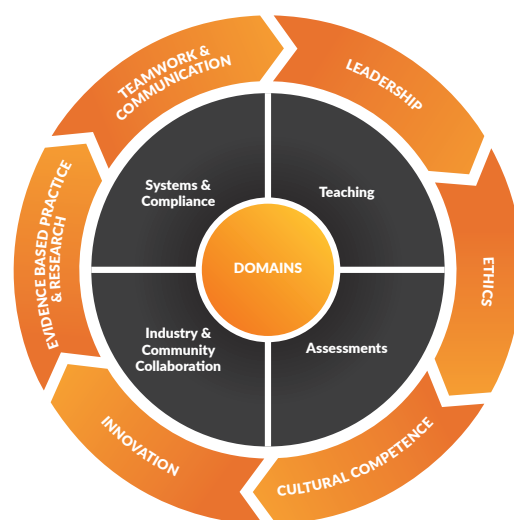
Professional Learning aimed at practitioners that have in-depth knowledge and established skills to shape a team's training and assessment practice. They inspire others, lead change processes and provide specialist advice and support.

All training is aligned to the level descriptions and four domains being Teaching, Assessments, Systems and Compliance, and Industry & Community Collaboration domains and related capabilities as prescribed in the Framework.

*"I thoroughly enjoyed the whole thing, but the activities have really opened up my thought process and ideas on how to make my classes even more exciting. I really want to try and incorporate everything I learnt today in my class."*

2024 ATTENDEE

VET Practitioner Capability Framework (IBSA 2013)



2024 saw continued high demand for VDC professional learning and services. Over 20,000 registrations and engagements with VDC were achieved for 410 events, maintaining the previous year's record engagement in VDC services with fewer events than the 567 held in 2023. This consistently high level of initial interest and engagement in VDC professional learning sessions and related events services reflects the consolidation of the organisation's position as a leading provider of professional learning services and facilities.

The acceptance of the VDC Learning Management System VDC-Learn for self-paced learning as another form of interaction with professional learning was reflected by the achievement of over 174,000 engagements for the webinar recordings and self-paced learning modules (elearns).

The VDC Professional Learning program attracted over 6,700 registrants to the sessions, being a mix of fee for service and free thought leader events, with a third of registrants attracted from outside Victoria.

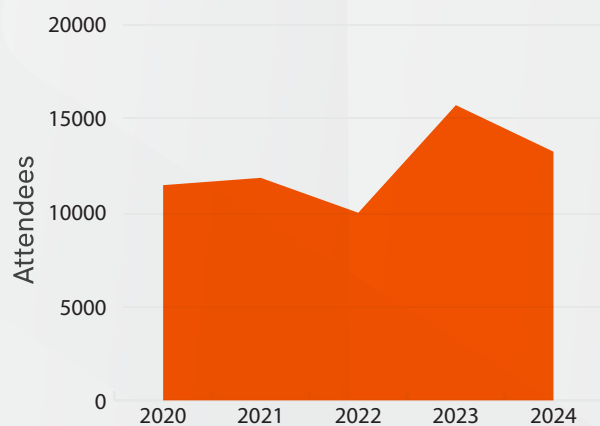
It was exciting to witness the in-person activity at the VDC training facilities with around 1,800 participants attending professional learning and other events at VDC during 2024. In addition, VDC was able to support in-kind sessions and events for a range of VET sector and related institutions providing access to a record 5,800 registrants to in person, hybrid and virtual events.

Over 13,100 participants attended sessions at the time of delivery, with further self-paced participation achieved through webinar recordings and VDC-Learn interactions. The activity

represented in the graph below depicts attendance at all professional learning programs delivered including:

- VDC Professional Learning Programs
- Victorian government funded professional learning programs
- Professional Learning Solutions (customised training)
- International Programs
- In kind webinar and venue hosting services
- Major VDC events
- Room Hire

**Attendees at VDC activities 2020 to 2024**



2024  
YEAR IN  
REVIEW

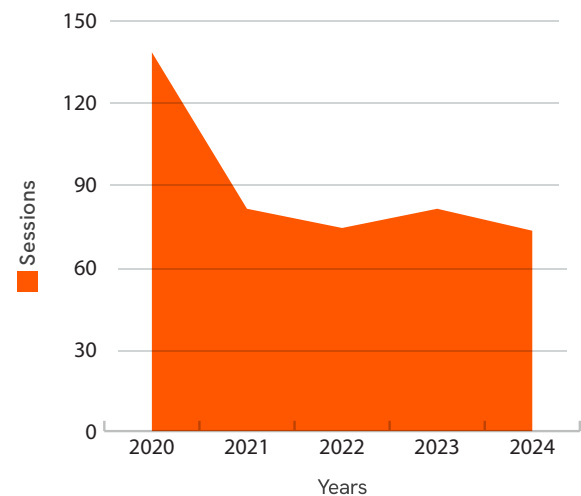




### VDC Professional Learning Program

The VDC Professional Learning Program comprises of sessions that attendees pay a fee to participate and is open to anyone. There is no membership fee required to access this (or any other VDC) program and fees are equal to or lower than those offered by comparable member based professional learning organisations. The program also includes free thought leader seminars and the VDC’s annual World Teachers’ Day event. In-person, virtual and hybrid workshops, national webinars, seminars and a in person conference to the sector were offered around the following key themes:

