

STAKEHOLDER ENGAGEMENT FRAMEWORK



WELCOME YUMA

**Dhawura Nguna Dhawura Ngunnawal
Ngunnawalwari Dhawurawari
Nginggada Dindi Yindumaralidjinyin
Dhawura Ngunnawal Yindumaralidjinyin**

**This is Ngunnawal Country. We always
respect their Elders, male and female. We
always respect Ngunnawal Country.**

CIT acknowledges the cultural host nation of the ACT, the Ngunnawal people, as Canberra's first inhabitants and traditional custodians of the ACT and Region. We recognise the special relationship and connection to country the Ngunnawal people have with this area since time immemorial.

Prior to non-Indigenous arrival, Ngunnawal were a thriving community whose cultural practices were, and still are, core to their physical and spiritual wellbeing. We acknowledge the historical dispossession of the Ngunnawal people, and

recognise the long-lasting, profound and ongoing impact invasion has had on their health and wellbeing, livelihoods, cultural practices, families and continuation of laws/lore.

CIT respectfully acknowledges the significant contribution of the Ngunnawal people to the life of Canberra.

We also acknowledge other Aboriginal and Torres Strait Islander peoples that have made this place their home.

Stakeholder engagement framework

CIT is committed to delivering high-quality, accessible and future-focused vocational education and training to build the profile of the ACT workforce and support Canberrans' lifelong learning.



Every day, our teaching and professional services teams engage with people and organisations who have an interest in who we are and what we do. The quality of these relationships determines how well we design and deliver our services.

Building and sustaining effective partnerships, and collaborating with industry and the community, is essential to implementing skills-led solutions, improving students' opportunities and outcomes, and meeting industry needs.

Purpose of this framework

The framework guides our investment in and approach to stakeholder engagement, to ensure the best outcomes for the ACT's economy and community.

Who we are

CIT is the ACT's public provider and cornerstone of the vocational education and training system.

Who our stakeholders are

Our stakeholders are those who inform and are affected by the decisions we make, and the services we design and deliver.

Why we engage

CIT is an integral part of the ACT community and, as the public provider of vocational education and training, is uniquely-placed to contribute to the prosperity and sustainability of Canberra's future.

However, we cannot achieve this vision alone.
We engage purposefully with stakeholders to:



identify and leverage collaboration opportunities and partnerships



consider diverse perspectives to ensure buy-in



enable access, diversity and inclusion



design and deliver effective and efficient policies, programs and services.

Our approach



is aligned to [*Strategic Compass – CIT Futures 2025*](#)
and broader ACT Government policies



is evidence-based to ensure leading practice approaches and measurable outcomes



responds to industry, economic and community development needs



is underpinned by ACT public service values and signature behaviours: **respect, integrity, collaboration and innovation.**



is structured, responsive and includes expert and community-based representation embedded in our governance structure

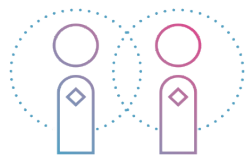
Principles of engagement

CIT has adopted seven principles to guide stakeholder engagement activities.



Student-centred

We ensure a quality student learning experience, with outcomes at the core.



Industry-led

We tailor service design and delivery to address industry's skills and workforce needs.



Evidence-based and strategic

We use research and data to inform our approach, and we are clear about what we want to achieve.



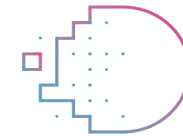
Inclusive

We consider the broad and diverse needs of our students, stakeholders and the community.



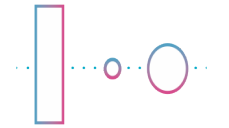
Culturally safe

We ensure peoples' cultural rights are acknowledged and respected.



Transparent

We are open, honest and set clear expectations.



Timely

We set realistic and achievable goals and timeframes.

Levels of engagement

CIT engages in different ways to meet a range of needs. The following table¹ provides guidance on the various levels of engagement and our commitment to stakeholders.

| INFORM | CONSULT | INVOLVE | COLLABORATE | EMPOWER |
|--|---|---|---|---|
| To provide stakeholders with information to assist in understanding issues, opportunities and solutions. | To gain information and feedback from stakeholders to inform decisions. | To work directly with stakeholders throughout the process to ensure that issues and concerns are understood and considered. | To partner with stakeholders at each step of the process. | To delegate decision-making to stakeholders. |
| We will keep you informed and share information. | We will keep you informed, listen to your concerns and aspirations, consider your insights and provide feedback on our decisions. | We will work with you, so your concerns and aspirations are reflected in alternatives developed, and provide feedback on how your input influenced decisions. | We will work together to agree on what we implement and incorporate your advice and recommendations into the decision to the maximum extent possible. | We will implement what you decide and support your actions. |

¹. Adapted from: International Association for Public Participation (IAP2). (2007). *IAP2 Public Participation Spectrum*.

1 The Minister for Skills established the Skills Industry Advisory Group (SIAG) in April 2021, to act as a consultative body on skills development in the ACT. Comprising key industry representatives from the private sector, government, unions and registered training providers, SIAG meets biannually to consider key issues affecting the ACT skills sector.

2 CIT has established Industry Advisory Groups to ensure a voice for industry in designing and delivering relevant, accessible and high-quality training. These groups also provide advice to CIT on emerging skills needs, at the national and local levels, and proficiency levels in growth sectors. CIT also hosts an annual industry skills summit.

