INSPIRING PROSPERITY GROWING NATIONALLY 2012
Welcome to the Riverina Institute Industry and Community Report.

As the largest provider of vocational education and training in the Riverina-Murray region, our focus is to build the skills, qualifications and employability of people within our footprint and beyond, offering programs from certificate through to advanced diploma level.

Across the range of our courses, our Business Lines of Production, Community Services, Health and Vocational Access and Business, Arts and Service Industries deliver 27 specialist trades and overall, nearly 400 programs in total.

Our extensive experience, our understanding of the regional context and our strong commercial track record ensures our customers can have confidence in our ability to respond to their unique needs. This expertise has enabled the Institute to extend its business nationally, delivering programs in the Northern Territory, Queensland, Victoria, Western Australia and the ACT.

Riverina Institute is an organisation which embraces change. It is a place where knowledge and imagination combine to create a unique learning environment.

It is said that while we can’t predict the future, we can help to create it and at Riverina Institute we are determined to shape the future of vocational education and training.

Our values are Customer First, Integrity, Innovation, Courage and Passion. Our teachers understand and embrace these values; values they bring to all training to make a better experience for our students.

It means we deliver our courses in ways that meet our students’ needs – online, in person, in the workplace and with all the support they need to succeed.

It means developing in people the skills employers want – the underpinning skills, employability skills and communicative abilities – backed by qualifications that are recognised the world over.

It means being relevant to the industries we serve and the communities we are part of, while helping to shape the kind of world we aspire to live in.

Our greatest strength is our connection to communities and the industries that sustain and drive growth within those communities.

Through this close connection to community and to industry, our training inspires regional prosperity and in partnership we are growing nationally.

Training at Riverina Institute is about the pursuit of knowledge, the acquisition of industry skills and developing an understanding that the only limits are those of our imagination.

Our 2012 – 2017 Strategic Plan, together with our vision, purpose and values, ensures we remain focused on the needs of our customers and our promise to contribute to the aspirations of regional Australia.

This report shares the achievements of 2012 and the deepening of our partnership approach which is the centrepiece of our key Value – Customer First.

Kerry Penton
Institute Director, TAFE NSW Riverina Institute
The Institute Advisory Council advises on industry and community training needs to ensure Riverina Institute’s customers are the highest priority in the planning and delivery of courses and services. The Institute Council members represent a wide cross-section of the community and assist in building relationships and promoting Riverina Institute across the region.

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ABOUT RIVERINA INSTITUTE

OUR APPROACH
Our Vision is to inspire regional prosperity and in partnership grow nationally.
Our staff embody our values of customer first, integrity, innovation, courage and passion. We are proud of our deep connection to the communities of our region. We seek to lead educational change and to be a leader in vocational education and training.

In 2012 we were awarded the NSW Large Training Provider of the Year – testament to the innovation and passion of our staff and the excellence of our training service.

OUR SERVICE
In 2012 we offered around 400 courses to over 30,000 students of which one in five live outside the Riverina-Murray region. We have put the customer first and our students are the measure of our success. In 2012 eight of our students were awarded medals in WorldSkills, six received State medals and six donor prizes.

Training through Riverina Institute means accessing our extensive support service, which assists all students through their entire course of study with us, career counselling, employability skills training, study support and a range of other support services. This ensures students can course complete their program of study and gain nationally recognised qualifications with real employment outcomes.

OUR RESOURCES
We have nearly 1,400 staff across 19 campus sites, delivering a service to the entire region, across the state of NSW and nationally.

Our workforce plan involves the development of staff capability across every level, including management training, commercial acumen and industry currency for teachers.

Our partnership with organisations in the region and beyond to deliver an outstanding training service for our communities, businesses and individual customers.

Strong partnerships can develop the seamless and holistic service that our customers want and will lead to skilled graduates with the recognised qualifications and training background that industry seek. Through our valued partnerships, we maximise the employability skills of our students, promote pathways to higher education and provide greater training options, recognition pathways and work experience.

