Federation University Australia acknowledges the Traditional Custodians of the lands and waters where our campuses, centres and field stations are located and we pay our respects to Elders past and present. We extend this respect to all Aboriginal and Torres Strait Islander and First Nations Peoples.

The Aboriginal Traditional Custodians of the lands and waters where our campuses, centres and field stations are located include:

- **Wimmera**
  - Wolobaluk, Jaaaw, Jadawadjali, Wergaia, Jupagulk
- **Ballarat**
  - Wadawurrung
- **Berwick**
  - Boon Wurrung and Wurundjeri
- **Gippsland**
  - Gunai Kurnai
- **Nanya Station**
  - Mutthi Mutthi and Barkindji
- **Brisbane**
  - Turrbal and Jagera

**Acknowledgement of country**

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Make your mark at Federation University

At Federation University Australia, we believe in the transformational power of education.

We are committed to excellence in teaching and research that transforms lives and enhances our communities – this is what makes a difference to people’s lives here and around the world.

We are deeply embedded in our communities and we support our students to make learning a lifelong pursuit.

We have been educating Australia’s future leaders, innovators and thinkers for over 150 years – through wars, disasters, times of strong economic growth and even through a pandemic that gripped the world throughout 2020. As one of the world’s leading regional universities, we provide the learning and resilience our students need to survive and thrive in a digital post-COVID world.

The university helps to drive regional economic growth and build the capacity of our communities, by widening participation in higher education and delivering world-leading research. The university aspires to be an Australian workplace of choice, offering a strong focus on equitable opportunities to grow in your career.

Having joined Federation in 2020 as Vice-Chancellor and President, I am fortunate to have joined the university after three years of significant transformation and modernisation across our campuses. This program of transformation has led to improved national rankings for teaching, student experience and research, growth in international student interest, and engagement with industry and research partners eager to collaborate in Federation’s areas of strength.

With six new Schools, a major renewal of our academic programs, and a new research and innovation strategy – we will build dynamically on Federation’s success as an educational and research leader in regional Victoria.

If you are the right person to help us build that success, then let us know how you will make your mark. I look forward to hearing from you soon.

Duncan Bentley
Vice-Chancellor and President
Federation University Australia
Transforming lives and enhancing communities

As Australia’s leading regional University, we continue to transform lives and enhance communities; ensuring a strong and sustainable university for all.

We are one of Australia’s oldest universities, known today for our modern, student-centric approach to teaching and learning. For 150 years, we have been reaching out to new communities, steadily building a generation of independent thinkers united in the knowledge that they are greater together.

Across our university and TAFE campuses in Ballarat, Berwick, Brisbane, Gippsland, and the Wimmera, we deliver world-class education and facilities. With the largest network of campuses across Victoria, as well as a growing Brisbane base, we are uniquely positioned to provide pathways from vocational education and skills training at Federation TAFE through to higher education.

Federation University’s Strategic Plan 2021–2025 outlines our ambition to be Australia’s leading regional university. Our University and TAFE provide integrated lifelong learning, skills, and impactful research, enabling people and communities to prosper locally, regionally, and globally.

Our strategy 2021–2025

We are guided by three strategic objectives and outcomes:

1. **Transform lives**
   - World-class multi-sector education available to all
   - World-leading research in our priority areas
   - Positive career and life impact
   - Broad access, diversity and inclusion, acknowledging our Indigenous heritage

2. **Enhance communities**
   - Research that drives economic and social transformation for all our communities
   - Deep, impactful and long-lasting partnerships with employers and industries
   - Transformative collaborations and partnerships with government and community organisations
   - Exemplars of future-focused university towns in Australia

3. **A strong and sustainable University**
   - High quality, impactful research aligned to educational programs
   - High quality, relevant and profitable educational offerings
   - First choice employer and destination for students in each of our communities
   - Strong accountability, governance
   - A focus on Sustainability
   - A dynamic and empowered workplace

Our priorities

**Lifelong learning.** Provide future-focused, high quality lifelong learning opportunities for students from all backgrounds.

**Global citizens.** Empower students with the necessary knowledge, skills and aptitude for further study, to participate in workplaces and to be effective global citizens.

**Partnerships.** Use our network of campuses and partnerships to deliver our courses and programs.

**Research to impact.** Conduct research with measurable impact on the communities in which we are located and wider society.

**Sustainability.** Ensure long-term financial sustainability.

Enabling principles

**Excellent**
We pursue continuous improvement and excellence in everything.
We regularly renew our activities to ensure their relevance.

**Relevant**
We champion access, diversity and inclusion for all, acknowledging our Aboriginal and Torres Strait Islander heritage, culture and knowledge.

