

# Skills4Work - Leading the Way

Strategic Plan 2021 -2025

“Leading the Way” is an ambitious articulation of Skills4Work’s commitment to ensuring we remain relevant and able to meet the education and employment needs of our students, their families, communities and the industries which we serve.

This strategic plan is a living, guiding document to the steps Skills4Work will take toward contributing to the social and economic development of our New Zealand. We are the “Peoples PTE” and one of our key drivers is to build and mobilise a truly diverse workforce which truly reflects who we are as a country. We acknowledge and are committed to honouring Te Tiriti o Waitangi and the unique relationship we have with Maori.

Skills4Work is committed to upholding the principles of Partnership, Protection and Participation which underpins the relationship between the organisation and all its stakeholders.

Through effective on ongoing partnership and co-design with our iwi, hapu and Pasifika whanau we will be able to enhance all our endeavours.

## Our Mission | Uaratanga

To provide innovative, customised and specialist training to meet the needs of New Zealand businesses, their current and future employees and the New Zealand economy.

## Our Vision | Kaupapa

To be the provider of choice, producing highly employable, “fit for purpose” graduates. We will achieve this through continuous improvement and delivering cutting edge programmes.

## Strategic Objectives | *Rautaki*



### 1 Relevant provision

A flexible and diverse programme portfolio that is responsive and relative to the needs of diverse learners, industry and community of learning.

- Ensure demand-led programme development
- Consultation with Maori, iwi, hapu, Pasifika community, schools and industry
- Ensure relevance of programme portfolio by introduction of an Industry Advisory Group

### 2 Be employer & learner centric

Employers, learners and their whānau are at the centre of every undertaking.

- Grow an organisational culture that has the learner/employer at the centre of every decision and action
- Provide a safe, welcoming and inclusive learning environment
- Teaching and learning practices are responsive to learner needs
- Encourage and celebrate diversity at every opportunity
- Grow learner aspirations by setting high and achievable expectations
- Ensure employers, learners and their whanau have a voice

### 3 Diversify funding

A long term financially stable training provider with access to a range of funding mechanisms enabling access to free study and reducing non-fee costs and financial dependence on family and whānau.

- Ensure an MoP that is relevant to all stakeholder needs and in line with the Unified Funding System
- Increase funding scope to include TTAF, SAC, YG, Trades Academy, STAR, Gateway, MPTT and B2B funding
- Access alternative funding from agencies such as TPK, MSD, MPP, MoE etc

### 4 Equitable education

Access to quality education opportunities and outcomes are accessible to all learners especially Maori, Pasifika and disabled learners

- Reduce barriers to learning
- Ensure organisational policies and procedures support all learners
- Ensure all learners have the opportunity to develop their L&N capabilities
- Ensure all learners have ongoing opportunities to develop essential workplace skills
- Advocate and ensure stronger access and participation in education for Maori, Pasifika and disabled learners
- Ensure responsive practice in giving effect to Te Tiriti o Waitangi

### 5 Employer of choice

Providing quality teaching and leadership make the difference for learners and their whānau.

- Create a shared vision and approach across all teams
- Communicate clear objectives, expectations, systems and processes
- Develop a high-performance culture through Personal & Professional Development
- Develop a formal Reward and Recognition programme
- Continuous self-assessment
- Attract and retain industry expert
- Encourage leaders to become users of Te Reo Māori
- Provide PD for trainers to grow their skills in Te Reo Māori and tikanga Māori capability

### 6 Outreach & engagement

Partnerships where knowledge is shared, and innovation is fostered benefits our community of learning.

- Ensure targeting, mutually beneficial stakeholder outreach and engagement
- Engage schools in Secondary to Tertiary partnerships
- Partner with Maori, iwi, hapu, Pasifika community, industry, schools, churches to gather their advice
- Engage and collaborate with RSLG, WDC, Te Pukenga, TPK, MPP, TEC, NZQA, MSD and relevant agencies