

College of Vocational Education

EVOLVE @ RMIT



Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University. RMIT University respectfully acknowledges their Ancestors and Elders, past and present. RMIT also acknowledges the Traditional Custodians, their Ancestors and Elders of the lands and waters across Australia where we conduct our business.

As a collective and as individuals, we commit to respectful ways of working and understanding that acknowledge the experiences, history and knowledge of Aboriginal and Torres Strait Islander peoples. Through our commitment to Responsible Practice, we actively strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

Artwork: *Sentient* by Hollie Johnson



Message from Mish Eastman

Deputy Vice-Chancellor,
Vocational Education and
Vice-President

The next evolution in vocational education at RMIT will need to meet people where they are and take them where they want to go. RMIT's College of Vocational Education will be ready for the challenge, guided by this roadmap, EVOLVE @ RMIT.

Our first CoVE roadmap, ALiVE, set the vision and distilled the College's priorities as it established itself from 2020 – 2025. EVOLVE sets a bold agenda for our next phase and reflects our ambition to lead in industry-connected, learner-centred education to deliver real-world impact.

EVOLVE recognises that a dynamic and fast-changing world requires cutting edge skills and knowledge. There are a number of key drivers to be a leader in the Vocational Education and Training (VET) sector for the next era.

Australia's tertiary system is shifting toward stronger national alignment, with VET central to social and economic priorities. Policy reforms such as the Universities Accord, National Skills Plan, Free TAFE and apprenticeship changes aim to integrate VET, higher education and industry while lifting quality and regulatory oversight.

As a dual-sector institution, RMIT has a unique advantage to lead in this space and highlight the benefits of a joined-up system.

Workforce shortages in priority sectors demand industry-relevant, flexible training that reaches

diverse learners. Students expect personalised, employment-linked pathways, and employers want deeper partnerships, driving modular learning, micro-credentials and integrated work-based models.

RMIT will continue to forge deep partnerships with industry and community to ensure bold and successful employment outcomes. Our innovative and agile solutions will reshape education delivery.

International education remains tightly managed, pushing transnational delivery. AI adoption is accelerating, offering personalisation and efficiency but requiring ethical use and new workforce capabilities. RMIT will respond at pace and continue to lead in future-focused learning.

EVOLVE honours our deep legacy of vocational and applied education, reaffirms RMIT's unique role as a dual-sector institution and leans on our strengths to continue creating seamless learner pathways, driving global impact, and setting the standard for how education can empower people, industries and communities.

The development of EVOLVE has come together through engagement with staff, students, industry, alumni and partners, to ensure that all perspectives are reflected. Thank you again to everyone involved in the creation of this next roadmap for CoVE. We built EVOLVE together and we will enact it together.

I look forward to leading the progress of EVOLVE and working with all of you to deliver on these priorities for RMIT and vocational education in Australia.

Knowledge with Action

RMIT is guided by the Knowledge with Action (KwA) Strategy, which sets out the values, goals and actions for RMIT from 2022 through to 2031.

The strategy includes three strategic directions that reflect RMIT's mission and role, and the goals and actions that will achieve positive impact:



DIRECTION 1

Learning through life & work



DIRECTION 2

Research & innovation for impact



DIRECTION 3

Serving our communities

VISION

To be a leading university of impact in the Asia Pacific region, using technology, design and enterprise to achieve an inclusive and sustainable future.

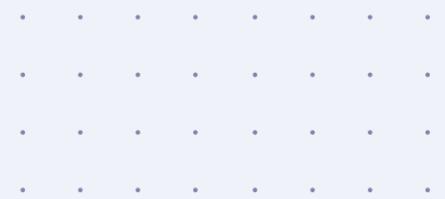
MISSION

To empower people and communities to adapt and thrive across generations with education, research and civic engagement that are applied, inclusive and impactful.

AMBITION

To lead internationally in four key areas: emerging technologies, smart and sustainable cities, social innovation and regional collaboration.

The EVOLVE Roadmap will contribute to the overarching vision of KwA and will support collaboration with internal stakeholders across colleges and portfolios while also maintaining a distinct VE focus to ensure we can shape the university's future as a connected and future-facing vocational institution.



Roadmap on a page

Five emerging actions

Learning through work and life

1. Offer transformative education experiences to all students

- Embed high-quality, industry-aligned experiential learning experiences for all students.
- Empower learners to succeed at all stages of their journey through accessible and inclusive supports.
- Evolve our product portfolio to create connected learning pathways and future focused skills for lifelong learning, in a digitally accelerated environment.

Research and innovation for impact

2. Connect across RMIT and industry for applied research

- Forge expert partnerships across Higher Education and CoVE to solve critical challenges for government, industry and communities through applied research.
- Position CoVE as the catalyst for applied research at RMIT which informs new approaches to learning and assessment delivery.

Serving our communities

3. Respond at pace and scale to industry, government and communities

- Co-create innovative partnership models at scale addressing skill, productivity and workforce needs of our partners and the ambitions of learners, through initiatives such as Earn & Learn.
- Harness our alumni to mentor and inspire our students and foster lifelong learning.
- Embed responsible practice which uplifts Aboriginal and Torres Strait Islander peoples in everything we do.

