

ISSUE: CIT Campus Renewal

Talking points:

- Campus Renewal is a key driver in the aspirations of the CIT Strategic Compass 2020 and will ensure that CIT is able to meet the evolving needs and expectations of modern learners, including the development of contemporary teaching and learning facilities and practices that reflect the digitalisation of teaching, learning and work environments.
- The 2018-19 Budget allocated \$1 million to allow CIT to prepare a functional brief, undertake site master planning, and prepare a concept design to consolidate the Reid campus into a multi-storey building.
- The redevelopment of the Reid campus is in line with CIT's long term plan to progressively upgrade its campuses, reduce its environmental footprint and ensure it is not weighed down with the costs of maintaining an asset base that it no longer needs for the effective delivery of quality teaching and learning.
- Benefits of redeveloping the CIT Reid campus includes:
 - allowing CIT to establish a modern student-centric campus and a collaborative environment with functional and stimulating teaching spaces that support innovative teaching practices;
 - creation of new flexible teaching spaces that will allow CIT to easily adapt to changing teaching techniques, new technologies and accommodate new courses; and
 - significantly reducing the footprint of the current CIT Reid campus which could facilitate [REDACTED] to establish a university campus in the city east education precinct alongside the CIT Reid campus.

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Lead Directorate: CIT

Background Information – may not be suitable for public disclosure

- The current spread of course delivery across many campuses is impacting on CIT's operational and financial efficiency and its ability to attract and retain students.
- Campus modernisation seeks to address this by consolidating activities, reducing the built footprint and expanding campus opportunities which should improve operational efficiency and financial sustainability by reducing recurrent operational and maintenance costs.
- The ACT Government has appointed a CIT Campus Modernisation Sub-committee to commence planning and provide advice.
- Membership of the subcommittee include the Under Treasurer, a delegate of the Director-General, Environment, Planning and Sustainable Development Directorate (EPSDD), the CIT Board Chair and CIT CEO. The sub-committee reports to the CIT Board.

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ISSUE: CIT Woden Campus

Talking points:

- The Woden CIT campus buildings have passed their useful life and no longer meet the needs as an educational facility. CIT relocated the majority of courses from the Woden campus during 2015 and 2016 and most of the buildings are vacant.
- CIT is relocating its Music Program from the Woden campus to the Reid campus. This is the last CIT department to be relocated from the Woden campus. As a result, CIT will no longer have a teaching presence in Woden from mid October 2018.
- Due to the existence of remnant friable asbestos material in wall cavities and voids the buildings cannot be upgraded. The buildings were remediated in 1988 with the majority of the asbestos removed and the roofs were replaced.
- The Woden site is an ideal urban renewal opportunity due to its proximity to the Canberra Hospital and town centre. The site will retain its current community facility zoning and will provide the Woden Valley community with an ideal opportunity to expand its range community facilities.
- The ACT Government has no current plans for the reuse of the site. EPSDD will undertake initial site investigations and will engage the community regarding the future use of the site.
- Despite CIT no longer having a formal teaching presence at Woden, CIT students will continue to be trained at multiple workplaces throughout the Woden Valley, particularly at the Canberra Hospital.

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- The CIT Media, Music and Sound Department delivers four qualifications aimed at music performance and sound production. These programs moved to Reid in July 2018.
- Sound and music facilities at the CIT Woden campus include a performance venue, recording studios and an audio lab.
- The main hall continues to be occupied by the [REDACTED] who are on a month to month lease arrangement.
- Modern, quality learning spaces and facilities were established at CIT Reid and CIT Bruce for some program areas that were moved from CIT Woden in 2016.
- These new facilities includes a state of the art nursing facility and new aged care and disability training environments that replicate real work settings at CIT Bruce, upgrades made possible with a \$1.8 million funding boost from the ACT Budget 2015-16.

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Higher Education, Training & Research

ISSUE: CIT Cyber Security Training**Talking points:**

- CIT has been at the forefront of developing vocational cyber security training for over three years and has successfully developed the Graduate Certificate in Networking and Cyber Security (10198NAT) to upskill existing ICT professionals into cyber security networking skills.
- CIT has also formed a partnership with [REDACTED] and is part of the broader national network of TaFEs from each state (excluding [REDACTED] and [REDACTED]) to deliver the newly accredited Victorian qualification Certificate IV in Cyber Security in 2018.
- In Semester 2 2018 CIT will deliver the Certificate IV in Cyber Security to 121 new and continuing students. Applications and enrolments are still being taken.
- CIT is continuing to deliver the Graduate Certificate in Networking and Cyber Security in Semester 2 2018, and has 33 continuing and new students.
- To assist in growth, retention and completions of student numbers, CIT will pilot a virtual mentoring program commencing in August 2018. The program, beginning with the Graduate Certificate in Networking and Cyber Security, will see industry based cyber experts mentoring CIT students. Currently 16 students (two groups of eight) are undertaking the program.
- The Certificate IV will be delivered in a work integrated model - using internships models with industry employers for the building of a portfolio of relevant cyber skills.
- CIT has engaged with [REDACTED] to utilise the [REDACTED] cyber range for delivery of cyber security programs. This infrastructure is available for CIT to access from the Reid campus. CIT and [REDACTED] are currently investigating physical connections.
- CIT has successfully secured in partnership with [REDACTED], [REDACTED], [REDACTED] an [REDACTED] grant to develop and deliver a training

