



SOLOMON GROUP STRATEGIC PLAN 2020 - 2024

Objectives

- Acheive our KPIs
- We have effective quality management systems
- Make a profit

- Improve performance through more accurate, insightful data management & systems
- Maintain our category one status through effective quality management systems
- We will utilise our funding
- Maintain good stewardship around spending

Objectives

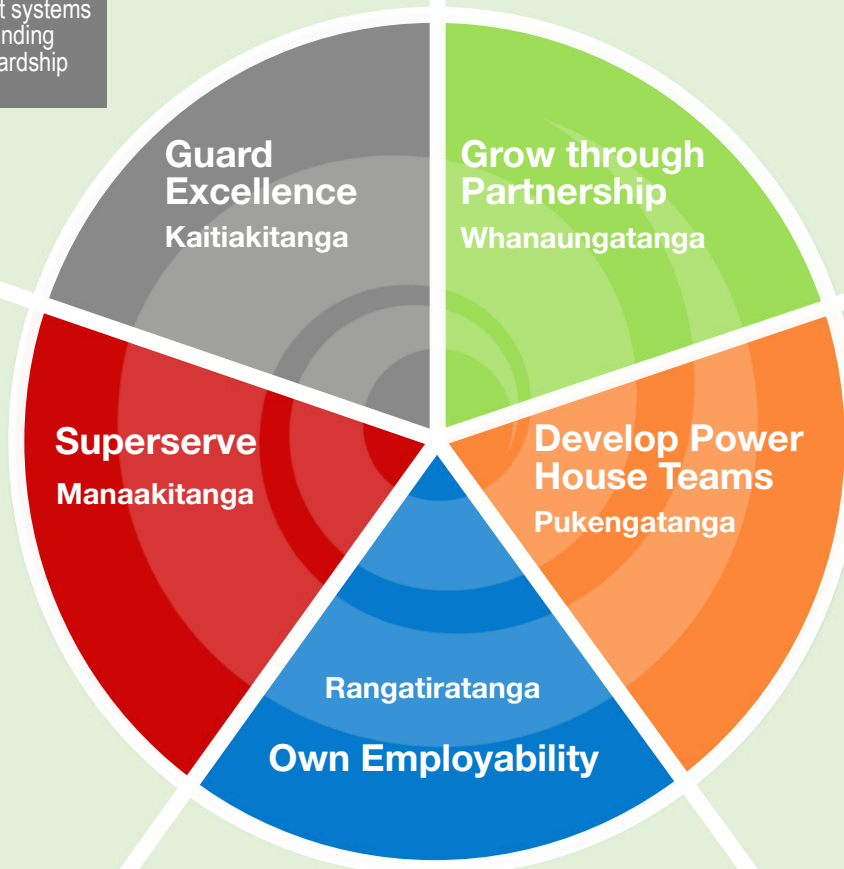
- Partner to deliver great outcomes

- Work with employers to develop pathways of learning, through pre & post- employment including 'Learn & Earn' models
- Provide flexible learning opportunities (online, night classes etc) to assist our communities to access training and to move closer to employment
- Develop employer led initiatives that deliver jobs which meet the needs of the labour market

Objectives

- All peoples are respected and valued
- Improve access and retention rates across services to raise outcomes
- Promote wellbeing

- Celebrate success
- Practice whanaungatanga as a best practice pedagogy
- Provide a range of delivery options, including online, face to face and blended learning
- Monitor progress and provide pastoral support which encourages retention and achievement
- Embed emotional intelligence into all our programmes and services
- Provide staff training to deliver emotional intelligence
- Use the whare tapa wha framework to support participants and staff to understand and measure their wellbeing



Objectives

- We have high performing, responsive staff who provide excellent services to our students, clients, employers, and the community.
- We grow great leaders

- Increase our use of Te Reo
- Increase the ability of our staff to deliver online learning
- Strengthen external partnerships to support learner literacy, pastoral care and vocational success
- Develop staff through the delivery of an emerging leaders programme

Objectives

- Deliver positive sustainable employment outcomes to our participants

- Provide a dedicated employment brokerage to assist all participants into work and to stay in work
- Gather information from sector to ensure that our programmes are relevant to the needs of stakeholders
- Provide training in soft skills to prepare our participants for work