

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE:** BANKSTOWN

**QUESTION 1, PAGE NO 2**

**The Hon. RACHEL MERTON:** Thank you. I am happy to examine this afternoon on that. Minister, I note that at the last estimates it was confirmed that there are 4,700 enrolments at the Bankstown TAFE. I also note at the last estimates it was reported that there were 450 students enrolled at the Bankstown Senior College, that being the site identified by the former Government for the new hospital. Do you agree with these enrolment figures?

**Mr STEVE WHAN:** I'd need to get current enrolment figures confirmed. Obviously, we're in a new semester, new year. So the current enrolment figures at Bankstown TAFE—perhaps the TAFE can confirm those.

**ANSWER**

I am advised:

Answer was provided by the Acting Managing Director during the hearing (Page 2 of the transcript).

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Minister for Skills, TAFE and Tertiary Education

**TITLE: BANKSTOWN**

**QUESTION 2, PAGE NO 10**

**JANET SCHORER:** No, that's correct, Minister. We've done some initial work to look at what opportunities there will be in the local area, to locate the footprint that we need to cover Bankstown TAFE delivery.

**The Hon. TANIA MIHAILUK:** What is the footprint that you need? Minister, do you know?

**JANET SCHORER:** I'd have to take on notice the exact land area that we require. But, as I said before, we want to be able to maintain the delivery that we have in Bankstown, in the CBD.

**ANSWER**

I am advised:

As mentioned during the hearing TAFE NSW will be looking to acquire suitable space within the Bankstown CBD location to accommodate student learning. Planning has commenced to gather details about the exact services to be delivered and the configuration of their delivery. The land area, or office space requirements are yet to be determined. The specific nature of these services and their operational requirements will heavily influence the amount of floor space necessary for optimal functionality, efficiency and amenity.

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Minister for Skills, TAFE and Tertiary Education

**TITLE:** IAT

**QUESTION 3, PAGE NO 15**

**Mr STEVE WHAN:** Can I ask Ms Schorer to give you figures on the enrolments at Kingswood?

**The Hon. SARAH MITCHELL:** Sure. That would be great.

**JANET SCHORER:** Just to add, in terms of the centres of advanced manufacturing, what we heard very clearly from industry in consultation was the desire for the centres to also focus on what we deliver in terms of foundation trades, because the importance of the pipeline for skilled workforce into those sectors is really critical, as well as the overlay of microskills and micro-credentials to allow workers to continue to build their skills in those more niche areas that are required for those emerging areas. We've heard that loud and clear. The IATs offer microskills and micro-credentials in the digital and the construction area. They focus more so on people who are already within those sectors and provide them with the opportunity to upskill. We've had 58,000 or thereabouts enrolments in both the IATs to date. I'm happy to provide on notice the specifics for construction.

**ANSWER**

I am advised:

TAFE NSW operates within a contestable market and does not publicly disclose enrolment figures by campus.

Please see answer given by the Acting Managing Director in relation to the Institutes of Applied Technology enrolments during the hearing (Page 15 of the transcript).

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Minister for Skills, TAFE and Tertiary Education

**TITLE:** IAT

**QUESTION 4, PAGE NO 15**

**The Hon. SARAH MITCHELL:** That would be great. Do you have a breakdown of the enrolments by area or demographic as well? Whatever you can provide on notice would be great.

**JANET SCHORER:** Yes, we can absolutely provide that data. The construction delivery commenced online in about October last year. Obviously we've now launched the physical facility. The enrolments continue to be quite strong in both digital and construction IATs.

**ANSWER**

I am advised:

TAFE NSW operates within a contestable market and does not publicly disclose enrolment figures by campus.

Please see answer given by the Acting Managing Director in relation to the Institutes of Applied Technology enrolments during the hearing (Page 15 of the transcript).

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Minister for Skills, TAFE and Tertiary Education

**TITLE: APPRENTICESHIPS****QUESTION 5, PAGE NO 16**

**The Hon. SARAH MITCHELL:** Can you just come back to how many applications you've received? You said you've had more than places available, and I would just like that figure. You can come back after the break if you can't find it now.

**Mr STEVE WHAN:** In the first three days that we had them open, we had 500 people who registered their interest. Obviously, it's 1,000 over the term. Can somebody tell me what the current figure is? Mr Collins has got the current figure for applications. Mr Collins?

**DAVID COLLINS:** We currently have 250 positions that are being recruited for at this stage. I don't have the figure in front of me, but I can get that for you this afternoon.

**The Hon. SARAH MITCHELL:** That's fine.

**DAVID COLLINS:** There has been a very significant expression of interest, and we're working through that now and supporting agencies with that recruitment. I can provide that to you as the morning goes on.

**ANSWER**

I am advised:

The roles will be recruited over three rounds.

In round one of the program, 30 government agencies and state-owned corporations submitted requests for 499 roles under the 1,000 NSW Public Sector Apprentices and Trainees Program. After assessing the applications and considering the budget, 251 roles across 30 agencies were approved.

A social media campaign was launched on 22 January 2024, and ran until 8 March 2024, to encourage people to apply for a NSW public sector apprenticeship or traineeship.

This campaign, combined with the Minister for Skills, TAFE and Tertiary Education's announcement on 7 February 2024, generated over 3,000 Expressions of Interest for round one.

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TITLE: APPRENTICESHIPS

QUESTION 6, PAGE NO 17

**The Hon. SARAH MITCHELL:** I appreciate what you're saying in terms of your baseline, but is it your goal that these thousand individuals will remain working in the public service? Are you going to track who stays and what that retention is like through their courses? How are you going to measure it?

**Mr STEVE WHAN:** We will certainly be tracking who finishes and who completes, and we will be going back—

**The Hon. SARAH MITCHELL:** Will you be making that public?

**Mr STEVE WHAN:** I don't see why not.

**The Hon. SARAH MITCHELL:** Good.

**CHLOE READ:** We also have some aims on the composition of the cohort—equity considerations, gender, people's disability, Aboriginal learners—just to make sure that, in filling the thousand, we've got a broad representation of the community in that cohort as well.

**The Hon. SARAH MITCHELL:** I'm happy for it to be on notice, Ms Read, but can we get some information about those cohorts and what sort of targets you're looking at?

**DAVID COLLINS:** Certainly.

## ANSWER

I am advised:

One aim of the election commitment is to encourage NSW public sector agencies and state-owned corporations to consider apprenticeships and traineeships as an alternative pathway into employment to meet their skills needs.

A commitment to ongoing employment is considered when ranking applications from agencies for additional apprenticeship or traineeship roles. Agencies supported through the program will report on continuation of employment with the agency after the end of the apprenticeship or traineeship. However, it is important to note that apprenticeships and traineeships are contracts between an employer and an apprentice or trainee, lasting until the end of that contract. At that point, neither party is obligated to continue employment.

If apprentices or trainees do not continue employment with their agency after successfully completing their training, there will be an ongoing benefit to employers within NSW as they will have access to a pool of skilled and experienced candidates.

Target cohorts for the program are in the table below:

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Target Group	Trainees	Apprentices
Women (mature aged, returning to work)	28%	5%
<b>Not in Education Employment and Training (NEETs &lt; 25 years)</b> Including: <ul style="list-style-type: none"> <li>• School leavers under 18 years of age</li> <li>• School leavers aged over 18 years of age</li> <li>• Disadvantaged youth</li> <li>• University non-completers</li> <li>Regional youth</li> </ul>	45%	60%
Aboriginal and Torres Strait Islander Learners	5%	5%
People with Disabilities	5%	5%
Long Term unemployed (Mature Age over 25 years of age)	10%	13%
Refugees and Asylum Seekers	2%	2%
Trade Pathways Program option*	-	5%
School based <ul style="list-style-type: none"> <li>- traineeships</li> <li>- apprenticeships</li> </ul>	5%	5%

\*The target of 5 per cent for existing, but unqualified, tradespeople to undertake a Trade Pathways Program aims to enable older, experienced employees attain a qualification outside the formal apprenticeship pathway.

This serves a dual purpose: it increases the supply of qualified tradespeople within the NSW public sector and enhances an agency's capacity to employ more apprentices, noting that apprentices require supervision from qualified tradespeople.

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Minister for Skills, TAFE and Tertiary Education

TITLE: CONTRACTORS

QUESTION 7, PAGE NO 17-18

**The CHAIR:** Can I ask about one of my favourite topics—consultants? I'm looking at the last annual report for TAFE for the 2022-23 year, and I see that the consultant spend has gone down, which is great. I'll come back to a question on that, but I do note that the contractor spend continues to increase. In the context of TAFE, what are most of those contractors doing?

