



comcol
NEW ZEALAND

STRATEGIC PLAN
2024 - 2027

STRATEGIC PLAN

2024 - 2027

CONTENTS

Strategic Goals	1
Vision, Mission and Values	1
History - acknowledging our past	2
Charitable Objectives	2
2024 - 2027 Strategic Goals and Purpose	3

STRATEGIC GOALS

The Comcol NZ Strategic Plan 2024 - 2027 has set goals which aim to improve the lives of the people we will work alongside. Many of our taiohi have low achievements in terms of qualifications, literacy and personal experiences. Our kaupapa, our foundation for action, is finding solutions to remove barriers that will allow rangatahi youth to find independence through education and employment. Positive caring relationships are our strength and celebrating success and achievement is integral to our approach to ensure successful outcomes.

GOAL ONE: Provide a superior service to our taiohi

GOAL TWO: Operate as a culturally appropriate organisation

GOAL THREE: Act with sustainable management of our resources

GOAL FOUR: Enhance the future viability of Comcol NZ.

Our Vision

Creating better lives for our community.

Our Mission

To provide an environment that creates opportunities for success in education, employment, wellbeing and sustainability.

This whakatauki represents our mission: *Poipoia te kakano kia puawai*. Nurture the seed and it will blossom.

Our Values

Respect / Manaakitanga Integrity / Ngakau Tapatahi Responsibility / Kaitiakitanga

History - acknowledging the past

Our organisation was established in 1983 as the Rangiora Enterprise Trust, in North Canterbury, as a response to the growing needs of unemployed young adults in this area. Training commenced with horticulture, beekeeping and hospitality programmes under the Access government funded training scheme from 1986.

During the period of years from 1987 to 1993 there was a significant expansion to a total of nine academies being opened throughout New Zealand. The Academy Group was formed in 1991 to provide administrative, financial and support services to the sites as well as NZQA registration and accreditation.

Subsequently the Academy Group NZ was divided into two separate organisations and in 2002 Community Colleges New Zealand Ltd came into being in recognition of their strong allegiance to the communities that they serve. Since that time until 2021, there were six Community Colleges: Nelson, Marlborough (based in Blenheim), North Canterbury (based in Rangiora), South Canterbury (based in Timaru), Dunedin, and Southland (based in Invercargill). The government funded Youth Service (MSD) and Youth Guarantee (TEC) programmes were delivered across these regions.

In 2021, we suspended the delivery of the Youth Guarantee programmes, and continued with the delivery of Youth Service in North Canterbury, Christchurch, South Canterbury, Otago, Central Lakes and Southland.

During 2022 and 2023, programme initiatives were developed (at varying levels of introduction) in North Canterbury; GROW, Living Laboratory, IHC and Lighthouse, and Equine Career Link and Equine Connect. In July 2023 GROW was awarded a two year MSD contract.

Charitable Objectives

To provide **leadership** in tertiary education and related community areas or activities.

To provide a **learning environment** that is student focused, values based, offering students positive motivation for success in terms of learning, employment and citizenship.

To promote **healthy lifestyles** for students, staff and the wider community through the maintenance of an appropriate College environment and its training programmes.

To provide **positive advocacy** for our student group within their communities, local industries and with other stakeholders.

To provide **greater participation** in tertiary education for those who have underachieved in the secondary school system, are unemployed, are returning to the workforce, have no or low qualifications, with disabilities or have barriers to learning.

To contribute to the reduction or elimination of individual **dependency cycles** through the provision of appropriate and effective tertiary education and training.

To provide **learning opportunities** to meet local community and industry needs that reflect the special character, philosophies and values set out in the Company Charter.

To act collaboratively with **stakeholders** in a responsible, ethical and in a transparent manner, in accordance with the principles and procedures embodied in the Company Charter and Quality Management System.

Comcol NZ Strategic Goals and Purpose 2024 – 2027

GOAL ONE: Provide a superior service to our taiohi

Purpose: Form meaningful relationships with taiohi and help them along their life path.

1. Embed the 5 ways to Wellbeing into Youth Service plans and implement across Youth Service.
2. Use Te Nga Whare Tapa Whā to help identify and meet taiohi needs.
3. Establish consistent practice across all sites with a mindset of continuous improvement.

GOAL TWO: Operate as a culturally appropriate organisation

Purpose: Be recognised as a culturally knowledgeable and responsive organisation.

1. Provide training for staff in Te Tiriti o Waitangi.
2. Adjust Comcol NZ presentations to reflect the cultures of people that use our service.
3. Nurture relationships with Māori / Pasifika communities.

GOAL THREE: Act with sustainable management of our resources

Purpose: Be aware of our impact and be responsive to environmental sustainability.

1. Measure carbon footprint and maintain Toitū carbonreduce accreditation.
2. Explore practices in everyday activity to reduce carbon emissions
3. Explore larger and collaborative initiatives (such as North Canterbury's Living Laboratory).

GOAL FOUR: Enhance the future viability of Comcol NZ.

Purpose: Identify opportunities for new initiatives and secure Youth Service contract

1. Explore programme delivery and funding options that fit with Comcol's charitable objectives.
2. Prepare, plan and secure Youth Service contract.