**Inclusive**
We create an environment of opportunities, trust fairness and respect, taking informed risks in pursuit of shared goals.

**Empowering**
We innovate to transform. We are agile and responsive to our emerging opportunities.
As Australia’s leading regional University we will continue to transform lives and enhance communities; ensuring a strong and sustainable University for all.

Our ‘living’ values will:
- serve as the cornerstones of our organisational culture
- unite us to support our transformational strategy
- build on our passion, goodwill and collective vision
- guide our actions and empower us to succeed, and
- lead to a professional standard of excellence on which we and our stakeholders can rely.

Excellence
We excel in all that we do

Innovation
We innovate to transform

Empowerment
We respect and trust our people

Inclusion
We champion access and inclusion for all

Collaboration
We are stronger together

Living our values
From preventing injuries in Australian football, to using our genetic codes to tailor treatments for high blood pressure and heart disease – the research we undertake at Federation University Australia makes a genuine difference in the world. Our research is ranked well above world standard and we have achieved the highest possible five-out-of-five rating in seven research areas under the Australian Government research evaluation framework, Excellence in Research Australia (ERA).

We collaborate with research bodies, industries and other leading universities in Australia and overseas. Our research is focused on regional matters that have significant national and international outcomes.

New strategy greater outcomes

Our new Research and Innovation Strategic Plan 2019–2023 is designed to build on our outstanding ERA results – prioritising multi-disciplinary research in new and emerging areas where we can make a significant impact.

Our research priority areas

- Health and wellbeing
- Society and the environment
- Virtual, digital and computational environments

Our emerging research areas

- Education
- Engineering
- History and archaeology
- Commerce, management, tourism and services

WELL ABOVE WORLD STANDARD

- Environmental science and management
- Nursing
- Human movement and sports science
- Applied mathematics
- Civil engineering
- Environmental sciences
- Clinical sciences

ABOVE WORLD STANDARD

- Medical and health sciences
- Artificial intelligence and image processing

AT WORLD STANDARD

- Mathematical sciences
- Pure mathematics
- Information and computing sciences
- Education systems
- Studies in human society
- Sociology
- Psychology and cognitive sciences
- Historical studies

Driven by industry partnerships

Thanks to strong relationships with industry partners and organisations, we can provide our students with the kind of work-integrated learning opportunities they wouldn’t get anywhere else. Not only does this help develop their careers, it also creates opportunities for research collaborations in Australia and overseas.

IBM

25 years and counting. Our partnership with IBM has seen around 360 domestic and international students complete a 1,600-hour internship as part of our Bachelor of IT (Professional Practice) – with many going on to work for the company after graduation. Based at our Ballarat Technology Park, our long-standing partnership continues to provide opportunities for research collaborations at the very cutting-edge of technology.

CT4

A cyber security specialist in the Asia Pacific region, CT4 established its Australian headquarters at our Ballarat Technology Park in 2019. The partnership includes professional placements and work opportunities for both higher education and TAFE students. There is also the potential for higher education students to engage in research collaborations.

SERCO

SERCO Australia established itself at our Ballarat Technology Park in 2019. Employing around 300 people, the global government services company provides 24-hour call centre and web-based support to Victoria Police, as well as work and development opportunities in the region.

World Academy of Sport

The World Academy of Sport delivers programs for athletes, officials, coaches and people working in high performance-level sport around the world. As their chosen global university partner, we will be rolling out a Bachelor of International Sport Management online in Australasia, the Asia-Pacific, UK, Europe and India.

Secondary school students from around the world also have the opportunity to undertake a pathway program through the International Baccalaureate.
Learning and teaching

At Federation University Australia, we offer innovative and industry-relevant programs that meet the demands of a changing workforce – both in Australia and around the world. For this reason, we have a strong focus on work-integrated learning across our six Schools. At Federation TAFE, we work alongside industry to develop exceptional vocational education and training programs that meet current and future skill shortages.

