Inquiry into Growing the Suburbs:
Infrastructure and Business Development in Outer Suburban Melbourne

Submission

Box Hill Institute of TAFE

December 2011
Executive Summary

Box Hill Institute

- Box Hill Institute (BHI) welcomes the opportunity to make a submission to this important Parliamentary Inquiry.
- Our interest in the Inquiry comes from our role as a provider of education and training to persons and to industry in metropolitan Melbourne. This submission highlights issues in relation to future skill issues and effective delivery models for meeting emerging industry needs.
- BHI is a major provider of vocational and higher education and offers more than 500 courses, covering a range of Short Courses, Certificates, Diplomas, Associate Degrees and Degrees. Programs are delivered through 12 teaching centres. In 2010 BHI has almost 40,000 students and delivered almost 10 million student contact hours.
- Offshore delivery: a significant part of offshore delivery is through extended campus arrangements with universities and vocational education and training providers in a number of countries including Vietnam, China and the Middle East.
- The Institute is active in providing services to industry including: industry consultancy, training programs and employment services.
- BHI has a number of industry relationships for the delivery of training programs.
- Due to its accessibility by transport, the specialist programs offered and reputation, BHI’s catchment area for students is wide and includes locations in along the eastern corridor and areas to the north and south. BHI is one of the most accessible of all the TAFE Institutes, as Box Hill is a major public transport hub. All of its 3 larger campuses are within walking distance of Box Hill Station, providing ready access from inner Melbourne and from outer Melbourne suburbs. Trams provide access from the CBD and from inner areas and bus routes provide ready access from the areas located to the north and south of the campuses.
- Through a new partnership arrangement with the Council of Adult Education Melbourne (CAE), operations are being extended to encompass a broader range of programs.

Development in Outer Areas

- There are a number of factors that are influencing development in outer suburbs and these include: population growth and change in population structure; Industry shifts: movement of industry from the inner and middle suburbs to outer areas; and growth segments including specialised manufacturing, service centres, headquarters, warehousing and logistics operations.

Transport hub

- Box Hill is a key location within the Eastern Corridor: it has developed as a strategic hub for a range of services for a wider population; it is a Transit City; a major post-secondary education hub; a health hub; and a services centre (for both government and private services). A major asset is transport routes (train, bus, tram, road), which make Box Hill accessible to both inner areas and outer areas.
- The one limiting factor is that although Box Hill station is on the border of zone 1 and 2 the public transport zones system puts it in zone 2. This means students travelling from the outer suburbs get the benefit of zone 2 pricing, but students travelling from the inner suburbs or from the city (particularly pertinent now with Box Hill Institute and the CAE teaming up) are forced to pay for both zone 1 and 2, just for the benefit of 1 stop. This almost doubles the price of a ticket. Given the suburb’s transport hub status we recommend identifying Box Hill station as a Transition Station, allowing students travelling from zone 2 to limit their ticket to zone 2, and those travelling in zone 1 to similarly limit their ticket to zone 1. This will be a crucial enabler, providing cheaper access to education in the region.
Delivery Model

- BHI’s strategic directions reflect a recognition of industry requirements for specialised training that is linked to requirements of each specific sector and is based on industry partnerships (in program development, technology and facilities and delivery).
- This model requires a concentration of facilities in specialised skill hubs, rather than a diffusion of smaller scale facilities and education and training programs. The skill hubs can achieve sustainable levels of delivery to underwrite the investment in facilities and can secure active industry participation.
- Looking to the future there is a major requirement to increase the levels of education and training. While the traditional model has focused on entry level training, the new model also has to cover ongoing skills development and reskilling of workforces.
  - These approaches are being pursued with active industry partnerships.
  - There are two major projects that illustrate this: Integrated Technology Centre (Stage 1 & 2); and Creative Industries Skills Hub.