**Mr STEVE WHAN:** I will ask TAFE to give you some more detail. Obviously, there are a number of areas where we use contractors. Some of those are in course development because our teachers don't have enough time to do it all. But there are a number of specific areas. I'll ask Ms Schorer to—

**JANET SCHORER:** Thank you. I'll ask Ms Tickle to speak to the contractors. As you acknowledge, we are spending less on consultants, and that's in response to the Government requirement of us. Our contractors are predominantly around the areas of our information technology projects and our ability to get workers with the right skills to stay. We find, frequently, that the contractors with the kind of expertise that we need are in hot demand in the current market. So, whilst we have major infrastructure projects afoot—which, as you know, we do—we continue to have to require those sorts of workforce. But we can provide some more detail on contractors.

**ANSWER**

I am advised:

As acknowledged during the hearing, TAFE NSW continues to rationalise consultant service spending in line with the government commitment to reduce consultant spending across all government entities. In terms of 'contractors' or professional services TAFE NSW is also focussed on rationalising the spend in this space. As mentioned during the hearing, TAFE NSW spend on professional services is predominantly for IT Services or Business Management and Advisory Services which combined was \$23.4 million (or approximately 98% of year to date 'Contractors' expenditure). Approximately 24% of TAFE NSW total expenditure (year to date) relates to capital projects.



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**TITLE: BANKSTOWN**

**QUESTION 8, PAGE NO 21**

**The Hon. TANIA MIHAILUK:** What are the predominant courses now at Bankstown TAFE?

**JANET SCHORER:** A lot of what we offer is through our migrant English program so a lot of courses that stem from that individual support. There are some animal studies.

**The Hon. TANIA MIHAILUK:** Any trades?

**JANET SCHORER:** I'm walking my way round the building. I can't remember.

**The Hon. TANIA MIHAILUK:** You can't remember?

**JANET SCHORER:** I'll take that on notice.

**The Hon. TANIA MIHAILUK:** Can you take on notice—I'd like to know what exact courses are now available at the Bankstown campus, which courses you will then provide within the CBD of Bankstown in your temporary location and what you expect on the return of the new site.

**ANSWER**

I am advised:

Course offerings by location can change from time to time subject to demand, teacher availability and local needs. However, the training delivery profile at TAFE NSW Bankstown includes: animal studies beauty, business, community services, early childhood, education and employment pathways, food and hospitality, hairdressing, health, information technology, retail, and travel and tourism.

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Minister for Skills, TAFE and Tertiary Education

**TITLE: BANKSTOWN**

**QUESTION 9, PAGE NO 21**

**The Hon. TANIA MIHAILUK:** ... Also, when will those leasing arrangements—I am still concerned about the leasing arrangements. When do you intend to make that type of information public? Is there any kind of time frame that we can get on that?

**Mr STEVE WHAN:** I'll take on notice whether or not we've been provided by Health any further time frame but we'll provide that information as soon as we can to the learners.

**ANSWER**

I am advised:

The government's commitment to the Bankstown-Lidcombe Hospital and the TAFE NSW Bankstown Campus aligns with a holistic approach to community development. The temporary relocation plan is contingent upon the Health Infrastructure NSW delivery schedule, showcasing a strategic coordination between Health Infrastructure and TAFE NSW. The estimated costs and timeframes for the new campus and temporary relocation will be confirmed during the business case/planning phase, which is a matter best directed to the Minister for Health.

TAFE NSW underscores its commitment to continue delivering quality education during this period.

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Minister for Skills, TAFE and Tertiary Education

**TITLE: SUSTAINABILITY**

**QUESTION 10, PAGE NO 21**

**The Hon. TANIA MIHAILUK:** Can you also take on notice—I want to know about this sustainable design document that you provided in June last year, whether you are going to revisit that document now that there's new net zero targets that have been passed by this Parliament. It says in that document that you're required to update that document as a result of any legislative framework changes.

**ANSWER**

I am advised:

The Sustainability Design Standard relating to how TAFE NSW builds buildings incorporated requirements to assist in meeting net zero targets and is currently under review to ensure it meets our desire for climate resilient campuses, i.e. improved resilience of infrastructure and improved conditions for occupants / learners, as well as the legislative requirements.

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Minister for Skills, TAFE and Tertiary Education

**TITLE:** SUSTAINABILITY

**QUESTION** 11,12, **PAGE NO** 22, 23

**The Hon. TANIA MIHAILUK:** How much was that sustainability design document? Were there consultants hired to complete that document?

**Mr STEVE WHAN:** That's well before me, I think, so I'll ask Ms Schorer.

**JANET SCHORER:** That's before me as well. I will have to take that on notice.

**The Hon. TANIA MIHAILUK:** Could you please take on notice what it cost TAFE NSW to complete that 53-page sustainability design document, which consultants you relied on to prepare that document and what you paid those consultants?

**ANSWER**

I am advised:

Dsquared Consulting were engaged to draft the sustainability design standard, via a competitive tender. The document was reviewed and finalised by TAFE NSW internal staff. Dsquared Consulting are specialist sustainability consultants with both government and education experience. The consultant cost was \$49,500 excl. GST (\$54,450 incl. GST).

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## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: FEE FREE

QUESTION 13, 14 PAGE NO 23

**The Hon. SARAH MITCHELL:** There was an announcement in November last year to have 900 fee-free vocational training placements across the State to help with skilled water operators. Are you aware of that announcement, Minister?

**Mr STEVE WHAN:** I'm certainly aware that we have a serious shortage of water operators. On the specifics of the 900, I might ask—

**The Hon. SARAH MITCHELL:** Anything in terms of how many people have enrolled to date and where they're based?

**JANET SCHORER:** We can take that on notice.

**Mr STEVE WHAN:** I can take those details on notice.

**The Hon. SARAH MITCHELL:** Could you also, on notice, provide how many people, where those students are based and also what courses specifically they are undertaking?

## ANSWER

I am advised:

In November 2023, the NSW Government announced that up to 900 fee-free vocational training placements would be offered across the state as part of the Town Water Risk Reduction Program.

Out of the 900 fee-free places offered as part of this program, there have been 867 enrolments to date. Among these 867 enrollees, Training Services NSW has funded the training places across various regions and qualifications including:

- Certificate II in Water Industry Operations – 22 places
- Certificate III in Water Industry Operations – 792 places
- Certificate IV in Water Industry Operations – 44 places
- Diploma of Water Industry Operations – 9 places.

Learners engaged in this training are based in the following locations:

- Capital Region – 42 learners
- Central Coast – 11 learners
- Central West – 48 learners
- Coffs Harbour/Grafton – 3 learners
- Far West and Orana – 5 learners
- Hunter Valley excluding Newcastle – 9 learners
- Mid North Coast – 75 learners
- Murray – 242 learners
- New England and North West – 52 learners
- Newcastle/Lake Macquarie – 7 learners
- Richmond/Tweed – 35 learners
- Riverina – 26 learners
- Southern Highlands/Shoalhaven – 5 learners
- Sydney – 307 learners

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## Budget Estimates 2023-24 Hearing – 5 March 2024

## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: COMPLETIONS

QUESTION 15, PAGE NO 25

**The Hon. SARAH MITCHELL:** Following on from that, in terms of data on trade apprenticeship commencements, do you have any updated data, Minister, on how many people, for instance, last year, began these trade apprenticeships? You are saying that you've got a start. I agree, but what kind of numbers do you have of people commencing those courses?

**Mr STEVE WHAN:** Anecdotally, this year has seen a significant increase in the number of people coming in. But I will ask—

**The Hon. SARAH MITCHELL:** Have you got any data?

**Mr STEVE WHAN:** —for the specific data.

**CHLOE READ:** I wouldn't have it broken down by particular types of apprenticeships.

**Mr STEVE WHAN:** I think we're still fairly early in the year to be getting this year's.

**The Hon. SARAH MITCHELL:** The most up-to-date we could find was June quarter last year, but has there been any data made publicly available? I'm happy for you to take it on notice.

**Mr STEVE WHAN:** The department might be able to provide a bit more or take the detail on notice.

## ANSWER

I am advised:

As of 19 March 2024, for the most up-to-date breakdown of apprentices and trainees, please refer to the National Centre for Vocational Education Research (NCVER)

*Apprentices and Trainees 2023: June quarter* report for data :

<https://www.ncver.edu.au/research-and-statistics/publications/all-publications/apprentices-and-trainees-2023-june-quarter>

The NCVER *Apprentices and Trainees 2023: September quarter* report will be published on 28 March 2024, and can be found at:

<https://www.ncver.edu.au/research-and-statistics/publications>.