Our Schools include:
- School of Arts
- School of Education
- School of Science, Psychology and Sport
- School of Health
- School of Engineering, Information Technology and Physical Sciences
- Federation Business School
- Federation TAFE

TOP 5 PROGRAMS – BERWICK 2019
PROGRAM NAME
Bachelor of Nursing
Master of Social Work (Qualifying)
Bachelor of Information Technology
Bachelor of Business
Bachelor of Education Studies

TOP 5 PROGRAMS – GIPPSLAND 2019
PROGRAM NAME
Bachelor of Nursing
Bachelor of Education (Primary)
Bachelor of Community and Human Services
Bachelor of Psychological Science
Foundation Access Studies (FAST) Program

TOP 5 PROGRAMS – BALLARAT 2019
PROGRAM NAME
Bachelor of Nursing
Bachelor of Technology
Bachelor of Commerce
Bachelor of Social Work (Qualifying)
Bachelor of Engineering Technology

TOP 5 PROGRAMS – BRISBANE 2019
PROGRAM NAME
Master of Technology
Bachelor of Information Technology
Master of Business Administration
Master of Professional Accounting
Bachelor of Commerce

TOP 5 PROGRAMS – WIMMERA 2019
PROGRAM NAME
Diploma of Nursing
Certificate III in Electrotechnology Electrician
Certificate III in Individual Support
Certificate III in Salon Assistant
Certificate III in Plumbing

Our top TAFE courses by campus

TOP 5 PROGRAMS – BALLARAT 2019
PROGRAM NAME
Certificate III in Plumbing
Certificate III in Electrotechnology Electrician
Certificate III in Carpentry
Literacy and Numeracy Support
Certificate II in Building and Construction Pre-apprenticeship
Our campuses

We have university and TAFE campuses in Ballarat, Berwick, Brisbane, Gippsland and the Wimmera. We also have a network of onshore partner providers for international students in Melbourne, Sydney and Adelaide, as well as offshore partners in Malaysia, Hong Kong and China.

Investing in our future

We are always looking for ways to improve our learning, teaching and research spaces. Recent upgrades have included:

- the reopening of our Health and Sports Precinct after a $16.5 million transformation. This precinct has been designed to increase engagement and partnership with community and industry.
- a new $1.56 million Baking Training Centre for baking and pastry apprentices at our SMB Campus.
- new $940,000 cyber security labs to deliver our Certificate IV in Cyber Security.
- the $2.5 million development of new nursing clinical learning environments at Berwick. These simulate the real conditions of the clinical environment, and have been complemented by the construction of additional teaching spaces.
- improved nursing, teaching and horticulture facilities at Wimmera.
- the establishment of new psychology labs at Ballarat.
- a new street frontage for our newest campus in Brisbane.
- the development of new allied health teaching and lab facilities at Gippsland.

And we are not about to slow down

As technology continues to revolutionise learning, we are upgrading facilities across all our campuses. Starting at Ballarat, we will be investing in virtual classrooms so we can adapt to meet local needs and broaden our programs beyond our walls. We are also substantially expanding our Brisbane campus. By opening up a whole new teaching level, we will be well prepared to meet the growing numbers of international students in Queensland.
What our university offers

We are a regional university with global appeal and a strong reputation. Our students and staff come from all corners of the world, and you only have to look at our rankings to understand the exceptional level of our teaching, research and learning.

A diverse student community

Here is a snapshot of what we offer:

### Our students
- **11,773 undergraduates**
- **6,996 postgraduates**
- **287 higher degree by research**
- **5,835 vocational education and training**

### Our international rankings

The quality of our teaching and learning is recognised internationally in the Academic Ranking of World Universities (ARWU, Shanghai Rankings).

We are ranked in the:

- Top 100-150 universities worldwide for sports science, hospitality and tourism management subjects
- Top 500 universities worldwide for our education subjects

### By Gender

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>VARIANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>9,098</td>
<td>9,671</td>
<td>5.9%</td>
</tr>
<tr>
<td>Male</td>
<td>8,501</td>
<td>9,004</td>
<td>5.6%</td>
</tr>
<tr>
<td>U &amp; X</td>
<td>26</td>
<td>42</td>
<td>38.1%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>17,625</td>
<td>18,717</td>
<td>5.8%</td>
</tr>
</tbody>
</table>

### By Type

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>VARIANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td>5,769</td>
<td>5,835</td>
<td>0.6%</td>
</tr>
<tr>
<td>International</td>
<td>30</td>
<td>30</td>
<td>0.0%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>5,799</td>
<td>5,835</td>
<td>0.6%</td>
</tr>
</tbody>
</table>

* A student may have multiple enrolments across qualification and therefore fee type in the same year

**Good Universities Guide 2021**
* Good Universities Guide 2021, postgraduate level
+ Good Universities Guide 2021, undergraduate level

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#1 Australia for FIRST GENERATION STUDENTS™
#1 Australia for TEACHING QUALITY™
#1 Victoria for STUDENT SUPPORT™
#1 Victoria for SKILLS DEVELOPMENT™
#1 Victoria for OVERALL EXPERIENCE™
#1 Victoria for Starting Salary for GRADUATES ($63,000 AVERAGE)™
#1 Victoria for graduate FULL-TIME EMPLOYMENT™
#1 Victoria for TEACHING QUALITY™
#1 Victoria for LEARNER ENGAGEMENT™
#1 Victoria for SOCIAL EQUITY™
#1 Victoria for STUDENT TEACHER RATIO™

