



# Tree House Strategic Goals and Plans 2022 – 2024

Connecting people with industry  
Ahu Tangata, Ahu Mahi

<b>Our Vision</b>	To be industry recognised as the preferred private training establishment of foundation skills training in the industries we service.						
<b>Our Mission</b>	Our mission is to educate, inspire and lead by example with the objective of assisting people toward gaining skills and sustainable employment in their preferred industries in Aotearoa, New Zealand.						
<b>Our Values</b>	Integrity and fairness	Leadership	Excellence in customer service	Team work	Investing in people	Adding value and innovation	Responsiveness
<b>Strategic Goals</b>	Providing safe, diverse and inclusive learning environment with exceptional staff and an approach that is appropriate, individualised and delivered in a manner sensitive to each learner’s needs.		Helping all learners to gain employment or prepare them for further education opportunities.		Supporting learners to achieve long term social wellbeing and economic development that respects the value of Tree House.		
Learner Focus	<p>To continue the review of management system so it is learner-focused and relevant including:</p> <ul style="list-style-type: none"> <li>▪ Tree House ‘Te Tiriti o Waitangi’ Strategic Purpose Statement and Determination</li> <li>▪ Te Reo Tikanga Māori development for staff and learners</li> <li>▪ Work actively under the auspices of government’s ‘The Pacific Strategy and Action Plan’.</li> </ul> <p>To extend Health, Safety and Wellbeing including:</p> <ul style="list-style-type: none"> <li>▪ Incorporate learner’s voice – to be included in staff meetings</li> <li>▪ Encourage student to “speak up” – include in the induction package and during programme</li> <li>▪ Feedback collection and analysis</li> <li>▪ Continue the rollout of the 2022/2023 strategic objectives.</li> </ul>		<p>To take all practicable steps to achieve best outcomes by providing best pre-employment preparation essentials by way of effective:</p> <ul style="list-style-type: none"> <li>▪ Learners’ needs and skills assessment</li> <li>▪ Career planning</li> <li>▪ Employment skills training</li> <li>▪ NZQA qualification / unit standards achievements.</li> </ul> <p>To maintain the programme outcomes by:</p> <ul style="list-style-type: none"> <li>▪ Creating an environment that builds self-esteem, self-determination, career plans and work ethic</li> <li>▪ Connecting with our wide range of employer networks to place learners into work</li> <li>▪ Engaging with community and social services to support learners overcome barriers to employment / further education.</li> </ul>		<p>To provide post-placement support to all learners in-work to ensure they retain and progress in their employment, by respecting:</p> <ul style="list-style-type: none"> <li>▪ Integrity and fairness – we speak and act honestly and transparently, treating staff, learners and others respectfully and justly</li> <li>▪ Leadership – we aim to be future-oriented in foundation skills training</li> <li>▪ Excellence in customer service – our customers getting results when we do the right things at the right time.</li> </ul>		

<p>Staff Focus</p>	<p>To improve cultural competence and responsiveness through staff professional development including:</p> <ul style="list-style-type: none"> <li>▪ Encourage / enrol staff to learn basic Te Reo Maori</li> <li>▪ Further develop awareness of culturally responsive pedagogies.</li> </ul> <p>To improve focus on Health, Safety and Wellbeing of staff including:</p> <ul style="list-style-type: none"> <li>▪ Regular review of HR policies and procedures</li> <li>▪ Staff personal safety and conflict management training</li> <li>▪ Following 'Management by Objectives' paradigm.</li> </ul> <p>To manage the impact of COVID-19 throughout 2022 to ensure a quality training and learning experience for our learners.</p>	<p>To encourage collaboration between regions/programmes in the form of National Development Task Activities including:</p> <ul style="list-style-type: none"> <li>▪ Ensure staff are aware of the changes to the programmes and industry legislations</li> <li>▪ Further strategy development to improve a safe environment for staff and students alike including for safeguard against threats of violence and mental health issues</li> <li>▪ Incorporate staff voice into strategic planning process.</li> </ul> <p>Place importance on engagement with industry associations, employers and other educational institutions to learn about local labour market, legislative and technical advances.</p>	<p>To continue systematically programmed in-work career support to assist learners stay in work:</p> <ul style="list-style-type: none"> <li>▪ Team work – we work collaboratively with learners and others to achieve comparable goals</li> <li>▪ Investing in people – ensure we have appropriately qualified and matched staff to deliver our key strategic goals.</li> </ul>
<p>Industry/Community Focus</p>	<p>To continue the development of Health, Safety and Wellbeing with a focus on security including:</p> <ul style="list-style-type: none"> <li>▪ Continue to develop a Risk management system including implement effective participation in Health and Safety strategies.</li> </ul> <p>To engage our external stakeholders through an expanded use of purposeful communication, marketing and excellent customer service.</p>	<p>To continue the development of being the most sought after and preferred private training establishment by the industries we service:</p> <ul style="list-style-type: none"> <li>▪ Engage with and employ our learners</li> <li>▪ Improve the lives of our learners toward self-actualisation</li> <li>▪ Further enhance the use of external feedback in deepening organisational growth cycles.</li> </ul>	<p>To continue the development of reducing the number of working-age people who need to rely on a benefit – and so improve their economic independence and social wellbeing, by:</p> <ul style="list-style-type: none"> <li>▪ Adding value and innovation – encouraging diversity and originality, using creative ideas that may work</li> <li>▪ Responsiveness – we react quickly and positively well to challenges by creating solutions.</li> </ul>