Some of our partnerships and partners include:
- Airservices
- Aboriginal Child, Youth and Family Strategy (ACYFS) Riverina Murray
- Adult Migrant English Program
- Aged Care Workforce in VET
- Ageing Disabilities and Homecare
- Australian Water Association (AWA)
- Eagles Boys
- Department of Families, Housing, Community Services and Indigenous Affairs (DHCSIA)
- The GEO Group
- Forests NSW
- The Land Group
- Wagga Family Day Care
- Essential Energy
- Far West Local Health District
- NSW Rural Fire Service
- SunRice
- NSW Health : Murrumbidgee Local Health District : Southern Local Health District

OUR PARTNERSHIPS
Riverina Institute plays an essential role in the communities of the Riverina-Murray region. Our aim is to continue to build strong, resilient and sustainable partnerships with organisations in the region and beyond to deliver an outstanding training service for our communities, businesses and individual customers.

In 2012 we had...
- 1,400 staff, including over 1,000 teaching staff
- 34,000 students
- 5,600,000 annual student hours
- 2,700 Aboriginal or Torres Strait Islander enrolments making up 8% of total enrolments
- Around 400 courses
- 20% of students gaining their qualifications in the workplace
- 20% of students predominantly studying by distance or online
- 8% of students coming from outside of NSW
- 92% graduate satisfaction
- 93% of graduates employed or in further study
- 2,180 apprentices across 27 specialist trades
- 865 trainees across 9 industry areas

In 2012 our service
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- 20% of students predominantly studying by distance or online
- 8% of students coming from outside of NSW
- 92% graduate satisfaction
- 93% of graduates employed or in further study
- 2,180 apprentices across 27 specialist trades
- 865 trainees across 9 industry areas
Our Market
We provide greater economic independence to people in regional communities, so they can provide better lives for their families. We enable individuals to gain and retain employment, achieve a promotion, enjoy a career change and adapt to the changing workplace of the 21st Century.

BUIlD the SKILlS, qUAlIFICAtIONS And EmploymenT of PeoPLe in PeoPLe in reGional auStralia

In 2012 we serviced our local communities and businesses by providing nationally recognised vocational education and training services, including apprenticeships and traineeships in the following industry sectors:

- Automotive and Transport
- Business and Administration
- Building and Construction
- Electrotechnology, Engineering and Manufacturing
- Hair and Beauty
- Health and Community Services
- Hospitality and Cookery
- Information and Communication Technology
- Literacy and Numeracy
- Mining and Primary Industries
- Natural Resources and Environmental Sustainability
- Rural and Animal Studies
- Tourism, Events and Travel

IN PARtNERShiP, GROW NATIONALLY

Our People
Our highly trained and experienced teachers are recognised as experts in their field. Their wisdom is called on by students, graduates, industry and our educational partners. Their passion for sharing their knowledge and their ability to maintain industry currency is central to their teaching practice and is what makes them true masters of their professions.

In 2012 our innovative Business Development team assisted hundreds of businesses to access funding and develop fully customised workforce solutions to enable them to grow and prosper.

Of the courses completed in 2012...

- 23.3% students completed Certificate III and above
- 9.3% students completed Certificate IV and above
- 3.4% students completed Diploma and above
- 33.1% students aged between 15 and 24 completed Certificate II and above
- 82% unit / module completion rate for all students
- 74% unit / module completion rate for Aboriginal students
- A 39.3% completion to enrolment ratio for Certificate III and above and a unit completion rate of 82.2%
CELEBRATING OUR SUCCESS

Students and staff at Riverina Institute have a track record of success both nationally and internationally.

In 2012, our students received eight WorldSkills Medals including two Gold, four Silver and two Bronze Medals.

Our talented staff were the recipients of several awards, including the Service Skills Australia Award and the NSW Premier’s Teacher Scholarship.

Riverina Institute also won the 2012 NSW Large Training Provider of the Year Award.

2012 RIVERINA INSTITUTE OUTSTANDING STUDENT OF THE YEAR

Brett Halls graduated with Distinction from the Diploma of Civil Construction Management at the National Environment Centre. He achieved academically at the highest level, while balancing his family commitments.