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**HIGHER EDUCATION STUDENT PROFILE**

<table>
<thead>
<tr>
<th>STUDENT TYPE</th>
<th>2018</th>
<th>2019</th>
<th>VARIANCE</th>
<th>2018</th>
<th>2019</th>
<th>VARIANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSP Student</td>
<td>8,056</td>
<td>7,846</td>
<td>-2.7%</td>
<td>5,967</td>
<td>5,676</td>
<td>-5.1%</td>
</tr>
<tr>
<td>Domestic</td>
<td>346</td>
<td>346</td>
<td>0.0%</td>
<td>134</td>
<td>149</td>
<td>10.1%</td>
</tr>
<tr>
<td>International</td>
<td>1,196</td>
<td>2,172</td>
<td>44.9%</td>
<td>779</td>
<td>1,616</td>
<td>51.8%</td>
</tr>
<tr>
<td>International On-Campus</td>
<td>6,474</td>
<td>7,192</td>
<td>11.4%</td>
<td>4,155</td>
<td>5,303</td>
<td>21.6%</td>
</tr>
<tr>
<td>International Partners – Onshore</td>
<td>1,314</td>
<td>993</td>
<td>-22.1%</td>
<td>724</td>
<td>546</td>
<td>-25.6%</td>
</tr>
<tr>
<td>International Partners – Offshore</td>
<td>271</td>
<td>247</td>
<td>-9.7%</td>
<td>175</td>
<td>157</td>
<td>-11.5%</td>
</tr>
<tr>
<td>RTS</td>
<td>271</td>
<td>247</td>
<td>-9.7%</td>
<td>175</td>
<td>157</td>
<td>-11.5%</td>
</tr>
<tr>
<td>Grand Total*</td>
<td>17,676</td>
<td>18,816</td>
<td>6.1%</td>
<td>11,934</td>
<td>13,447</td>
<td>11.3%</td>
</tr>
</tbody>
</table>

* A student may have multiple enrolments across qualification and therefore fee type in the same year

**ENROLLMENTS ACROSS QUALIFICATIONS**

<table>
<thead>
<tr>
<th>COURSE OF STUDY TYPE CLASSIFICATION</th>
<th>2018</th>
<th>2019</th>
<th>VARIANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Degree and Advanced Diploma</td>
<td>268</td>
<td>250</td>
<td>-7.2%</td>
</tr>
<tr>
<td>Bachelor Degree</td>
<td>11,061</td>
<td>11,163</td>
<td>0.9%</td>
</tr>
<tr>
<td>Diploma</td>
<td>2</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Graduate Certificate</td>
<td>85</td>
<td>129</td>
<td>56.5%</td>
</tr>
<tr>
<td>Graduate Diploma</td>
<td>260</td>
<td>251</td>
<td>-3.6%</td>
</tr>
<tr>
<td>Masters Degree by coursework</td>
<td>5,073</td>
<td>6,146</td>
<td>21.6%</td>
</tr>
<tr>
<td>Non/Non award</td>
<td>459</td>
<td>417</td>
<td>-9.1%</td>
</tr>
<tr>
<td>Research Degree</td>
<td>315</td>
<td>297</td>
<td>-5.7%</td>
</tr>
<tr>
<td>Grand Total*</td>
<td>17,721</td>
<td>18,845</td>
<td>6.4%</td>
</tr>
</tbody>
</table>

* A student may have multiple qualification enrolments in the same year
In recent years, we have seen significant growth in student numbers, improved business efficiency and significant savings across a number of areas. In December 2020, we launched the new Federation University Australia Strategic Plan 2021–2025. The new strategy looks specifically at the opportunities for Federation to thrive in our regions and communities in a post-COVID world. We shall provide education that focuses on the critical skills needed by our society and employers in a digital world. This will include embedding work experience in all of our courses and programs, developing targeted, world-leading research and innovation that will continue to sustain and transform our regional communities, and engaging in wide-ranging partnerships domestically and internationally. Our strategic plan gives us a platform on which to keep building and strengthening our position – both financially and strategically.

Unfortunately, with the COVID-19 pandemic we have seen a reduction in our student numbers during 2020. However, even though our financial result was down on our 2019 result, both our net assets and cash generated from operating both increased during these difficult times enabling us to continue building momentum for the implementation of our five-year strategic plan.

