

*bound to industry  
bound to succeed*

# CLASS OF ONE - CATERING FOR INDIVIDUAL EDUCATIONAL NEEDS

PRESENTATION BY

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# Who We Are



## Actuose

- 10 Campuses (Vic and international)
- 3 Centers of Excellence:
  - ❖ Automotive
  - ❖ Community & Health
  - ❖ Food & Fibre
- 30,000 students  
(40% are apprentices/trainees)
- Professional Services Provider
- Education & Health focus
- BKI implementation partner (4yrs)

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# OPPORTUNITY FOR INNOVATION...

Clients told us ...

*“(your) wasting apprentice’s time, and therefore (our) investment.”*



We noticed that ...

- Great buildings and facilities are not enough
- *Lock-step*’ delivery not meeting industry need
- Industry hire apprentices on business timing not TAFE schedules
- ‘Buy’ local mindset becoming less relevant



We innovated with  
**‘Class of One’**

# WHAT IS 'CLASS OF ONE'?

A strategic response  
to 'buy-local' market behaviour  
with a new mindset of *as they employ, we respond*".

## **Delivered through ...**

Teachers teaching / Administrators administering

Rolling enrolments as a new normal

Learning Hubs facilitating multi-stream learning delivery

Realising the benefits of integrated systems and processes

Close management of 'change' to embed new behaviours



HOW DID WE DO IT?



HOW DID WE DO IT?

Constant  
Access

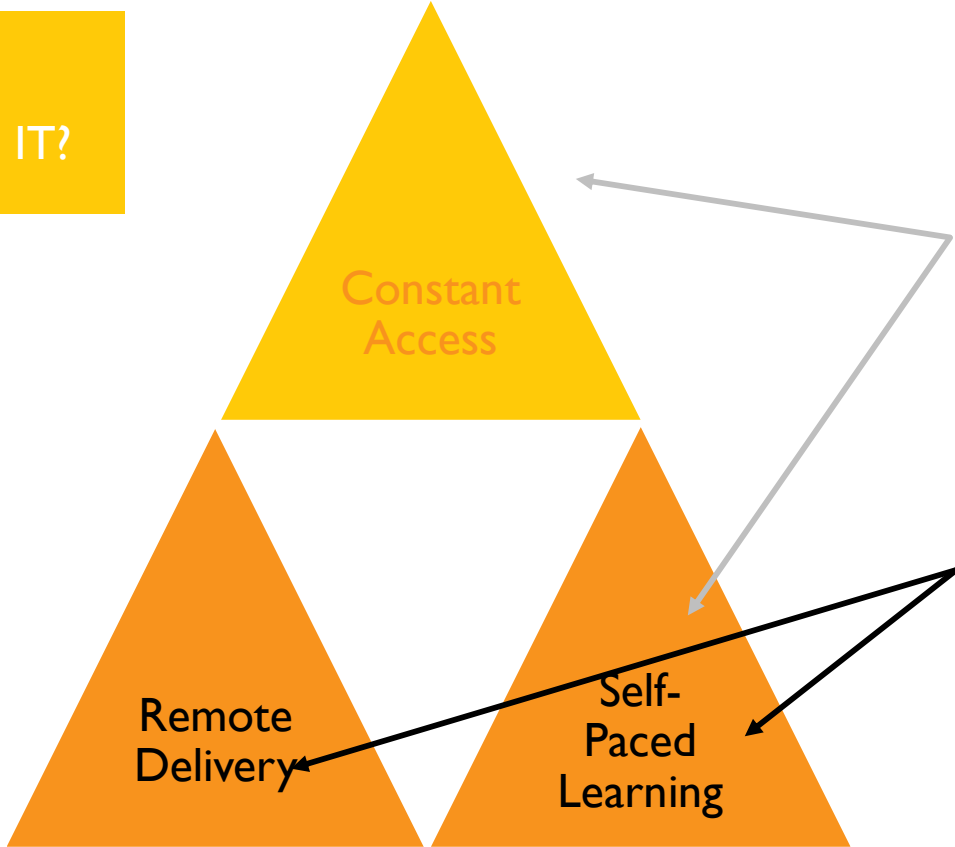
Self-  
Paced  
Learning

Student  
need

The diagram features three orange triangles. One triangle is positioned above the other two. To the right of these triangles is the text 'Student need'. Two black arrows originate from a point to the right of 'Student need': one arrow points to the upper triangle, and the other points to the lower triangle. The entire diagram is framed by a horizontal bar at the top and bottom, each consisting of three segments in yellow, orange, and dark orange.