Brett began his studies through the National Environment Centre in 2010, with a Certificate IV in Civil Construction Supervision. In 2011 he graduated from the Diploma of Civil Construction Management with Distinction, and completed a Certificate IV in Occupational Health and Safety.

Brett maintained excellent academic results gaining distinctions in every graded module of the Diploma and achieved similar results in the Certificate IV. He won the 2009 Goulburn Valley Future Flow Award for a calculation worksheet design and the 2011 Northern Victoria Irrigation Renewal Program award for dedication and commitment to safety during the winter works program.

In addition to his academic accomplishments, Brett juggled his study with family, community and sporting commitments.

Since graduating, Brett has moved to Melbourne to take up the position of Health Safety Environment Advisor at the national civil construction contractor Ertech.

2012 RIVERINA INSTITUTE APPRENTICE OF THE YEAR

Tim Annetts graduated from the Certificate III in Electrotechnology Systems Electrician at Leeton Campus.

Tim demonstrated academic excellence in the quality of his work topping his class every year since he started at Leeton Campus to be named top apprentice each year in Stages 1, 2 and 3 of the course.

Tim is employed as an electrician with Essential Energy in Leeton. He is methodical and a perfectionist at work – his supervisor Neil McCullam says he can always be counted on to do the job properly.

Tim participated in the 2011 Riverina-Murray Regional WorldSkills competition where he won a Gold Medal in the Electrical Controls category.

Tim is also very generous with his time. He mentors other students and is actively involved in volunteer work – contributing many hours to the local community in setting up PA systems for schools, numerous local council functions, ANZAC Day, bands and charity organizations such as Relay for Life. Tim also works as a projectionist at the Roxy Community Theatre in Leeton and spends much of his own time repairing, maintaining and upgrading parts of the historic 81 year old building.
STUDENT AWARDS

Alex De Koeyer
Certificate III in Plumbing
Wagga Wagga Campus
WorldSkills Gold Medal – Plumbing

Alexander Burns
Certificate III in Commercial Cookery
Wagga Wagga Campus
Apprentice of the Year – NSW Training Awards (Riverina Region)

Anthony Wisely
Certificate IV in Building and Construction
Wagga Wagga Campus
Vocational Student of the Year – NSW Training Awards (Riverina Region)

Brett Halls
Diploma of Civil Construction Management
National Environment Centre
2012 Riverina Institute Outstanding Student of the Year

Bryan Rowland
Certificate III in Automotive Mechanical Technology
Wagga Wagga Campus
WorldSkills Bronze Medal – Heavy Vehicle Mechanics

David Willis
Diploma of Multimedia
Albury Campus
TAFE NSW State Medal

Jamie Woods
TAFE NSW G岭I Achievement Award
Industry Partnership Award

David El-Achkar
Certificate III in Hospitality (Commercial Cookery)
Albury Campus
2012 Minister for Tourism’s Student Achiever Awards

Joshua Miller
Certificate III in Automotive Mechanical Technology (Light Vehicle)
Cootamundra Campus
Statewide Donor Prize – Society of Automotive Engineers Australasia

Kaven Lewis
Certificate III in Bricklaying / Blocklaying
Albury Campus
TAFE NSW G岭I Student Achievement Award

Johnny El-Achkar
Certificate III in Hospitality (Commercial Cookery)
Albury Campus
2012 Minister for Tourism’s Student Achiever Awards

Kurt Boite-Maier
Certificate III in Engineering – Fabrication Trade
Leeton Campus
WorldSkills Silver Medal – Construction Steel Work

Michelle Jones
Diploma of Global Information Systems
National Environment Centre
TAFE NSW State Medal

Rowan Diggins
Certificate III in Electrotechnology Electrician
Wagga Wagga Campus
WorldSkills Silver Medal – Mechatronics

Saan Williamson
Diploma of Beauty Therapy
Wagga Wagga Campus
WorldSkills Bronze Medal – Beauty Care
2012 Wagga Wagga City Council Overseas Study Scholarship

Samatha Weatherald
Certificate III in Business Administration
Wagga Wagga Campus
Trainee of the Year – NSW Training Awards (Riverina Region)

Timothy Annetts
Certificate III in Electrotechnology Electrician
Leeton Campus
WorldSkills Silver Medal – Electrical Controls
Statewide Donor Prize – National Electrical and Communications Association
TAFE NSW State Medal
2012 Riverina Institute Apprentice of the Year

William McLennan-Dye
Certificate III in Electrotechnology Electrician
Wagga Wagga Campus
WorldSkills Silver Medal – Mechatronics
from the South” making two trips to Queensland to provide the best kind of ‘hands-on’ support. Chris is very proud of the contributions the group made to the reconstruction of properties which suffered severe flood damage.