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Minister for Skills, TAFE and Tertiary Education

**TITLE: COMPLETIONS**

**QUESTION 16, PAGE NO 25**

**The Hon. SARAH MITCHELL:** With respect, anecdotal data is not full data.

**Mr STEVE WHAN:** No, absolutely. We're not at the stage yet of having the data on that.

**The Hon. SARAH MITCHELL:** Would you not expect that until June this year, or what kind of time frame?

**JANET SCHORER:** We can provide that on notice.

**ANSWER**

I am advised:

Training Services NSW publishes data (including apprenticeships and traineeship approvals) on their tableau website by TAFE and private providers. This data is until December 2023.

[https://public.tableau.com/app/profile/business.reporting./viz/NSWApprenticeshipandTraineeshipApprovals\\_16804716662080/](https://public.tableau.com/app/profile/business.reporting./viz/NSWApprenticeshipandTraineeshipApprovals_16804716662080/)



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Minister for Skills, TAFE and Tertiary Education

**TITLE:** MINISTERIAL DIARY

**QUESTION 17, PAGE NO 25**

**The Hon. RACHEL MERTON:** On the industry associations in New South Wales, Minister, when did you last meet face to face with the Master Plumbers Association of NSW, and who attended?

**Mr STEVE WHAN:** I haven't met the masters plumbers yet. I have met the industry training council, I believe, but I would just have to check that.

**ANSWER**

The Master Plumbers Association have not requested to meet with me therefore I have not yet met with them. I have met with Build Skills Australia and the Housing Industry Association.

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## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: MILPERRA HIGH SCHOOL

QUESTION 18, PAGE NO 27-28

**The Hon. RACHEL MERTON:** I will just move to Milperra High School. Minister, as you may be aware, NSW Labor's pre-election commitment relating to the Western Sydney University campus at Milperra must include a new high school. What is the latest on the announcement of a new high school on the Western Sydney University campus at Milperra?

**Mr STEVE WHAN:** I've got a number of notes about Milperra High School in terms of the relationship with Western Sydney. And I'm aware that there has been significant discussion with the Department of Education and, presumably, the education Minister about the high school and education facilities in the area. So I might ask the secretary to address that.

**MURAT DIZDAR:** Sure, Minister. Ms Merton, this was a line of questioning in the education portfolio, you may recall. And, with our School Infrastructure colleague there with us, we indicated that we were looking at alternative options by way of existing primary and high school provisions in the area. And we're of the view that we can meet demand with those existing facilities.

**The Hon. RACHEL MERTON:** If I could just put again parents are reporting the schools are full, and I appreciate this is the school-related one and that demountables are not the answer. And I guess, given that the site was at the university campus, the Western Sydney University campus, Minister, I'm asking you what you know about this commitment. Will it be met?

**MURAT DIZDAR:** I'm happy to, Ms Merton, outside of the Committee or on notice, come to you with the surrounding schools and whether they're at capacity or not.

**The Hon. RACHEL MERTON:** It was to the Minister, just with the portfolio responsibility here.

**MURAT DIZDAR:** I don't know that I concur with your characterisation that they're at capacity. That's not the advice I've had from Infrastructure. But it was in the Education committee. I'm happy to come back if you like and tell you the surrounding schools and what their population is.

## ANSWER

Please see answer to supplementary question 41.

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**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE:** MILPERRA HIGH SCHOOL

**QUESTION 19, PAGE NO 28**

**The Hon. RACHEL MERTON:** Minister, have you been involved in any of this, given that I'm informed it was the Western Sydney University campus which is the discussion point here, given your portfolio responsibility?

**Mr STEVE WHAN:** Yes. Our involvement is that, if a university wishes to sell or long-term-lease any land which they've obtained from the State at less than market value, they have to seek permission of the Minister. They sought permission of a former Minister. Can someone tell me what date that was, approximately?

**MURAT DIZDAR:** We may have to take that on notice, Minister.

**ANSWER**

I am advised:

The former Minister for Education, the Hon Rob Stokes MP, approved the sale of the Milperra Campus of Western Sydney University on 8 November 2018, subject to Mount Saint Joseph Catholic College Milperra being given first option on the purchase of land. At this time also, the former Minister granted in-principle approval for the redevelopment of the Milperra Campus, should sale of the overall site not be achieved on the terms envisaged by the university.

On 22 April 2020, the former Minister for Skills and Tertiary Education, the Hon Dr Geoff Lee MP, gave conditional approval for the part sale and redevelopment of the balance of the land at the Milperra Campus, subject to the university meeting several conditions around community use of land and facilities.

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Minister for Skills, TAFE and Tertiary Education

**TITLE: SEXUAL ASSAULTS ON CAMPUS****QUESTION 20, PAGE NO 29**

**The CHAIR:** Is there currently information readily available for students to know how to make complaints and how to get support? What does that look like on campus? Is there flyers around? What's out there for people to know how to get help?

**JULIE TICKLE:** Yes. The students, when they join TAFE, have an orientation and that covers where they can get information around a range of policies and procedures, this one included. We also have, for employees, a work health and safety hotline where they can report incidents, staff-related or student-related, to a hotline. We encourage people to do that within half an hour of the incident. We've got a number of ways that people can find out and access the information and guidance.

**The CHAIR:** Is counselling provided as part of that? How many of the TAFE campuses would have on-campus counselling?

**JULIE TICKLE:** I would have to take on notice how many campuses have on-site counsellors.

**ANSWER**

I am advised:

TAFE NSW provides support services across locations and online, including personal counselling. The campuses with onsite counsellors varies. However, statewide online support is available. Further information about the student support services offered is available at <https://www.tafensw.edu.au/student-services>.

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Minister for Skills, TAFE and Tertiary Education

**TITLE: SEXUAL ASSAULTS ON CAMPUS**

**QUESTION 21, PAGE NO 30**

**The CHAIR:** Has there been any consultation between TAFE and Our Watch, who I know have been doing a really good job of providing guidelines and things for this? Has there been any direct communication between Our Watch and TAFE?

**JULIE TICKLE:** I would have to take that on notice, Ms Boyd.

**ANSWER**

I am advised:

TAFE NSW consulted and/or utilised resources from external organisations including the Australian Human Rights Commission, NSW Public Service Commission, Women's Health Centres NSW and LGBTIQ+ Violence Counselling Service. Given their focus on women only, Our Watch was not included.

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Minister for Skills, TAFE and Tertiary Education

**TITLE: GOSFORD**

**QUESTION 22, PAGE NO 31**

**The CHAIR:** Is Gosford being excluded from upgrades in the hope that it then becomes a new facility, or is it still being upgraded?

**Mr STEVE WHAN:** TAFE could probably elaborate more on whether there's any work being done on maintenance at Gosford particularly, but I'd certainly like to resolve that longer term question before we spend a lot on the existing campus. But TAFE maybe could add to that.

**JANET SCHORER:** I'd have to take on notice whether we're doing anything particular around minor works at Gosford. I'm happy to provide that; I'd be astonished if we weren't. Some of our minor works programs go to issues like, for example, 30 per cent of our over a thousand learning spaces don't have air conditioning. When we're talking minor works, we're talking things that just make learning and teaching a whole lot easier, and then there are other, larger works programs that go to campus upgrades, dealing with heritage issues and dealing with the age of infrastructure. We can provide that on notice.

**ANSWER**

I am advised:

Gosford is in no way excluded and maintains a repairs and maintenance regime to ensure the continuity of service delivery from the campus and effectively manages risks associated with workplace health and safety (WHS).

## Budget Estimates 2023-24 Hearing – 5 March 2024

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Minister for Skills, TAFE and Tertiary Education

TITLE: VET TEACHING QUALIFICATIONS

QUESTION 23, 24 PAGE NO 32-33

**The Hon. SARAH MITCHELL:** I'm aware of at least one example of someone who has their bachelor in primary but is engaged not to teach a trade but to teach that literacy and numeracy component, and they then were told that they needed to go through that full TAFE teacher qualification.

**MURAT DIZDAR:** You may recall, again, in your time, we do have a growth in primary teachers being employed in secondary schools—

**The Hon. SARAH MITCHELL:** Yes, I guess I'm—

**MURAT DIZDAR:** —to deliver literacy and numeracy.

**Mr STEVE WHAN:** I understand the point you're making. My understanding of this is that's not included. But we'll come back to you.

