

---

## TAFE NSW GENDER EQUITY STRATEGY

### VISION

To provide women and men from all backgrounds and circumstances with equitable opportunities to access, participate and achieve positive outcomes in vocational education and training.

### OBJECTIVE

TAFE staff, services and programs support women and men to achieve their potential for full participation in further education, training, work, family and community life.

### CONTEXT

The TAFE NSW Social Inclusion Framework focuses on placed-based solutions for addressing disadvantage. In so doing, it recognises that some people may experience multiple disadvantages when taking into account factors such as: gender, disability; age; Aboriginality; cultural background; sexuality; language; literacy; numeracy; unemployment; imprisonment; and isolation.

The TAFE NSW Gender Equity Strategy recognises that women and men have different labour market, employment and educational experiences that need to be considered when developing and delivering programs and linking educational outcomes with employment pathways.

The Gender Equity Strategy encourages customisation of learning and assessment strategies to take account of these differences. It sits alongside the Department of Education and Communities' Boys and Girls Education Strategy and supports the NSW Government's commitment to improving educational and employment outcomes for women across the State.

### KEY STRATEGIC DIRECTIONS

TAFE NSW seeks to remove barriers and foster the development of programs and services that allow students with diverse learning needs to reach educational and employment goals.

Key Strategic Directions are to:

- ❖ Understand the impact of gender on the learning styles and learning preferences of women and men.
- ❖ Develop teaching strategies that address the diverse learning needs of individual women and men
- ❖ Involve women and men as partners in the learning process
- ❖ Promote opportunities for women and men to expand their occupation choices across a wider range of industry and occupational areas
- ❖ Ensure that higher level course completions include a higher proportion of students from an educationally disadvantaged background
- ❖ Promote flexible and family friendly delivery options
- ❖ Strengthen links between education, industry and community sectors to improve educational and employment pathways.

### REPORTING

TAFE NSW reports annually against performance measures in the NSW Women's Plan relating to:

- ❖ Increasing the proportion of men and women who achieve a Certificate II level qualification or its equivalent or a qualification above this level
  - ❖ Reducing the proportion of men and women who do not hold a qualification at Certificate III or above.
-