



HumanAbility

3 Year Strategic Plan

As at October 2023



**Jobs and
Skills
Councils**

An Australian Government Initiative

HumanAbility is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.

HumanAbility

About us

We are a Jobs and Skills Council (JSC) funded by the Australian Government Department of Employment and Workplace Relations. HumanAbility plays a pivotal role supporting five sectors:

- Aged and Disability Services
- Children's Education and Care
- Health
- Human Services
- Sport and Recreation

During our startup phase, our strategic plan serves as a practical guide, aligning our resources with our vision and objectives. The strategic roadmap supports us to make informed decisions, allocate resources efficiently, and monitor and report on our progress. The inaugural HumanAbility Strategic Plan sets the stage for sustainable growth and meaningful impact in these diverse sectors.

Overview

JSC's are a national network of sector owned and sector-led organisations, working collaboratively to provide strategic leadership in addressing skills and workforce challenges and opportunities, delivering effective outcomes across the VET sector.

A three-year Strategic Plan is a key requirement of the Stage 2 Grant Agreement pertaining to Jobs and Skills Councils – Strengthening Australia's National Vocational Education and Training System Program.

The strategic plan guides HumanAbility to effectively deliver the JSC Program.

HumanAbility's Initial Strategic Plan is a preliminary plan and will be further refined and developed as the organisation matures.





Our Purpose

To lead and advocate for the development of skilled and sustainable workforces that meet community needs.



Our Vision

Our sectors thrive. They attract and retain people who are prepared, recognised and valued for their expertise.



Our Values

Inclusive

- We hear and respect first nations voices
- We value diversity and work inclusively
- We take a partnership and collaborative approach
- We work and act with integrity

Innovative

- We are guided and seek out evidence
- We are brave and allow calculated risks
- We continue to seek out solutions to achieve the desired outcomes

Accountable

- We communicate openly and often
- We strive to meet our commitments
- We are transparent
- We manage risk
- We take a value for money approach

Our strategic goals



Our 2023–2026 plan

1

Sector stewardship and partnerships are central to the way we work



- 1.1** Develop and produce flagship research and insights that influences policy and decision making for government and the sectors we support
- 1.2** Achieve widespread and representative stakeholder consultation (1000 stakeholders across 3 years.)
- 1.3** Implement and refine stakeholder management strategies
- 1.4** Review and refine membership categories to ensure sector stewardship of the organisation
- 1.5** Develop and implement Advocacy plan (to identify issues, ambitions, and audiences)
- 1.6** Establish partnerships and processes to learn from and collaborate with others. (including JSC's and JSA.)

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Shape and deliver contemporary workforce planning and development



- 2.1** Build high quality research and development capacity
- 2.2** Build a base for critical feedback and input from across the world, which broadens and challenges our thinking and actions
- 2.3** Use the knowledge and experience of our sectors to produce an annual flagship workforce report that will grow in breadth and depth over the 3-year cycle and will contribute to strengthen the broader workforce eco-system
- 2.4** Identify priority issues for action either through training product development, project activity or other initiatives/activities
- 2.5** Implement action/projects that develop the capability and capacity of the workforce to meet emergent needs of the sectors in our sphere of influence.

3

Develop and maintain products and services that are embraced by sector and partners



- 3.1** Identify training products requiring review and change
- 3.2** Remove training product content that is not used/obsolete
- 3.3** Undertake reviews that are timely, efficient, and high quality to develop training products that are embraced by sector, education providers and regulators
- 3.4** Contribute to the form and shape of future training content
- 3.5** Engage in projects that invite innovation in the training product space.

Our 2023–2026 plan

4

Successful implementation, promotion, and monitoring of training products and projects



- 4.1** Gather and share evidence that improves attraction to sectors and develop links with National Careers Institute and relevant State and Territory bodies to promote careers in the sectors
- 4.2** Ensure education providers, students and education regulators are actively engaged in the review and design of new materials to maximise their successful implementation and take up
- 4.3** Identify and create options and opportunities for career pathways and progression within and across the sector (including greater integration between the VET and higher education systems)
- 4.4** Identify non-training/education barriers to career progression and where outside our scope, refer them to other organisations as appropriate.

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Set the organisation up for success and impact



- 5.1** Establish Board and Governance arrangements to ensure the organisation functions
- 5.2** Establish and build our organisation culture, capacity, capability, and infrastructure (including quality cycle)
- 5.3** Build organisation profile, brand, reputation, and awareness
- 5.4** Ensure mechanisms are in place for robust contract management and compliance obligations
- 5.5** Establish monitoring and evaluation mechanism(s) to gauge our impact and success
- 5.6** Ensure security, probity and value for money of our core systems and processes.