Our numbers illustrate our recent achievements:

- Revenue totalled more than $408 million with an operating surplus of $36 million
- Strong liquidity ratio and current assets exceed current liability by 1.83 times
- Total Assets $844 million and Net Assets $688 million with no Debt
- On-campus international student numbers increased by 45%
- International student enrolment numbers at our four international on-shore partner providers located in Melbourne, Sydney and Adelaide, increased by 10%
- A new research strategy prioritising on health and wellbeing, society and the environment, and virtual, digital and computational environments
- Transformation of academic offerings that align with marketing demand, and skills and training needs across our campus network
- We are rated number one university in Australia for first-generation student enrolments and number one in Victoria for social equity and skills development, as well as undergraduate student support and full-time employment, according to the Good University Guide 2022 results

<table>
<thead>
<tr>
<th>($M)</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>263.1</td>
<td>270.2</td>
<td>330.9</td>
<td>376.6</td>
<td>343.3</td>
</tr>
<tr>
<td>Expenses</td>
<td>262.6</td>
<td>277.0</td>
<td>324.3</td>
<td>339.9</td>
<td>339.4</td>
</tr>
<tr>
<td>Operating Surplus (deficit)</td>
<td>0.5</td>
<td>0.5</td>
<td>6.6</td>
<td>36.7</td>
<td>3.9</td>
</tr>
<tr>
<td>Operating Margin %</td>
<td>-1%</td>
<td>-3%</td>
<td>2%</td>
<td>9.7%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Net Assets</td>
<td>544.8</td>
<td>543.1</td>
<td>657.8</td>
<td>688.3</td>
<td>691.6</td>
</tr>
<tr>
<td>Cash Flows from Operating Activities</td>
<td>0.0</td>
<td>2.8</td>
<td>40.6</td>
<td>20.6</td>
<td>33.3</td>
</tr>
</tbody>
</table>

Source: Federation University Annual Report 2020
FedPride

Launched during Transgender Awareness Week 2020, our comprehensive FedPride Strategy 2021-2024, aimed at achieving best inclusive practice in every area of university life: from recruitment and enrolment, to our culture, campuses, how we engage with the communities where our campuses are located and importantly through our curriculum and research.

We know that diversity – having access to and embracing difference in backgrounds, perspectives, knowledge and skills – gives our university a breadth that supports innovation and the highest quality of thinking. It enriches us as individuals and as a community. FedPride has a focus on our staff and students being able to bring their whole selves to university life. When we feel safe, included and celebrated, we contribute freely and with enthusiasm and bring the best of ourselves to work and study.

FedPride is an intersectional strategy, in that the rights, inclusion and access of people from diverse cultural backgrounds, people with disability and Aboriginal and Torres Strait Islander Peoples are held as core to every impact area.

Actions within the strategy will be benchmarked against the Australian Workplace Equality Index, and will include with Federation University aiming for the highest level, a Gold Award under the index by the end of year three.

• Removing discrimination, bullying and unconscious bias through targeted staff and student training and awareness activities, to make sure that Fed is a safe space where everyone can belong.

• Ensuring that gender and sexuality-diverse staff and students see themselves reflected across the university – in advocacy materials across our campuses, policy, events, public forums, marketing and internal communications.

Opening the door for women in leadership

Federation has achieved SAGE Athena SWAN bronze accreditation in 2020 with a four-year plan to identify and address gaps and barriers to gender equity in science, technology, engineering, maths and medicine (STEMM). The action plan will support future opportunities for women in leadership.

Gender-diverse leadership at executive level is shown to increase an organization’s problem-solving ability and its lateral and critical thinking skills. Gender diversity benefits all, as teams with gender diversity have been shown to enhance performance and create stronger job satisfaction and inclusive practice.

Work-life integration

We endeavour to provide a flexible, supportive and diverse working environment which encourages staff to live a balanced lifestyle combining work, family and community responsibilities, whilst at the same time acknowledging the need to create vibrant campus experiences for students and staff alike.

In addition to a student-centric culture, we recognise that a positive workplace and team culture supports the work-life integration of our staff. This drives positive engagement, innovation, high-performance, talent attraction and retention outcomes.

Work-life integration encourages diversity and inclusion of staff, recognising needs at different stages of their careers, from family responsibilities to cultural and community commitments.

We understand that productivity and staff satisfaction can be enhanced, and wellness improved, by considering work-life integration in ways that may be different to the traditional modes of work.

From our new UniSports Health and Fitness Centre in Mt Helen, to our on-campus childcare (Mt Helen and Gippsland), our staff are able to achieve work life integration, and prioritise their health and wellness.