Servicing Outer Areas

- In seeking to service outer regions, it is important to recognise that education and training facilities for specific industries require a threshold level of demand to be sustainable on an ongoing.
- This highlights the need for a delivery model that:
  - Recognises that for specialised skill areas, a skills hub model will make more effective use of buildings, capital equipment and will allow for the clustering of experienced education and training staff. This model also enables significant industry support to be secured.
  - Has foundation skills or base level education and training that can be delivered locally in the emerging population centres, with students graduating to the specialist skills hubs for later year programs.

Developing Regional Industry Skills Hubs

- BHI is pursuing several current directions that align with this focused industry delivery model. This includes extending the training workplace models and developing new buildings and facilities.
- Given BHI’s success with industry partnerships and with delivery models of skills hubs and specialist centres, the Institute is seeking support for two centres in areas of critical skill needs.
  - Integrated Technology Centre (Stage 2) with industry standard facilities being developed for building and construction; electro technology; green manufacturing; and mechanical engineering to meet increasing demand, which is associated with climate change, sustainability and energy efficiency.
  - Creative Industries Skills Hub, which develops a regional hub for creative industries education and training.

Future Directions

The directions for the next 10 years involve:
- Extending education and training delivery, including the further development of degree programs and adult learner programs (through the CAE partnership).
- Active involvement with industry in linking entry level training to industry requirements and reskilling of existing workforces. This includes strengthening of specialist centres (eg. Bioskills, SMEs and Information and Communications Technology).
- Further development of the industry training workplaces model through the extension to other sectors via industry partnerships.
- Development of new buildings and up to date facilities to enable the delivery of industry skills programs. This includes the Integrated Technology Centre (Stages 1 and 2); and the Creative Industries Hub at a redeveloped Whitehorse Campus.
Strengthening of BHI’s regional delivery in the eastern corridor through specialist industry training, workplace training delivery and adult learner programs.

Delivery of programs in the Melbourne CBD programs through the CAE partnership.

Expansion of international education and training programs.

Box Hill Institute is also emerging as a new type of tertiary provider. The Institute believes that there is a case for a new tertiary type provider in Victoria offering integrated programs in vocational and higher education. Such a provider type would play an important leadership role in enhancing the diversity role of tertiary education and improving student access to higher education.
1. Introduction

1.1 BHI Interest in Inquiry

Box Hill Institute (BHI) welcomes the opportunity to make a submission to this important Parliamentary Inquiry. Our interest in the Inquiry comes from our role as a provider of education and training to persons and to industry in metropolitan Melbourne. With our areas of specialisation, active industry partnerships and reputation as an innovative educator, BHI has developed as major regional provider of skills programs. This submission highlights issues in relation to future skill issues and effective delivery models for meeting emerging industry needs.

In this submission we comment on three of the terms of reference (a, b and d).

<table>
<thead>
<tr>
<th>Terms of Reference</th>
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<tr>
<td>(a) identify existing public and private infrastructure provision, including schools, hospitals, commercial and shopping precincts, transport and roads, telecommunications, water and power;</td>
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<td>(b) assess the capacity of existing infrastructure to accommodate increased population growth;</td>
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<tr>
<td>(d) catalogue the skills mix of outer suburban residents to identify those areas with a skills shortage and provide options for skills training and retention, especially as it relates to both younger and semi-retired people;</td>
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1.2 BHI Operations

BHI is a major provider of vocational and higher education. The Institute offers a wide variety of courses to local and international students, from apprenticeships to degrees, short courses to diplomas, and in a range of delivery modes including full time, part time and off campus programs.

- Contact hours: BHI delivers student 10.6 million contact hours (Government Funded: 5.8 million and Commercial: 4.8 million.

BHI offers more than 500 courses, covering a range of Short Courses, Certificates, Diplomas, Associate Degrees and Degrees. The Institute is active in providing services to industry including: industry consultancy, training programs and employment services.

Due to its accessibility by transport, the specialist programs offered and reputation, BHI’s catchment area for students is wide and includes locations in along the eastern corridor and areas to the north and south.

Through a new partnership arrangement with the Council of Adult Education Melbourne (CAE), operations are being extended to encompass a broader range of programs (senior secondary certificates short courses, pre-accredited training, vocational education and training (VET), and higher education). This new structure will provide enhanced programs for young persons and for adult learners, delivered from the eastern campuses of BHI and the city facilities of the CAE.