**The Hon. SARAH MITCHELL:** Can you take that on notice, only because it's something that has been raised with me that, to your point, someone has a bachelor degree but it's less enticing to then go and do another qualification when they have already got that skill.

**Mr STEVE WHAN:** Sure. Exactly.

**The Hon. SARAH MITCHELL:** If you could take that on notice, that would be useful.

## ANSWER

I am advised:

The requirements for who can teach Vocational, Education and Training (VET) qualifications, whether in school or post school, are set by the national regulator for VET, the Australian Skills Quality Authority, and are not controlled by the NSW Government.

Changes to the National Standards for Registered Training Organisation 2015 (the Standard) came into effect on 1 March 2024 and are outlined on the Australian Government's website at <https://www.dewr.gov.au/skills-reform/quality-reforms/early-changes-current-standards-rtos>.

A teacher holding a qualification that only allows them to be registered as a primary school teacher, must also hold the relevant Certificate IV in Training and Assessment (TAE) or higher-level qualification, as indicated in Schedule 1 of the Standards. Primary school qualified teachers may deliver training and contribute to assessment under supervision if they are actively working towards the relevant Certificate IV or Diploma level training and assessment qualification.

Where primary school qualified teachers have specific industry expertise, such as in language literacy and numeracy development, they may work alongside fully VET qualified secondary school teachers without the need to hold or be working towards a training and assessment qualification. Where this is the case the fully VET qualified secondary school teacher is responsible for making all assessment judgements.

## Budget Estimates 2023-24 Hearing – 5 March 2024

## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: COURSE OFFERINGS

QUESTION 25, PAGE NO 37

**The Hon. SARAH MITCHELL:** There's another industry called out in your press release, Minister. I'm talking about food security. Obviously, that's critical. What should we expect in that space in terms of delivery?

**Mr STEVE WHAN:** The agricultural side of food security is not a component of our manufacturing centres of excellence, but it is an area that's very important in regional New South Wales, obviously. At this stage, I haven't got any specific things to go with the Commonwealth—

**CHLOE READ:** We'd need to take that one on notice, I think.

**Mr STEVE WHAN:** —but it's an area that, obviously, I have a fairly long-term interest in. I would be keen to see.

**The Hon. SARAH MITCHELL:** I appreciate that. It has been called out in the media release, so it would be good to know—

**Mr STEVE WHAN:** Yes, it has, because it is a focus that they have—

**The Hon. SARAH MITCHELL:** As it should be. You'll take that on notice and come back with some more specifics around that?

**Mr STEVE WHAN:** Yes.

**CHLOE READ:** Yes.

## ANSWER

I am advised:

The NSW Government takes the issue of food security very seriously.

The NSW Government's Smart and Skilled program funded \$50.044 million in full qualifications (including apprentices and trainees) linked to the agriculture sector across three financial years FY20/21 – FY22/23.

During this period 2,289 apprentices and trainees were employed in the primary industries and completed their training.

In 2023/24 it also committed \$5 million to part qualifications under the Ag Skilled program.

The Regional Industry Education Partnerships (RIEP) program connects employers with schools to deliver provide customised opportunities for students to learn about training and career pathways. It is currently being implemented across various industries, including construction, healthcare, social assistance, and agriculture.

Since April 2021 the RIEP program has provided opportunities for 23,293 students from 368 NSW schools to explore the agriculture industry and related careers. Over 275 agriculture industry partners have participated in RIEP activities to support students.

Activities also focus on regenerative agriculture, food security and sustainable practice. Students engage with farmers and other employers to learn about future challenges for the agriculture industry and potential solutions.



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Minister for Skills, TAFE and Tertiary Education

The National Skills Agreement includes key national priorities for collective action by skills system across the country. These national priorities include boosting Australia's sovereign capability, in areas such as advanced manufacturing, national security, food security and construction. The NSW Government is working with the Commonwealth Government and other States and Territories to progress collective action on these priorities, in line with the National Skills Agreement.

## Budget Estimates 2023-24 Hearing – 5 March 2024

## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: LAND AUDIT

## QUESTION 26, PAGE NO 40

**The Hon. SARAH MITCHELL:** You provided, through that audit, the campuses that you have that are underutilised, or your whole portfolio? What did you need to provide?

**Mr STEVE WHAN:** I'll just ask the department to clarify exactly what that was.

**MURAT DIZDAR:** It was right across government. It was anything underutilised and anything vacant.

**The Hon. SARAH MITCHELL:** How do you determine underutilised? What's your threshold for that?

**MURAT DIZDAR:** It varies across different class assets, is what I understood.

**The Hon. SARAH MITCHELL:** Particularly for TAFE, I'm curious.

**MURAT DIZDAR:** I would have to take it on notice, because I do know the school side, where I was requested. Unless Ms Schorer's got it, we might take it on notice for what that meant for TAFE.

**The Hon. SARAH MITCHELL:** That's fine.

**JANET SCHORER:** We can provide it on notice, but, certainly in the time since we appeared before the Committee last, we haven't had any further ask and haven't provided any further information to that audit.

## ANSWER

I am advised:

TAFE NSW is in possession of over 1,600 hectares of land.

Agencies were asked to submit lands that were vacant and or not used, whether these were whole of sites or parts of sites.

Where land is identified with no existing use, TAFE NSW conducts assessments of our long-term strategic need for the land.

Questions relating to the parameters and timing of the Government's land audit are best directed to the relevant Minister.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: CAPEX**

**QUESTION 27, PAGE NO 40**

**JANET SCHORER:** I am very happy to provide some more of the detail of the particular projects. The projects that are underway at the moment in terms of our overall asset renewal program—we've got an optimisation of Coffs Harbour campus at \$18.6 million. That's focused on a new building for our creative industries and career pathways, including the adult migrant English program. It refurbishes some of the business studies section and consolidates a number of staff areas into something more simple. That will be completed—it is estimated to be completed by the middle of next year.

**The Hon. SARAH MITCHELL:** Do you know when that work began?

**JANET SCHORER:** I couldn't tell you when it began. We can add that in for notice.

**ANSWER**

I am advised:

The Coffs Harbour optimisation project was approved as part of the FY22/23 budget. Planning and design commenced in July 2022. A contract has been awarded, and construction will commence by April 2024.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE:** CAPEX

**QUESTION 28, PAGE NO** 40-41

**JANET SCHORER:** We've just closed tenders for that. We've got the work that's going on at Kingscliff campus. That's \$45 million, and that will provide an extensive refurbishment of the campus, a new multipurpose building for horticulture, aviation and warehousing, a new classroom building for creative industries, animal studies and electrotechnology, and then we'll refurbish the health, community services and student services and learning support across that site, as well as improving some of the accessibility and disability pick-up and drop-off points. If you've been to Kingscliff, it's quite a complex site and it's important for us to refurbish that in line with the hospital that's been developed in partnership across the road.

**The Hon. SARAH MITCHELL:** And delivered.

**JANET SCHORER:** That's expected to be done mid next year as well. There is the Northern Rivers education, training and research hub. There is a bit of detail here. I'm happy to provide that on notice.

**The Hon. SARAH MITCHELL:** On notice is fine, yes, thanks.

**ANSWER**

I am advised:

Kingscliff Campus Expansion Project was approved as part of the FY22/23 budget, and commenced in July 2022, with completion in mid to late 2025.

Northern Rivers Education, Training and Research Hub is complete, and will be able to commence operations once the new Tweed Hospital opens in the coming months, as the facility is co-located on the new health campus.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: COURSE OFFERINGS**

**QUESTION 29, PAGE NO 41**

**The Hon. SARAH MITCHELL:** Minister, can you tell us how many new courses you've approved or endorsed since becoming the Minister? My understanding is that that falls under your remit.

**Mr STEVE WHAN:** There are a couple of different ways—there are a number of short courses that have come in since I became the Minister, which I'd probably have to hand over for details. We've certainly announced a number.

**The Hon. SARAH MITCHELL:** I just want to know how many have been approved and started.

**JANET SCHORER:** I'd have to take on notice how many have been approved.

**ANSWER**

The Minister does not approve or endorse new courses being offered through TAFE NSW.

However, I am advised that since March 2023, there has been 40 qualifications, that replace existing TAFE NSW delivered qualifications, that have been superseded through a national training package update.

**TITLE: COURSE OFFERINGS**

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**QUESTION 30, PAGE NO 41**

**Mr STEVE WHAN:** Yes, because there are a number that are coming out of those IATs that we talked about and there are also a number that are coming out of the development of, for instance, e-vehicle short course type things and things like that. So there are a number of short courses, particularly. Those nationally accredited courses take a significant amount of time to get accredited, so I wouldn't expect that many of them would have got through any stages, particularly while I've been the Minister. That's one reason we want to speed that up.