In addition to these benefits, employees can access purchased leave, annualised hours, work from home flexibility, salary sacrificing options, discounted private health insurance, and affordable on-site parking.

Our Employee Experience is what sets us apart from other universities, with extensive wellness programs, including physical health workshops, health promotional newsletters, lunch and learn sessions, in addition to our annually revised professional development calendar.
Indigenous leadership and education

Reconciliation Action Plan

Federation University Australia values cultural diversity, believes all staff and students should be treated with dignity and respect and seeks to contribute to creating equal and equitable life chances for all.

The University considers that closing the 10-17 year life expectancy gap between Aboriginal and Torres Strait Islander people and non-Indigenous Australians is fundamental, and that education is central to achieving this goal.

The University has set in place measures to address the post-colonisation historical and contemporary experience of Aboriginal and Torres Strait Islander peoples in education and employment inclusion.

To further the process of reconciliation, Federation University Australia has developed its fourth Reconciliation Action Plan focusing on:

- improving education
- training and research opportunities for all University members and specifically Aboriginal and Torres Strait Islander students
- increasing the visibility and status of Aboriginal and Torres Strait Islander peoples, cultures, knowledge and studies on all University campuses
- recruiting and retaining Aboriginal and Torres Strait Islander staff at all levels of the University ensuring that Aboriginal and Torres Strait Islander people are involved in the governance and decision-making of the University.

The 2019–2022 Stretch Reconciliation Action Plan reaffirms Federation University Australia’s commitment to the imperative for reconciliation.

Aboriginal Education Centre

The Aboriginal Education Centre (AEC) is a vital centre for Aboriginal and Torres Strait Islander students that supports students to achieve their aspirations and educational goals.

The Aboriginal Education Centre is based at all our main campuses including the Ballarat, Berwick, Gippsland and the Wimmera.

The AEC provides a culturally safe environment for Aboriginal and Torres Strait Islander students as a place to study or to receive support and guidance when needed.

Indigenous education

We are embedding Aboriginal and Torres Strait Islander culture, histories, learning and partnerships throughout the University and believe this can only be done through a whole of University approach and undertaking the principles identified through the National Aboriginal and Torres Strait Islander Higher Education Consortium consultation paper, Accelerating Indigenous Higher Education 2018.
Federation University Australia’s links to the Indigenous peoples of the Wimmera have been recognised with the renaming of Wimmera campus library, with a smoking ceremony and event at the Wimmera campus to mark the occasion.

The full name of the library will now be ‘Wimmera Library Werrunangity larr Wimmerata: A quiet place in the Wimmera’.

The new name derives from the local Wotjobaluk/Wergaia language and was chosen in consultation with the Barengi Gadjin Land Council Aboriginal Corporation.

Werrunangity larr Wimmerata has particular significance in the Horsham area, which offered a sheltered place where traditional owners lived, met, rested and reflected.

Local Aboriginal artist and graduate of Federation TAFE, Tanisha Lovett, created an artwork to commemorate the renaming that depicts the five local communities in multi-coloured flowing waters, and emu footprints, which lead people to the library.

Reconciliation Week events

For the first time in history the Ballarat Heritage Weekend was inclusive of Aboriginal programs that were co designed and developed with Federation University Aboriginal Education Centre and other partners including Wadawurrung Corporation, Salt Bush Kitchen and Sovereign Hill.

The program included a canoe being made by Wadawurrung, local and interstate Aboriginal peoples on Wadawurrung country for the first time in over 150 years, as well as public lectures on fire bush farming and the ‘Return of the Firestick’ project.

Inspire Me

The Inspire Me workshops were held across the Horsham, Mt Helen and Gippsland Campuses. The event was designed to inspire female Aboriginal High School students to engage in science-related subjects, and progress into STEM-related careers and entrepreneurships and, thus become future leaders in their communities.

The AEC’s very own Rhianna Milliken and Gippsland Campus student Jessica Hunter co-facilitated/presented, along with other inspiring women, who are noted leaders within Indigenous communities and STEM professions.

These women were:

- Cathy Freeman – an internationally acclaimed athlete and head of the Cathy Freeman Foundation.
- Mikaela Jade – the founder and CEO of Indigital Media.
- Cassandra Rowe – a nationally recognised primatologist.

Archie Roach Leadership Academy

Students and staff from Federation University Australia’s Mt Helen Campus were proud to participate in Reconciliation Week festivities in Melbourne as part of the Archie Roach Leadership Academy.