Daniel Winson
Teacher
Information and Communication Technology
Wagga Wagga Campus

2012 NSW Premier’s Teacher Scholarship
The 2012 NSW Premier’s Teacher Scholarship enabled Daniel to travel to the US to examine how US Community Colleges collaborate with industry.

David O’Dea
Teacher
Commercial Cookery
Albury Campus

Service Skills Australia Award in Trainer Excellence
The Service Skills Australia Excellence Awards recognise and celebrate the outstanding contribution made by individuals and organisations in the training and development of the service industries. The awards recognise individual trainers, registered training organisations and employers across Australia, who set the benchmark in the delivery of quality skills training and workplace learning.

Wayne Jenkins
Head Teacher
Automotive
Wagga Wagga Campus

2012 Outstanding Staff Member of the Year
Wayne was named as the 2012 Riverina Institute Staff Member of the Year for his outstanding leadership in positioning the Institute as a provider of innovative and flexible vocational training. He is passionate and driven to partner with customers to meet their needs and respond to an ever changing industry. He meets regularly with the industry reference group to discuss the progress of students to ensure that we continue to meet the requirements of the businesses we serve.

In all his endeavours, Wayne continues to inspire both students and staff.
Riverina Institute is committed to strengthening the region’s economy to create jobs. As partners in workforce development we enable employers to train and retain staff to maximise their capability.

Working with employers ensures our services are tailored to specific technical skills and legislative needs. Our business partners provide industry feedback, advice and forecasts on future trends, and in turn we assist them become productive and sustainable employers of choice. Together, we drive economic growth in the region.

Riverina Institute builds the skills, qualifications and employability of people in regional Australia. This means our industry partners have the right people with the exact skills they need to respond to new demands of their businesses as they innovate and grow.

Our Institute team assists businesses in accessing funding to support their workforce training and development needs. In 2012, we successfully obtained in excess of $6 million to provide specific training for our industry partners.

Our connections with local and regional businesses provide our staff and students with access to the latest industry resources and technology.

The Health and Community Services sector was a key focus in 2012. We expanded our course offerings and strengthened our ability to support training by formalising alliances with regional partners including Murrumbidgee and Southern NSW Local Health Districts, Calvary Healthcare Riverina, Wagga Wagga Regional Family Day Care and Albury-Wodonga Health as well as a number of community service organisations.

**OUR INDUSTRY PARTNERS**

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**KEY PROJECTS**

**Airservices**
A new Electrical Engineering Program for Airservices incorporated the newest EEOZ Electrical Engineering Training Package. This two-year Diploma is aviation-specific and most of the content of these modules was designed specifically for Airservices.

The course includes trade specific curriculum and access to aviation equipment including instrument landing systems and radars. Riverina Institute provides the training during holidays and study break while students undertake work in their chosen field with Airservices.

**Chemicals**
We delivered Certificate III and IV in Chemicals courses for Essential Energy to provide compliance for their workers. These courses were both face to face and by distance, providing Essential Energy staff easy access to training.

**Civil Construction**
Riverina Institute has Northern Territory User Choice Contracts in place to deliver a range of programs in Automotive, Marine and Outdoor Power Equipment. We also negotiated a Northern Territory Buildskill contract with the Department of Business targeting Certificate III in Civil Construction. This follows other successful interstate delivery of Civil Construction qualifications such as Certificate IV in Civil Construction Supervision to Pipeline Replacement Services in Canberra in collaboration with the Bremer Institute.

