

School Annual Report 2019

(Based on 2018 data)

Mission

To elevate industry-based education to be recognised as a valuable and reputable career.

Purpose

To educate tomorrow's industry leaders.

Vision

To be a recognised national system, leading the delivery of industry-related education that translates to employment.

Core Values

SAFETY – is our first thought.

RESPECT – to be predisposed to the worth of another human.

ENTREPRENEURIAL ORIENTATION – a proclivity to be courageous, seeking better solutions.

ESPRIT DE CORPS – a collective mindset focussed on achieving together.

PASSIONATE LEADERSHIP – a compelling commitment to the AITC's mission.

INTEGRITY – being of authentic character.

For more information and contact details: Please contact the Principal at each campus. Details available on our website: <https://www.aitc.qld.edu.au/contact/>

Visit our website: www.aitc.qld.edu.au/

This report is based on the Schools Annual Report template from Independent Schools Queensland.

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CAMPUS LOCATIONS

In 2018, the Australian Industry Trade College Ltd had two operational schools (i.e. Gold Coast and Redlands), and one operational campus (i.e. Sunshine Coast is a campus of the Gold Coast site) which opened in July 2018.

Australian Industry Trade College (Gold Coast), 281 Scottsdale Drive, Robina Qld 4226

Australian Industry Trade College – Sunshine Coast, 170 Horton Parade, Maroochydore Qld 4558

Australian Industry Trade College – Redlands, 233 Middle Street, Cleveland Qld 4163

DEFINITIONS

AITC Gold Coast	Within this report, AITC Gold Coast refers to the Australian Industry Trade College based at Robina
AITC Redlands	Within this report, AITC Redlands refers to the Australian Industry Trade College - Redlands based at Cleveland
AITC Sunshine Coast	Within this report, AITC Sunshine Coast refers to the Australian Industry Trade College – Sunshine Coast based at Maroochydore which is a campus of the AITC Gold Coast
Campus	Refers to any AITC school or campus; all sites are referred to as campuses
QCE	Queensland Certificate of Education
SATs	School-based Apprenticeships
Student	At the AITC students are referred to as ‘young people’
Young Person	A Young Person (or Young People) is any person, regardless of age, who is enrolled as a student at the AITC

CHAIRMAN'S REPORT 2018



2018 will forever be known as the year we commenced significantly ramping up the cadence of growth for the AITC by casting a Strategic Plan that will see us having 17 campuses within 10 years. Whilst this growth is rapid, it has been planned around sustainability and risk control.

This Strategic Plan is another step in our aim of providing our style of industry-related education to as many Young People in Australia as possible.

I would like to commend the members of the Board and AITC Management who injected an enormous amount of effort and passion into our Strategic Plan and I am sure we will be well rewarded with superb outcomes in the future for this.

We are now delivering on this Plan, and at the moment we are in the 'Get Fitter' stage, laying down a solid foundation, particularly with the introduction of another layer of management, to sure up internal capability and business services to be the bedrock of a much larger and sophisticated organisation.

Growth and Expansion

We are working strategically to establish a 'System' structure that will simultaneously maximise our opportunities to open more campuses within legislative and regulatory frameworks and to provide significant prominence and influence for the organisation and our brand of education.

As part of 'Systematising' our structure we have opened an office in Brisbane, where the majority of our Corporate Team now sits. There is an excellent talent pool of high performing personnel in Brisbane, and the progress made by the Corporate Services division in its early months of establishment has demonstrated that Brisbane was the right location to position our 'Corporate Hub'.

Our CEO, Mark Hands is doing a fantastic job, leading the organisation through this season of significant growth.

The Gold Coast and Redlands campuses are continuing to perform very well. The AITC brand benefits from, and leverages off, these high-performing campuses and their local brands.

Our Sunshine Coast campus opened mid-2018 and has exceeded our expectations. Enrolments are very strong and the campus is integrating wonderfully within the local community. Industry engagement and support has also been fantastic.

We are on-track to open the AITC's fourth campus, in Toowoomba, in mid-2019. I look forward to providing a very positive report on this campus at next year's Annual General Meeting.

Conclusion

Thank you for your continued involvement and commitment to promoting and supporting the AITC which is truly helping change the lives of our next generation of industry-focussed Young People entering the workforce.