Federation University Australia Regional Engagement, led by Associate Dean, Dr Tim Harrison, partnered with Anglicare Victoria, The Long Walk and other organisations in a week-long camp with school students from Goorlim Goorlim Aboriginal Co-Operative-Horsham, Berndge and District Aboriginal Co-Operative, and The Borroloola Community Education Centre in the Northern Territory.

“This week long experience has been twelve months in the planning. The Regional Engagement Team are proud and privileged to be a part of a wonderful academy with so many dedicated organisations who care about the engagement and education of Indigenous Students,” Dr Harrison said.

Federation success in Wurreker Awards

Federation University Australia’s strong record in Aboriginal and Torres Strait Islander education has been recognised in the 2019 Victorian Aboriginal Education Association Wurreker Awards.

Federation was declared runner up in two major categories – the Innovative Koorie Learner Pathways TAFE Award and the Public Sector Employer Award.
We are committed to attracting, retaining and developing the best talent in the regions in which we operate. From our academic and research staff to those working in student support, we are all part of a collaborative culture that inspires the highest levels of excellence, innovation, integrity and respect.

We are proud of our SAGE Athena SWAN Bronze accreditation in 2020 for recognising our commitment to advancing the careers of women, trans and gender diverse individuals in STEM disciplines in higher education and research.

Greater together

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Governance

Federation University Australia is a corporate entity consisting of a Council, academic, teaching and other staff, and enrolled students.

The objects, functions, powers and duties of Federation University Australia are:

• to provide and maintain a teaching and learning environment of excellent quality offering higher education at an international standard
• to provide vocational education and training, further education and other forms of education determined by the University to support and complement the provision of higher education by the University
• to undertake scholarship, pure and applied research, invention, innovation, education and consultancy of international standing and to apply those matters to the advancement of knowledge
• and to the benefit of the wellbeing of the Victorian, Australian and international communities and the public interest
• to use its expertise and resources to involve Aboriginal and Torres Strait Islander peoples of Australia in its teaching, learning, research and advancement of knowledge activities
• to provide programs and services in a way that reflects principles of equity and social justice to confer degrees and grant diplomas, certificates and other awards to utilise or exploit its expertise and resources, whether commercially or otherwise.

A workplace for remarkable people

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Greater with YOU!
Our regions

Federation University is regional Victoria’s largest education institution, with campuses in Ballarat, Berwick, Brisbane, Gippsland and the Wimmera providing easy access to study, and approximately 1,300 staff committed to teaching excellence and student support.

Ballarat

Traditional custodians Wadawurrung

Our historic home

Ballarat is the original home of Federation University Australia, with the foundation of the School of Mines Ballarat in 1870. We have been building strong relationships with local industries ever since, providing opportunities for students working in community services, health, education, manufacturing and more.

Made famous by the Victorian gold rush, Ballarat is now one of Australia’s largest regional cities, where a vibrant mix of heritage, arts, events, food, wine and natural attractions make it one of the most liveable places in the country.

We are proud to be the main tertiary and vocational education provider in Ballarat.

Things to do, places to see

When it comes to art, your first stop has to be the Art Gallery of Ballarat, Australia’s oldest and largest regional gallery. Just around the corner, you will find The Lost Ones Gallery, which features exhibitions on the top level and a speakeasy-type bar on the bottom. There is also the Eureka Centre, home of the Eureka Flag, and a host of festivals that run every year.

For something different, see a show at Her Majesty’s Theatre, meet the native animals at Ballarat Wildlife Park, or fill your days wandering the shop-lined streets for boutique clothing, books, crafts and local homewares. And for a classic Ballarat experience, pan for gold at the iconic Sovereign Hill.

For nature lovers, Grampians National Park and the Great Ocean Road are nearby, while Lake Wendouree and the Botanical Gardens sit right on your doorstep.

Indulge your inner foodie

Ballarat has a dynamic and renowned culinary scene, with an eclectic mix of wineries, restaurants, cafes, breweries and bars that give Melbourne a run for its money.

Our top picks would have to be the Provincial Hotel’s stunning dining room ‘Lola’ for seasonal, locally-sourced meals and delicious wine. Mitchell Harris Wine Bar for local drops, the Little Bird Café for coffee, Hop Temple for craft beer fans, and Underbar for a fine dining experience that rivals the best in Australia.

Getting in and around

Ballarat is approximately 110km north-west of Melbourne, and a one-hour train journey from Southern Cross Station. Melbourne International Airport and the ports of Melbourne and Geelong are both within one hour of Ballarat.

Major highways connect the region to the industrial centres of Adelaide, Geelong and Portland, the regional cities of Bendigo and Mildura, as well as the agricultural areas of the Mallee and the Wimmera.