1.3 Industry Focus

BHI’s industry focus is on: Automotive Transport and Engineering; Biotechnology; Building and Furniture Technologies; Business Services; Creative Industries (including music, performance, media, design and arts); Electrical and Refrigeration Engineering; Hair, Beauty and Floristry; Health and Community Services; Hospitality and Tourism; Information and Communications Technology; and Manufacturing.

BHI has developed specialisations in several areas and operates training workplaces in partnership with industry.
1.4 Training Workplaces
As part of delivery of industry linked training, BHI has developed a number of training workplaces. These are: Aveda Day Spa; Bakers Delight Centre for Excellence in Bakery Training; Flowers on Elgar; Fountains Restaurant; InnovaBio - a student-run biotechnology enterprise; Lighting & Sound Hire (LASH); Music Industry Business Office (MiBO); Nursing Skills Centre of Excellence; Pets on Elgar; Salon on Elgar; and Whitehorse Fitness.

These industry training centres and industry linkages means that BHI acts as an education and training hub for students and industry from a wide area of metropolitan Melbourne, including outer suburban areas in the eastern corridor.

1.5 Issues covered in Submission
The following issues are covered in the submission:
- Drivers of outer suburban growth covering population and business growth.
- The strategic role of Box Hill as a major regional centre for health services, education, business services and government services.
- BHI operations in education and training, its industry links and its servicing of broader regional markets. Developments with the new partnership announced with the Council of Adult Education (CAE).
- BHI strategic directions over the next 10 years covering campus development; industry training centres; industry links; and infrastructure development.
- National productivity and the development of skills for the future.
- Infrastructure requirements: specialist skills hubs industry centres; and the servicing regional markets.
- Directions and recommendations.
2. Drivers of Outer Suburban Growth

2.1 Overview

There are a number of factors that are influencing development in outer suburbs and these include:

- Population growth and change in population structure, with younger families settling in outer areas creating a demand for services in these newer areas. Green fields housing development is occurring in these areas and is providing affordable housing options for younger people.

- Industry shifts: movement of industry from the inner and middle suburbs to outer areas. This is due to the need for space, lower land costs, and improvements in road networks (eg. Monash Freeway, EastLink). Industry has also been attracted to the new industrial estates and business parks that have developed.

- Growth sectors including specialised manufacturing, service centres, headquarters, warehousing and logistics operations.

This outer area growth has implications for: future business development; the location of jobs and the workforce; and future skills requirements.

2.2 Population Growth

Within the Melbourne Metropolitan Area population faster growth is occurring in outer areas. There is also growth in inner areas but at a slower rate.

Outer area growth has been driven by the development of new affordable housing in these locations, which has attracted younger families. This demographic pattern has created the demand for local services, including education and health. Within the inner and middle suburbs population growth is being generated by higher densities through infill development.

There are differences in the demographics. There is projected growth in the school aged populations in the outer areas over the next 15 years, while this age segment is largely static in the inner and middle suburbs (as these populations age).

Another major issue for outer areas is that local jobs are growing at a slower rate than the labour force, meaning that the rate of commuting to jobs continues to increase. This is particularly the case for persons in professional and management jobs. Population growth is generating a demand for services that need to be close to the new population centres (eg. retail services, health services, education - pre-school, primary and secondary). These local services do not generate enough jobs to accommodate a growing population.
2.3 Industry Shifts
Over the last two decades, there have been major shifts of industry from industrial sites in the inner and middle suburbs to outer locations in the east, south-east, west and north.

This pattern has been generated by industry requirements for large space and improved transport accessibility, which is not available in the higher density inner areas. Inner industrial sites have been converted to residential uses and to other business use (services) as transformations have occurred in these areas.

Strong industry growth area has been in several corridors. In the west and north this is along the Western Ring Road, with the development of warehousing and logistics facilities and manufacturing plants that require larger sites and buffers. Substantial growth has occurred in the South East Growth Corridor, and this growth has strengthened with the accessibility provided by EastLink via the road network to the Port of Melbourne and Melbourne Airport.