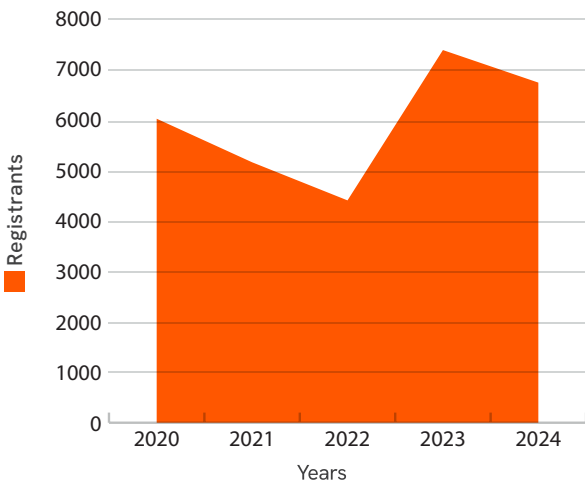
- › Teaching & Learning Strategies
- › Quality, Compliance & Auditing
- › Assessment Essentials
- › Mapping & Validation
- › Industry Engagement
- › Sustainability
- › Wellbeing
- › Cultural Awareness
- › Inclusiveness
- › Leadership & Management



The Program achieved a total of 6,711 registrations from 73 virtual and in person sessions. This compares to 7,353 registrations from 81 sessions in 2023.

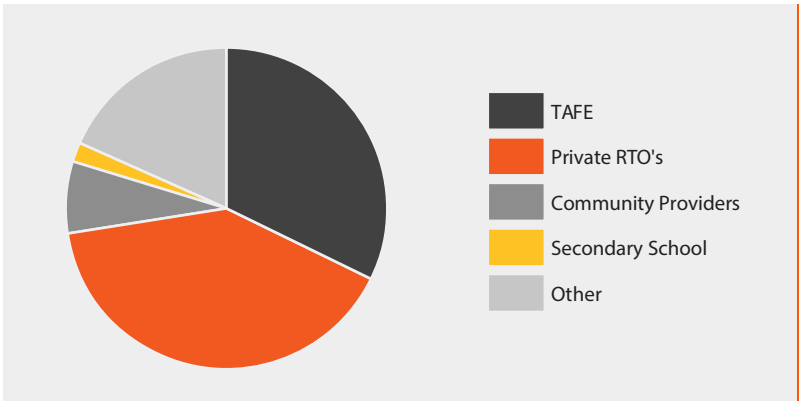
The average registrations per session was maintained at 91 for 2024 when comparing to 2023. The free national VDC Thought Leadership Series continued to achieve the outstanding engagement generated in 2023, including reach outside of Victoria. The national online sessions have provided a broad range of educators and stakeholders across Victoria and Australia with a quality professional learning experience. VDC experienced a significant increase in registrations from outside Victoria for the fee for service component of this program, with over 2000 registrations generated.

The largest single session for the year was a free information session held in February “Preparing Your RTO for Early Changes to the Current RTO Standards” which attracted over 1000 registrants. To celebrate the contribution and achievements of educators, teachers and trainers in the VET sector, VDC presented its annual free World Teachers’ Day online seminar with the theme “Celebrating Small Successes”. For the second year, the session ran twice attracting 650 registrations over the two sessions



TAFE attendees have consistently maintained a one third share of attendees in the VDC Professional Learning Program since 2016 with TAFE employees representing 32% of registrations in 2024, while private provider organisations consisted of 40% of attendees and other VET related professionals from industry, government or unknown made up 18%. Community Providers made up 7% of registrants. Specific Learn Local programs and other government funded training initiatives, which are discussed further in this report, demonstrate further participation by TAFE and Learn Local providers (Community Providers) in these settings.

| ORGANISATION          | 2020  | 2021  | 2022  | 2023        | 2024        |
|-----------------------|-------|-------|-------|-------------|-------------|
| TAFE                  | 2,606 | 2,005 | 1,489 | 2,505       | 2,164       |
| Private RTOs / Other* | 2,483 | 2,571 | 2,244 | 2,683/1,520 | 2,678/1,214 |
| Community Providers   | 811   | 476   | 454   | 580         | 475         |
| Secondary School      | 98    | 87    | 200   | 65          | 180         |
| TOTALS                | 5,998 | 5,139 | 4,387 | 7,353       | 6,711       |



\*Other consists of Industry, University, Government, and unknown

## VDC Learn



VDC-Learn offers professional learning on demand for the VET workforce. There are two types of programs to choose from, **eLearns** and **webinar recordings**. The type of program participants choose will depend on their learning style. **eLearns** allow participants to read content at their own pace and complete quizzes along the way to consolidate their understanding of the topic content. Alternatively, **webinar recordings** provide the perfect option for those who prefer to listen to and view a presentation.

This new Professional Learning Platform was launched in March 2023. A contemporary and innovative addition to the extensive range of Professional Learning provided by VDC, the Moodle Learning Management System based platform has been integrated with the VDC website and registration system to house 29 self-paced learning modules “eLearns” and 52 enhanced webinar recordings. Certificates of attendance are available for the completion of self-paced learning.

The free eLearn on the Introduction to the National VET System attracted over 150 participants this year, plus a deafConnectEd eLearn to over 130 registrants. 200 places of VSA and ACFE funded eLearns, 1000 places for the Family Violence program were also provided bringing the total registrations to the system close to 2000 for 2024, compared to 1450 in 2023.