Regards,

A handwritten signature in blue ink that reads "Greg Alder". The signature is fluid and cursive.

Greg Alder
Chairman
Australian Industry Trade College Ltd

CEO'S REPORT



A Breathtaking Future to be Grasped with Both Hands

The AITC grew in 2018. This growth, however, occurred in ways beyond the tangible evidence of more campuses, more enrolments and more employment outcomes. The AITC grew in capacity and confidence which is reflected in the creation of a bold, new plan to solidify our strategy from 2018 -2028.

This plan has made an unmistakeable statement about how we are going to achieve our vision to transform educational delivery in Australia.

Operational Growth

Yes, the AITC grew operationally in 2018 meeting our goals of the previous year:

- A third campus was established at the Sunshine Coast in July 2018
- Enrolments moved past the 600 mark by December 2018
- A new central services division and office was established in Brisbane CBD.

The AITC 10 Year Strategic Plan

The real growth, however, occurred strategically as the Board of Directors approved a bold 10 year plan with an aspiration to:

- become a recognised national system leading to the delivery of industry-related education that translates to employment;
- scale up from three to 17 campuses within 10 years; and
- broaden our scope of services to meet broader industry needs across Queensland and Australia.

The AITC 10 Year Strategic Plan is truly breathtaking and is motivated by our mission to elevate industry-based education to be recognised as a valuable and reputable career in Australia.

Amidst this expansive vision and plan, the fundamental core of the AITC remains the same and as powerful as ever. We will continue to define our difference in the market by offering:

- values-based education;
- specific technical skills via third parties (i.e. TAFE and other RTOs); and
- applied skill capabilities via industry experience.

In short, the AITC will continue to offer both a robust senior education and employment for technically talented young people; this is our commitment to providing them, our employers and our stakeholders with a quality experience.

The first 10 years (2008 – 2017) were focussed on creating the AITC brand. The second 10 years (2018 – 2028) will be the expansion of the brand in ways that will require the same vision, energy and attention to 'doing it well', which motivated the early AITC innovators. These community



leaders, company members and employees decided that if they wanted a better future for young people and industry then they would have to create it themselves.

I look forward to you joining us again on this Big Hairy Audacious Goal.¹

Regards

A handwritten signature in black ink, appearing to read 'Mark Hands', with a long horizontal flourish extending to the right.

Mark Hands
CEO
Australian Industry Trade College Ltd

¹ Jim Collins – *Good to Great: Why Some Companies Make the Leap... and Others Don't*

ABOUT THE AUSTRALIAN INDUSTRY TRADE COLLEGE

The AITC Gold Coast, AITC Sunshine Coast and AITC Redlands are co-educational, independent schools.

The Australian Industry Trade College (AITC) is a co-educational, independent school. At the AITC Gold Coast and the AITC Redlands, Year 10, 11 and 12 students complete their senior education and start their School-Based Apprenticeships and Traineeships (SATs). Whilst completing their Queensland Certificate of Education (QCE), our students begin paid apprenticeships and traineeships in the trade career of their choice.

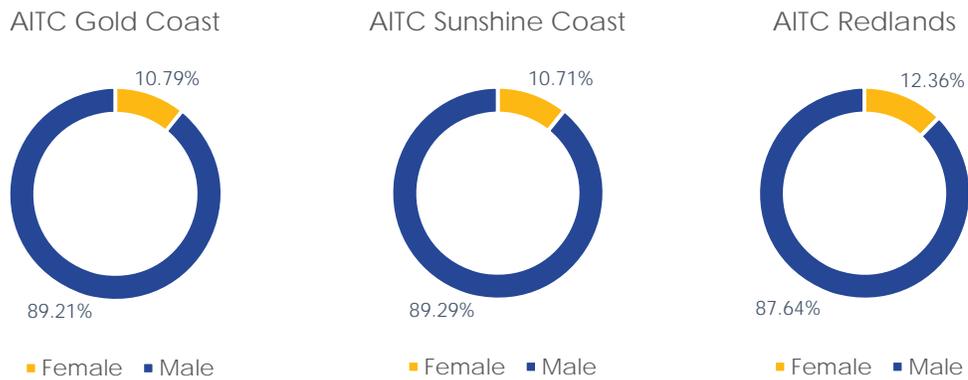
At the AITC Sunshine Coast in 2018, Year 10 students commenced their senior education program whilst exploring pathways to commence their School-Based Apprenticeships and Traineeships. Into the future, AITC Sunshine Coast students will be completing their Queensland Certificate of Education (QCE), and begin paid apprenticeships and traineeships in the trade career of their choice.