4. Grow our impact as the leading multi-sector provider in our region

- Advance RMIT as the leading multi-sector education provider in South and Southeast Asia.
- Maximise RMIT as a thought leader and innovator, contributing to an agenda of change for the sector nationally and within the region.
- Amplify our impact through scaled industry and government training partnership in the nation and region.

Adaptive priorities: Working together

5. Invest in our people and organisational enablers to support our success

- Empower our teaching and professional staff with a culture of innovation and excellence.
- Position our teachers as experts with deep industry and educational experience.
- Elevate our place-based precincts with fit-for-purpose physical and digital infrastructure.
- Optimise operational performance and compliance through systems and processes.

Roadmap in action



Offer transformative education experiences to all students

Initiatives:

- Embed high-quality, industry-aligned experiential learning experiences for all students.
- Empower learners to succeed at all stages of their journey through accessible and inclusive supports.
- Evolve our product portfolio to create connected learning pathways from day one to lifelong, in a digitally accelerated environment.

Success looks like:

- Students feel equipped, empowered, and confident in real-world environments.
- All students have industry experience as part of their course.
- RMIT is a brand for learning that connects directly to future work and personal growth.
- Learners experience inclusive, flexible, and coherent journeys across their lives.



Connect across RMIT and industry for applied research

Initiatives:

- Forge expert partnerships across Higher Education and CoVE to solve critical challenges for government, industry and communities through applied research.
- Position CoVE as the catalyst for applied research at RMIT which informs new approaches to learning and assessment delivery.

Success looks like:

- Research insights and innovations directly address improving teaching and learning, including Earn & Learn.
- Education evolves in real time with emerging technologies, materials, and workforce needs.
- CoVE is a go-to partner for applied research and workforce solutions.
- Cross-college collaboration becomes the norm in research-led education.



Respond at pace and scale to industry, government and communities

Initiatives:

- Co-create innovative partnership models at scale which address the skilling, productivity and workforce needs of our partners and the ambitions of learners.
- Harness our alumni to mentor and inspire our students and foster lifelong learning.
- Embed responsible practice which uplifts Aboriginal and Torres Strait Islander peoples in everything we do.

Success looks like:

- Diverse multifaceted partnerships with industry representatives.
- Alumni and community connectivity that enriches learning and professional growth.
- Diverse learners feel represented, supported, and uplifted in every experience.
- Recognition and upskilling support of experienced learners.

Grow our impact as the leading multi-sector provider in our region

Initiatives:

- Advance RMIT as the leading multi-sector education provider in South and Southeast Asia.
- Maximise RMIT as a thought leader and innovator, contributing to an agenda of change for the sector nationally and within the region.
- Amplify our impact through scaled industry and government training partnership in the nation and region.

Success looks like:

- RMIT is recognised across Asia as a leader in future-focused vocational education.
- Partnerships are driving national and regional workforce uplift.
- Students and alumni across borders feel part of one RMIT.



Success measures

Initiatives under EVOLVE @ RMIT are intended to drive and deliver tangible benefits for students, staff, industry and community.

Success measures span a number of areas including:

- Students and employer satisfaction and outcomes
- Active regional partnerships and delivery footprint
- Collaboration and applied research
- Compliance, audit and reputation
- Community and alumni engagement
- Staff engagement and development

Invest in our people and organisational enablers to support our success

- Initiatives:**
- Empower our teaching and professional staff with a culture of innovation and excellence.
 - Position our teachers as experts with deep industry and educational experience.
 - Elevate our place-based precincts with fit-for-purpose physical and digital infrastructure.
 - Optimise operational performance and compliance through systems and processes.

- Success looks like:**
- Staff feel valued, capable, and inspired to innovate, with access to world-class, fit-for-purpose infrastructure.
 - Systems and environments enable excellence, not just efficiency.
 - Our culture fosters adaptability, excellence, and belonging.



Actioning the roadmap over two horizons to 2031

Realising our bold ambitions demands focused, future-ready implementation, across the actions and the aligned initiatives to achieve them. The roadmap charts a clear and confident course forward – we will sequence high-impact actions over time to maximise reach and momentum.

Our implementation is staged across two horizons, each spanning three years and aligned with RMIT's KWA roadmap, to embed lasting transformation.

RMIT CoVE's 6-year roadmap 2025 – 2031



2 x 3-year adaptive roadmaps

HORIZON 2

Be bold & EVOLVE

Horizon 2 continues to embed core changes accelerating delivery, scaling proven initiatives, and driving outstanding student outcomes and experiences. It builds momentum by activating our strengths in partnership, workforce capability, and applied learning.

HORIZON 3

Transform & trailblaze

Horizon 3 is about realising full strategic ambition. By this stage, we aim to be a national, regional, and global leader in multi-sector education and applied research, supported by expert educators and a living ecosystem of partnerships.

