

Building Respect in Victoria's VET Sector

TRAINING
for
RESPECT

ABOUT THE INITIATIVE: TRAINING FOR RESPECT

Training for Respect is a groundbreaking, sector-wide initiative aimed at addressing and preventing Work-Related Gendered Violence (WRGV)—including sexual harassment—across Victoria's TAFE Institutes and Registered Training Organisations (RTOs).

The project is a partnership between women's health and gender equality experts, the TAFE and Independent RTO sectors, and is funded by the WorkWell Respect Fund.

A key deliverable of this initiative is the development of a shared Theory of Change—a strategic roadmap designed to guide long-term, systemic transformation in vocational education and training.

What Is a Theory of Change?

A **Theory of Change** is a roadmap for achieving social and organisational transformation. It outlines:

- The end goal
- What needs to happen to reach that goal
- The pathways that lead to the desired outcomes

This roadmap is rooted in research and informed by the perspectives of students, staff, and stakeholders across the sector. It ensures all involved stay aligned with the vision, supporting strategic decision-making, tracking of progress, and ongoing adaptation.

The **Training for Respect Theory of Change** focuses specifically on addressing work-related gendered violence in VET environments. It builds on previous work such as **Our Watch's Respect and Equality in TAFE** and other evidence on preventing workplace sexual harassment.



The Challenge: WRGV Is Structural

Work-related gendered violence is not isolated—it is systemic.

It reflects deeper inequalities, particularly in male-dominated fields, and persists due to normalised behaviours and weak institutional responses.

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60%

of Victorian women report experiencing workplace violence



1 in 3 Australians have experienced sexual harassment



Disrespect and harm are often normalised in training environments



Inadequate reporting systems allow violence to go unaddressed

The impact: student drop-out, legal risk, staff turnover, and reputational damage across the sector.

Why it Matters

Addressing gendered violence in vocational education is vital for:



Legal compliance with the OHS Act, Gender Equality Act 2020, and Sex Discrimination Act 1984



Safer environments that support learning and wellbeing



Improved retention and institutional capacity



Greater workforce diversity in male-dominated industries



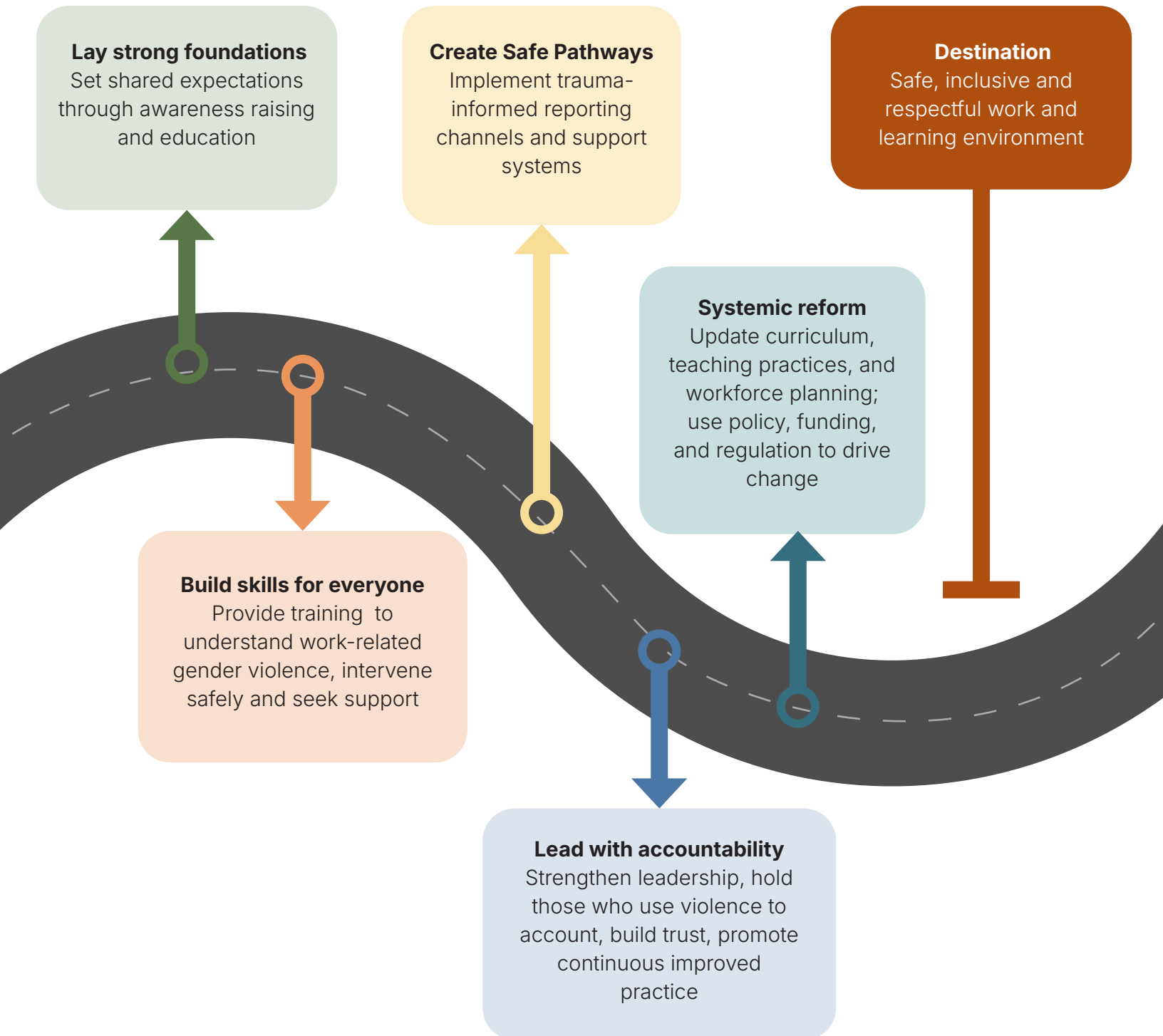
Economic benefits through higher participation and reduced harm



Cultural change led by education providers

The Theory of Change: A Sector-Wide Roadmap

The Training for Respect Theory of Change offers a coordinated approach to creating safe, inclusive, and respectful learning and work environments:



Shared Responsibility Across the Ecosystem



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change**