Similar growth patterns have occurred in the outer east, with manufacturing and service businesses being attracted to industry and business parks and to campus style locations in the case of larger operations (seeking to combine headquarters functions, service centres and warehousing).

2.4 Business Growth Patterns
The outer suburban areas have experienced growth in: manufacturing (larger operations and also smaller scale light industrial activities); warehousing and distribution centres; service centres and some corporate headquarters. This pattern of development is generating employment growth in these areas and providing a broader range of local employment opportunities for a growing regional labor force.

This jobs growth has implications for current and future workforce skills development.

- Skill requirements are increasing across all areas of manufacturing and for servicing activities.
- There are current skill shortages in a number of areas of skilled trades (eg. metal and engineering trades) and professionals (engineers, ICT specialists).
- Technology changes mean that there is a need to re-skill existing tradesperson and technicians.

Businesses are looking to recruit a skilled workforce and to also provide training to their existing workforce. Businesses are increasingly looking to providers that can deliver training that is closely linked to industry requirements and that can be delivered in industry environments or simulated environments.
3. Box Hill Location

3.1 Overview
Box Hill is a key location within the Eastern Corridor: it has developed as a strategic hub for a range of services for a wider population; it is a Transit City; is a major post-secondary education hub; is a health hub; and a services centre (for both government services and private services).

A major asset is transport routes (train, bus, tram, road), which make Box Hill accessible to both inner areas and outer areas

3.2 Transit City
As a Transit City under the Victorian Government’s planning strategy there has been a focus on expanding retail and office space in Box Hill because of its location on a major transport node. This development allows for greater use of public transport for accessing services and for travel to employment.

The Transit City designation is critical to the region’s success, both as an Education hub and a Health hub, but as Box Hill station has not been designated a Transition station, students travelling from the inner suburbs or from the city (particularly pertinent now with Box Hill Institute and the CAE teaming up) are forced to pay for both zone 1 and 2, just for the benefit of 1 stop. This almost doubles the price of a ticket. Given the suburb’s transport hub status we recommend identifying Box Hill station as a Transition Station, allowing students travelling from zone 2 to limit their ticket to zone 2, and those travelling in zone 1 to similarly limit their ticket to zone 1. This will be a crucial enabler, providing cheaper access to education in the region.

3.3 Education Hub
The Box Hill and Burwood areas have developed as major education hubs for vocational and higher education.

- Box Hill Institute is located on three of its major campuses in Box Hill (Elgar, Nelson and Whitehorse) and has developed a number of specialist industry training centres.
- Deakin University has continued to expand its Burwood Campus.

BHI and Deakin have established partnerships in several areas of education delivery, to allow for articulation arrangements between education and training programs.

Both education providers have wide catchment areas for their students. This is due to the specialist programs that are delivered and the accessibility of campuses (by public transport and by car).

BHI has education alliances offer learning pathways with other universities including: Monash University, La Trobe University and Australian Catholic University.

3.4 Health Hub
Box Hill has developed as a major regional health hub with Eastern Health (Box Hill Hospital) and Epworth Eastern.

This role is expanding with the extensions to Box Hill Hospital, the operations of Epworth Eastern and the clustering of specialist medical services and diagnostic services in the Nelson Road/Arnold Street health precinct.
Box Hill Institute has an education and training partnership with Eastern Health and delivers education and training programs for the health sector through its new health and wellness hub.
4. BHI Operations

4.1 Education and Training Delivery

BHI is a major provider of vocational and higher education. The Institute offers a wide variety of courses to both local and international students, from apprenticeships to degrees, short courses to diplomas, and in a range of delivery modes including full time, part time and off campus. Programs are delivered through 12 teaching centres. In 2010 BHI has almost 40,000 students and delivered almost 10 million student contact hours.