VDC-Learn attracted over 174,000 engagements for 96 webinar recordings and 24 eLearns. This includes engagements from commercial sales as well as interaction from the government funded programs for Vietnam, Bhutan, Family Violence, VSA and ACFE, and free support for deafConnectEd.

## Australian VET Sustainability Fellowship for Vocational Education & Training



Working in partnership with the International Specialised Skills Institute (ISS Institute), the VDC established the Australian VET Sustainability Fellowship for Vocational Education & Training in 2023. The Fellowship program focuses on developing opportunities for the VET sector to support sustainable practices and innovation to generate long term social and environmental benefits. A \$15,000 travel fellowship provides the opportunity to travel abroad to research new skills and best practice in areas such as clean and alternative energy, upcycling, recycling, innovative technologies and sustainable processes and procedures, and then disseminate the findings to the Australian VET sector upon return.

TAFE NSW educator, Peter Schreiner in the field of energy storage, was the successful applicant for the travel fellowship. Peter, an Industry Innovation Specialist undertook a European trip in early 2024. VDC arranged a Sustainability roundtable discussion hosted by the Education and Training Foundation in London for Peter to attend as part of his trip. The final report was published, and Peter presented as part of the research stream at the VDC VET National Teaching & Learning Conference.

The 2024 Australian VDC VET Sustainability Fellowship for VET Practitioners has been awarded to Lisa Piller, Principal Lecturer Fashion & Fashion Business, South Metropolitan TAFE WA. Lisa intends to build on research which looks at place-based interventions that further circularity in the clothing and textile supply chain.

### International Programs - Vietnam & Bhutan

2024 saw further international delivery opportunities for VDC, following the two successful international programs in Vietnam secured in 2023 through the Australia Awards Programs on behalf of the Australian Department of Foreign Affairs and Trade.

#### Innovation Leadership Skill Sets in Vocational Education and Training for the Aus4Skills Program

This Australia Awards Short Course in Innovation Leadership Skill Sets in Vocational Education and Training focuses on equipping up to 20 participants from Vietnam with knowledge to lead innovation for a range of purposes required within an organisation. The assessment outcomes align to the Australian

BSBSS00096 Innovation Practice Skill Set and BSBSS00097 Innovation Leadership Skill Set contextualised to a Vietnam-based VET college delivering logistics and allied industry training. The targeted participants are VET trainers, teachers and heads of departments at VET colleges that deliver logistics and allied industry training.

VDC partnered with the Australian Institute of Management (AIM) to provide the accredited component of the training. AIM was selected as a national provider of good reputation that had the capacity to provide trainers for Vietnam and had the accredited units required for the program on their scope of registration.

In 2023, the program consisted of two (2)x 2-week blocks of training in Hoi Chi Minh City, Vietnam in September and October, followed by an immersive experience for the Vietnamese participants in Melbourne for eight days in November. This included further sessions at the VDC, a welcome reception hosted by the Hon. Gayle Tierney, Victorian Minister for Skills and TAFE at the Victorian Parliament House, a tour of the Port of Melbourne, a visit to Armstrong's Driving School and supervised recreational activities.

In addition, mentoring for group projects that are part



of the program occurred from January to June 2024. The program culminated in a final two-day symposium in Ho Chi Minh City on Friday 19 July and Saturday 20 July at the HCMC College of Transport. Hosted by VDC CEO Martin Powell, participants presented their action research projects on the first day, whilst day 2 consisted of keynote speakers Sandris Zeivots (AI in education) and Andrew Douch (innovative teaching practice) and Logistics Leaders from Vietnam.



### Supporting Capacity Development in TVET (Bhutan) Program

VDC delivered the Supporting Capacity Development in TVET (Bhutan) Program on behalf of DFAT under the Australia Awards program. 20 Bhutanese participants travelled to Australia in groups of 10 in July/August 2024 for the program. VDC hosted the participants in Melbourne for the first week, and the second week of delivery was managed by consultant Wendy Perry in Adelaide. The program content focused on social inclusion, disability inclusion and gender equity.

VDC commenced the program in May with four weeks of webinar sessions as part of the Preliminary Learning Activities. Topics for Return-to-Work plans are being developed. The first group of 10 participants arrived in Melbourne on Friday 5 July 2024, the second group on Friday 25 July.

After successful visits to Australia, participants finalised their return-to-work plans, making gender equity, disability and social inclusion changes in their vocational colleges. This work was supported with weekly coaching sessions facilitated by industry experts running until October.

Final presentations were made at an online symposium on Thursday 10 October, with VDC CEO Martin Powell emceeing the event.



### VDC VET Alumni

Based on an Australian Council for Educational Research independent evaluation recommendation from 2022, to maximise impact on professional practice through facilitated opportunities for reflection and sharing of best practice, the VDC established an Alumni called the VDC VET Practitioners Network. It consists of the VDC Teaching Fellowship participants, VSA Workforce Development Grant recipients and Vietnamese and Bhutanese program participants. There is no fee associated with this membership and VDC envisages that the alumni will remain a valued participant in VDC VET Professional Learning programs throughout their career. In addition, by joining the VDC VET Alumni, it will provide a unique opportunity to continue to network with peers at exclusive events as well as receive invitations to VDC professional learning. The Alumni also provides mentoring opportunities for new fellows and grant recipients.

## Professional Learning Solutions

In addition to the VDC Professional Learning Program, the VDC designs Professional Development that meets individual workforce development needs for training organisations. Customised programs are delivered at the VDC, through the VDC online platforms, self-paced learning (VDC-Learn) or at training organisation locations across Australia. VDC was able to support almost 1,000 participants over 29 sessions in 2024.

