



ANNUAL SCHOOL REPORT 2024

TecNQ

Training • Education • Careers

Tec-NQ Limited RTO #31444



Creating
employability
and success
through industry
skills, experience
and support.

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CONTEXTUAL INFORMATION

SCHOOL SECTOR:

At Tec-NQ, trades are a career of first choice. Tec-NQ is a registered training organisation, an independent senior secondary school and an accredited boarding school that has been in operation since 2007 from its purpose built campus in Douglas. Tec-NQ provides a range of training and educational programs to the Townsville and the North Queensland region including senior schooling (year 10, 11 and 12), full-time apprentice training, short courses, pre-employment programs and school-based apprentice training.

Students have the opportunity to complete their Queensland Certificate of Education (QCE), consisting of qualifications in BSB20120 Certificate II in Workplace Skills, ICT30120 Certificate III in Information, Digital Media and Technology, SIT20322 Certificate II in Hospitality, HLT33115 Certificate III in Health Services Assistant, a certificate I or II in their chosen trade or (if employed in a school-based apprenticeship) progression within a Certificate III in their chosen trade.

Our specific focus on VET outcomes enables Tec-NQ to produce well-rounded, work ready students for industry.

During Year 10 all students have the opportunity to try every trade offered by Tec-NQ to assist them in making informed decisions about the course of study in year's 11 and 12. Students enrol in an automotive, electrical, construction or engineering stream at the start of Year 11. The curriculum is a combination of academic studies, nationally recognised trade training and work experience throughout Year 11 and 12, which delivers senior secondary school outcomes, accredited vocational qualifications and employability skills.

CO-EDUCATIONAL OR SINGLE SEX:

Tec-NQ is a co-educational institution.

SCHOOL ADDRESS:

The Tec-NQ campus is located at 54 Discovery Drive, Douglas QLD 4811.

SCHOOL SECTOR:

Independent

TOTAL ENROLMENTS:

Tec-NQ enrolled 354 school-based students in 2024.



CHARACTERISTICS OF THE STUDENT BODY

In 2024, the student body consisted of 70 females and 279 males. Of these students, 14% identified themselves as indigenous. Majority of students ranged in age from fifteen to eighteen years of age.

GENDER	NO. PER GENDER	% PER GENDER	NO. PER INDIGENOUS GENDER	% PER INDIGENOUS GENDER
Females	70	20%	9	8%
Males	279	80%	39	7%
Unidentified	0	0%	0	0%
Total	349	100%	48	14%



YEAR LEVELS OFFERED:

Tec-NQ enrolls students into Years 10, 11 and 12.

DISTINCTIVE CURRICULUM OFFERINGS:

The trade focused curriculum at Tec-NQ is a contextualised learning program that delivers academic subjects in a trade context. When a student is enrolled in the construction program, they learn all of the critical aspects of Maths in the context of the construction industry.

For example, when they are learning about angles they may learn them in the context of building a shade structure and the relevance of angles in conducting this task.

The English program is contextualised around personal growth, career readiness and social integrity both in the workplace and in life.

Students also complete a number of Certificate II qualifications which are supported by a Learning Management System (LMS). The LMS allows students to progress at their own pace.

EXTRA-CURRICULAR ACTIVITIES:

Tec-NQ is a proud supporter of the local community and actively participates in community events such as Shave for a Cure and Career Expos. Tec-NQ also participates in the inter-schools NRL competition.

SOCIAL CLIMATE:

Pastoral care, mentoring and an active Trade Education Team work to maintain a productive workplace for all. We conduct educational programs for students that build resilience, self-awareness and understanding of others, as well as interactive programs that provide insight into the dangers of drugs and alcohol. Tec-NQ provides all student with mentoring throughout their enrolment, as well as training to prevent bullying and harassment. Further to this, one on one counselling is available to every student on request and / or referral.

PARENT, TEACHER AND STUDENT SATISFACTION

The tables below show responses from the 2024 Parent/Caregiver, Student and Staff Opinion Surveys.

2024 PARENT/CAREGIVER OPINION SURVEY

QUESTIONS	RESPONSES IN THE AGREE & STRONGLY AGREE CATEGORIES
Do you believe your student is getting a good education at Tec-NQ?	98%
Do you believe Tec-NQ is a good school?	100%
Do you believe your student likes being at Tec-NQ?	97%
Do you believe your student feels safe at Tec-NQ?	100%
Do you believe your student's learning needs are being met at Tec-NQ?	98%
Do you believe your child is making good progress at Tec-NQ?	100%
Do you believe teachers & facilitators at Tec-NQ expect your child to do his or her best?	97%
Do you believe teachers & facilitators at Tec-NQ provide your student with useful feedback about his or her school work?	97%
Do you believe teachers & facilitators at Tec-NQ motivate your student to learn?	97%
Do you believe teachers & facilitators at Tec-NQ treat students fairly?	98%
Do you believe your student can talk to their teachers & facilitators about their concerns?	98%
Do you believe teachers & facilitators at Tec-NQ work with students to support their learning?	98%
Do you believe Tec-NQ takes parents' opinions seriously?	89%
Do you believe student behaviour is well managed at Tec-NQ?	92%
Do you believe Tec-NQ looks for ways to improve?	100%
Do you believe Tec-NQ is well maintained?	99%