Chart 1 BHI Industry delivery 2010

Offshore delivery: a significant part of offshore delivery is through extended campus arrangements with universities and vocational education and training providers in a number of countries including Vietnam, China and the Middle East.
4.2 Apprentice Training
BHI is a major provider of apprentice training across a number of industry sectors including: building and construction; electro-technologies; metals and engineering; and hospitality.

Apprenticeship Programs

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<thead>
<tr>
<th>Pre-apprenticeship Courses</th>
<th>Apprenticeship Courses</th>
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<tbody>
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<td>Automotive</td>
<td>Automotive</td>
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<tr>
<td>Building</td>
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<tr>
<td>Electrical</td>
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<td>Engineering</td>
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<td>Plumbing</td>
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<td>Floristry</td>
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<td>Furniture and Cabinet Making</td>
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<td>Hairdressing</td>
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<td>Hospitality</td>
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<td>Info Tech &amp; Games Development</td>
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<td>Library Studies</td>
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<td>Picture Framing</td>
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<td>Refrigeration</td>
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4.3 Schools Based Programs
Through its links with schools in eastern area, BHI is involved in the provision of VET in Schools and VCAL programs. There are arrangements with over 100 secondary colleges. These cover the provision of Vocational Education and Training in Schools, Pathways Program (formerly Growth and Pathways), and Victorian Certificate of Applied Learning programs. These programs are provided both at the Institute and also within the school environment.

4.4 Industry and Business Programs

4.4.1 Industry Training
Box Hill Institute is involved in delivering customised training across a range of industry sectors. Much of this training is delivered on site at the workplace. BHI is involved in the delivery of programs nationally and overseas.

4.4.2 Small Business Programs
BHI is involved in the delivery of a range of programs for small business through its Business Enterprise Centre (BEC). The services provided include small business mentoring, advice, networking, training and delivery of a range of business development programs.

4.4.3 Business Links
BHI has a number of industry relationships for the delivery of training programs and these include the following businesses. Several new partnerships are being developed covering the refrigeration and air conditioning sector and the electrical trades.

<table>
<thead>
<tr>
<th>Partner</th>
<th>Activity</th>
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<tbody>
<tr>
<td>Aveda</td>
<td>- The Aveda Institute Melbourne – delivery of Aveda education and training.</td>
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<tr>
<td>Bakers Delight</td>
<td>- Centre of Excellence in Bakery Training</td>
</tr>
<tr>
<td>Cisco Systems Networking Academy</td>
<td>- Super Cisco Academy Training Centre (Super-CATC) in for Asia Pacific area (training of trainers)</td>
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<td></td>
<td>- Delivery of Cisco Programs</td>
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<tr>
<td>Digidesign and Pro Tools</td>
<td>- Box Hill Institute Pro School, a partnership between Digidesign and BHI.</td>
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<tr>
<td></td>
<td>- Students learn all aspects of Pro Tools digital audio workstation platforms.</td>
</tr>
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</table>
4.5 BHI Catchment Area

BHI has a wide catchment area for its students and this includes the outer areas of the Melbourne metropolitan area. The breadth of this catchment reflects:

- Specialist programs being offered through each of the Teaching Centres.
- BHI’s reputation as an innovative provider of education and training programs that are closely linked to industry requirements.
- BHI’s out-reach approach for the provision of tailored business programs delivered on site.
- The central location and the accessibility of the campuses by public transport and by car.

The following maps provide an indication of the catchment based on: the top secondary schools attended by BHI students; and the residential addresses of students (for profile programs and short courses and for degree programs).
4.6 Transport Accessibility

BHI is one of the most accessible of all the TAFE Institutes, as Box Hill is a major public transport hub. All of its 3 larger campuses are within walking distance of Box Hill Station, providing ready access from inner Melbourne and from outer Melbourne suburbs. Trams provide access from the CBD and from inner areas and bus routes provide ready access from the areas located to the north and south of the campuses.

4.7 CAE Partnership

BHI and the Council of Adult Education (CAE) have performed a partnership to improve the delivery of adult and tertiary education. This new arrangement will provide for the delivery of the entire adult education offering – including senior secondary certificates, short courses, pre-accredited training, vocational education and training (VET), and higher education.