Our highly experienced subject matter experts and consultants work with training organisations to design a program that identifies the organisation's workforce development needs and is delivered at a time and place that is convenient to an organisation.

Major clients in 2024 included:

- RMIT
- Chisholm Institute
- HumanAbility (Jobs and Skills Council)
- LifeLine (NSW)
- South Metropolitan TAFE (WA)
- InterCare (VIC RTO)
- TAFE Gippsland (VIC)
- Victoria Police
- SuniTAFE (VIC)
- Federation University TAFE (VIC)
- North Metropolitan TAFE (WA)
- LifeLine (NSW)



## Teacher/Trainer of the Year Award

# Dr Adam Bignold

The VET Development Centre is the proud sponsor of the Teacher/Trainer of the Year Award at the Annual Victorian Training Awards, a sponsorship that VDC has been involved in since the mid-2000s.

Held on Friday 30 August 2024 at the Melbourne Convention & Exhibition Centre, winners of the 70th Annual Victorian Training Awards were announced at a Gala, celebrating the outstanding achievements of individuals and organisations in the Victorian vocational education sector.

The prestigious Victorian Training Awards bring together apprentices, trainees, students, teachers, training providers, employers, and industry representatives, sharing in a high-quality training system that meets the needs of all Victorians. Winners go on to compete at the Australian Training Awards in December.

The winner of the VDC sponsored Teacher/Trainer of the Year Award was Dr Adam Bignold, from Federation TAFE, who delivers a Certificate IV in Cyber Security, and a Certificate III in Information Technology.

While teaching simultaneously at university and in VET, Adam noticed a stark contrast between theory-based higher education and hands-on VET. Subsequently VET became his preferred path to share the wonders and infinite possibilities of STEM and technologies where Adam's students at Federation TAFE are now well prepared for the modern workplace being trained in real life scenarios such as hacking and other practical applications.

Adam was also concerned with the low levels of female participation and challenges for neurodiverse students, so he developed an



adaptive, practical curriculum specifically for - diverse learners, English as a second language students, and females. This resulted in doubling female enrolments, a three-fold increase in learner engagement, and a two-fold increase in neurodiverse attendance.

Adam then went on to win the Australian Teacher Trainer of the Year Award at the Australian Training Awards in Canberra in December.

***VDC is proud sponsor of the Teacher/Trainer of the Year Award at the Victorian Training Awards***

## In-Kind Support

The VDC endeavours to assist and support several VET focused departmental, community-based and not for profit organisations through the provision of in-kind services.

VDC provided 30 instances of in-kind support to assist in the delivery of workshops, webinars and conferences for the organisations including VSA, DJSIR, The ISS Institute, deafConnectEd, DEWR, the QuIET Network, the ACFE Board, WorldSkills Australia and ACDEVEG. These events enabled over 5,800 registrants to participate in further VET policy, research and information related activities. This compares to 3,500 registrants in 2023.

VDC also provides ongoing support for the website of the Victorian Association of TAFE Libraries (VATL) and conference sponsorship for the Victorian Training Awards, Victorian TAFE Association State Conference, TAFE Directors Association Convention, ACEVic Conference, National Centre for Vocational Education Research No Frills Conference, and holds Associate Membership with TAFE Directors Australia.



| ORGANISATION & TOPIC                                      | DATE       | DELIVERY           |
|-----------------------------------------------------------|------------|--------------------|
| DJSIR The Year Ahead for the Skills First Program         | 08/02/2024 | Webinar            |
| Preparation of VET teachers and the VET system in Germany | 12/02/2024 | Half Day Hybrid    |
| deafConnectEd Webinar                                     | 22/02/2024 | Webinar            |
| ACFE Stronger by Design                                   | 26/02/2024 | Half Day Workshop  |
| QuIET Network General Meeting                             | 15/03/2024 | Half Day In person |
| Learn Local Health Industry Practice Network              | 25/03/2024 | Half Day Workshop  |
| WorldSkills Australia - How to Run a Regional Competition | 30/04/2024 | Webinar            |
| WorldSkills Australia - Marking & Assessment              | 14/05/2024 | Webinar            |
| ACDEVEG Seminar                                           | 15/05/2024 | Half Day Hybrid    |
| ACDEVEG Seminar                                           | 15/05/2024 | Half Day Hybrid    |
| QuIET Network General Meeting                             | 31/05/2024 | Half Day In person |
| WorldSkills Australia - How to Run a Regional Competition | 04/06/2024 | Webinar            |
| WorldSkills Australia - Marking & Assessment              | 20/06/2024 | Webinar            |
| ISS Institute / VSA / VDC - Illuminate Forum              | 04/07/2024 | Full Day Hybrid    |
| Tori Cooke - Pandora                                      | 11/07/2024 | Full Day Workshop  |
| ACFE training session                                     | 26/07/2024 | Full Day Workshop  |
| deafConnectEd Webinar                                     | 29/07/2024 | Webinar            |
| SuniTAFE room hire                                        | 19/08/2024 | Full Day Workshop  |
| WorldSkills Australia - How to Run a Regional Competition | 29/08/2024 | Webinar            |
| ACFE Information Session                                  | 05/09/2024 | Webinar            |
| ACFE Information Session                                  | 10/09/2024 | Webinar            |
| WorldSkills Australia - Marking & Assessment              | 12/09/2024 | Webinar            |
| deafConnectEd Webinar                                     | 19/09/2024 | Webinar            |
| VSA meeting                                               | 15/10/2024 | Full Day Workshop  |
| Audit Express Planning session                            | 17/10/2024 | Full Day Workshop  |
| AVETRA OctoberVET Forum                                   | 18/10/2024 | Full Day Workshop  |
| ISS Institute / VSA / VDC - Illuminate Forum              | 08/11/2024 | Half Day Hybrid    |
| IPN Care and Support                                      | 11/11/2024 | Full Day Hybrid    |
| DEWR Training.Gov Information Webinar                     | 13/11/2024 | Webinar            |
| ACFE - training session                                   | 04/12/2024 | Full Day Workshop  |