CHARACTERISTICS OF THE STUDENT BODY

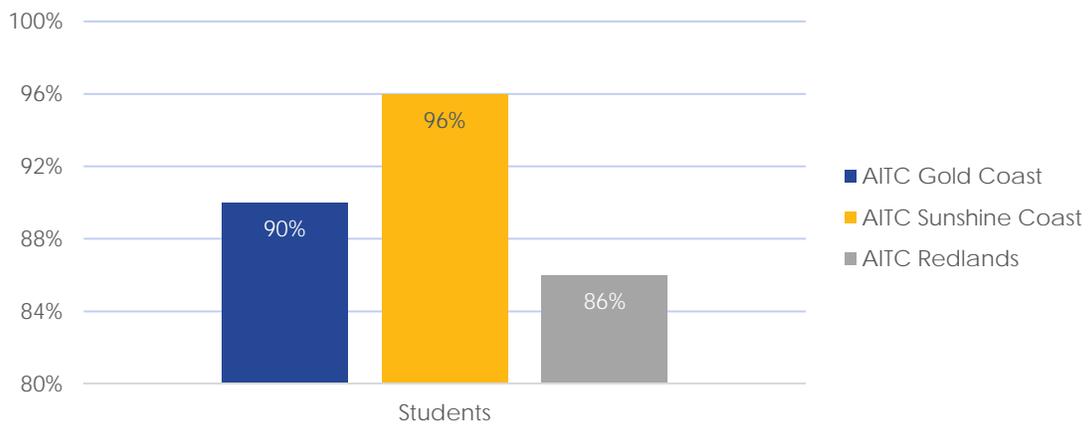
In 2018, the AITC enrolled²:

	FEMALE	MALE	TOTAL ENROLLED
AITC Gold Coast	37	306	343
AITC Sunshine Coast ³	6	50	56
AITC Redlands	33	234	267

PERCENTAGE OF FEMALE TO MALE ENROLMENTS PER AITC CAMPUS



PERCENTAGE OF STUDENT BODY BORN IN AUSTRALIA PER AITC CAMPUS



² Enrolled students refers to the total number of students enrolled during 2018 but does not account for any withdrawn or cancelled enrolments in the same period.

³ As a new school, commencing in July 2018, the AITC Sunshine Coast enrolled only students in Year 10. Year 11 intake will commence in 2019 and Year 12 intake is scheduled for 2020.

STUDENT NUMBERS PER COUNTRY OF BIRTH

COUNTRY OF BIRTH	AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS COAST
Americas	-	-	1
Australia	311	54	232
Cambodia	-	-	1
China (excludes SARs and Taiwan Province)	1	-	-
England	1	-	1
Fiji	1	-	-
Ireland	1	-	-
Italy	-	-	1
Netherlands	1	-	-
New Zealand	17	1	13
Philippines	-	-	1
South Africa	3	-	4
Thailand	1	-	-
United Kingdom	4	1	11
Vietnam	1	-	-
TOTAL*	343	56	267

* Number of student records with no country of birth: 3

PROPORTION OF INDIGENOUS STUDENTS ENROLLED AT THE AITC IN 2018

INDIGENOUS STATUS	AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS COAST
Aboriginal	2	1	8
Aboriginal and Torres Strait Islander	-	-	1
Non-Indigenous	341	55	255
TOTAL*	343	56	267

