

# Strategic Plan

**2014-2017**



## Our Vision

A leading independent provider, which delivers high quality training.

## Our Mission

To deliver accessible high quality courses and training to individuals from all communities to enable them to learn new skills and move forward with employment.

## Our Core Values

Your **FIRST** choice for achieving success through quality learning

**F**air: Fair access to all.

**I**nclusive: Inclusive learning.

**R**espect: Respect for all

**S**uccess: Celebrating success

**T**arget: Achieving & Exceeding targets

## Our Strategic Aims

1) Deliver high-quality teaching, learning and assessment across all centres.

2) Provide relevant, accessible, supportive opportunities for all students

3) Develop and grow a sustainable, viable, innovative and responsive Company

4) Attract, develop and maintain a highly skilled, innovative flexible workforce

5) Respect, promote and celebrate diversity

6) To provide high-quality, fit-for-purpose, accommodation and resources

## Our Strategic Aims and Objectives

### Strategic Aim 1

#### Deliver high-quality teaching, learning and assessment across all centres.

##### Objective 1.1

Support the delivery of high-quality, innovative and inspiring teaching and learning which is celebrated and promoted.

##### Objective 1.2

Continually improve student performance to ensure high-quality outcomes.

##### Objective 1.3

Raise the aspirations and ambitions of all our students.

##### Objective 1.4

Provide fair and transparent procedures for recognising, assessing, recording and accrediting all learning.

##### Objective 1.5

Increase the vocational relevance of our teaching, learning and assessment to better meet the needs of employers.

##### Objective 1.6

Embed the use of technology to promote innovative learning.

### Strategic Aim 2

#### Provide relevant, accessible, supportive opportunities for all students

##### Objective 2.1

Provide a curriculum offer which is responsive to local and regional priorities and needs

##### Objective 2.2

Develop citizenship, enterprise and a sense of community for all our students

##### Objective 2.3

Raise the basic skills levels of all our students

##### Objective 2.4

Provide bespoke, effective and timely support for all our students

##### Objective 2.5

Ensure all students have the opportunity to develop the skills that will allow them to progress to the appropriate next step

##### Objective 2.6

To provide accessible, supportive and effective opportunities to increase and widen participation in lifelong learning by all parts of our communities

### Strategic Aim 3

#### Develop and grow a sustainable, viable, innovative and responsive Company

##### Objective 3.1

Maintain financial stability of the Company to enable reinvestment

##### Objective 3.2

Expand and improve our capacity to respond to employer demand

##### Objective 3.3

Maintain and develop partnership arrangements to diversify, grow and enhance our curriculum offer

##### Objective 3.4

Respond to the learning and skills market as a flexible, vibrant, dynamic organisation

## Strategic Aim 4

### Attract, develop and maintain a highly skilled, innovative flexible workforce

#### Objective 4.1

Provide a supportive environment in which all staff can flourish and take pride.

#### Objective 4.2

Make use of new technologies to establish integrated systems which reduce workload.

#### Objective 4.3

Improve the professional practice of our staff through structured professional development.

## Strategic Aim 5

### Respect, promote and celebrate diversity

#### Objective 5.1

Actively challenge discrimination to foster a culture of social cohesion.

#### Objective 5.2

Foster relationships between individuals who share protected characteristics and those who do not.

#### Objective 5.3

Promote equality and diversity in our teaching and learning and foster tolerance and understanding through a range of MTC activities.

## Strategic Aim 6

### To provide high-quality, fit-for-purpose, accommodation and resources

#### Objective 6.1

Provide high-quality resources and equipment to support learning

#### Objective 6.2

Continue to develop MTC IT infrastructure to meet the emerging and demanding needs of new technologies

#### Objective 3.3

Continually review MTC services to produce ongoing efficiency savings while improving standards

#### Objective 3.4

Ensure a safe and secure environment for all