# Victorian Government Funded Professional Development Programs

In 2024, the VDC delivered a diverse range of professional development programs funded by the Victorian Government, available to all training providers that held a Skills First funding contract with the Victorian Department of Jobs, Skills, Industry and Regions (DJSIR) through the Victorian Skills Authority (VSA), the Adult Community and Further Education (ACFE) Board and the Office of TAFE Coordination and Delivery (OTCD).

All Victorian Government Funded programs attracted over 3,100 registrants. The participation by the TAFE, Learn Local provider and Secondary School workforce in the Skills First Government Funded Programs and other government funded programs comprised 53% of registrations while Private RTO organisations represented 47% of all participation.

VDC programs are informed by the learning objectives and learning outcomes of the VET Practitioner Capability Framework (IBSA 2013), a framework that prescribes domains and related capabilities in the areas of: Teaching; Assessment; Systems and Compliance; and Industry, Community and Collaboration. All sessions were mapped and aligned to Teaching, Assessment, Systems & Compliance, and Industry, Community & Collaboration domains and related capabilities as prescribed in the Framework; and categorised as either Introductory, Intermediate or Advanced to describe the level of content.

The Professional Development Programs were specifically designed to:

- Focus on Content - The programs address specific areas of practice, capability, and domain.
- Promote Active Learning - The sessions are designed to engage teachers and practitioners by encouraging them to learn new strategies and experience learning methods similar to what they would use with their students.
- Provide a Supportive Learning Environment - Teachers and practitioners are encouraged to share ideas, collaborate, and learn from one another in a safe, supportive space.
- Facilitate the Sharing of Expertise - The programs offer opportunities to share content knowledge and

evidence-based practices, fostering reflection and feedback among participants.

VDC integrated and piloted over 1,200 digital credentials as part of the certification of attendance for participants. The digital badge provides an indicator and validation of accomplishment, creating an encrypted digital credential that is portable, shareable and verifiable as a sustainable paperless resource.

Almost 1,600 registrations were received for the Skills First VSA funded programs and information sessions in 2024 for 67 sessions and 260 hours of professional learning. The average **satisfaction rating of 97%** was achieved across all programs.

To further support the professional learning needs of industry professionals, especially given the time pressures they face, VDC expanded its self-paced learning modules. The *Quality in Assessment Practices* program, a 3-part multi-session series, and *Assessing Learners Effectively* were both developed into self-paced learning modules (eLearns) and hosted on VDC's Learning Management System (LMS).

## Communities of Best Practice (Practitioner Network)

*"I was really impressed by how an amorphous group was made cohesive and motivated to work together. I like the breakout group chance to meet each other, and how the pace was not like a rocket to fit in a lot in one session. The overall structure and presentation were excellent. Looking forward to networking with others, learning where to go to find topics or people, and learn more ideas that are new."*

The Communities of Practice initiative within the VSA Skills First Professional Learning Program aimed to address the professional learning and capability development needs of VET professionals, particularly in the context of supporting their teaching and training strategies.

This initiative consisted of a **6-session series** that combined interaction, networking, and thematic discussions. It offered a space for VET trainers to

share experiences, learn from one another, and discuss trends impacting their practice.

The sessions were a facilitated online Community of Practice to interact, network and explore topic-based discussions on interest of the attendees and trends, with the standout topics being:

- › Engaging students focus – what resources students bring/diversity.
- › Wellbeing Programs
- › Mental Health
- › Self-Management and Care

## Workforce Development Grants

In 2024 the VSA provided funding to VDC to enable the continuation of its Workforce Development initiative

targeting organisational capability in Skills First funded training providers (reintroduced in 2022).

The initiative provided eight **Workforce Development Grants** allocations of either \$25,000 or \$15,000 to support projects that focus on improving workforce capability and promoting innovation within VET organisations. The successful applicants were:

"I appreciate the way VDC supports us with not only offering the grant but also providing training for us to carry out the project effectively! Thanks again"

**2024 WORKFORCE DEVELOPMENT GRANT RECIPIENT**

|                                                 |                                                                                                                                          |
|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Bendigo Kangan Institute                        | Setting the Digital Standards for the VET Practitioner                                                                                   |
| TAFE Gippsland                                  | Enhancing Educational Leadership at TAFE Gippsland                                                                                       |
| Chisholm Institute                              | Building Skilled Workspaces: Equipping Trade Teachers with Tools to Support, Engage & Manage Difficult Learners & situations at Chisholm |
| Swinburne University of Technology              | Staff Induction & buddy networking program                                                                                               |
| William Angliss Institute                       | Educational Excellence Teacher Induction Program                                                                                         |
| Monarch Institute                               | Equity in Action: Advancing Workforce Development through Universal Design for Learning                                                  |
| Park Orchards Community House & Learning Centre | Building capacity in local, Adult community education                                                                                    |
| Australian Vietnamese Women's Association AVWA  | Strive                                                                                                                                   |