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Security Operations Centre (SOC). The total value of the project is \$1.1 million. The grant is valued at \$547,000.

- CIT will continue to work with industry and [REDACTED] ([REDACTED] [REDACTED]) to build models that meet the emerging industry needs and employability requirements.

- **Key Information**

- Australia's first national skills-based cyber security Certificate and Advanced Diploma level qualifications, to be delivered by TAFEs across the country in 2018, were launched by the Minister for Law Enforcement and Cybersecurity, Angus Taylor MP, and the Assistant Minister for Vocational Education and Skills, Karen Andrews MP on 25 January 2018.
- CIT has aligned delivery of the Advanced Diploma with [REDACTED] and [REDACTED] and will deliver the new curriculum in semester 2 2019. This 12 month lead time will allow for a flexible delivery model and contemporary collaborative resource development.
- [REDACTED] has revised the skills shortage from 11,000 to 24,000 people in cyber security, this is expected by 2024. Australia is expecting a workforce of 27,000 by 2026.
- Australia has the opportunity to lead the world in cyber security according to the [REDACTED].
- Worldwide malicious cyber security activities are driving a dramatic increase in demand for cyber security solutions, particularly in the Indo-Pacific region. The Australian cyber security industry is forecast to almost triple in size, with revenue soaring to at least A\$6 billion by 2026 from just over A\$2 billion to date.

Background Information

- In 2016 CIT became a foundation member of the [REDACTED]. This network was implemented to provide a common ground where higher education providers and industry could network and discuss the emerging training and education needs of Australian and Canberra businesses.
- In 2017 the [REDACTED] was asked to form the basis of the [REDACTED]. The ACT was the second node to be announced due to the work already having been done on the cyber security ecosystem and that Canberra is the seat of government which is showing strong leadership in the development of Cyber security for Australia. The Canberra Node is considered the first operational node within Australia.
- CIT is one of four tertiary education providers to be included in the Node with [REDACTED], [REDACTED] and the [REDACTED]. This is testament to CIT's history for developing skills

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training solutions, ability to work with industry and ability to partner with both the [REDACTED] and [REDACTED] in this sector.

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ISSUE: [REDACTED] Program**Talking Points**

- Only 12.5 per cent of the [REDACTED] Program members wish to have class sizes of 40 to 50. The majority of members are happy with class sizes of 25.
- Changes to class sizes were made solely due to Workplace Health and Safety (WHS) requirements. Canberra Institute of Technology (CIT) WHS risk assessment highlighted [REDACTED] participants were high risk clients with a variety of conditions with associated health risks. To ensure safety, increased supervision with lower ratio of participants to instructors is required.
- Smaller class sizes have also increased the physical space to allow for special programming for clients of moderate to high risk.
- CIT Fit & Well have increased the number of [REDACTED] Program classes, as well as introducing additional new classes to their members, including: [REDACTED], [REDACTED].
- CIT are the only provider who continues to offer a program similar to Heartmoves which ceased in 2009.
- CIT acknowledge and support the importance of social interaction for senior members. Additional support to members has been implemented with added social events, name badges and space provided for morning teas.
- CIT Fit & Well membership costs only \$245.00 per year (inclusive of all classes), or \$5.00 per casual visit to [REDACTED] Program/classes.

Key Information

- Client safety and WHS is most important consideration for the [REDACTED] Program. Risk of incident for people of moderate to high risk increases dramatically with larger class sizes. Trips and falls are common for this age group and therefore exercise needs to be prescribed, safe and well-monitored.

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- CIT Fit & Well classes and programs, including the [REDACTED] Program, provide underlying support to Canberra' health and wellbeing system, by offering health related classes for people with specific conditions. Currently CIT Fit & Well has established strong stakeholder/industry relationships with the [REDACTED] [REDACTED] and [REDACTED] ([REDACTED]), with an established referral system.