**Forestry**
Our Forest Industry Training Centre based at Tumut Campus provides a diverse range of products to a range of industries and businesses across the Eastern seaboard. The centre specialises in tailored training in a wide range of specialist areas from Environmental Management to Harvesting, often delivered outside of the educational calendar and in the workplace.
Our relationship with Forests NSW saw an investment of $130,000 and the enrolment of 400 employees and contractors in Public Native Forests Biodiversity.

Another project involving Carter Holt Harvey saw literacy training provided to the timber giant’s employees at all their NSW sites.

Mining
Our training service to the mining industry continues to grow. We delivered the Certificate III in Surface Operations assessments and training for Loveton Coal to around 40 trainees. We also ran an Auto Air Conditioning Course at Barrick Mines.

National Workforce Development Funding
A range of initiatives, including:
- a $200,000 Civil Construction course for the Civil Contractors Federation, Northern Territory Branch;
- a $400,000 course for the Biological Farmers Association for 55 clients;
- a $120,000 Certificate IV in Auto Technology for Automotive Skills Australia;
- a $110,000 Civil Construction, Training and Assessment and Frontline Management project for the Institute of Public Engineers Australia.

Nursing
We worked with Telemedicine Australia (TMA) at Temora, to explore options for the training of nurses who will use the advanced telemedicine equipment. TMA uses mobile point of care platforms to connect doctors, specialists and clinicians to patients located in clinics, hospitals and aged care facilities. The specialised use of technology will support the provision of superior healthcare options for people in rural and remote locations, and immediately reduce the cost and inconvenience of travel to larger centres.

Riverina Institute’s ongoing association with this great project includes options for the delivery of specialised training for the operators of the technology, along with training for client support staff.

Rice
In 2012 Riverina Institute received an award at the TAFE NSW Innovation and Excellence Awards for our ongoing relationship with SunRice. Following the end of a long drought, Riverina Institute partnered with SunRice to ensure the business had adequate trained personnel for their reopened rice mills at Deniliquin and Collumbally. The training requirements increased over the 2010-2012 period and Riverina Institute provided the specific induction training required for new workers.

Shearing
Our continued partnership with MEGT saw the signing of 100 new trainees and existing worker trainees in Wool and Shearing.

Training and Assessment
The program was delivered to a group of staff from the Dubai National Air Travel Agency (DNATA) in Dubai (United Arab Emirates) and will be repeated in 2013.

Water
We provided training to the Monadelphous Group in Western Australia for a group of over 30 Existing Worker Trainees in the Certificate III and Certificate IV in Water Operations. 20 trainees for Eurobodalla Shire Council enrolled in Certificate IV in Water Operations and Certificate IV in Civil Construction Supervision. This was an extension of our ongoing successful partnership with the council.

Our National Environment Centre (NEC) at Thurgoona outside Albury provides a wide range of training across Australia, much of which is tailored to the needs of industry and is delivered flexibly. 25 Sydney Catchment Authority (SCA) employees completed their Water Operations training through the NEC, 21 graduating with a Certificate III and the remaining four graduating with a Certificate IV in Water Operations. The 18 month project ensured SCA operators could monitor and manage safety and quality of the dams and reservoirs serving over 4 million Australians. These specialist skills, including hazard identification and maintenance and repair of dams and water storages set a benchmark in Australia.

Our relationship with Forests NSW saw an investment of $130,000 and the enrolment of 400 employees and contractors in Public Native Forests Biodiversity.

Another project involving Carter Holt Harvey saw literacy training provided to the timber giant’s employees at all their NSW sites.
We recognise the true value of education and training to regional communities. Our vision is to inspire regional prosperity and in partnership grow nationally, working with groups and organisations to support the training needs of people in our region.

In 2012, we continued to provide disadvantaged people in our community with the skills to contribute effectively to the economic development of the region. We provided free English Language courses to eligible migrants and humanitarian entrants and further developed our Aboriginal programs to strengthen employment opportunities for Aboriginal people in our region. Programs like Where Am I Heading in Coomealla, TOM SWAT in Wagga Wagga and Marambul Yughana (Good Move) in Griffith are making a positive difference. Aboriginal participation rates over the past five years have increased from 5.4% to over 8% and Aboriginal student enrolments have grown by about 45%.