- BHI delivers qualifications ranging from certificate to degree levels across its Melbourne campuses and extended international campuses to its 40,000 students.
- CAE is the leading provider of adult community education (ACE) and offers a diverse range of nationally recognised and accredited training and non-accredited short courses to over 30,000 learners

As a result of this partnership, the entity will be a non-school senior secondary provider, an adult community provider, a publically owned TAFE Institute, a CRICOS provider and privately registered higher education provider.

The new arrangements will:
- Provide delivery locations for the full range of programs from BHI’s Box Hill Campuses (to provide improved access to learners in outer areas, as traditionally CAE enrolments have tended to be from inner areas of Melbourne and around 60% are degree qualified) and from the CAE’s Melbourne CBD based facilities.
- Enable the extension of vocational education and training as well adult learning programs (including programs for over 50s learners programs).
- Allow for pathways between programs to allow younger persons and adult learners to participate in vocational programs to develop skills for future employment.
4.8 BHI Strategic Directions

BHI has a vision of being the No 1 global vocational education and training provider. A major focus is on providing education and training to meet the workforce needs of industries and communities; to ensure students have skills that their opportunities in the employment market; and to enable enterprises to be competitive and sustainable.

BHI has a strong focus on its industry linkages and partnerships in the local market and extending its delivery to industry and students in international markets.

The directions for the next 10 years involve:

- Extending education and training delivery, including the further development of degree programs and adult learner programs (through the CAE partnership).
- Active involvement with industry in linking entry level training to industry requirements and reskilling of existing workforces. This includes strengthening of specialist centres (eg. Bioskills, SMEs and Information and Communications Technology).
- Further development of the industry training workplaces model through the extension to other sectors via industry partnerships.
- Development of new buildings and up to date facilities to enable the delivery of industry skills programs. This includes the Integrated Technology Centre (Stages 1 and 2); and the Creative Industries Hub at a redeveloped Whitehorse Campus.
- Strengthening of BHI’s regional delivery in the eastern corridor through specialist industry training, workplace training delivery and adult learner programs.
- Delivery of programs in the Melbourne CBD programs through the CAE partnership.
- Expansion of international education and training programs.

BHI’s strategic directions reflect a recognition of industry requirements for specialised training that is linked to requirements of specific sector and is based on industry partnerships (in program development, technology and facilities and delivery).

This model requires a concentration of facilities in specialised skill hubs, rather than a diffusion of smaller scale facilities and education and training programs. The skill hubs can achieve sustainable levels of demand to underwrite the investment in facilities and can secure active industry participation.

Box Hill Institute believes that post school education in Australia is in a state of transition. In the last few years governments have made efforts to move from an environment of separate vocational and higher education sectors to a single more seamless tertiary education sector. The intention has been to increase participation, access and attainment by facilitating educational pathways for students. This has been supported to significant policy changes. Box Hill Institute believes however that more needs to be done. By all measures, Victoria has taken the lead in moving towards in realising the need for an integrated tertiary sector. Across the State, Victoria has been active in developing models to support qualification pathways. The ACT and Queensland are in the process of implementing the dual sector University model which has been so prominent in Victoria. Box Hill believes that Victoria’s leadership position needs to be maintained and that a new tertiary provider type offering integrated vocational and higher education programs needs to be established. The establishment of such a provider type would further open up opportunities for new cohorts of students to meet government targets for access and participation and to meet employer needs.
5. Future Skills Issues

There are a number of major future skill issues, which will have major influences on industry development and employment opportunities. This includes the National Productivity Agenda.

5.1 National Productivity

5.1.1 Skilling for Future Industries

A major challenge for the education and training system is meeting the future skill requirements of business and the community organisations, while also addressing current skill shortages. Skilling for the future involves:

- Shaping entry level programs that are relevant to emerging technologies and jobs.
- Recognition of the convergence in industry skills that are being driven by changes in technologies.
- Developing programs to upgrade the skills of existing tradespersons and technicians.
- Creating a stronger training culture, with more SMEs investing in the skills development of their workforces.