**The Hon. SARAH MITCHELL:** I appreciate you weren't the Minister initially, but since March 2023, how many new—I'm happy for you to take it on notice.

**Mr STEVE WHAN:** I'll take that on notice, yes.

**ANSWER**

Please see answer to transcript question 29.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: COURSE OFFERINGS**

**QUESTION 31, PAGE NO 41**

**The Hon. SARAH MITCHELL:** Could you also potentially provide on notice what those courses are and if they're available in regional New South Wales, and the delivery?

**Mr STEVE WHAN:** Sure. A lot of those shorter ones are actually online.

**ANSWER**

I am advised:

The courses mentioned in answer to transcript question 29 are available online across the state.

## Budget Estimates 2023-24 Hearing – 5 March 2024

## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: WIFI

QUESTION 32, 33, PAGE NO 41-42

**The Hon. SARAH MITCHELL:** You mentioned upgrading wi-fi at campuses. Is that statewide?

**Mr STEVE WHAN:** It's at those campuses that require it.

**JANET SCHORER:** Progressively, yes.

**Mr STEVE WHAN:** Progressively, I'm not sure that we'll complete it all this year, in the wi-fi space— TAFE can elaborate on that—because there are a number of other pressing problems in some of our TAFE campuses with maintenance issues. Can you elaborate on that?

**JANET SCHORER:** Yes. Specifically, the digital access foundations project is \$37 million. What we've done is focused where we've identified that there is digital disadvantage, so focusing on 28 particular locations— I'm happy to provide those on notice—but acknowledging where there is a particular gap in digital access for those communities and wanting to make TAFE much more accessible for those particular learners. I'm very happy to provide that on notice.

**The Hon. SARAH MITCHELL:** Is there any detail, in terms of those upgrades, around what kind of speed, capacity, delivery of IT you'll get for that \$37 million investment?

**JANET SCHORER:** Ms Rankin's our chief information officer. This is her—

**The Hon. SARAH MITCHELL:** Please.

**FIONA RANKIN:** They all differ, so we've identified the 28 as particularly disadvantaged regional areas, but we can provide the details around the current speed and the current state of those particular campuses.

**The Hon. SARAH MITCHELL:** And what you would hope to get up to with the—

**FIONA RANKIN:** Absolutely.

## ANSWER

I am advised:

Of the \$37 million:

- \$8 million for Wi-Fi, rolling out over 1,100 access points across the 28 campuses to achieve significantly improved coverage across all learning and office spaces, which is an uplift of 300% in some campuses. This will result in digital-ready and cyber-secure classrooms. \$29 million for – ver 8,500 aged computer devices to be replaced for both the learning delivery and staff environments in FY24.

The following 28 sites were identified as requiring an upgrade, categorised below:

1. Network Component Passed End of Support: A network component, such as a switch, connects wireless access points and end users to the IT network. A device at end of support presents an operational and security risk. New parts cannot be sourced in the event of hardware failure and cyber security threats cannot be managed as software patches are no longer being developed by the manufacturer.



## Budget Estimates 2023-24 Hearing – 5 March 2024

### Transcript Questions

Minister for Skills, TAFE and Tertiary Education

2. Wi-Fi Controller Passed End of Support: A Wi-Fi Controller is a device responsible for managing wireless access points at a site. If it's out of support, the campus can't integrate newer wireless access points.
3. Inadequate Wi-Fi Coverage: The current Wi-Fi coverage has been identified as inadequate and requires improvement to ensure sufficient coverage across the campus.

Campuses:

Network Component Passed End of Support:

- Boggabilla
- Glen Innes
- Tenterfield

Wi-Fi Controller Passed End of Support:

- Brewarrina
- Broken-Hill
- Casino
- Cessnock
- Coonamble
- Cowra
- Gilgandra
- Glendale
- Inverell
- Kempsey
- Lightning Ridge
- Lithgow
- Menindee
- Moree
- Parkes
- Quirindi
- Walgett
- Wilcannia

Inadequate Wi-Fi Coverage:

- Bourke
- Condobolin
- Cootamundra
- Lake Cargelligo
- Macksville
- Nambucca Heads
- Wellington

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**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: CAPEX**

**QUESTION 34, PAGE NO 42**

**The Hon. SARAH MITCHELL:** Thank you very much. And then also in relation to the air conditioning—I think that was another area that maybe you mentioned, Ms Schorer—again, how much of that \$300 million is going to air conditioning upgrades, which campuses and any information on that?

**JANET SCHORER:** We can provide detail absolutely on notice.

**The Hon. SARAH MITCHELL:** Okay. Can you provide a breakdown of the \$300 million and what it's going to across the total maintenance spend?

**JANET SCHORER:** Yes. We can do that on notice.

**ANSWER**

I am advised:

\$12.6 million has been allocated for heating cooling and ventilation system replacements and upgrades in FY23/24 at the following campuses: Albury, Bathurst, Baulham Hills, Blacktown, Campbelltown, Cooma, Forbes, Goulburn, Grafton, Haymarket, Kingswood, Kurri Kurri, Lidcombe, Lithgow, Miller, Moss Vale, Mount Druitt, Nirimba, Nowra, Orange March Street, Padstow, Parkes, Penrith, Richmond, Shellharbour, Singleton, St Leonards, Strathfield, Tamworth, Tighes Hill, Ultimo, Walgett, Wentworth Falls, Wetherill Park, Wollongbar, Wollongong, Wyong.

**Budget Estimates 2023-24 Hearing – 5 March 2024****Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

TITLE: CAPEX

**QUESTION 35, PAGE NO 42**

**The Hon. SARAH MITCHELL:** Minister, I think you just said there's a number of other issues that you're looking at as well. What other areas, outside of wi-fi and aircon, are you looking at through that asset maintenance program?

**Mr STEVE WHAN:** Things like walls that are falling down, roofs, ceilings that are mouldy and floors and those sort of things—a lot of really just basic maintenance issues. There is within that some slightly larger capital projects as well, but not of the scale of hundreds of millions in their own right, of course.

**The Hon. SARAH MITCHELL:** I'm happy if you can provide on notice maybe what some of those other capital—more minor capital works, presumably.

**JANET SCHORER:** Yes. We can do that on notice.

**ANSWER**

I am advised:

Total capital expenditure of \$300.9 million has been allocated to TAFE NSW by the NSW Government, comprising:

- \$39.5 million for new major capital works
- \$206.8 million for major capital works in progress
- \$44.8 million for minor capital works involving diverse projects across various regions, focusing on building upgrades, ICT, and plant & equipment.
- \$9.7 million for right of use assets.

This includes significant investments in new projects, continuing initiatives, and minor capital works, demonstrating a commitment to enhancing infrastructure and educational facilities.

Examples of category spend for the Asset Renewal Program include:

Statewide Bathrooms: \$2.7 million; Miscellaneous building works\* North region: \$3.8 million; Misc building works South region: \$3.2 million; Misc building works West region: \$2.4 million; Misc building works Sydney and Western Sydney regions: \$7.5 million; LED Lighting: \$1.6 million; Statewide hot water replacements: \$0.5 million; Statewide fire systems: \$5.5 million; Statewide HVAC: \$ 12.6 million; Electrical reticulation: \$0.5 million; Statewide lift replacements: \$5.0 million; Statewide roofing: \$9.7 million; Flooring: \$3.8 million; Painting: \$2.6 million; Solar: \$0.4 million; WHS: \$0.2 million; Plant and Equipment: \$10 million; Building replacement: \$7 million; Heritage stone works: \$5 million.

\*Misc building works examples include: necessary replacement of stormwater lines; replacement of leaking whirlybirds; refurbishment of toilets blocks that were in poor state.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: BANKSTOWN**

**QUESTION 36, PAGE NO 44**

**The Hon. RACHEL MERTON:** In terms of the timing of the communication, given the New South Wales Government made the announcement of the relocation site on something like 18 December—

**JANET SCHORER:** Somewhere around there.

**The Hon. RACHEL MERTON:** I have got it here. I'm just wondering what was the timing of that community consultation that you touched on in terms of the local council and the local youth?

**JANET SCHORER:** Perhaps I can give you that detail on notice. My executive director for that region had those conversations with his local staff because they have the relationships. I'm very happy to give you that. But I know that communication happened.