The VDC Workforce Development Grants aim to provide financial support to Skills First Providers to build workforce capability and development within the VET Sector to support training providers in maintaining quality practices. The projects applicants are encouraged to focus on areas of organisational workforce capability ranging from general teaching and learning practice to the exploration of a key workforce issue, a feature of good practice or the needs of a particular practitioner or specialist group to:

- › build skills and capability within the VET workforce;
- › allow greater mobility and transference of knowledge and skills across the VET system;
- › enhance the capacity of the organisation and the system as a whole;
- › improve outcomes for learners;

- › develop high quality teaching and learning practice resources;
- › deliver strategies to sustain new and improved practices; or
- › demonstrate a commitment to ongoing teaching and learning initiatives.

The events around the 2024 Workforce Development Grants have played an essential role in fostering collaboration, knowledge exchange, and project management support within the VET sector. The morning tea events, networking opportunities, and targeted workshops have helped to ensure that the grants have a lasting impact, providing recipients with the tools, insights, and connections they need to successfully implement their workforce development initiatives.



## VDC VET Teachers Fellowship

The Teaching Fellowship aimed to provide an immersive experience for relatively new teachers with a minimum of three teaching practice, by providing a comprehensive development program which built on their teaching and educational leadership capability. To be eligible applicants must be a VET teacher employed by a training provider with a 2024 Skills First VET Funding Contract. Applications were endorsed by the applicant's organisation's CEO.

**"So much – excellent PD – valuable tools and great inspiration." "I really want to try and incorporate everything I learnt in my class."**

### 2024 FELLOW

The program included an appropriate course of teacher training, professional development and other learning activities such as:

- Blended learning program – webinars, Moodle and face-to-face sessions
- VDC classroom teaching sessions

- Masterclasses and industry networking
- Community of Practice & Action Learning Project work - best practice & reflection
- Participation at VDC VET National Teaching & Learning Conference

An accredited unit of competency was included to enhance excellence and advancement in teachers, and to assist in developing the skills shortage in succession planning. Taking into consideration that it is highly likely educators have the Diploma TAE qualification, VDC selected the unit BSBHRM523 - Coordinate the learning and development of teams and individuals. VDC collaborated with the Australian Institute of Management (AIM) for the accredited training component of the Teaching Fellowship Program.

The 2024 Teaching Fellowship also included a profiling diagnostic tool (DiSC®) designed to address different aspects of self-awareness. DiSC® is one of the most widely used behavioural models in the world with over one million people taking a DiSC® assessment every year. It is a personal development learning experience that measures preferences and tendencies based on the DiSC® model.



From left to right: Emily Lansley Project Officer VDC, Helen Storr Program Facilitator, Jane XU, Denise Toogood, Debra Mortimore, Paul Webb, David Atkinson, Alisha Bingham, Ayse Bulbul, Martin Powell VDC CEO October 2024.

## Learn Local Programs

In addition to the Victorian Learn Local Professional Learning Program delivered by VDC, the Adult, Community and Further Education (ACFE) Board engaged the VDC to design and deliver a step-by-step entry level instruction program **Moving Online**. This is a program in online teaching and learning and to equip pre-accredited educators and managers who are novices in eLearning to be ready to implement a selected pre-accredited program in a 'blended' format or 'online only' format.

All sessions achieved a satisfaction rating of 100% Good or Excellent. Success of programs can be contributed to co-design of sessions with key ACFE stakeholders, facilitators and VDC.

## Family Violence Training Program

The Office of TAFE Coordination and Delivery (OTCD) in DJSIR funded VDC to deliver a family violence training program for teachers. This training was endorsed by the Department of Families, Fairness and Housing (DFFH) and mapped to the Best Practice Education Model (BPEM) framework for family violence teaching practice. The training was a recommendation from VDC's previous research into the BPEM.

The program provided several professional learning sessions, industry mentoring and a one-day conference at VDC featuring key industry stakeholders. Six self-paced modules (eLearns) were developed with subject matter experts in transformative learning and resources for Managers to support family violence (FV) teachers.

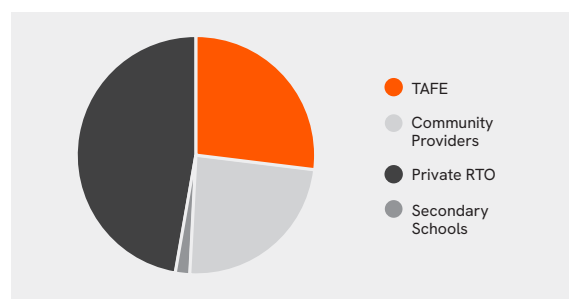
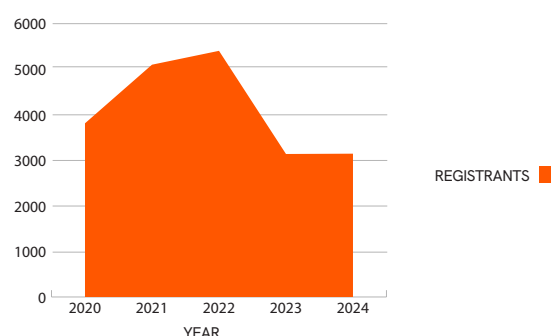
Training was targeted at FV teachers to develop specialist skills. This included industry skills and trauma informed teaching methodologies. Specialist training was developed and delivered to RTO managers of FV programs in how to support their teachers who at times deliver sensitive training and deal with backlash in the classroom.