HOW DID WE DO IT?



Student  
need

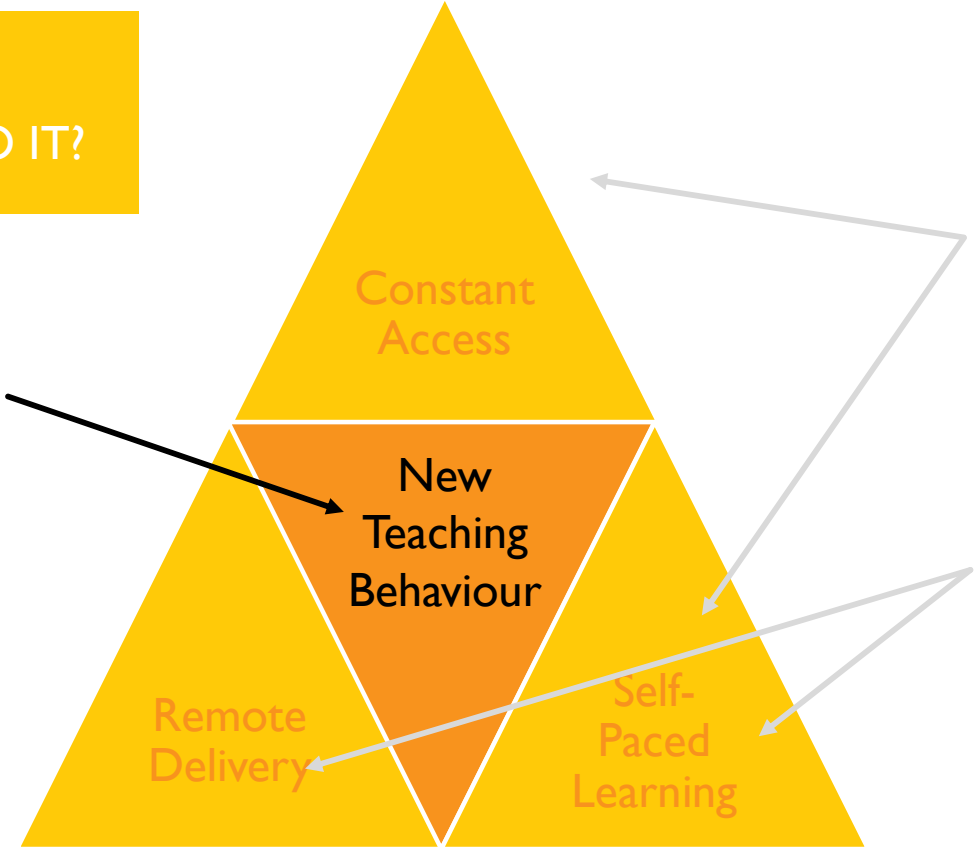
Clients  
want





HOW DID WE DO IT?

