



Our  
Vibrant Future



## From our College Principal...

Our world is continually changing, and a high-quality education must ignite a student's passion for lifelong learning, so they can adapt, grow, and make a meaningful contribution to society. At the Australian Trade College North Brisbane, we believe that education should do more than prepare students for exams. It should connect them to real opportunities, real purpose, and real futures.



Collectively, through the feedback of our students, staff, parents, and industry partners, it's clear that ATCNB is more than just a school. We are a place of connection, wellbeing and belonging. We offer alternative pathways and real-world experiences, helping each student move forward, find their place, and build a meaningful, vibrant future.

In collaboration with our broader community of students, staff, parents, industry, and supporters, the College has developed this Strategic Plan to guide our educational direction from 2025 to 2028. At its heart is a focus on the learner, supported by our vision, Vibrant Futures, and our mission, Education with Real Purpose, underpinned by the values of Courage, Engagement, and Gratitude.

The six core strategic pillars outlined in this plan include clearly defined goals, offering a practical framework for continuous improvement while advancing today's learners with a holistic view of education. These priorities are brought to life through our College Implementation Plans, which link everyday practice to our long-term strategic direction.

Futurists predict that today's learners will need to be creative, adaptable, culturally intelligent, emotionally aware, and technologically adept. They will need to navigate increasing social complexity while sustaining a strong sense of wellbeing and resilience. Our model of co-educational, trade-based learning places ATCNB in a unique position to prepare students for exactly that future.

Our Strategic Plan is our blueprint, a living document that equips our students to become future-ready, lifelong learners who act with integrity, pursue excellence, and use both their breadth of mind and depth of heart to become the best version of themselves.

***Brett Kavanagh***  
***College Principal***



# ATCNB Strategic Plan 2025-2028

## Vision

Vibrant Futures

## Mission

Education with Real Purpose

## Values

Collaboration, Integrity, Courage,  
Innovation, Respect



## Purpose

To be the school of choice that empowers every student to thrive - by fostering curiosity, supporting individual aspirations, ensuring safety and belonging, and connecting learning to meaningful post-school pathways.

## Student Motto

Nail the Connection

## Student Values

Courage, Engagement, Gratitude



# Core Purpose

## Priority 1

### Future Pathways, Innovation & Industry Connection

Design purposeful academic and vocational pathways enriched by strong industry partnerships. Position the college as a leader in innovative, real-world learning that equips students for employment, further education and agility.

## Priority 2

### Student Engagement, Wellbeing & Success

Foster a culturally intelligent community where students thrive through meaningful connections, respectful relationships, and shared values. Build a strong sense of wellbeing that supports belonging, engagement, and long-term student success.

**To be a school of choice that empowers every student to thrive – by fostering curiosity, supporting individual aspirations, ensuring safety and belonging, and connecting learning to meaningful post-school pathways.**

## Priority 3

### Staff Growth & Leadership

Provide meaningful professional development and career opportunities for staff to grow. Promote a supportive and psychologically safe environment where staff wellbeing, coaching, and leadership development are actively prioritised.

## Priority 4

### Community & Alumni Engagement

Cultivate enduring relationships with parents, families, alumni, and the broader community. Engage families as active partners in the learning journey and activate a strong alumni network to support mentoring, connection, and giving back—enriching the student experience through shared wisdom and opportunity.

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## Success Indicators

- 100% of Year 12 students engaged in SBATs
- OCE attainment and Certificate III completion rates
- Student wellbeing, engagement and belonging index
- Student destination data 3 months post-graduation
- Staff engagement and professional learning participation
- Employer and industry partner satisfaction with student preparation and performance
- Parent and caregiver engagement satisfaction

# Key Objectives

- **Establish a dedicated Year 10 entry program**

Introduce a formal Year 10 intake to extend learning pathways, strengthen early engagement, and expand access for students seeking alternative futures-focused education.

- **Expand access to school-based apprenticeships and work placements**

Increase the number and diversity of SBAT and industry placement opportunities to ensure every student gains relevant, hands-on experience aligned to their goals.

- **Pilot a compressed Year 12 model to support flexible post-school transition**

Trial a flexible delivery model that enables students to complete the majority of core academic requirements by the end of Year 11, maximising pathway readiness and employer alignment.

- **Embed a whole-college staff growth model that supports professional learning, leadership development, and future-focused capability**

Establish a clear, inclusive framework for staff progression and continuous improvement through structured coaching, industry immersion, peer collaboration, and leadership pipeline programs.