* Number of student records with no response: 3

Distinctive curriculum offerings

	AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS
QCE Success Rate	100%	N/A	98%
Distinctive Curriculum Offerings	<p>The AITC program is designed to provide students with learning experiences that will position them to attain a QCE and transition smoothly into work and training.</p> <p>Students engage in a structured education program and a range of work and training placements. The program structure each term involves:</p> <ul style="list-style-type: none"> - a five week College block focussed on the delivery of an education module, and - a five to seven week industry block focussed on employability skills, work and training. 		
Entry to Program	<p>YEAR 10 INTAKE</p> <p>The first year of the AITC program contributes credits towards the QCE and has a strong focus on work and life skills. It also includes a "Trade Taster" program and supported work experience.</p> <p>YEAR 11 AND 12 INTAKES</p> <p>The final two years of the AITC program engages students in senior education and trade training that lead to the achievement of a QCE. An individualised employability skills program, extended work placements and specific trade training guide students towards the attainment of apprenticeship or traineeship outcomes.</p>		
Curriculum	<p>Curriculum at the AITC is carefully selected to progressively develop employability skills and achieve individualised learning goals, whilst also meeting the requirements of the Queensland Curriculum and Assessment Authority (QCAA) and the Australian Skills Quality Authority (ASQA). The AITC aims to seamlessly blend senior education and vocational training to engage students in purposeful learning experiences with real world relevance.</p>		
Academic Curriculum	<p>TWO YEAR PROGRAM (Yr 11 & Yr 12)</p> <p>Our students study two QCAA subjects and complete four nationally registered qualifications, which, upon completion, give them 20 credit points towards their QCE.</p> <p>The AITC Academic Curriculum is made up of learning modules that are distinct units of study in:</p> <p>English Communication:</p> <p>This literacy-based course is designed to allow students to develop and use written, spoken and digital communication skills which underpin success in workplaces and other real-life contexts. The course covers a range of topic areas, including advertising, global issues and DIY (which focusses on trade-based tasks).</p> <p>Pre-Vocational Maths:</p> <p>This practical numeracy-based course covers topics including tax, finance and budgeting, design and measurement. Workplace contexts are used for tasks when possible and students are drilled in the mathematical skills required for specific trades.</p> <p>Vocational Education and Training (VET):</p> <p>Our students complete Certificate I, II and/or III in Business and Certificate I and II in Information, Digital Media and Technology. These courses are tailored to reflect the needs of young tradespeople as they embark on a career in industry and include topics in financial management, MYOB, manage a micro-business and electronic communication. If a student</p>		

	AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS
	<p>has already achieved some qualifications (or parts thereof), the AITC will grant credit transfers for those achievements, providing we have access to original documentation from the Registered Training Organisation (RTO) where training took place in previous year(s). In this case, AITC VET trainers will develop individual learning plans.</p> <p>THREE YEAR PROGRAM (Yr 10 – 12) Students who complete all three years of the College’s program have the opportunity earn additional credit points towards their QCE by undertaking the following additional study:</p> <p>QCAA Literacy: This course is designed to help students develop their reading, writing, oral communication and learning skills while studying topics such as Heroes and Identity.</p> <p>QCAA Numeracy: This course is designed to help students develop their mathematical information, mathematical processes, problem-solving skills and learning while studying topics such as measurement, number and calculations, and data and statistics.</p> <p>Certificate I in Work and Life Skills: This course is designed to suit young tradespeople and includes units of competency such as ‘use digital technology for basic workplace tasks’ and ‘apply for jobs and undertake job interviews’.</p>		
Employment-based Curriculum	<p>Our students engage in a range of work-based experiences that enhance their learning when they participate in training and employment as an apprentice or trainee.</p> <p>The AITC Employment-Based Curriculum is made up of a range of industry based experiences and an employability skills program:</p> <p>Mentoring/Coaching: Industry Consultants work with the students to guide them through the employment process. They provide assistance in areas such as resume` writing, making phone calls to employers and interview techniques.</p> <p>Trade Taster: The AITC works with partner organisations to provide the opportunity for students to sample a range of trades.</p> <p>Work Placements: Our students engage in a range of work placements to engage them in their industry of choice. These vary in length, give students real life experience in the workplace and establish connections that may launch careers.</p> <p>Pre-Employment Training: Before students engage in work placement, they engage in a structured training program to learn the basic skills they need to be able to participate safely and productively in work placements. This training is at a Certificate I or II level, delivered by a registered training organisation.</p> <p>Employability Skills Training: Based upon the Core Skills for Work Framework, this training is embedded within the College’s onsite and offsite program to provide the foundation skills students need to be successful in the workplace.</p>		
Extra-curricular Activities	The AITC Gold Coast boasts state of the art technology including interactive	The AITC - Sunshine Coast utilises technology including interactive	Students are taught in a hybrid-learning environment, utilising e-Learning

	AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS
	<p>whiteboards in learning spaces (classrooms) and wireless internet connection throughout the campus as well as a 'connect room' where students have access to laptops, printers etc. Students are taught in a hybrid-learning environment, utilising e-Learning platforms such as Schoology. Schoology can be accessed remotely by the student and teacher, making teaching and learning very flexible.</p> <p>The College also has an equipped Strength & Fitness studio with qualified trainers and staff on hand to guide the students through their programs. This is accessible daily during class times and break times.</p> <p>The overall ambience of the College is relaxed and focusses on student interaction during break times. The Piazza (student 'chill out' area) is a great place for the students to play pool (snooker) or table tennis. The Piazza has a basketball court for to shoot hoops during their breaks as well as an oversized chess/checkers set for students to play and compete.</p>	<p>whiteboards and smart televisions. Students bring their own learning technologies to campus (referred to as 'Bring Your Own Device' or 'BYOD'). Student's attendance is recorded via an electronic card swipe system. This system is seamless and ensures the correct time and date is recorded when students leave or enter the campus, providing they swipe in or out.</p> <p>Students are taught in a hybrid-learning environment, utilising e-Learning platforms such as Schoology. Schoology can be accessed remotely by the student and teacher, making teaching and learning very flexible.</p> <p>The overall ambience of the College is relaxed and focusses on student interaction during break times. The common areas include an outdoor space, a great place for the students to interact.</p>	<p>platforms such as Schoology. Schoology can be accessed remotely by the student and teacher, making teaching and learning very flexible.</p> <p>The College employs a qualified personal trainer to organise activities and programs with the students. This is accessible to the students daily during class times and break times.</p> <p>The overall ambience of the College is relaxed and focusses on student interaction during break times, with the sound of the North Stradbroke Ferry often heard in the background. The outdoor area features multiple break out areas shaded mostly by the native trees and scrubs, as well as a basketball court. The AITC Redlands students even boast their own resident koala, fondly named Kenny, who lives in the trees in the outdoor space.</p>
Social Climate	<p>The AITC Gold Coast has a team of support personnel based on-site, including a Student Counsellor and a Chaplain who are involved in a number of programs to support families both in and out of school, particularly focusing on families who are in need of additional support. This is done via a program for small groups, providing safe places for</p>	<p>As a new campus, open in July 2018, the small holistic group of educators and Principal supported the social and emotional wellbeing of all students. The Principal had the key role of developing the college-driven values and behaviours within all students who attend. The Campus Principal investigated and connected with a number of local</p>	<p>The AITC Redlands has a team of support personnel on-site, including a part-time (3 days per week) Student Counsellor, Assistant Team Leaders and leadership staff, involved in a number of programs to support families both in and out of school, particularly focusing on families who have a need of additional support. This is done via a program of working with small</p>

	AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS
	<p>students to go during break times, being involved in onsite programs, organised activities and, at times, academic help to a limited level.</p> <p>They also are involved in:</p> <ul style="list-style-type: none"> - afterhours work assisting families in liaising with youth groups and responding to emergencies - assisting campus staff with school activities such as student wellbeing days, excursion, preparation etc. 	<p>community organisations who could be involved to support families both in and out of school, particularly focusing on families who have a need of additional support.</p>	<p>groups providing safe places for students to go during break times, being involved in onsite programs, organised activities and at times academic help to a limited level.</p> <p>They also are involved in:</p> <ul style="list-style-type: none"> - afterhours work assisting families in liaising with youth groups and responding to emergencies - assisting campus staff with school activities such as student wellbeing days, excursion, preparation etc.
Social Climate (cont'd)	<p>The AITC's Anti-Bullying and Harassment Policy seeks to ensure that a positive College culture is maintained through campus leadership, in the form of behavioural boundaries recognising the AITC values, while also providing the opportunity for opportunity to improve or correct behaviours with support and guidance.</p> <p>The implementation of philosophy and aims is effectively guided through the Strategic Plan. Every opportunity is used to engage students to embrace and develop their individual character and skills through the stories and symbols presented throughout the campus. The Values Induction for both new students and staff reflects the importance placed on the effective implementation of the philosophy in all facets of the daily operation.</p> <p>Child Protection Policy and associated Risk Assessment Statements have be applied appropriately to best manage the interests of the student when reporting was required. The Independent Schools Queensland (ISQ) Child Protection online training modules are used for annual training of all staff through the College Learning Management System. The system provides effective tracking of completion and certification of mandatory training set by the College. In addition, the College has developed supplementary training resources to ensure staff are confident to identify and respond to suspicions of harm and use the government online decision tool.</p>		
Parental Involvement	<p>The AITC has been established to work in partnership with industry and parents in educating their children. We strongly encourage parental involvement in our work placement/employment program and in the many co-curricular and pastoral activities, including Site Meetings, International Service Project, etc.</p>		