**ANSWER**

I am advised:

Initial communications with staff, students and representative bodies occurred in December 2023, at the time of the Government's announcement. Stakeholder consultation remains ongoing.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: BANKSTOWN**

**QUESTION 37, PAGE NO 45**

**The Hon. SARAH MITCHELL:** In terms of the temporary relocation to other facilities, is there any idea of what that will cost for the period of time? Has there been any work done on that?

**JANET SCHORER:** Not that I'm aware of, no.

**The Hon. SARAH MITCHELL:** I'm happy for you to take it on notice. I appreciate that you're acting here today. My understanding is that there was some previous work done for the former Government around the potential cost of the temporary relocation, and there were some figures provided. If that's able to be provided on notice, any work that has been done, that would be useful.

**JANET SCHORER:** Yes, of course.

**ANSWER**

I am advised:

The government's commitment to the Bankstown-Lidcombe Hospital and the TAFE NSW Bankstown Campus aligns with a holistic approach to community development. The temporary relocation plan is contingent upon the Health Infrastructure NSW delivery schedule, showcasing a strategic coordination between healthcare infrastructure development and the estimated costs and timeframes for the new campus and temporary relocation will be confirmed during the business case/planning phase, which is a matter best directed to the Minister for Health. TAFE NSW underscores its commitment to continue delivering quality education during this period.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: CAPEX**

**QUESTION 38, PAGE NO 47**

**The Hon. SARAH MITCHELL:** I wanted to quickly go back to the issues around asset renewal. I think you'll have to take this on notice. The Minister talked about \$300 million, I think, in this financial year. Would you be able to provide any data around the previous two financial years, how much was allocated and also how much was spent of those budget allocations? If you've got it now, great; if not, on notice is fine.

**JANET SCHORER:** On notice is probably safer in terms of accuracy, so let's do that.

**ANSWER**

I am advised:

FY2021/22 - Original published capital budget was \$251.7 million. Revised capital budget (adjusted for carry forwards) was \$234.8 million; Actual Expenditure was \$240.6 million.

FY2022/23 - Original published capital budget was \$318.9 million. Revised capital budget (adjusted for carry forwards) was \$268.9 million; Actual Expenditure was \$273.6 million.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE:** IAT

**QUESTION 39, PAGE NO 47**

**The Hon. SARAH MITCHELL:** I figured that might be the case, but that would be fantastic. Going to the new IAT that opened I think it was last month, now, is there a final cost in terms of the building for that centre?

**JANET SCHORER:** Yes, there is. It opened last month. The construction of the IAT and the multi-trades hub—the vast majority of this space is the multi-trades hub—\$80.4 million.

**The Hon. SARAH MITCHELL:** Do you have any data on how many staff you've got there as well?

**JANET SCHORER:** We can provide that on notice. The staff for the IAT are shared across the two: Meadowbank and Kingswood. Some of that will be primarily at Kingswood, but there are some—it's a staff group operationally across both sites.

**The Hon. SARAH MITCHELL:** If you could provide that on notice and, if possible, a breakdown of whether they're full-time, part-time or casual, that would be fantastic. The capex in general for the centres of excellence, what funding envelope have you got for the three?

**ANSWER**

I am advised:

There are more than 40 staff who work specifically on the Institutes of Applied Technology (Digital and Construction) pilot. This number does not include partner staff who also support the IATs.

Funding for the Manufacturing Centres of Excellence will be considered as part of the FY25 Budget process.

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## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: APPRENTICESHIPS

QUESTION 40, PAGE NO 47-48

**The Hon. SARAH MITCHELL:** That's fine. Just one more clarification around the 1,000 apprentices that, I think, Mr Collins was talking about earlier, and I think it was 250 that will start this year: Are you able to provide on notice where they will be based? I understand they will be across a range of government agencies, but—regional locations or communities, as best you can, any information or data on that would be good. If you've got anything now, you can provide it, but it might be a bit early.

**DAVID COLLINS:** What I can tell you now is that, across the 1,000, we're proposing 250 this year, 400 next year and 350 the year after that. We were originally proposing 200 this year but, because of the level of enthusiasm, we've bumped that up a bit. We are anticipating that there will be roughly a fifty-fifty split between metropolitan and regional. I can take on notice, once we get that first cohort in place, where they are—we can provide an indication of which agencies and the like. We may not have regional or metropolitan locations to report in a timely way, but certainly we will be, over time, reporting that kind of make-up. Also, within the 1,000 that we're targeting, we are targeting some particular groups. We are looking for take-up by mature age women and women returning to work, by Aboriginal people and by people with a disability. There's a focus on people who are not in employment, education and training, long-term unemployed people. There will be a focus on refugees and asylum seekers and also a proportion that will be school-based apprentices and trainees. In taking information on notice, we can also take on notice the proportions of all the targets that we will be pursuing through that as well.

**ANSWER**

I am advised:

A breakdown of the 251 additional roles, which were initially allocated to 31 agencies by region, are as follows:

137	Sydney region
21	Hunter region
22	North Western region
13	Richmond-Tweed
12	Mid North Coast region
12	Murrumbidgee region
7	Central West region
7	South Eastern region
4	Murray Region
4	Central Coast region
4	Illawarra region
2	Far West
1	Western border of NSW/Qld
5	Region to be advised.

The current split is 54 per cent Sydney, 44 per cent regional areas and 2 per cent yet to be finalised.



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**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

The final breakdown of regions may differ, as agencies provide information on the actual workplace locations for the apprentices and trainees.

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## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: APPRENTICESHIPS

QUESTION 41, PAGE NO 48

**The Hon. SARAH MITCHELL:** That would be great. Is it possible to also get, particularly for the 250 this year, but if it's easier for the 1,000, that's fine, a breakdown of what trades and apprenticeships will actually be in—obviously different agencies will have different demands based on what they're doing, but even just some more information about what are the key areas that most of these qualifications will be in, if that's something you can provide?

**DAVID COLLINS:** Yes, certainly. What we will be able to provide to you immediately is what the agencies have told us they want. With our expression of interest, we've gone out with a list of qualifications, not specifically a list of agencies. In terms of recruitment, some agencies are recruiting directly; others have asked us to work with them and to coordinate that. So we're coordinating for a proportion of the places. We've advertised a list of apprenticeship and traineeship qualifications, so we'll be able to provide you that as well.

**ANSWER**

I am advised:

The 1,000 NSW Public Sector Apprenticeships and Traineeships program is demand driven and based on agency need.

Out of the 251 applicants, there are currently 67 apprenticeships, 174 traineeships, and 10 school-based apprenticeships and traineeships (SBATs) across 30 public sector agencies.

Refer to the breakdown of roles per qualification below.

Code	Apprenticeship qualification title	Allocated roles
RII30920	Certificate III in Civil Construction (Road Construction and Maintenance)	21
UEE30820	Certificate III in Electrotechnology Electrician	12
UET30821	Certificate III in ESI - Distribution Underground	8
UET30621	Certificate III in ESI - Distribution Overhead	6
RII30920	Certificate III in Civil Construction (Bridge Construction and Maintenance)	5
UET30721	Certificate III in ESI - Rail Traction	4
ICT30519	Certificate III in Telecommunications Technology	3
MEM30219	Certificate III in Engineering - Mechanical Trade	2
AUR31120	Certificate III in Heavy Commercial Vehicle Mechanical Technology	2
AUR31220	Certificate III in Mobile Plant Technology	2
CPC30220	Certificate III in Carpentry	1
MEM31922	Certificate III in Engineering - Fabrication Trade	1
	<b>Total</b>	<b>67</b>

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Code	Traineeship qualification	Allocated roles
BSB30120	Certificate III in Business	25
BSB40120	Certificate IV in Business	21
BSB40920	Certificate IV in Project Management Practice	20
ICT40120	Certificate IV in Information Technology (Database Development)	14
HLT37215	Certificate III in Pathology Collection	11
MSL30122	Certificate III in Laboratory Skills	9
NWP30222	Certificate III in Water Industry Operations	9
ICT30120	Certificate III in Information Technology	8
UET20621	Certificate II in ESI - Asset Inspection and Testing	7
22603VIC	Certificate IV in Cyber Security	5
AHC30722	Certificate III in Horticulture	4
UEE22020	Certificate II in Electrotechnology (Career Start)	3
PSP30122	Certificate III in Government	3
HLT33115	Certificate III in Health Services Assistance	3
BSB40420	Certificate IV in Human Resource Management	3
SIS40621	Certificate IV in Outdoor Leadership	3
HLT33021	Certificate III in Allied Health Assistance	2
CHC32015	Certificate III in Community Services	2
HLT37315	Certificate III in Health Administration	2
CHC30221	Certificate III in School Based Education Support	2
ACM40418	Certificate IV in Veterinary Nursing	2
ICT50220	Diploma of Information Technology (General)	2
HLT30121	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care	1
AHC31421	Certificate III in Conservation and Ecosystem Management	1
HLT35021	Certificate III in Dental Assisting	1
FNS30122	Certificate III in Financial Services	1
HLT37121	Certificate III in Hospital or Health Services Pharmacy Support	1
BSB30420	Certificate III in Library and Information Services	1
MSM30216	Certificate III in Surface Preparation and Coating Application	1
HLT40221	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice	1
MEM40422	Certificate IV in Engineering Drafting	1
BSB40320	Certificate IV in Entrepreneurship and New Business	1
BSB40520	Certificate IV in Leadership and Management	1
BSB40820	Certificate IV in Marketing and Communication	1
BSB41419	Certificate IV in Work Health and Safety	1
BSB50820	Diploma of Project Management	1
	<b>Total</b>	<b>174</b>

