

## Skills Update Training and Education Group

### Strategic Goals for Supporting the Wellbeing and Safety of our Learners

#### Vision Statement:

To provide help and hope and reverse the poverty cycle in Aotearoa.

#### Mission Statement:

Creating opportunities through education.

#### Values:

- Honesty
- Accountability
- Respect
- Empathy
- Fairness
- Inclusiveness
- Positive teamwork

Underpinning Values	Strategic Goals	Plans to achieve our strategic goals
Fairness Inclusiveness Accountability Positive teamwork Honesty	Provide education that supports a meaningful career.	Enrolment of learners who would otherwise be disadvantaged from accessing education  Meet TEC commitments.  Promote student voice through Increased participation rates in student surveys.  Appointment of student representatives to share feedback on social, cultural and academic aspects.
Empathy Respect Inclusiveness Positive teamwork Honesty Fairness	Targeted pastoral care support	Invest in a team of pastoral care specialists at our campuses to identify and meet the needs of our learners, particularly at-risk learners.  Utilise a referral form for support needs.  Further develop our pastoral care policies.  Provide wrap around services, utilising our social services contacts/contracts.

Underpinning Values	Strategic Goals	Plans to achieve our strategic goals
Empathy Fairness Inclusiveness Accountability	Capability Enhancement for staff	<p>All staff to undertake culture awareness training e.g., Asian, Māori and Pasifika, and front-line staff to do Privacy Act training.</p> <p>Schedule wellness workshops on campus.</p> <p>Formal induction of tutors.</p> <p>Tutor professional development in assessor training and adult education.</p> <p>Leadership development.</p> <p>Invest in literacy and numeracy specialists to monitor and improve our literacy and numeracy outcomes.</p>
Fairness Inclusiveness Accountability Positive teamwork	Reduce the parity gap for Māori and Pasifika learners	<p>Embark on a 3-year project with the Māori and Pasifika staff, stakeholders and learner focus groups with a view to achieving parity of course outcomes by 2026.</p> <p>By end of 2024 parity gap &lt; 10%</p> <p>By end of 2025 parity gap &lt; 6%</p> <p>By end of 2026 parity gap &lt; 3%</p>
Inclusiveness Accountability Honesty	Improving our student progression rate	<p>New programmes to enable natural progression.</p> <p>Early identification of at-risk learners and providing them with targeted support.</p> <p>Career guidance and support.</p> <p>Monitor and review student retention and student engagement.</p>

Supported by the following policy documents:

- Access and Equity Policy
- Complaints Resolution Policy
- Health and Safety Policy
- Professional Development Policy