Need from Teachers

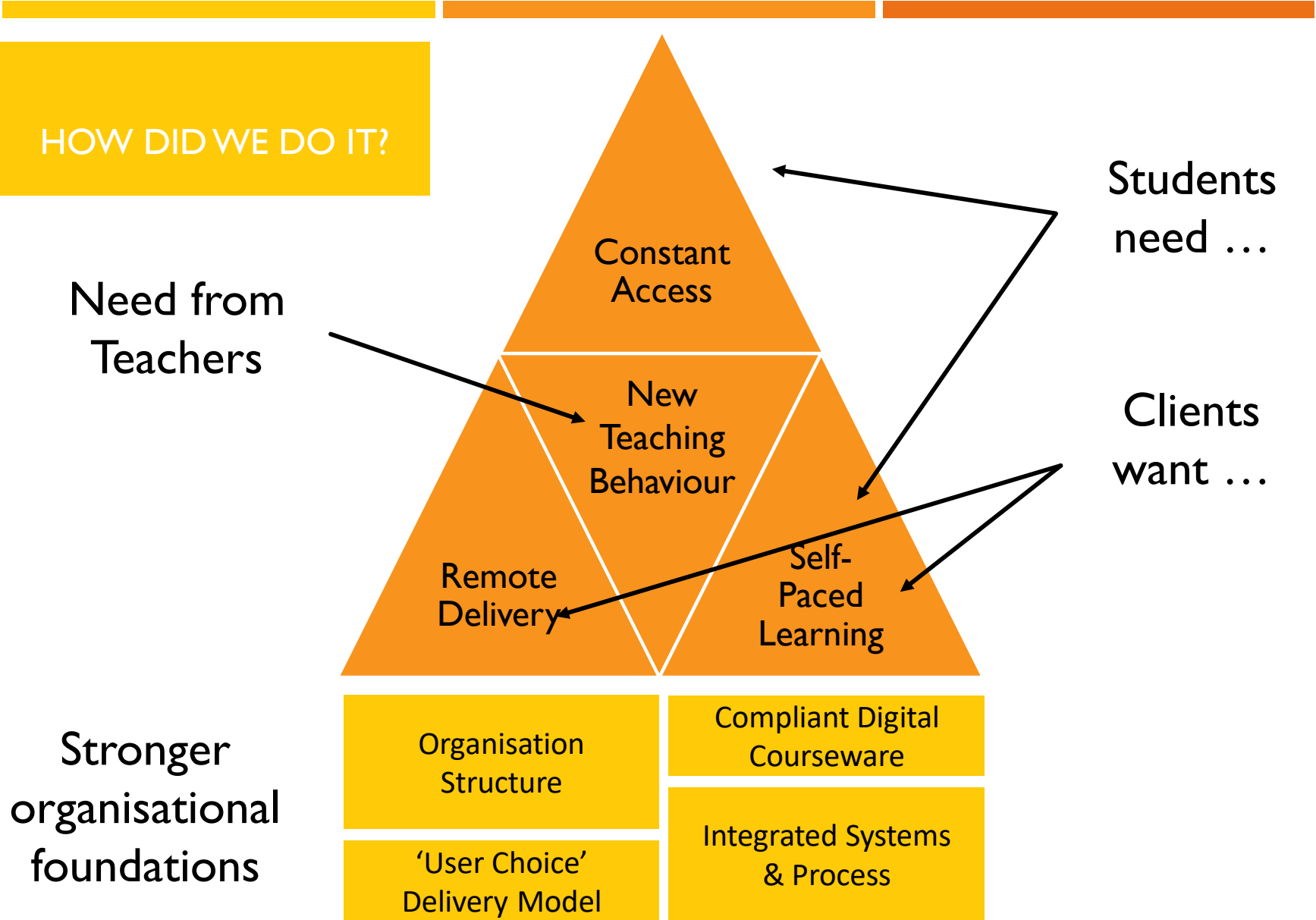


Students need ...

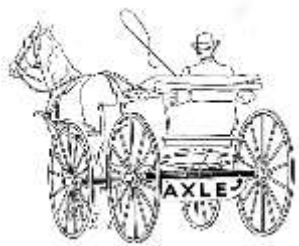
Clients want







# WHERE ARE WE HEADING?



Traditional

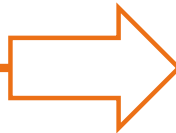


Standardised



Focussed

Construction & Industrial  
and Food & Fibre



Automotive



# KEYS TO SUCCESS

- Lead from the top down
  - Recognise the significance of and planning for the change
  - Get people and organisational structure right first
- Agree and embed a RACI (who does what)
  - Start small (i.e. one department)
- Focus on teacher productivity before admin. efficiency
  - Implement progressively (processes and system step-changes in sequence)
  - Introduce employer reporting only when everything else is working

# HOW EFFECTIVE IS 'CLASS OF ONE'?

## Outcomes

Improved learning experiences

More productive teaching

More effective administration

Improvement in retention and completion

Market Growth

Revenue Growth

Clients are now Partners

Enabler for international footprint

## Employer Feedback

*“Training is in blocks and enables my apprentices to learn in the work environment as well as in the classroom“*

*“Able to progress faster as they applied themselves to the tasks”*

*Our Employee is competent and confident with extra learning tasks now done at work”*

*“Organised in blocks and always receive a report card advising where the student is competent and what remains to be done”*

QUESTIONS?