STAFFING INFORMATION

Staff composition

	NUMBER OF STAFF			
	AITC Gold Coast	AITC Sunshine Coast	AITC Redlands	Shared Services (AITC-wide)
Full-time Teaching	18	3	13	-
Part-time Teaching	-	0	2	-
Full-time Non-teaching	11	3	6	16
Part-time Non-teaching	5	1	4	6

Average staff attendance for each campus, based on unplanned absences of sick and emergency leave periods of up to 5 days

	AITC Gold Coast	AITC Sunshine Coast	AITC Redlands
Number of Staff	18	3	15
Number of School Days	198	99	198
Total Days Staff Absences	101	1	64
Average Staff Attendance Rate ⁴	97%	100%	98%

Proportion of teaching staff retained from the previous year

	AITC Gold Coast	AITC Sunshine Coast	AITC Redlands
Number of Permanent Teaching Staff at end of previous year	16	N/A	8
Number of these staff retained in the following year (the program year)	16	N/A	5
Retention Rate	100%	N/A	62.5%

⁴ For permanent and temporary classroom teachers and school leaders

Staff Professional Development

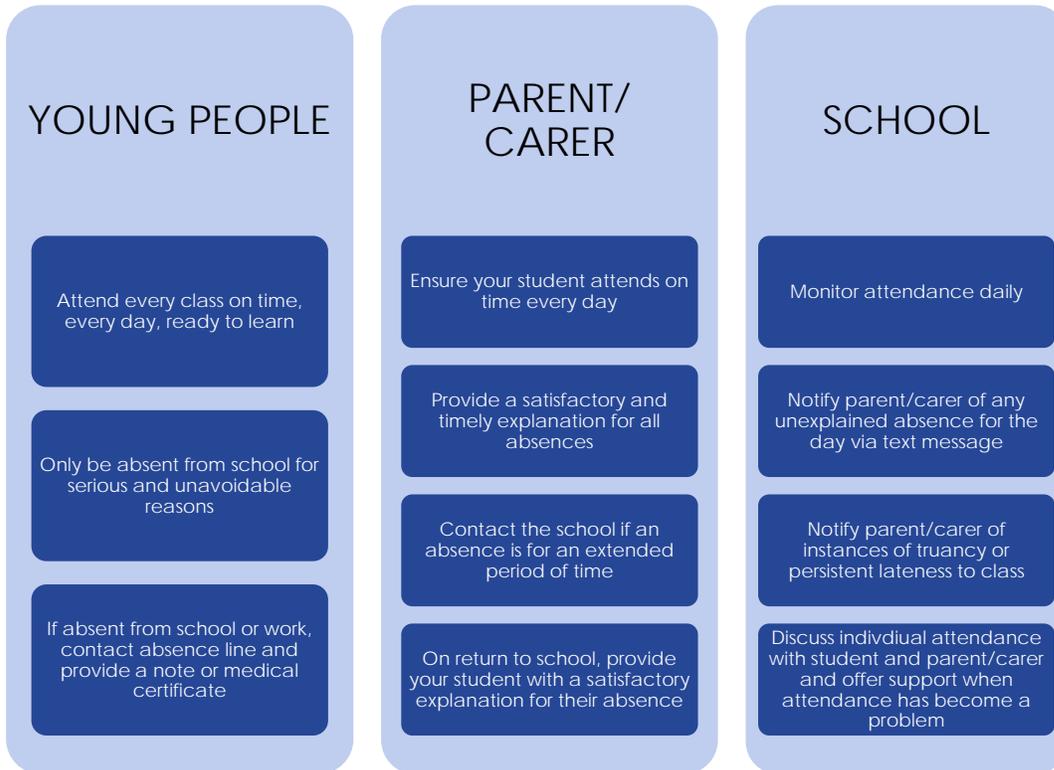
In 2018, the AITC budgeted \$1,000 per head for each teacher's professional development.