We supported the students at Shepherd’s Park Juvenile Justice Centre at Wagga Wagga and the inmates of Mannus Correctional Centre at Tumbarumba. We work with community groups across the Riverina-Murray region to support geographically isolated people or those suffering disadvantage including people with a disability, from a non-English speaking background, the unemployed and those requiring literacy training.

Our graduates go confidently into the future to pursue their dreams. Employers know that our graduates are skilled and are able to do the job. Our support of disadvantaged groups is making a difference and empowering people of our region.

**KEY PROJECTS**

**Automotive**
Our Wagga Wagga Automotive Department trained apprentices in Darwin in Certificate III in Automotive Specialist, Specialising in Brake, and Certificate III in Automotive Specialist, Specialising in Diesel Fuel, at the Advanced Training International site.

**Building and Construction**
Riverina Institute worked with the Land and Housing Corporation on a project to fence 44 houses in Namatjira Avenue at Dareton, engaging the Indigenous people of Dareton-Coomealla in a Certificate I in Construction course; a highly effective capacity-building project for the community.

**Childcare**
Griffith Campus partnered with CentaCare to develop a Childcare program called ‘Strong Young Mums’ for 10 young Aboriginal women in Lake Cargelligo. The program concentrated on skill sets with a view to continue on to the full Certificate III in Child Studies.

**Conservation and Land Management**
Riverina Institute worked with Taronga Zoo’s Research and Conservation Unit to establish a program which identifies changes in wildlife numbers. The initiative trained a group of Aboriginal people in wildlife ecology, while harnessing the traditional knowledge of Aboriginal Elders in Tumut and Brungle. Six students undertaking the Certificate III in Conservation and Land Management spent several days and nights trapping and releasing wildlife under the guidance of Dr Granine Cleary from Taronga Zoo. Long term, this program has the potential to develop the skills of a number of Aboriginal people across the Riverina to become Research Rangers.

**Deniliquin Learning Hub**
In 2012 Riverina Institute won a TAFE NSW Gili Award (celebrating the success of Aboriginal students, staff and programs) for an Industry/Community Partnership established at Deniliquin.
incorporating the Hay, Balranald and Finley regions. The Deniliquin Learning Hub as it has become known brings together around 25 agencies including the Yarkuwa Indigenous Knowledge Centre, Deniliquin Shire Council, Catchment Management Authority (CMA), NSW Forests, Balranald Central School and the Barham-Koondrook Farmers Market. This community engagement resulted in five significant projects in 2012 promoting resilience and capacity building, empowerment of Aboriginal people, community pride, learning and work.

Conservation and Land Management courses, programs to engage school students run through Riverina Institute and the building of a skate park for youth at Deniliquin were amongst the projects.

Health Care
We commenced the Certificate III in Aboriginal and/or Torres Strait Islander (ATSI) Primary Health Care at Albury Wodonga Aboriginal Health Service. This course will provide the foundation for students who wish to progress to the Certificate IV level qualification, the standard for national registration of ATSI primary health care workers.

The new Certificate IV in ATSI Primary Health Care Worker course was delivered through our Griffith Campus.

Pre-Apprenticeships
As part of the Group Training Organisation Partnership program, we joined forces with local group training companies including Apprentices Trainees Employment Ltd (ATEL), Riverina Group Training and Employment Services Ltd (GTES) and Get Set to stimulate student interest in a range of pre-apprenticeships across the region. 191 pre-apprenticeship places were offered in Albury, Deniliquin, Lake Cargelligo, Leeton, Griffith, Wagga Wagga and West Wyalong.

Sport and Recreation
Discussions between the Aboriginal Lands Council representatives in Wagga Wagga and the Sport and Recreation Department at West Wyalong, resulted in 12 Aboriginal students enrolling in Certificate III in Fitness. The course was delivered over 18 weeks at MILFIT Gym.

NSW Rural Fire Service
Cootamundra and Young Campuses continued provision of training for the NSW Rural Fire Service with 24 students enrolling to complete the Certificate IV in Frontline Management. Some students returned to the program from as far back as 2006, their aim being to complete the whole course having undertaken only some units. The course was conducted online using the Moodle platform.