Code	SBAT qualification	Allocated roles
HLT33115	Certificate III in Health Services Assistance	6

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HLT33021	Certificate III in Allied Health Assistance	2
BSB30120	Certificate III in Business	2
	<b>Total</b>	<b>10</b>

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Minister for Skills, TAFE and Tertiary Education

TITLE: COURSE OFFERINGS

QUESTION 42, PAGE NO 50

**The Hon. RACHEL MERTON:** In terms of the TAFE NSW annual report for 2022-23, there was a reference in there to the New South Wales Government delivering digital skills to futureproof the hospitality industry then it went on to detail how apprentices and students studying certificate III in baking and commercial cookery at TAFE NSW Wollongong will complete technology units and a pilot program will see first-year students complete a statement of attainment in personal digital technology. It sounds very exciting. What is the projected cost of this pilot program?

**JANET SCHORER:** That's a great program.

**The Hon. RACHEL MERTON:** I should do it.

**JANET SCHORER:** I'm happy to provide that on notice, if that's okay. That's really just part of the ongoing adaptation of our teaching.

**The Hon. RACHEL MERTON:** Of digital offering.

**JANET SCHORER:** Yes. Every industry, whether it's cooking or hair and beauty or plumbing, is moving much more towards digital technology being part of work and so we adapt how we teach to accommodate that.

**The Hon. RACHEL MERTON:** If I could also get what the length of the pilot program might be, pertaining to this?

**JANET SCHORER:** Absolutely. Yes.

**ANSWER**

I am advised:

The pilot program for Term 1 2024 has an estimated direct delivery cost of \$169,800. There is no cost to the learner, with the program funded by Training Services NSW through existing Targeted Priority funding.

**Budget Estimates 2023-24 Hearing – 5 March 2024****Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

TITLE: ENROLMENTS

QUESTION 43, PAGE NO 50

**The Hon. RACHEL MERTON:** That might be useful. Another highlight out of the annual report was the Women in Construction Industry Innovation Program. It was talking about how the year two grant applications are now open. Is there any data available to assess if year one of the program has indeed resulted in an increase of women in the sector, in terms of some outcomes of first year of that program offering?

**JANET SCHORER:** We can provide the data on notice. Certainly we've got a number of programs specific to TAFE NSW and that's one that relates to women in trades. I know that training services with responsibility for the sector overall has a focus on that as well, which they've mentioned earlier. We can provide that data on notice.

**ANSWER**

I am advised:

Training Services NSW publishes data (including apprenticeships and traineeship approvals) on their tableau website by TAFE and private providers. This can be filtered by gender This data is until December 2023.

[https://public.tableau.com/app/profile/business.reporting./viz/NSWApprenticeshipandTraineeshipApprovals\\_16804716662080/ApprovalsbyIndustryandVocation.](https://public.tableau.com/app/profile/business.reporting./viz/NSWApprenticeshipandTraineeshipApprovals_16804716662080/ApprovalsbyIndustryandVocation)

**Budget Estimates 2023-24 Hearing – 5 March 2024****Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

TITLE: UNIVERSITIES ACCORD

QUESTION 44, PAGE NO 52

**The Hon. SARAH MITCHELL:** In terms of some of the recommendations around tertiary attainment— and I appreciate it's a Federal report, but I'm interested in the New South Wales Government's view or input into that—they talk about having more people having a tertiary attainment, whether it's a certificate III or above. But they specifically also talk about increasing the proportion of university-educated Australians from 45 per cent up to 55 per cent. What sort of feedback or input did the universities, through the agency, have in terms of those targets at a New South Wales level?

**CHLOE READ:** The universities also have direct engagement with the accord panel, I understand. They also worked through Universities Australia to put forward positions. In terms of the definition of targets, I'd have to take on notice whether we specifically fed anything through from them. Jobs and Skills Australia released a report recently that said that, I think, 92 per cent of occupations in the future are going to require either a vocational qualification or a higher education qualification. There's a roughly 50-50 split amongst that 92 per cent. So I think the targets in the accord report are trying to drive towards that outcome, informed by the data.

**The Hon. SARAH MITCHELL:** If it's possible on notice, any information about how the universities fed in through senior leadership would be useful.

**CHLOE READ:** Yes.

**ANSWER**

I am advised:

NSW provided input to the Australian Universities Accord process through the NSW Government submission to the Accord Discussion Paper. In preparing the submission, the department consulted NSW universities, including the NSW Vice Chancellors' Committee and government relations teams.

The NSW submission is available on the Department of Education's website at:

<https://education.nsw.gov.au/about-us/strategies-and-reports/australian-universities-accord>.

NSW universities also put forward individual institutional and collective submissions throughout the Accord process. Accord consultation documents on different stages of the Accord process can be found here: <https://www.education.gov.au/australian-universities-accord/accord-consultations>.

**Budget Estimates 2023-24 Hearing – 5 March 2024****Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: UNIVERSITIES ACCORD****QUESTION 45, PAGE NO 53**

**The Hon. SARAH MITCHELL:** If you've got any data around that, yes, that would be good.

**CHLOE READ:** Yes, it's currently in 148 schools, but this year it'll go to 168.

**The Hon. SARAH MITCHELL:** Do you have any data on the number of students who are part of the program? It's fine if you need to take that on notice.

**CHLOE READ:** Approximately 64,000, which seems like a suspiciously round number.

**The Hon. SARAH MITCHELL:** Well, it is "approximately".

**CHLOE READ:** It is approximately.

**MURAT DIZDAR:** It's available to the whole school in that context, yes.

**CHLOE READ:** That won't include the extra 20.

**The Hon. SARAH MITCHELL:** On notice, could you provide the additional 20 schools that will be part of it?

**CHLOE READ:** Yes.

**ANSWER**

I am advised:

Twenty additional (a combination of Connected Communities and Rural, Regional and Remote) schools have been invited to join the Educational Pathways Program in 2024. These schools are:

1. Bourke High School
2. Bowraville Central School
3. Brewarrina Central School
4. Coomealla High School
5. Coonamble High School
6. Kempsey High School
7. Melville High School
8. Menindee Central School
9. Narooma High School
10. Taree High School
11. Wilcannia Central School
12. Batemans Bay High School
13. Bega High School
14. Broken Hill High School
15. Chatham High School
16. Gilgandra High School
17. Macksville High School
18. Moruya High School
19. Nyngan High School
20. Willyama High School



**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE:** VET REVIEW

**QUESTION 46, PAGE NO 54**

**The Hon. SARAH MITCHELL:** Is there any remuneration for the members of the panel? I'm happy for you to take it on notice.

**CHLOE READ:** There is.

**MURAT DIZDAR:** There's a fee for service, so shall we come back to you on that?

**The Hon. SARAH MITCHELL:** That would be fine. I'm assuming it's in line with other similar—

**MURAT DIZDAR:** It's in line with government requirements.

**The Hon. SARAH MITCHELL:** But if you could provide that figure on notice.

**MURAT DIZDAR:** We're happy to do that.

**ANSWER**

I am advised:

The three panel members have been paid a total of \$330,658 for their work on the NSW VET Review from the start of the review to date.

Remuneration arrangements are in line with the Classification and Remuneration Framework for NSW Government Boards and Committees and consistent with how the Department of Education has engaged panel members for other Government review processes.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: SCHOOLS SPECTACULAR**

**QUESTION 47, PAGE NO 57**

**The Hon. RACHEL MERTON:** From an estimates perspective, do we know what the cost is of providing the Schools Spectacular?