5.1.2 Work Force Participation

With an ageing population, some of the current workforce pressures will be intensified. Many industries will need to retain and renew their workforce in an environment of an ageing workforce and competition with other sectors for skilled employees. This will require a change in work models and the development of skills.

5.1.3 Older Workers

The demographic pressures of population ageing and workforce ageing, have implications for the older workers and their skills.

A combination of these supply factors and pressure on retirement incomes, means that many older workers will need to remain in the workforce for longer periods (or be encouraged to remain in the workforce).

Older workers may embark on second careers, following training for new jobs. Already a number of larger employers are recruiting and training mature workers to fill gaps in their workforces. Other older workers may also want to have a transition to employment, through changes in work arrangements (eg. working part time; taking extended breaks).

5.2 Skills Development

Looking to the future there is a major requirement to increase the levels of education and training. While the traditional model has focused on entry level training, the new model also has to cover ongoing skills development.

- Requirements for re-skilling are arising from technology change and changes in products and processes; from changes in work practices and work force structures; and industry shifts (with some sectors contracting and other sectors growing).
- Tradesperson and technicians a combination of changes in technology, environmental factors and energy efficiency requirements are changing the skill sets required by tradespersons. There are major requirements for retraining to enable employees to keep up with these changes.
- A major future requirement education and training programs for over 50s learners to provide them with new vocational skills, which enable them to continue in the workforce.
6. Infrastructure

If these future skill requirements are to be met, there is a need to invest in up-to-date education and training buildings and facilities, which will enable the delivery of practical programs. The model that BHI is pursuing is the investment in new facilities to service regional and industry markets with close involvement of specific industry sectors.

6.1 New Facilities

The development of new facilities are needed to keep up with industry requirements and to provide a quality environment for students and trainees. New facilities need to be flexible in their design so that they can accommodate future changes in requirements and can be readily upgraded.

In developing new facilities BHI uses a model of active industry involvement at the design and development stage (e.g., Nursing Centre of Excellence; and the Integrated Technology Centre).

6.2 Develop Specialist Skills Hubs

Part of the BHI model is the development of specialist skills hubs, which can service industry and community skill requirements for entry level training and for ongoing skills development.

These centres need to be servicing broader markets (e.g., inner areas and outer areas). This allows for a threshold level of demand, for skilled trainers to be hired and for industry involvement to be concentrated.

This allows for: the development of critical mass; the more effective use of all resources (capital and operational resources) rather than diffusing resources in smaller scale training centres; and a capacity to secure active industry involvement (by servicing across a broader industry base and regional footprint).

6.3 BHI Directions

BHI is pursuing several current directions that align with this focused industry delivery model. This includes extending the training workplace models and developing new buildings and facilities. These approaches are being pursued with active industry partnerships.

There are two major projects that illustrate this:

• Integrated Technology Centre (Stage 1 & 2)
• Creative Industries Skills Hub

6.3.1 Integrated Technology Centre (Stage 1 and Stage 2)

BHI’s capacity to assist with increasing places to address critical skill shortages was recognised with the Institute’s successfully securing funding for Stage 1 of the Integrated Technology Hub. The Hub is located on the Elgar Road Campus. The building has been designed with industry input and construction will commence in 2012. BHI has established a partnership with the refrigeration and air-conditioning sector (through the Air Conditioning and Mechanical Contractors' Association of Australia http://www.amca.com.au/vic/). As well as helping to shape the building design, AMCA is providing advice on equipment and is assisting with the development of training program content and delivery models.

BHI has prepared a business case for Stage 2 of the Centre.

1 At a capital cost of $34.0 million, Stage 1 of the Integrated Technology Hub is being funded by the Australian Government under its Education Infrastructure Fund ($15 million), BHI contributions of $15 million, and Industry and State government contributions of $4 million.
• This stage would provide further places for critical skills in building and construction; electro technology; green manufacturing; and mechanical engineering to meet increasing demand, which is associated with climate change, sustainability and energy efficiency.