2024 GRADUATE STUDENT OPINION SURVEY

QUESTIONS	RESPONSES IN THE AGREE & STRONGLY AGREE CATEGORIES
Do you believe you are getting a good education at Tec-NQ?	91%
Do you like being at Tec-NQ?	90%
Do you feel safe at Tec-NQ?	89%
Do you believe your teachers & facilitators motivate you to learn?	95%
Do you believe your teachers & facilitators expect you to do your best?	97%
Do you believe your teachers & facilitators provide you with useful feedback about your school work?	94%
Do you believe your teachers & facilitators treat students fairly at Tec-NQ?	83%
Do you believe you can talk to your teachers & facilitators about your concerns?	89%
Do you believe Tec-NQ takes students' opinions seriously?	81%
Do you believe student behaviour is well managed at Tec-NQ?	75%
Do you believe Tec-NQ looks for ways to improve?	85%
Do you believe Tec-NQ is well maintained?	92%
Do you believe Tec-NQ gives you opportunities to do interesting things?	89%

2024 STAFF SURVEY

QUESTIONS	RESPONSES IN THE AGREE & STRONGLY AGREE CATEGORIES
Do you enjoy working at Tec-NQ?	96%
Do you feel that Tec-NQ is a safe place to work?	93%
Do you receive useful feedback about your work at Tec-NQ?	84%
Do you feel confident embedding Aboriginal and Torres Strait Islander perspectives across the learning areas?	91%
Do you believe students are encouraged to do their best at Tec-NQ?	87%
Do you believe students are treated fairly at Tec-NQ?	88%
Do you believe student behaviour is well managed at Tec-NQ?	61%
Do you believe staff are well supported at Tec-NQ?	89%
Do you believe Tec-NQ takes staff opinions seriously?	71%
Do you believe Tec-NQ looks for ways to improve?	96%
Do you believe Tec-NQ is well maintained?	100%
Do you believe Tec-NQ gives you opportunities to do interesting things?	84%



STRATEGIES FOR INVOLVING PARENTS IN THE SCHOOL

Parents and students are provided with written reports 4 times each year. Parent engagement is fostered through a range of strategies involving information nights (up to 8 per year).

Tec-NQ also shares important information through newsletter, email and text notifications. Parent/guardian to teacher contact is encouraged at all times.

SCHOOL-BASED CONTACT PERSON FOR FURTHER INFORMATION:

Ross Jorgensen
Principal
P +617 4779 2199
54 Discovery Drive, Douglas QLD, 4814
PO Box 105 JCU QLD 4811

SCHOOL INCOME BROKEN DOWN BY FUNDING SOURCE:

Please reference the My School website
<http://www.myschool.edu.au/>
for information on Tec-NQ finances.



STAFF INFORMATION

STAFFING COMPOSITION, INCLUDING INDIGENOUS STAFF:

Tec-NQ employs a total 87 staff members comprised of 47 teaching staff (11 academic, 37 trade - 16 of which deliver the school-based program), 38 administrative staff including staff working at the boarding facility and 5 managers. Five staff members identify themselves as indigenous.

QUALIFICATIONS OF ALL TEACHERS:

Tec-NQ details a list of all staff on their website however the highest qualifications of our teaching staff across the varying qualification levels are:

QUALIFICATION	PERCENTAGE OF CLASSROOM TEACHERS AND SCHOOL LEADERS WHO HOLD THESE QUALIFICATIONS
Doctorate or higher	0%
Masters	10%
Bachelor or Degree	30%
Diploma	7%
Certificate	53%

EXPENDITURE ON TEACHER PARTICIPATION IN PROFESSIONAL DEVELOPMENT:

The total funds expended on teacher professional development in 2024 were \$69,097.48, with an average expenditure of \$1,329 on professional development per teacher.

The participation of teaching staff in professional development activities during 2024 was 100%.

The major professional development initiatives were focussed on:

- Certificate IV in Training and Assessment completion for new staff
- First Aid and CPR Training
- Working at Heights Training
- Behaviour Management training for teaching staff
- IT Training (Pluralsight).