**MURAT DIZDAR:** Like I said in the Education committee, I'm happy to come back on notice. I think it's such a worthwhile investment when it brings 5,500 students from right across this State to the big city to showcase their talent for four sold-out events across two days. Having spoken with a number of those students, it's life-changing.

**The Hon. RACHEL MERTON:** Just in terms of the cost of that, I was just—

**MURAT DIZDAR:** I don't have it at my fingertips but I'm happy to come back on notice. It's part of the Education committee that we took on notice too so the answer will be in train.

**ANSWER**

I am advised:

This question was answered by the Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney in her answers to supplementary questions.

## Budget Estimates 2023-24 Hearing – 5 March 2024

## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: MARDDI GRAS

QUESTION 48, 49 PAGE NO 57, 58

**The Hon. RACHEL MERTON:** I just noticed that the department participated in last weekend's Gay and Lesbian Mardi Gras. In relation to that, Mr Secretary, for how many years has the department participated in the Mardi Gras?

**MURAT DIZDAR:** I'm enormously proud that, on Saturday night, the department had a float in the Mardi Gras to support the Pride Network—the LGBTQIA+ staff. I'm proud, as secretary, that I got to march with them.

**The Hon. RACHEL MERTON:** What was the cost for involvement in the Mardi Gras this year?

**MURAT DIZDAR:** Again, a very small investment. I'm happy to take it on notice. There's no more important feature for me than to make sure our people are seen, heard and supported, and it won't be the last time.

**The Hon. RACHEL MERTON:** I recognise that but I'm just looking at what the cost was of the department's participation.

**MURAT DIZDAR:** I don't want to get the figure wrong. Let me come back on notice but I also, just for the record, indicate that we look forward to building on the first two years of having a float in the Mardi Gras and continuing that as well.

**The Hon. RACHEL MERTON:** I'm not really asking for more detail on that, but thank you. I think people have seen your social media posts of you being front and centre of the NSW Department of Education's float. My question today was about what the cost to the department is of the float and whether there's a cost on the 70 to 80 staff that participated. If you want to take it on notice, I'm more than happy.

**MURAT DIZDAR:** I've already indicated, Ms Merton, that I'm happy to come back with what we paid as a department to participate I don't want to get that figure wrong. I would also indicate that I'm very grateful to those from the arts unit and our staff who volunteered outside of work hours, including on weekends, who put the float together.

## ANSWER

I am advised:

There was no financial cost for staff who participated in the event. Staff volunteered their time outside of work hours to build and create the float and props and to march in the parade.

**Budget Estimates 2023-24 Hearing – 5 March 2024****Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: VET REVIEW****QUESTION 50, PAGE NO 58**

**The Hon. SARAH MITCHELL:** I wanted to go back to the remuneration for the review. I noticed that it was put on notice last time. I think we got back the overall amount for the VET review, saying it was \$2.2 million, but there wasn't actually a breakdown for the remuneration of those three individuals. I'm just clarifying with you, Mr Dizdar, that we can get the remuneration for those three individuals on notice, because that wasn't provided when we asked last time.

**MURAT DIZDAR:** Let's make sure we give that. Ms Mitchell, if I've got it right—Ms Read will correct me—the budgeted amount for the VET review is \$2.2 million. That's the budget. It doesn't mean we have expended that or will.

**The Hon. SARAH MITCHELL:** I understand that.

**MURAT DIZDAR:** When we come back on notice for those three individuals, we will be able to indicate how much we have paid to date.

**ANSWER**

Please see answer to transcript question 46.

**Budget Estimates 2023-24 Hearing – 5 March 2024****Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

TITLE: STAFFING

**QUESTION 51, PAGE NO 59**

**JULIE TICKLE:** Sure. In June 2023, the headcount in total was 13,835 across TAFE NSW and full-time equivalent was 10,841. Looking at the teachers, the teacher FTE is 5,992, which, as I said earlier, is an increased FTE of 262 on financial year 2022. However, since then, we've actually increased the numbers more—I said it earlier, but for the record again—advertising 556 permanent teaching positions since March 2023, compared to 278 in the same period in 2022. So we are adding more. Our numbers are going up, and we're increasing the number of permanent teachers as well.

**The Hon. SARAH MITCHELL:** Do you have for that—was it 556 permanent?

**JULIE TICKLE:** Advertisements. Yes, that's right.

**The Hon. SARAH MITCHELL:** Do you have a breakdown—and, again, I'm happy for it to be on notice—of which campuses and which areas you're seeing that growth in terms of the permanent positions, as best as you can provide?

**JULIE TICKLE:** Yes. It's across the board.

**ANSWER**

I am advised:

The 556 permanent teaching positions are across all sectors, with the majority being in the Health, Wellbeing & Community Services, and Construction & Energy sectors. All regions across TAFE NSW are represented, with most advertisements being for positions in the Sydney and Western Sydney regions where the majority of construction and health services demand growth has occurred.

It should be noted that staff are flexible in their work arrangements and may work from a number of campuses throughout the course of a semester or year.

## Budget Estimates 2023-24 Hearing – 5 March 2024

## Transcript Questions

Minister for Skills, TAFE and Tertiary Education

TITLE: ATSI

QUESTION 52, PAGE NO 60

**The Hon. SARAH MITCHELL:** I want to quickly turn now to the Confirmation of Aboriginality Policy. I understand there were some questions asked about that at the last hearing, and one of the responses back on notice is that a draft Confirmation of Aboriginality Policy has been developed and will be published in 2024. Does anyone have an update on that?

**JULIE TICKLE:** We have, at TAFE NSW, a group which is called the ASLG, which stands for Aboriginal Strategic Leadership Group. Myself and the managing director sit on that as observers, and one of our executive directors is the chair of that group. We had some—I wouldn't call it a draft, but certainly some initial consultation around a Confirmation of Aboriginality Policy last year. I would have to take on notice where that's up to in terms of being published and released, but I can certainly say that I was in the meeting and we did have extensive consultation. It also went to the TAAC—which is our TAFE Aboriginal Advisory Council—which, again, the managing director sits on. We have a number of external people on there, as well, as well as the same person that chairs—one of our executive directors that chairs the Aboriginal Strategic Leadership Group. Both of those high-level groups have been consulted and given input into what was an initial conversation around Confirmation of Aboriginality at TAFE.

**The Hon. SARAH MITCHELL:** As I said, the response did talk about a draft policy being developed, so if there is any further information that you can provide on notice, that would be good.

**ANSWER**

I am advised:

Confirmation of Aboriginality is a complex and sensitive issue and takes time for thorough consultation and development with Aboriginal people. The Policy has been co-designed to draft stage and is currently being reviewed by Aboriginal Affairs NSW. Although TAFE NSW is still aiming for publishing in 2024, comments from Aboriginal Affairs could impact the timeline if additional consultation with key Aboriginal stakeholders is required.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE: CAPEX**

**QUESTION 53, PAGE NO 62-63**

**The Hon. SARAH MITCHELL:** To capital funding, I know that earlier, Ms Schorer, you gave some information about the projects that were underway. I wanted to check the time frames for forecast completion on a couple of those projects. Coffs Harbour, I think, was forecast to be complete by June 2025. Is that still the time frame that you're working on?

**JANET SCHORER:** That's what I understand, yes.

**The Hon. SARAH MITCHELL:** And Kingscliff was similar. Is that still the case?

**JANET SCHORER:** Yes, mid next year.

**The Hon. SARAH MITCHELL:** I think Muswellbrook phase one was due to be complete this month— it may have been finished or it might not have. I just wanted an update on that one as well.

**JANET SCHORER:** I'll have to provide you on notice an update on Muswellbrook.

**ANSWER**

I am advised:

Muswellbrook Phase 1 was completed in January 2024, to allow commencement of training in the new facility from start Term 1, 2024.

**Budget Estimates 2023-24 Hearing – 5 March 2024**

**Transcript Questions**

Minister for Skills, TAFE and Tertiary Education

**TITLE:** ARTIFICIAL INTELLIGENCE

**QUESTION 54, PAGE NO 63**

**The Hon. SARAH MITCHELL:** Thank you. My last question—we're nearly done, I promise—relates to the announcement today about the AI scholarships the Minister announced in terms of providing one million Australians in order to get support. I think you said it's happening through the IAT, the delivery of that course.

The funding for that—is that coming from the State Government or the Federal Government? I'm just a bit unclear.

**JANET SCHORER:** That one I'll have to take on notice. If it's through the IAT, we're part of it in some way so I'll have to take on notice how that's been funded.

**ANSWER**

I am advised:

There are financial contributions being made by both the NSW and Commonwealth Governments.