• The Integrated Technology Hub (Stage 2) will enable Box Hill Institute to expand its trade training activity in priority areas to meet the skills demand, particularly in the eastern corridor of Melbourne. It will enable the development of a flexible and state of the art trade training facility, capable of providing students (new entrants and existing tradesperson) with the skills required to respond to climate change related requirements.

The Stage 2 development is designed to also deal with current constraints on increasing training numbers due to a lack of available space and out-dated facilities.

6.3.2 Creative Industries Skills Hub

BHI’s Centre for Creative Industries has an established national reputation for high-quality education and training programs. The Centre delivers programs in: Art and Design; Dance; Fashion; Live production and Theatre; Screen and Media (Motion Graphics); Music; Music Business; Professional Writing and Editing; and Television and Broadcasting. The Centre attracts students from all over Melbourne.

The programs are currently delivered from facilities in the Whitehorse Campus in Box Hill (BHI’s oldest buildings and in most need for redevelopment). These current facilities have limited the capacity to expand the delivery of creative programs.

BHI has developed the concept of a Creative Industries Skills Hub to be constructed as part of the redevelopment of the Whitehorse Campus site. The purpose designed building would have space for learning, performance and exhibition and community use and would become a major regional creative facility for eastern Melbourne.

The Skills Hub would build on the Institute’s capability to deliver training for the Creative Industries with an emphasis on Design and Technology; Visual, Media and Graphic Arts; Music and Performing Arts; Film, Television and Multimedia; Youth, Pathways, VCE and VCAL; and Business Skills.

There is strong demand for creative skills. This includes: the increased application of multimedia and interactive media technologies in areas including libraries, galleries, museums, cultural resource centres; staging and event management skills as exhibitions and trade shows become more creatively and technically complex; and the growth in games and interactive multimedia. This has implications across a number of skill categories, including: an increase need for people who can work in the creation of digital content, including publications, manuscripts, film, audio and sound recordings (both creative and technical skills); a requirement for more persons with intermediate and higher level technical skills in broadcasting (television and radio), creation of digital content, DVD authoring, design, editing, programming and production; and in the games sector, a need for games designers and persons skilled in interactive multimedia. Opportunities are also emerging with applications for smart phones.

At the same time, there is a need for entrepreneurial skills, business management, marketing, information technology, and administration to be taught with creative and technical skills.

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7. Future Directions
Box Hill Institute services a significant regional footprint, which includes students from outer areas and across the Melbourne metropolitan area. This broader regional role is based on several key factors:

- BHI’s specialisations in a number of industries and its practical workplace teaching facilities.
- Strong ongoing industry partnerships and the development of programs to service the requirements of specific industry sectors.
- An innovative approach to education and training delivery.
- The transport accessibility of the three major Box Hill Campuses.

In seeking to service outer regions, it is important to recognise that education and training facilities for specific industries require a threshold level of demand to be sustainable on an ongoing. This highlights the need for a delivery model that:

- Recognises that for specialised skill areas, a skills hub model will make more effective use of buildings, capital equipment and will allow for the clustering of experienced education and training staff. This model also enables significant industry support to be secured, compared with more fragmented facilities.

- Foundation skills or base level education and training can be delivered locally in the emerging population centres, with students graduating to the specialist skills hubs for later year programs.

Given BHI’s success with industry partnerships and with delivery models of skills hubs and specialist centres, the Institute is seeking support for two centres in areas of critical skill needs. These are:

- The Creative Industries Skills Hub, which develops a regional hub for creative industries education and training.
- Integrated Technology Centre (Stage 2) with industry standard facilities being developed for building and construction; electro technology; green manufacturing; and mechanical engineering to meet increasing demand, that is associated with climate change, sustainability and energy efficiency

BHI with the new partnership arrangements with the CAE, will be working to improve the take up of adult education programs in the Eastern Corridor, through the delivery of programs at Box Hill and at other locations in the broader region.

BHI is prepared to meet with the Committee to: provide any additional information; and to elaborate further on the training delivery models and the associated resourcing requirements (in terms of buildings, facilities and equipment requirements).