AVERAGE STAFF ATTENDANCE FOR THE SCHOOL, BASED ON UNPLANNED ABSENCES OF SICK AND EMERGENCY LEAVE OF UP TO 5 DAYS:

NUMBER OF STAFF	NUMBER OF SCHOOL DAYS	AVERAGE DAYS STAFF ABSENT PER EMPLOYEE	AVERAGE STAFF ATTENDANCE RATE (%)
24	188	7	96.3%

PROPORTION OF STAFF RETAINED FROM THE PREVIOUS YEAR:

NUMBER OF PERMANENT TEACHING STAFF AT END OF 2023	NUMBER OF THESE STAFF RETAINED IN 2023 (THE PROGRAM YEAR)	STAFF RETENTION %
23	21	91%

Note: These are the staff that are utilised for the delivery of learning programs to school-based students only. This is inclusive of registered teachers and qualified vocational trainers

KEY STUDENT OUTCOMES ACHIEVED

AVERAGE STUDENT ATTENDANCE RATE:

NUMBER OF STUDENTS	NUMBER OF SCHOOL DAYS	WHOLE SCHOOL AVERAGE STUDENT ATTENDANCE RATE %
349	204	92.4%

YEAR 10 AVERAGE STUDENT ATTENDANCE RATE %	YEAR 11 AVERAGE STUDENT ATTENDANCE RATE %	YEAR 12 AVERAGE STUDENT ATTENDANCE RATE %
92%	87%	99%

HOW NON-ATTENDANCE IS MANAGED

Attendance data is recorded in the internal student management system (MiTec) at the commencement of each day. This is a part of the Pre-Start Safety Meeting. Attendance data is then exported, collated and stored for potential emergency evacuation events. Where non-attendance (not approved) has been recorded, an automatic text message is sent to parents/guardians advising them to contact the college to confirm their absenteeism.

Parents are contacted by phone where consecutive not approved absenteeism exists. In addition, Trade Education Teams (TET) meet weekly to discuss progression of students in their learning programs. Where attendance rates affect progression, or fall below 85%, parents/guardians are contacted for an onsite meeting to discuss the requirements and value for attendance that meet workplace expectations.

APPARENT RETENTION

Apparent retention is a measure of the number of students in year 12 expressed as a percentage to the number of students who were in year 10, two years previously.

	YEAR 10 - 2021	YEAR 12 - 2023	RATE
Student Numbers	112	100	89%

YEAR 12 OUTCOMES

% OF YEAR 12 STUDENTS ACHIEVED QUEENSLAND CERTIFICATE OF EDUCATION (QCE)	% OF YEAR 12 STUDENTS SIGNED INTO APPRENTICESHIPS
100%	77%
% OF YEAR 12 STUDENTS WHO ACHIEVED ONE OR MORE VOCATIONAL QUALIFICATIONS	% OF YEAR 12 STUDENTS WHO ACHIEVED A VOCATIONAL QUALIFICATION AT CERTIFICATE II OR ABOVE
100%	100%

OTHER INFORMATION

TEC-NQ

In 2024, Tec-NQ continued to strengthen its role as a leading trade-focused education provider in North Queensland with the key distinction of being both an independent secondary school and a registered training organisation delivering apprenticeship programs.

A 40% increase in apprentices in training, growth in market share across key trades, and an expanding presence in Far North Queensland reflect the strength of our model and the value we deliver to students, employers, and the community.

Our integrated “one provider, one pathway” model, delivering both school and trade training in-house remains unique in the nation. From Year 10, students begin a pathway that can lead directly to a full trade qualification with consistent teaching, industry-aligned curriculum, and continuity of support.

Key highlights in 2024 included:

- Graduate success** 96.2% of Year 12 completers were engaged in work, training, or further study within six months, with 77.2% commencing apprenticeships and more than 40% continuing their training with Tec-NQ.

- Regional expansion** Strengthened operations in Cairns, with new carpentry delivery scheduled for 2025 alongside existing trade training.
- Industry partnerships** Active engagement with employers through work experience, School-Based Apprenticeships and Traineeships, and the multi-sector Gateway to Industry Schools Program (GISP) in Advanced Manufacturing, Building and Construction, Minerals and Energy, Health, and Renewable Energy.
- Workforce capability** Growth to 87 staff, with continued recruitment of tradespeople into education roles, supported through Certificate IV in Training and Assessment qualifications, ensuring strong links between industry knowledge and classroom delivery.

These achievements reinforce Tec-NQ’s position as a complete learning ecosystem—integrating school education, trade training, and industry experience to create employability and success for young people in North Queensland.

2024

IN THE NUMBERS



1222
STUDENTS
RTO & School



872
FULL-TIME
Apprentices

350
SCHOOL
Students



40%
APPRENTICE
12 Month Increase



5
GISP
School Partnerships

6
Senior School
TRADE
PATHWAYS



77%
APPRENTICE
2024 Yr12 Graduates

10%
further went into
FULL-TIME
EMPLOYMENT



119
COMPLETED
Apprentices in 2023

26%
Former Tec-NQ
SCHOOL



23%
MARKET SHARE
All trades average

39%
Market Share
PLUMBING

12
Registered
TEACHERS

13
Supervisors & Staff
BOARDING

26
Management & Support
PROFESSIONALS



87
STAFF
Members

33
Qualified
TRADESPEOPLE



60% **40%**
MALE FEMALE



\$1.3m
STRATEGIC
Investment



Cross market
SUSTAINABLE
GROWTH

DELIVERING QUALITY TRADE TRAINING



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