



OUR VALUES

OUR VALUES

THREE SIMPLE THINGS THAT CREATE A GREAT PLACE TO WORK.



**WE DO WHAT
MATTERS**



**WE WORK
AS ONE**



**WE
STEP UP**

Our Values Framework sets a clear standard for how we work together, how we support our learners, and how we partner with industry. When we live our values every day, we strengthen our culture, lift our performance, and ensure that TAFE SA continues to play its vital role in shaping a skilled, confident, and prosperous South Australia.

A great training organisation starts with deeply held values. They guide us in how we show up for one another, how we make decisions, and how we deliver on our purpose.

With this in mind, we asked ourselves two important questions:

***“What do we need to do to unite
and inspire our people?”***

***“What will it take for us to succeed?
For our students, for industry, and
for our community?”***

To find the answers, we listened. We consulted and collaborated with staff across the state, drawing on their ideas, experiences, and aspirations. Together, we identified what mattered most, ideas that were not only practical, but also deeply meaningful. These ideas were themed, prototyped, and tested with our people to ensure they genuinely reflected the voices, perspectives, and lived experiences of our workforce.

The result is a set of core values that describe what is truly important to us as an organisation. These are not values that shift with circumstances or change over time. They are enduring. They define who we are, guide how we act, and shape who we aspire to be.

By living these values, we create a culture we are proud of. One that enables us to deliver on our purpose and make a lasting difference for learners, industry, and the people of South Australia.



WE DO WHAT MATTERS

WE FOCUS ON WHAT CREATES MEANINGFUL IMPACT FOR STUDENTS, INDUSTRY AND COMMUNITY.

We centre our work on the outcomes that genuinely change lives for students, for industry and for our communities. When something doesn't create meaningful, visible value, we stop and look again. We challenge assumptions, reconsider our approach, and we choose the path that creates real impact. In doing so, we protect our time, our purpose, and the people who rely on us most.

- For our educators, every lesson and every interaction is a chance to change a life.
- For our managers, every decision they make shapes what gets done. They make it count.
- For our support staff, behind every system, process and interaction is a student, an educator, an industry partner or a community member. Their work removes barriers, enables success and helps create real, visible impact.
- And for our executives, every decision sets the tone. By relentlessly asking "Does this create visible value for our stakeholders?", they ensure our impact is purposeful and clear.

WE DO WHAT MATTERS BY:

Removing barriers to ensure that we focus on work that delivers real value.

"We clear the path for impact."

Designing work that starts with people, not processes.

"Our work starts with their needs, not our habits."

Committing to high standards and finding better ways of doing our work.

"Quality is our commitment, progress is our practice."

ASK YOURSELF:

- Am I spending my energy on what truly matters?
- If I stopped doing one thing so I could focus on what matters, what would it be?
- Am I role modelling the standards I expect from others?



WE WORK AS ONE

**WE WORK AS ONE,
SHAPING LOCALLY AND
DELIVERING TOGETHER.**

We work as a single organisation, held together by the systems and practices we share. But our strength comes from how we look beyond ourselves, how we pause, zoom out, and consider the ripple effects of each of our decisions.

We choose collaboration over isolation, designing solutions with colleagues so the whole organisation benefits, not just one part of it. And even as we stand on a common foundation, we understand the distinct needs of our regions and communities, shaping delivery locally so our work stays connected, relevant and real.

- For our educators, they're not just teaching, they are part of a system that supports students from enrolment to employment.
- For our managers, they are the glue that connects teams, breaks silos, and models collaboration.
- For our support staff, they make the organisation connected and moving. Through clarity, consistency and care, their work enables collaboration across teams and locations.
- For our executives, they are guardians of a 'one organisation mindset'. Their decisions must reinforce unity, even when shaped locally.

WE WORK AS ONE BY:

Building trust, speaking up and supporting one another.

"Trust connects us in the moments we care."

Collaborating across teams and campuses, not just within them.

"We succeed together."

Respecting, including and valuing diverse voices in our decisions.

"Together we make better decisions."

ASK YOURSELF:

- Who needed my support today? Did I show up for them?
- How am I strengthening connection or partnerships in my work?
- What biases may be influencing my decisions?



WE STEP UP

**WE TAKE ACCOUNTABILITY
AND ACT WITH PURPOSE.**

At TAFE SA, leadership isn't limited to some, it's vested in all of us. Accountability begins with the people who know the work best. It's not handed down from above, it rises from within. We don't sit on the sidelines or wait for instruction, we lean in, act early, and involve those who can help create the right outcome. Accountability for us is a collective act of care and courage, a way of working that lifts everyone.

- For our educators, they lead learning and shape futures.
- For our managers, they own the outcomes, not just the plans.
- For our support staff, they don't just enable, they lead from behind. They see what others miss, and they act to make it better.
- Our executives don't just approve strategy, they embody it. Ownership starts with them.

WE STEP UP BY:

Acting decisively for what we can control or influence.

"We own our impact."

Modelling leadership through action and behaviour.

"Actions speak louder than words."

Managing ourselves and supporting one another to sustain wellbeing and performance.

"Wellbeing powers performance."

ASK YOURSELF:

- If I fully stepped up, what would I do differently?
- What behaviours am I demonstrating that others would want to follow?
- Am I *really* looking after myself?