Youth Pathways
We received $300,000 funding for two Youth Pathways projects, involving all campuses, designed to re-engage disengaged youth at risk.
We offer fully integrated pathways from school level qualifications through to associate degrees.

In 2012 we continued to build our relationships with schools and universities. Our links to regional schools enable students to undertake vocational training as part of a school based apprenticeship or traineeship, or as part of a TAFE delivered program which counts towards the Higher School Certificate.

Through our credit and articulation arrangements with universities and our highly successful Integrated Diploma-Degree programs we now provide more options and access to higher level study than ever before.

**SCHOOL TO TAFE**

In 2012 we expanded our TAFE-delivered Vocational Education and Training (TVET) offerings to provide greater opportunities for students from years 9 to 12. 1,914 students participated in 190 TVET programs across 18 campuses.

A number of very successful Taste of TAFE and Maths in Trades days were delivered in 2012, which provided an excellent introduction to the TAFE learning context.

In 2012 we enrolled 24 school based apprentices, 127 school based trainees and 142 Year 10 students into TVET programs.

**TAFE TO UNIVERSITY**

We extended the TAFE to university study options through articulation arrangements with Charles Sturt University, La Trobe University and the University of Canberra. Our graduates can now access Bachelor level qualifications in Early Childhood Education, Environmental Science, Nursing and Sports Management.

**Integrated Programs**

Our Integrated Programs continued to provide our students great articulation pathways and attract people to our region.

These programs allow students to achieve multiple qualifications in the same time it takes to undertake one university degree. Benefits include practical training in a supportive learning environment, preparing students for university study as well as multiple entry and exit points.

**KEY PROJECTS**

**Children’s Services**

Collaboration between Riverina Institute, Western Institute and Charles Sturt University to develop the Tertiary Pathways Project in Early Childhood Education in 2012 supported the development of the Certificate III in Children’s Services, the Diploma of Children’s Services and the Associate Degree of Children’s Services in a fully online format. This suite of options provides students with seamless pathways with multiple entry and exit points in Children’s Services through to the Bachelor of Early Childhood Education. The Diploma of Children’s Services online course, developed as part of the joint project to create a university to TAFE pathway into the Associate Degree at Charles Sturt University was launched for the Associate Degree/Bachelor of Education (Birth to Five Years) in October 2012.

We also worked in partnership with Charles Sturt University, Western Institute and Batchelor Institute of Indigenous Education (Northern Territory) to develop learning resources and materials relating to a range of Early Childhood Education areas including Indigenous Perspectives, Mentoring, Rights of the Child, Student Support and Wellbeing.

**Electrotechnology**

Corowa Campus began delivery of Electrotechnology to 15 TVET students in the shared Engineering Workshop facilities constructed on Corowa High School grounds. The new facility will allow for further opportunities for collaboration.

**Vocational Access**

Over 330 students were involved in Participation Phase Programs across the region. This initiative between TAFE NSW and schools aims to provide students at risk of disengaging from school with employability, language, literacy and numeracy skills in a vocational context.

Riverina Institute worked in collaboration with Western Institute, North Coast Institute and Charles Sturt University to develop a Higher Education Participation and Partnerships program for implementation in 2013. The proposal aims to develop a customised, innovative pathways program based around the Tertiary Preparation Certificate, providing support to rural and remote students seeking access to university study. In 2012 we again offered a Pathways Program in conjunction with Charles Sturt University. Students co-enrolled in the Certificate IV in Tertiary Preparation and the Charles Sturt University Certificate in General Studies. Graduates were offered direct entry into a range of fields of study in selected Charles Sturt University programs.
In 2012 we employed 1,417 staff. This includes 258 full-time teachers and 726 part-time casual teachers. 346 people were employed in support positions. We welcomed 80 new staff members.

**Our People**

We manage and develop our internal capabilities and optimise our physical assets and information technology infrastructure to deliver our products and services throughout our region, across NSW and nationally.