Background Information – may not be suitable for public disclosure

- CIT has been conducting the [REDACTED] Program since 2009. The [REDACTED] ceased running the program on 31 December 2016.
- CIT transitioned to CIT [REDACTED] Program in January 2017 and undertook a risk assessment of the program with CIT WHS advisors. Recommendations were to decrease class size from 40 to 50 to 25 clients per instructor.
- CIT Fit & Well implemented changes to classes in January 2017 and received a letter from [REDACTED] on behalf of a small delegation of [REDACTED] Program members (approximately 6 members), outlining concerns regarding the reduction of participants in classes. It should be noted that in response to [REDACTED] letter, a number of [REDACTED] Program members emailed very positive feedback, commending CIT for the [REDACTED] Program and new class size.
- [REDACTED] sent a copy of the letter to Minister Gordon Ramsay. CIT drafted a letter on behalf of the Minister, responding to [REDACTED], and also referred the matter to Minister Megan Fitzharris.
- CIT Fit and Well conducted a meeting between [REDACTED] Program members, Sport & Fitness Head of Department (HOD), CIT Fit & Well Manager, Health, Community & Science (HCS) Director and the CIT WHS Advisor. This meeting was conducted on the 14th August 2017 and highlighted risk assessment findings on best practice for [REDACTED] Program. For client safety and to reduce risk, classes would stay at 20 to 25 participants. A representative from Minister Fitzharris' s office was scheduled to attend this meeting but was unable to attend due to a last minute conflict. The Ministers office was kept well informed of the outcomes of the meeting.
- It was agreed that CIT would conducted a survey of all [REDACTED] Program members. The survey was jointly created by members and CIT Fit & Well Manager. CIT Fit & Well received 97 responses from the 120 (approx.) [REDACTED] Program members, with only 12.5 per cent wishing to increase the size of classes to the original size of 40 to 50 participants.
- A second meeting was held on the 10th October 2017 between [REDACTED] Program members, Sport & Fitness HOD, CIT Fit & Well Manager and HCS Director. At this meeting the survey results were presented to Heart Health Program members. All parties appeared to be happy with the outcomes.
- Mrs Vicki Dunne sent you a letter regarding her concerns about the [REDACTED] Program on 1 March 2018, specifically the reduction of participants in classes. You responded to Ms Dunne on 4 June 2018. On 26 July 2018 CIT contacted [REDACTED]. The conversation was as follows:

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- [REDACTED] spoke generally about the need for increased government awareness and funding for opportunities for elders in Canberra
- [REDACTED] asked for CIT to provide more professional name badges for participants (which CIT has actioned)
- [REDACTED] suggested further meetings. CIT has agreed to arrange meetings, open to all participants of the program
- [REDACTED] expressed a desire to increase class sizes but understands the decision to keep smaller capped groups is based on the safety for all participants
- [REDACTED] seemed happy with the conversation and thanked CIT for providing a service to the elderly in Canberra.
- An email was received from [REDACTED] on 24 August 2018, addressed to Mr James Dunstan, Director of CIT Health, Community and Science which read in part:
 - Whilst there may not always be agreement on opinions and issues, I see this as a wonderful opportunity for us to progress forward. With all involved remaining open to issues and sometimes concerns; it is hoped that the Bruce CIT Fit & Well HH programme can continue to forge ahead in such a way that shows the way forward for the rest of Canberra supporting similar programmes for older Canberrans wishing to maintain social connections in a fitness and wellbeing setting. It was great to see such positive moves like the proposed changes to the booking system, which may well lead further toward an example of best practice to others.

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ISSUE: CIT Staffing Numbers

Talking points:

- The movement in staffing numbers in CIT is in response to the demand for training.
- CIT's workforce numbers, particularly in the teaching areas, fluctuate from year to year. The projected minor reduction reflects a balance between industry needs and the number of people seeking vocational training in the ACT and surrounding region.
- To match the changing demand in courses CIT's workforce includes a large number (48 per cent by head count) of temporary and casual staff to ensure that the organisation is being able to make adjustments.
- This provides CIT ability to respond to the training needs of the ACT. The staffing levels are constantly adjusted to meet course demands.

Background Information – may not be suitable for public disclosure

- The Whole of Government Staffing table in Budget Paper 3 (page 439) indicated the reduction in the CIT's staffing numbers. CIT advises that:
 - the reduction of 18 FTE (from 2017-18 Estimated outcome (696 FTE) to 2018-19 Budget (678 FTE) is minimal, that is it represents 2.6 per cent of the total workforce.
 - when compared with the 2017-18 Budget (688 FTE), the reduction is 10 FTE which represents 1.5 per cent.
- No CIT Campuses will be impacted by the changes in staffing levels. CIT have advised that the workforce numbers and skill mix needed to run CIT differs depending on what courses students are studying and industry needs.

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