# Key Objectives

- **Achieve accreditation for distance and blended learning delivery**

Secure regulatory approval to offer ATCNB programs via digital and hybrid models, improving access for students in rural, remote, or flexible learning contexts.

- **Increase female participation in trade training and industry pathways**

Deliver targeted initiatives to empower young women and challenge systemic barriers in vocational and technical fields where gender disparities persist.

- **Modernise learning environments to reflect evolving industry standards**

Upgrade workshops, classrooms, and technologies to maintain strong alignment with industry practices, ensuring students are workplace-ready and inspired by their learning environment.



# Key Objectives

- **Launch the 'Tech-Trade Futures' Signature Program**

Develop and implement a flagship program blending AI, AR/VR, robotics, enterprise learning, and digital skills to position ATCNB at the forefront of innovation in senior education.

- **Position ATCNB as a nationally recognised disruptor in senior schooling**

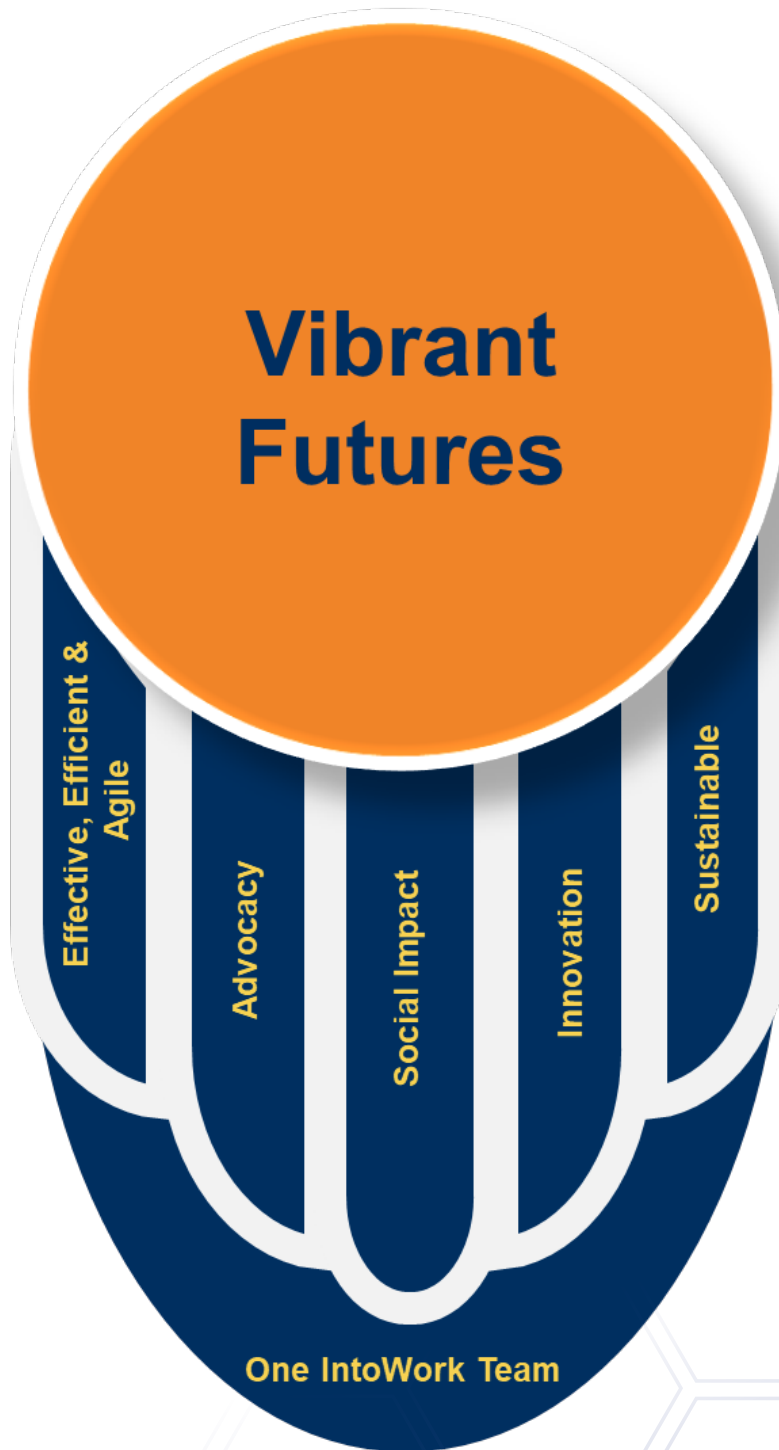
Strengthen the College's reputation as a bold, future-ready education model through sector advocacy, program innovation, and strategic partnerships.