Riverina Institute is one of ten Institutes making up TAFE NSW, the largest provider of public education and training in the southern hemisphere. We benefit from the diverse resources available from such a significant operation. Our students benefit from access to the very best teachers, world class learning environments, state-of-the-art facilities and the very latest in industry standard equipment and information technology. We are a major employer in the region generating significant spending and investment in our communities. We employ talented and experienced professionals who are recognised experts in their field. As a result we are recognised nationally for providing specialist training to industries.

Our passionate and committed teaching staff provide the best education, training and support services to our students and industry partners. They are backed by an administration team whose goal it is to make the learning journey a seamless and transformational experience. Our staff live and work in the region investing not only into the educational development but also reinvesting their earnings back into our local economies.

**Capability Development**

We invested $340,136 in the provision of professional development and learning activities for our staff. Major activities included:

- Head Teacher forums
- Chair Academy in conjunction with Victoria University
- Graduate Teacher Training in conjunction with La Trobe and Charles Sturt Universities
- Head Teacher leadership program
- Staff Induction
- Certificate IV in Training Assessment and Education upgrades for teaching staff
- Workplace Health and Safety programs including Chemwatch,

### 2012 VET DRIVERS

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<td>Organisation and Business Development</td>
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We commenced Leadership training through the Nous Group with all senior managers. Hundreds of staff were engaged through CATS (Capability Assessment Tools) including VETCAT, ADMINCAT and CURCAT, receiving valuable insights into their skills, strengths and gaps.
The Quad Gen System

- Fresh air in
- Air handler / watermaker
- Air conditioning supply
- Electric Chillers (x1)
- Gas pressure booster
- Water tank
- Manufactured water pipe
- Microturbine (65kW)
- Cool fluid pump
- Hot exhaust ducting
- Control panel

In 2012, this leading energy and water efficiency technology will deliver substantial electricity savings and reduce our carbon footprint, as well as improving the air conditioning of the main library with the upgrade of the existing air conditioning plant, and ultimately generating water to be used on the grounds of the Campus.

The benefits of the project include:
- 275 Mega Watt Hours of electricity savings per annum
- $83,000 saved in energy costs (based on current 2012 c/kWh) per annum
- 266 Tonnes of CO2 reductions per annum
- Payback period 5.4 years

Campus Lighting Project

Lighting upgrades around the Institute involved fitting a more energy efficient light emitting diode (LED) technology at Albury and Wagga Wagga Campuses and the Primary Industries Centre.

It is intended to expand upon this energy efficiency project and upgrade additional campus lighting based on a benchmarking exercise identifying existing lighting issues, types and quantities. Based on this survey a staged approach will be undertaken to progressively upgrade lighting over the coming 2013/2014 period.

Year of Learning for Sustainability 2012

We were successful in winning the Award of Excellence for Energy Efficiency and Carbon Reduction Projects at the NSW Education and Communities Learning for Sustainability Awards.

Energy efficiency projects completed to date include installing solar panels, upgrading our lighting and installing motions sensors to reduce lighting run times, installing solar hot water systems and the Quad Generation project.

TAFE NSW Innovation and Excellence Showcase

We were shortlisted in the category of Sustainability at the 2012 TAFE NSW Innovation and Excellence Showcase. Submissions were based on projects that focus on the continual development of TAFE NSW as a thriving and sustainable organisation.

The primary objective of Riverina Institute in actively addressing sustainability is to:
1. Develop a workplace culture where sustainability is seen as the way we do business
2. Implement a long term sustainability strategy and plan
3. Enhance our use of resources
4. Reduce our carbon footprint

The overall goal of this strategy is to ensure the long term viability of Riverina Institute for our stakeholders, our customers, our staff and the broader community in which we live.

Sustainability Advantage Program: Silver Recognition

We achieved Silver Level accreditation in 2012 under the Sustainability Advantage Scheme that recognises organisations that can demonstrate significant environmental achievements. The program is facilitated by the NSW Office of Environment and Heritage.

Australian Business Awards 2012

Riverina Institute was also awarded the Australian Business Award for Environmental Sustainability, recognising organisations that demonstrate leadership and commitment to the enhancement, preservation and protection of the environment.
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