3 CIT works with peak bodies and employers, including local Aboriginal and Torres Strait Islander groups and community-controlled organisations, to guide policy development and implementation, course offerings and culturally-informed services.

4 CIT consults with employees and representatives to ensure workers' rights and entitlements, including CIT staff, are considered when planning initiatives and projects.

5 CIT supports the efforts of a range of community-based organisations to enhance knowledge, tailor services and ensure accessibility.

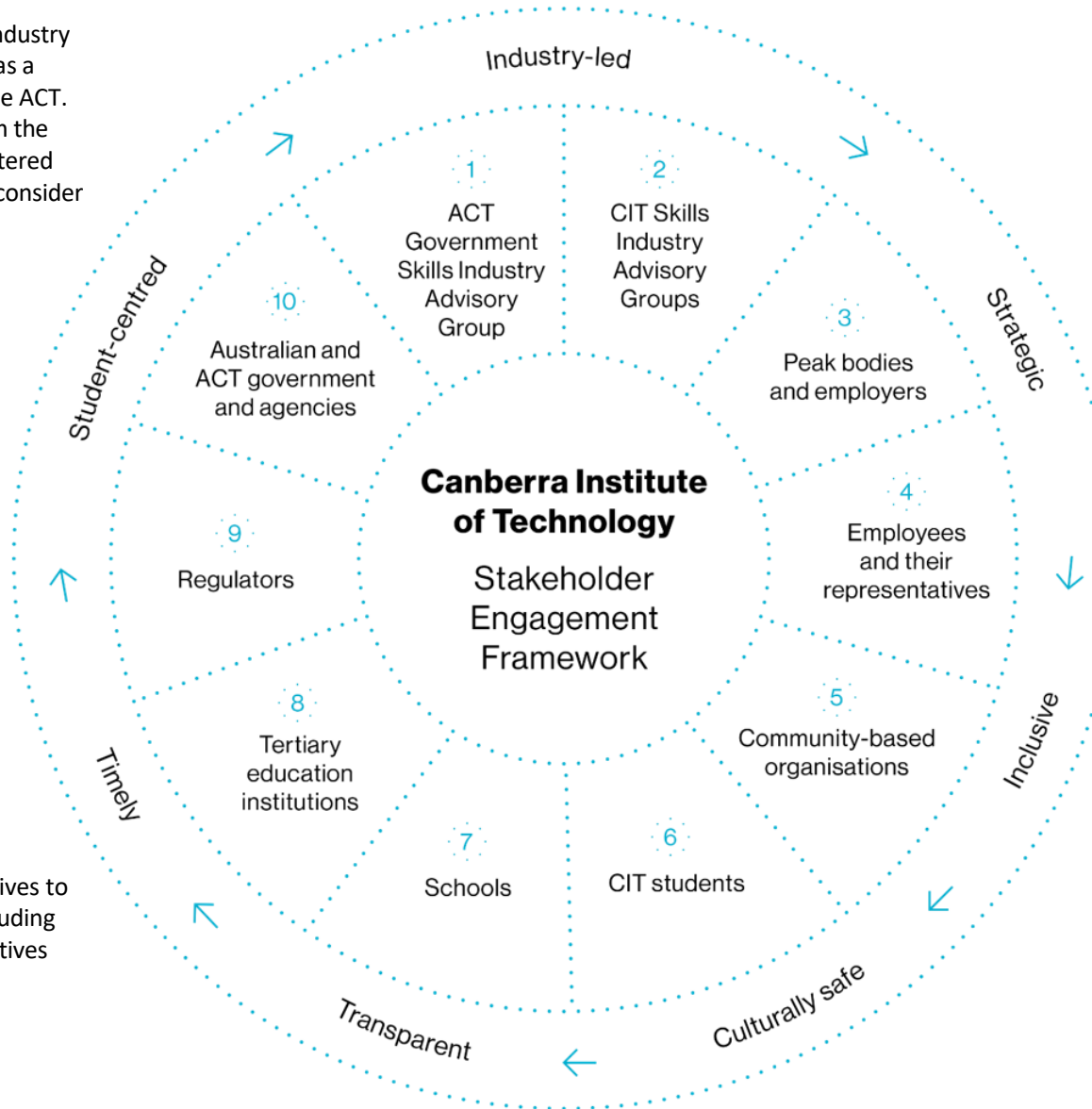
6 CIT engages with our diverse student population to ensure high-quality teaching and learning, and inclusive service delivery, support an excellent student experience.

7 CIT provides schools with tailored opportunities for students to understand and experience working in particular industries.

8 CIT partners and consults with tertiary institutions, including TAFEs and universities, to co-design and deliver courses and develop articulation pathways. Ongoing engagement with the national VET regulator, ASQA, ensures CIT complies with national standards.

9 CIT engages proactively with regulatory bodies, such as ASQA, TEQSA and ANMAC to support compliant and high-quality service provision.

10 CIT collaborates with Australian and ACT government agencies on national and local reforms, current and emerging skills needs, and Closing the Gap initiatives.



What can we offer?

CIT is ready to work with you to identify training pathways and areas for business growth through innovative training solutions.

As a self-accrediting institution, CIT is well-placed to work with stakeholders to design and deliver tailored courses to address current and emerging skills needs.



Contact us to find out how a partnership with CIT can help you

IndustryEngagement@cit.edu.au