- **Strengthen student engagement and wellbeing through inclusive practice**

Build a culturally safe and inclusive school environment through student voice, culturally intelligent practices, and strong partnerships with families to support wellbeing, belonging, and future success.



# Vibrant Futures Pillars



# Effective, Efficient & Agile

- Create an exceptional education environment with modern, industry-relevant facilities and innovative infrastructure.
- Provide every student with meaningful opportunities to find purpose, build connections, explore alternative pathways, and take confident steps toward their future.
- Enhance entrepreneurial skills through cross-curricular projects, trade training initiatives, and student-led business ventures.
- Integrate schoolwide systems that empower staff to deliver effective teaching and learning.
- Build a professional learning community committed to coaching, wellbeing, and staff development to meet the evolving needs of learners.
- **Monitoring:** Progress will be monitored through staff, student and parent engagement metrics, student destination data, infrastructure utilisation, and system efficiency reviews.



# Advocacy

- Implement robust career counselling to help students navigate diverse pathways toward employment, further education, and personal growth.
- Promote wellbeing programs that build student resilience, compassion, confidence, and a strong sense of pride and belonging.
- Foster cultural intelligence in students and staff to develop global awareness and agency for positive change.
- Partner with industry to co-design training programs that prepare students for emerging technologies and future industries.
- Champion inclusive education and employment programs that support the success of underrepresented student groups.
- Build strong employer alliances to advocate for the value and relevance of modern trades education.
- **Monitoring:** Progress will be monitored through student pathway data, engagement with industry partners, program participation rates, and measures of cultural and social inclusion.



# Social Impact

- Partner with alumni, families, and local communities to foster connection, cultural safety, wellbeing and a shared sense of identity, pride, and belonging.
- Amplify marketing and communications to deepen engagement within the College and across the broader community.
- Foster a culture of philanthropic support that ensures the long-term sustainability and stewardship of the College.
- Embed diversity and inclusion in all programs, ensuring equitable access and meaningful participation for children and young people of all abilities, backgrounds, and identities
- Embed social enterprise initiatives that empower students and staff to create positive community impact.
- **Monitoring:** Progress will be measured through engagement metrics, culturally safe participation rates, philanthropic contributions, and the reach and impact of inclusive community partnerships.



# Innovation

- Position ATCNB as a national leader and beacon of innovation in senior secondary trade-based education.
- Invest in state-of-the-art learning spaces and workshops that reflect current industry standards and inspire excellence.
- Develop and launch the 'Tech-Trade Futures' Signature Model—blending AR/VR, robotics, AI, and enterprise learning into a flagship program.
- Connect students with real-world challenges faced by industry, supported by coaching from College staff, IntoWork mentors, and industry leaders.
- Establish an innovation 'sandbox' for pilot projects across the IntoWork Group, enabling fast-tracked trials of emerging programs before wider rollout.
- **Monitoring:** Progress will be monitored through pilot outcomes, industry feedback, student engagement in innovation programs, and the successful launch and scalability of flagship initiatives.



# Sustainable

- Provide meaningful professional learning and career development opportunities that enable staff to grow, thrive, and lead with impact in a supportive, inclusive, and psychologically safe environment.
- Strengthen digital literacy for both students and staff to support confident participation in modern learning and work environments.
- Embed College values through inclusive practices that recognise, respect, and celebrate the unique contributions of every individual.
- Adopt a growth mindset to ensure the College evolves to meet the needs of present and future generations.
- Ensure sustainability through socially responsible, financially sound, and environmentally conscious practices that prioritise wellbeing alongside performance.
- Adopt a scalable multi-campus model that leverages shared infrastructure and low-carbon design to support sustainable growth across existing and future campuses.
- Uphold strong reputational practices that reflect the College's values, strengthen trust, and ensure long-term credibility with all stakeholders
- **Monitoring:** Progress will be measured through staff development participation, digital capability growth, inclusion and psychological safety indicators, wellbeing measures, sustainability benchmarks, and stakeholder trust metrics reflecting strong reputational alignment with the College's values.

# One Connected Team

- Build strategic and collaborative relationships with IntoWork, stakeholders, and partners to strengthen our shared mission.
- Leverage IntoWork's employer networks, AES services, and broader industry connections to maximise student placement and apprenticeship opportunities.
- Support students beyond graduation by connecting them with IntoWork and other trusted employment, training, and support services to ensure long-term success.
- **Monitoring:** Progress will be monitored through stakeholder satisfaction, student transition outcomes, partnership activity, and post-graduation engagement with employment and support services.





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