Over 500 teachers from 118 training providers attended professional learning in specialist family violence training with an overall satisfaction rating of 98% Good or Excellent.



Tim Richardson MP, Parliamentary Secretary for Men's Behaviour Change (left of centre) attending the Family Violence Conference at VDC November 2024, Lisa Confoy VDC Project Director, Martin Powell VDC CEO (far left).

All Victorian Government Funded programs attracted over 3,100 registrants, The participation by the TAFE, Learn Local provider and Secondary School workforce in the Skills First Government Funded Programs and other government funded programs comprised 53% of registrations while Private RTO organisations represented 47% of all participation.



## Events

### VET National Teaching & Learning Conference

Striving to Inspire – VDC Conference Reflection By Hugh Guthrie

Republished from VDC News Edition 16 – 28 August 2024



VDC held its annual VET National Teaching & Learning Conference at the Melbourne Convention & Exhibition Centre on 15 and 16 August. It proved to be largest and (arguably) best yet, with the theme at this sold-out event “From Competence to Excellence – Strive to Inspire” resonating throughout the program. There were some exceptional keynote presentations and other sessions over the two days, and I’ll highlight a few here, and then focus in on others in subsequent issues of VDC News.

On Day 1 there was a research stream with 6 presentations and 7 speakers. There were also 3 concurrent workshops presented by Deborah Smith (entitled Inspire Engagement and Excellence), Matthew Dale (Entitled Embracing Diversity, Equity and Inclusion in VET: A pathway to excellence and Inspiration) and Feren Yen (Entitled Trauma-Aware Education: Fostering Inclusion and Resilience in the Classroom). Craig Robertson provided an update on VET qualification reform (which I’ll summarise next issue) and Vicki Abraham inspired us with her presentation. More of her presentation in another article in this issue.



Dr Justin Brown from ACER took a deep dive into issues with VET workforce planning and development through the medium of a number of the key reports on this topic. It provided a great summary of relevant research and reports, including a summary key papers in this body of research by Roger Harris.

Dr Anitza Geneve from TAFE QLD looked at digital capability in the VET sector, while Dr Tabatha Griffin and Michelle Hall, both from NCVER, highlighted issues around what student success might really look like and, spoiler alert, it’s not just about completions. (VDC News highlighted this work in an article here.) Joanne Waugh, also from NCVER, gave us an overview of her recent report which looked at what is needed and motivates RTOs to be high performing. Again, we have summarised this work in an earlier article here.)

Dr Suneeti Rekhari from TAFE NSW talked about that system’s journey from one of compliance to one more focused on self-assurance and continuous improvement. This is particularly relevant given the directions ASQA is moving. Peter Schreiner, also from TAFE NSW, described the work he did as a VDC Australian VET Sustainability Fellow. We’ll hopefully highlight this work in another article later.

Day 2 involved 3 keynotes. Two of them: Shelley Ware’s and Nevo Zisin’s reminded us about how and why we should keep a focus on issues related to Aboriginal people on the one hand and those who are transgender on the other. The last keynote of the conference was by Olympian gold medallist Dr Lauren Burns OAM. She described how people can realise and elevate their potential.



Earlier on Day 2 Claire Field brought attendees up to date with what's going on in the VET sector and what possibly lies ahead. Tony Kirton looked at the use of gestures as a fundamental communication skill and tool. There was also a presentation by 3 staff from POP Education on the use of ChatGPT in building personas for use in learning development, role playing and to facilitate the exploration of ideas and concepts. Finally, a panel of experts talked a bit about how issues with new teachers without the Cert IV and working under supervision is being handled given changes to ASQA regulation.

Finally, one of the real highlights was a couple of panel presentations by our Skillaroos and their mentors, who will all soon be heading off to Lyon in France in September to compete in WorldSkills. WorldSkills is a huge event focused in a wide range of technical and

trade areas. Let's wish all of them well over there as they are really impressive and articulate people dedicated to their trade and technical areas. The Skillaroos we heard from will be competing in floristry (Naomi), carpentry (Trey) and mechatronics (Will and Magnus). The first two Skillaroos compete as individuals, but the 2 mechatronics contestants are a team. They are ably supported by WorldSkills Australia's CEO Trevor Schwenke and three of their mentors also spoke to us: Raman (Heavy Vehicles), Damien (Mechatronics) and Dayne (Floristry).



## VDC World Teachers' Day

### Celebrating Small Successes

To celebrate the contribution and achievements of educators, teachers and trainers in the VET sector VDC presented its annual free online seminar on World Teachers' Day. With the theme "Celebrating Small Successes", the session ran twice on Friday 25 October to ensure maximum participation across Australia.

VDC CEO Martin Powell hosted the event and a Q&A following each presentation. The session featured

presentations by Pacific Education and Partnerships Specialist Artita Devi and Occupational Therapist and Managing Director of Abraham OT Services (AOTS), Vicki Abraham as we focus on the theme of Celebrating Small Successes.

It's important to appreciate the small achievements. This event encouraged participants to reflect on recent successes and consider how you can celebrate them, whether through personal acknowledgment or by highlighting the achievements of others. By embracing these moments, we cultivate a more fulfilling and supportive environment for both us and our learners.

