

STRATEGIC PLAN

2023-2025

BACKGROUND:

Our organisation was established in 2002 as one of 31 Victorian Local Learning and Employment Networks (VicLLENs). Each LLEN is an incorporated association governed by a volunteer board. LLENs are committed to working with their local communities and across Victoria to improve the education, training and employment outcomes of all young people.

PROCESS:

This strategic plan was developed in a consultation process between Central Grampians LLEN staff, the Board of Management, stakeholders and partners to clearly define the goals and objectives for the three-year period for 2023 - 2025.

MISSION:

Facilitating and supporting local partnerships that create opportunities for young people to actively participate in education, training, employment and connect with their community.

VALUES:

1

Collaborate

Strong partnerships are central to who we are and what we do. We build networks with schools, industry partners and the wider community to improve outcomes for local young people.

2

Innovate

As an organisation we are creative and resourceful. We are willing to explore unique solutions to ensure we can adapt to the changing needs of young people in our community.

3

Empower

We believe in the limitless potential of young people. We are committed to providing opportunities that encourage aspiration and have positive long-term impacts on their lives.


MISSION CRITICAL PRIORITIES:

Focused collaboration

Strong partnerships

Business sustainability & adaptability

Inclusion & diversity



FOCUSED COLLABORATION

AIMS

Extend our engagement with the local community and key stakeholders.

IMPACTS

- By increasing our connections, we can better understand the needs of the community, increase our visibility and create opportunities for collaboration.
- Amplifying the voices of local young people to inform the delivery of our programs.

MEASURES

- Developing an annual consultation survey as a mechanism for capturing the needs and voices of local young people and our community *(by November 2023)*.
- Establishing a Mentor Community of Practice to provide a structure to support our volunteers and help drive the continuous improvement of our mentor programs *(by January 2024)*.
- Working with local employers to identify opportunities to connect with young people, their families, and schools *(ongoing)*.
- Developing a communications plan aligned to the Strategic Plan which communicates the unique value and purpose of the LLEN in the Central Grampians region, to all partners, funding bodies and the wider community *(by December 2023)*.

STRONG PARTNERSHIPS

AIMS

Establish and strengthen meaningful partnerships with individuals and organisations that share our mission and values.

IMPACTS

- Developing and maintaining partnerships to extend the impact of our work and achieve shared goals.
- Establishing meaningful partnerships that result in benefits to young people in our community and support the growth of our programs.
- Effectively engaging with government, industry and other organisations to strongly position CGLLEN for funding and partnership opportunities.

MEASURES

- A 20% increase in membership numbers against agreed criteria *(by December 2025)*.
- Enrolling two new MATES Community Champions organisations per annum *(ongoing)*.
- Increasing the number of industry partners to match agreed targets each year, positioning CGLLEN as the key contact for local industry to engage with students *(ongoing)*.
- Improving School to Work engagement opportunities for students in four major local industries identified as experiencing skills shortages, with the aim of improving exposure and pathways into these industries *(ongoing)*.

SUSTAINABILITY & ADAPTABILITY

AIMS

Build an organisation that is resilient and sustainable, even in the face of shifting economic, social, and regulatory conditions.

IMPACTS

- Building our financial capacity and capability to meet future demand.
- Delivering new and existing programs which are adaptive, responsive, and meet community needs.
- Practicing excellence in governance and leadership.

MEASURES

- Achieving DGR status *(by August 2023)*.
- Actively seeking alternative revenue sources and funding models to support future program development and delivery *(ongoing)*.
- Reviewing and validating our board governance structure *(by July 2024)*.
- Developing and implementing a matrix for assessing new opportunities or requests *(by July 2024)*.
- Developing and implementing a strategy to identify funding requirements, opportunities, and resources *(by December 2024)*.



INCLUSION & DIVERSITY

AIMS

Embed our commitment to fostering a culture of inclusion and diversity into our organisational policies and practices.

IMPACTS

- Providing ongoing education opportunities for staff and volunteers to increase knowledge and foster inclusion.
- Demonstrating our commitment to equity, diversity, and inclusion through our organisational culture and program delivery.
- Upholding an inclusive work environment that is accessible, equitable and free from bias and harassment.

MEASURES

- Undertaking an audit of current board and operational policies and practices *(by July 2024)*.
- Ensuring diversity, equity and inclusion are evident in our recruitment and HR processes and practices *(ongoing)*.
- Embedding diversity and inclusion training in our induction program and providing a regular refresher for all staff and volunteers *(by July 2024)*.