



Strategic Plan

2022 - 25 **Vibrant Futures**

Strategic Priorities 2022-2025

Vision

Vibrant Futures

Values

- Respect
- Integrity
- Innovation
- Courage
- Collaboration

Goal

For IntoWork to be the leading national provider of Employment, Skills and Education, and Support services to enable educational, economic and social participation.

Strategic Pillars

- Social Impact
- One Connected Team
- Innovation & Advocacy
- Effective, Efficient & Adaptable
- Sustainable

Comprehensive Australia wide presence delivering workforce solutions for businesses, and pathways to careers and independence for individuals.

- Deliver integrated workforce solutions, support and advice for business through a Group-wide collaborative approach.
- Deliver a locally relevant range of employment, skills, education and support initiatives.
- Deliver a national careers approach with online and face to face support, linkages and guidance.
- Develop and deliver tailored and effective candidate acquisition strategies, that are aimed at attracting and retaining a diverse range of participants/people/candidates.
- Deliver a secondary schools scholarship and education initiative, focused on key values required for success in a contemporary workforce.

High quality workforce participation programs delivered with transition support initiatives, supporting businesses to thrive and people to live with dignity and hope.

- Deliver innovative transition employment and training initiatives including for migrants, women escaping domestic violence, Indigenous people, disengaged and vulnerable young people, and people experiencing homelessness.
- Expand the range of pre-employment support initiatives as pathways to other provided workforce participation programs.
- Develop sustainable micro businesses as social enterprises which engage participants in training and employment pathways.
- Expand services nationally for people living with a disability, especially in core community supports.
- Develop and deliver complementary locally relevant support initiatives supporting people to live with dignity and hope.
- Measure social impact effectiveness across all services.

Collaborate nationally and internationally to create positive social impact, while minimising our environmental footprint.

- Optimise business opportunities through internal Group-wide collaboration.
- Support staff in their professional development and transitions across the Group.
- Maximise client/participant outcomes through collaboration and advocacy with external providers, government and other stakeholders.
- Extend engagement with students and workers from overseas through Trade Recognition Australia (TRA) and Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) expansion.
- Explore insights and opportunities through overseas engagement which drive sustainable social impact.
- Implement environmental sustainability measures across the Group to support our goal of carbon neutrality by 2025.