# World Teachers' Day

## CELEBRATING SMALL SUCCESSES

**FREE** ONLINE SEMINAR

Friday 25 October 2024  
12:30pm – 1:15pm AEDT | 3:30pm – 4:15pm AEDT



## VDC Thought Leadership Series



The VDC sponsored national Thought Leadership Series presents an opportunity for VET professionals (including executives, managers, coordinators and practitioners) to engage with industry consultants, education experts and academic researchers about VET sector's cutting-edge topics and beyond. All VDC Thought Leadership Seminars are free and the series held online as lunchtime 90-minute seminars to sustain the national interest in the series, with the sessions and the World Teachers' Day event attracting 3,000 participants for the second consecutive year.

### Bridging the Cybersecurity Skills Gap 26 July 2024



The CEO of Altura Learning, Paul Goudie, presented "Bridging the Cybersecurity Skills Gap", a webinar that addressed the urgent need for skilled cybersecurity professionals and the critical role the VET sector plays in filling this gap.

This presentation emphasised the national goal for Australia becoming the leading cyber-secure nation by 2030. Paul delved into the challenges within the current VET framework and proposed strategies to enhance the quality and accessibility of cybersecurity education.

## Transformative Thought Leadership Through Indigenous Knowings (NAISDA) 10 May 2024



Kim Walker and Dr Nerida Blair explored the power of transformative thought leadership through Indigenous Knowings (NAISDA).

NAISDA is a place where we dare to dance and tell the stories that cannot be told unless we move. Dance is a powerful metaphor for how we connect our history with our future with neither one leading but each moving us forward, step by step. (Noonuccal Nuugi man and Wesley Enoch). NAISDA journeys this through its curriculum development, teaching and learning practices. The challenges are many but playing in the 'in-between space'. Western and Indigenous cultures have evolved our thinking, our practice.

Attendees engaged themselves, and played in the 'in-between space', through NAISDA storytelling of teaching and learning practices and curriculum development, as well as the challenges faced. Attendees were challenged to privilege Indigenous Knowings. The results are transformative. Their journey in this space is young and constantly evolving following Indigenous storytelling practice, rather than linear stories told through western ways of seeing and knowing the world.

The webinar considered new threads in a bundle of possibilities for teaching and learning practices that story the many stories, and the many possibilities that make up our identity as Australians.

## The Future of Vocational Education: Trends & Predictions 22 March 2024



Led by VET expert Kevin Ekendahl, this session, set to navigate the dynamic global trends currently reshaping vocational learning landscapes, with an in-depth look at the transformative impact of technological advancements, such as AI and VR, on training methodologies.

Attendees delved into discussions about the evolving job market and its forecasted demand for new skills. This future-focused session prioritised both the technical and soft skills necessary for tomorrow's workforce, aligning vocational training programs with these emerging needs. Kevin also shed light on the crucial role of policy in vocational education.

## International Thought Leadership Session

VDC initiated its own thought leadership session 'How Can Teachers Effectively Use AI' at the Study Melbourne Hub in Ho Chi Minh City on 17 July 2024. This was the VDC's first in person International Thought Leader Event, following the UK / Australia webinar held in conjunction with the Education and Training Foundation UK in



November last year.

Hosted by Mr. Martin Powell, CEO of the VDC, and presented by Dr. Sandris Zeivots from The University of Sydney Business School, this event was a remarkable success. As a Senior Lecturer specialising in transformative educational development, Dr. Zeivots shared valuable insights on creating purposeful, engaging, and meaningful learning experiences. The 90-minute event was attended by approximately 30 participants, including Ho Chi Minh City based VDC VET Practitioners Network (Alumni) members from the Vietnamese Logistics and compliance program run by VDC in 2023 as well as many representatives from the training colleges in Ho Chi Minh City. These participants were invited by the Ho Chi Minh City Department of Labour – Invalids and Social Affairs (DOLISA).

# Victorian Training Awards

The VET Development Centre is the proud sponsor of the Teacher/Trainer of the Year Award at the Annual Victorian Training Awards, a sponsorship that VDC has been involved in since the mid-2000s.

Held on Friday 30 August 2024 at the Melbourne Convention & Exhibition Centre, winners of the 70th Annual Victorian Training Awards were announced at a Gala, celebrating the outstanding achievements of individuals and organisations in the Victorian vocational education sector.

The winner of the VDC sponsored Teacher/Trainer of the Year Award was Dr Adam Bignold, from Federation TAFE, who delivers a Certificate IV in Cyber Security, and a Certificate III in Information Technology. Adam then went onto win the Australian Teacher Trainer of the Year Award at the Australian Training Awards in Canberra in December.

Congratulations also to Teacher/Trainer of the Year Award Finalists:

Megan Dodd, GOTAFE, delivering Certificate III in Agriculture, Certificate III in Dairy Production, Certificate IV in Agriculture, Artificial insemination and fertility management in cattle.

Will Sharpe, Sunraysia Institute of TAFE, delivering Certificate III in Heavy Commercial Vehicle Mechanical Technology, Certificate III in Automotive Electrical Technology, Certificate III in Mobile Plant Technology, Certificate III in Agricultural Mechanical Technology





## VET DEVELOPMENT CENTRE

Level 8, 379 Collins Street,  
Melbourne VIC 3000

**T** 1300 917 150

**E** [info@vdc.edu.au](mailto:info@vdc.edu.au)

**W** [www.vdc.edu.au](http://www.vdc.edu.au)

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