EVENT/ACTIVITY	NUMBER PARTICIPATING	CAMPUS
2nd Annual Digital Campus and learning transformations	1	Gold Coast
5th Future of Youth Employment Forum (AITC Staff member Chairing this event)	2	College
Advanced Leadership Program	1	Gold Coast
Beginning and refresher VET Coordinator Workshop	1	Shared Services
Behaviour Management Essentials	1	Gold Coast
Certificate IV in Career Development	1	Gold Coast
Curriculum Leaders' Workshop	1	Gold Coast
DR Clarence Tan - Entrepreneurial Developments	30	College
Dyslexia & Hidden Disability	4	Gold Coast
Essential ENGLISH - QCAA - Group B Workshops	10	College
Excel 2016 Essential Training	2	Gold Coast
First Aid Accident & Emergency	13	Redlands
Foundations Of Learning Sprints Program	2	Redlands
Gateway to Industry Schools Day	3	Gold Coast
Growth Mindset & Grit Teaching & Learning Framework	8	Redlands
Identifying Adolescents at Risk	2	Gold Coast
ISQ - School and Curriculum Leaders' Update	5	College
Launch Your Future	2	Gold Coast
Learning Design for Sustainability	2	Gold Coast
Learning PowerPoint online	1	Gold Coast
Learning to Shoot with the Nikon D3200 and D3300	2	Gold Coast
Learning Word 2016	1	Gold Coast
MYOB Account Right Essential Training	2	Gold Coast
Office 365: Essential Training	1	Gold Coast
Office 365: Word Essential Training	2	Gold Coast
QCAA - Student Management Application	2	Shared Services
QCAA Leading Students to success in the new QCE	1	Gold Coast
QCAA Moderator	1	Shared Services
QCAA Principals and Senior Leaders Forum	3	Gold Coast
ReBOOT Staff Training Day	14	Redlands
Rock and Water Qld	23	College
TAE40116 Certificate IV in Training and Assessment	13	College
The Future of Education Panel	1	College
Understanding Boys	1	Gold Coast
Vision 2020: Seeing the Future of English Teaching	1	Redlands
Total number of teachers participating in the program year	160	

KEY STUDENT OUTCOMES

The AITC is committed to providing quality educational experiences to all students to ensure they are achieving at their highest potential. They must attend the College to benefit from these opportunities. As a school focussed on learning for industry we are committed to high attendance rates through a supportive, thorough, and systematic attendance process.

Responsibilities



Apparent Retention Rate Year 10 to 12

YEAR 12 STUDENT ENROLMENT AS A PERCENTAGE OF THE YEAR 10 COHORT

AITC GOLD COAST	AITC SUNSHINE COAST	AITC REDLANDS
108.82%	N/A in 2018	57.29%

POST-SCHOOL DESTINATION INFORMATION

(AITC GOLD COAST AND AITC REDLANDS)

Year 12 Outcomes

OUTCOMES FOR AITC YEAR 12 COHORT 2018	
Number of students awarded a Senior Education Profile	164
Number of students awarded a Queensland Certificate of Individual Achievement	0
Number of students who received an Overall Position (OP)	0
Number of students or are completing or completed a School-based Apprenticeship or Traineeship (SAT)	121
Number of students awarded one or more Vocational Education and Training (VET) qualifications	164
Number of students awarded a Queensland Certificate of Education at the end of Year 12	163
Number of students awarded an International Baccalaureate Diploma (IBD)	0
Percentage of Year 12 students who received an OP1-15 or an IBD	0%
Percentage of Year 12 students who are completing or completed a SAT or were awarded one or more of the following: QCE, IBD, VET qualification	100%
Percentage of Queensland Tertiary Admissions Centre (QTAC) applicants receiving a tertiary offer	0%

Post-school destinations

Of the 162 Year 12 completers across the AITC in 2018, 137 responded to the survey; an 84.6% response rate.

- In 2019, 91.2% of Year 12 completers from Australian Industry Trade College were engaged in education, training or employment in the year after they completed school
- Of the 137 respondents, 78.8% continued in some recognised form of education and training. The most common study destination was apprenticeship
- 12.4% of responders transitioned directly into paid employment and no further study.