A city on the rise

Ballarat is a regional city, but that doesn’t hold it back from constantly moving forward. According to the Department of Jobs and Small Business, Ballarat is projected to see a 6.1 per cent increase in employment level over the next five years (May 2023). The education and training sector itself will see a spike of 4.5 per cent.

The weather of Ballarat

Ballarat enjoys hot summers, moderate springs, gorgeous autumns and cooler wet winters. Top temperatures are usually in January and February, which is also when you will get the least amount of rainfall. During the cooler months, magical fogs and frosts are common, with occasional light snowfalls on nearby Mt Buninyong and Mt Warrenheip.
Brisbane
Traditional custodians Turbal and Jagera
Brisbane ranks among the top lifestyle cities in the world—making it the perfect place to live, study and work. With an enviable subtropical climate, the city enjoys year-round outdoor activities. International students will feel at home while studying abroad in Brisbane.

Situated in the heart of Brisbane, the new architect-designed facility has the latest in technology and comfort and is within walking distance of great eateries, shopping and entertainment. It’s also conveniently located near our preferred accommodation provider StudentOne, and the central train station.

Wimmera
Traditional custodians Wotjobaluk, Jaadwa, Jadawadjali, Wergaia, Jupagulk
From our Wimmera Campus we deliver education and training throughout Horsham and surrounding regions. The Wimmera Campus delivers TAFE programs and bachelor courses in social sciences, business as well as masters programs and PhD research.

One of the defining features of the Wimmera Campus is its ability to undertake quality research that adds to the region’s body of knowledge.

The Wimmera extends from the Grampians National Park to Lake Albacutya, near Rainbow, and from the South Australian border in the west to Navarre in the east. It includes the Wimmera River catchment and the eastern part of the Millicent Coast Basin.

The Wimmera River is the largest Victorian river that does not flow to the sea, but instead flows into a series of terminal lakes. The largest of these terminal lakes are Lake Hindmarsh and Lake Albacutya.

The Wimmera Mallee is widely regarded as the agricultural heart of Victoria and is a stone’s throw away from some of the best rural natural attractions in Australia. Behind historic buildings and charming townships are the rich stories of time gone by just waiting for you to discover.

Gippsland
Traditional custodians Gunnai Kurnai
The stunning Gippsland region is renowned for its nature with a beautiful and diverse mix of mountains, valleys and coastal areas.

Latrobe City, 150km east of Melbourne, is Gippsland’s commercial and education hub, and is at the heart of the wider Latrobe Valley and Gippsland region. In addition to key industries, Latrobe City has become a significant service centre for the Gippsland region, particularly in provision of retail, entertainment, education and health services. The city also acts as the regional headquarters for government agencies and private operators including banks and insurance companies.

The combination of major employers, the city’s regional significance, and affordable housing makes Latrobe City a centre of opportunity for both business and residents.

Gippsland life
La Trobe City boasts unbeatable lifestyle options, urban living, rural townships, farming and bush settings in a connected, diverse community. Nearby Morwell is at the heart of Latrobe City. Other nearby towns include Traralgon, Tyers, Yallourn, Yinnar, Boolarra and Moe.

Gippsland’s natural heritage comprises snowfields, wilderness areas, rainforests, lakes and beaches. Gippsland offers visitors unsurpassed nature based experiences — some of the state’s best land and marine parks are in the region. The region is also home to Australia’s largest inland waterway, the Gippsland Lakes. It is a spectacular lake system made up of colourful villages, turquoise waters and isolated beaches.

Berwick
Traditional custodians Boon Wurrung and Wurundjeri
Blending a country lifestyle with city convenience, Berwick is a suburb in Melbourne, situated just 45 kilometres south-east of the central business district. Originally a rich agricultural and pastoral area during the 1800s, Berwick developed into a satellite town of Melbourne, eventually being incorporated as a suburb of the city during the 1990s due to thriving property development in the district.

The Berwick of today is a mix of old and new. The commercial centre along High Street and adjacent streets have a 19th-century English village look, with a number of historic buildings, manicured gardens and streets lined with deciduous trees. The Berwick Inn, the Berwick Mechanics Institute and Free Library, the former post office, with its imposing facade and arches, and several churches date back to the mid-1800s.

Berwick Life
Berwick forms part of Melbourne’s South East Growth Corridor, and is well connected to the city via road and rail. As such, it is experiencing a development boom. Popular with families are the parks, choice of schools and diverse housing options. Berwick is host to a number of regular markets offering craft, fresh produce, clothes and bric-a-brac.

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