

# Ara Strategic Plan 2017 - 2019

## Our Vision

Successful students; Value for employers; Effective staff

## Our Values

Trust / Kia Pono

Connect / Kia Tūhono

Inspire / Kia Hihiri

## Outcomes

Personalised, flexible student journey to achievement

Responsive and agile portfolio and delivery

High performing organisation

## Measures of Success by 2018

- 90+% course completion rate
- Parity of achievement for Māori and Pasifika learners
- Ara Advantage embedded in delivery
- 90+% learners go on to employment or further study
- 90+% learner satisfaction
- Positive perception of value of Ara offerings, learners and stakeholders seeing a positive return on investment on the cost of training

- 90+% satisfaction of employers of graduates
- Employment Outcomes of Tertiary Study (EOTS) at above the national average
- TEL in all face-to-face delivery, blended delivery for all vocational and applied professional programmes with 20% online, 50 fully online courses
- Renewal of portfolio including Specialist centres established
- Expansion of access to offerings across the Canterbury region

- 100% of tenured academic staff above 0.4 FTE on with tertiary teaching qualification
- 100% of tenured staff above 0.6 FTE on active professional development plan
- Category 1 EER status
- Better Business Case targets for EFTS, diversified income and surpluses achieved
- Staff profile that supports sustainability and succession

## Innovations

### Innovation 1: Embedding the Ara Advantage

#### The Ara Advantage is:

- Student advisement
- Pathways facilitation
- Monitoring and intervention
- Links to employers through work based and work integrated learning
- Work readiness skills
- Inspirational teaching and learning

### Innovation 3: Renewing the Portfolio

#### Portfolio and programme planning that reflects:

- Industry and labour market needs
- Foundation and preparatory programmes that pathway to vocational and applied professional qualifications
- Specialist centres in Primary Industries, Health, Trades, Broadcasting, Sustainability, and Outdoor Education
- Research, knowledge transfer and innovation
- Responsiveness to Māori

### Innovation 5: Developing the Organisation

#### Organisational development that identifies and provides:

- The skills and attributes necessary for staff to be able to effectively contribute to the vision of the organisation
- The systems and processes required for efficient and effective operation
- Infrastructure aligned to delivery requirements

#### Lifting engagement and communications

### Innovation 2: Aligning to the Ara Market Segments

#### The Ara market segments are:

- Ara Youth Pathways
- Ara Connect
- Ara Vocational and Applied Professional
- Ara Online
- Ara at Work
- Ara International

### Innovation 4: Enhancing Learning Design

#### Learning design that:

- Supports innovative, engaging, flexible and blended delivery
- Embeds technology in delivery
- Embeds Māori knowledge and pedagogy in delivery.

### Innovation 6: Lifting Planning and Performance Management

Planning and performance management to ensure a high value, continuously enhanced, focussed and high reward culture.

A focus on individual learner achievement and systems that support learner progress

The Student Voice, Graduate Voice and Industry Voice as key inputs into portfolio and delivery

Enabling delegation and accountability