

At English Language Partners New Zealand our **Vision** is that

Former refugees and migrants participate successfully
in all aspects of life in Aotearoa New Zealand.

Our **Strategic Goals** help us achieve this vision

1. Learners have the English skills needed for their effective language settlement.
2. Former refugees and migrants successfully integrate into New Zealand workplaces.
3. Barriers to effective settlement are reduced.
4. Our workforce (paid and volunteer) has the capacity and capability to work effectively.

and our **Values** are how we do it

Our **Purpose** is the work we do

To deliver English language programmes
and enable effective settlement.

Partnership

We work together for success

Diversity

We are welcoming

Excellence

We value our work and aim high

Respect

We care, listen and respond

Strategic Goals

Measures

Areas of Focus

1. Learners have the English language skills needed for their effective settlement.

80% of learners make English language gains.
Learner outcomes clearly align with our Outcomes Model.

We will innovate and diversify by

- 1.1** Researching current and potential learner language and settlement needs and modifying programmes and delivery accordingly.
- 1.2** Assessing the gaps in delivery based on the funding structure and develop a business case for more innovative, learner-focused funding structures.
- 1.3** Exploring and improving online learning opportunities.
- 1.4** Improving the marketing of learning opportunities available at ELP.

We will partner by

- 1.5** Developing clear pathways for employment, social support and further education.
- 1.6** Making connections with local iwi to help learners develop understanding and connections with local tangata whenua.

We build capability and capacity by

- 1.7** Ensuring staff and volunteers have the knowledge, skills and resources to deliver effectively.
- 1.8** Celebrating language and settlement success stories.

2. Former refugees and migrants successfully integrate into New Zealand workplaces.

“Work” English and cultural competence programmes delivered to industries with a high migrant workforce.
Employers we work with report improved capability for employees attending an ELPNZ programme.
Increased revenue from partnerships with business.

We will innovate and diversify by

- 2.1** Developing innovative employer cultural competence programmes.
- 2.2** Developing “work” English modules that support employees working in specific sectors.

We will partner by

- 2.3** Developing partnerships with the business community with the aim of helping them be successful employers of migrants and generating diversified income for ELPNZ.

We build capability and capacity by

- 2.4** Ensuring staff have the knowledge, skills and resources to deliver effective workplace programmes.
- 2.5** Celebrating employment success stories.

Strategic Goals

Measures

Areas of Focus

3. Barriers to effective settlement are reduced.

We can evidence advocacy to improve settlement outcomes.
Strong case for change presented to government so that non-PRs are funded for ELPNZ programmes.

We will innovate and diversify by

3.1 Identifying systemic barriers to effective settlement at local and national level and then advocating for systems change to reduce them.

We will partner by

3.2 Working with others to build a case that enables non-PRs to be funded for ELPNZ programmes.

4. Our workforce (paid and volunteer) has the capacity and capability to work effectively.

80% of staff and volunteers report they have the tools and resources to do their role effectively.
85% of staff and volunteers report that the organisation ensures they are adequately trained for their role.
85% of staff report that the organisation cares about the wellbeing of staff.
EER Category 1 status maintained.
100% of funded provision is delivered on time, to the required standard and within budget.
ELPNZ has a satisfactory TEC financial viability rating.
85% of staff using the new student management system report they have the training needed to enter and access their data successfully.

We will build capability and capacity by

4.1 Ensuring we have the right staff resources and structure.

4.2 Continuously improving our tools and processes.

4.3 Embedding ICT systems changes and using ICT smartly to gather quality information and enhance our processes.

4.4 Offering professional development opportunities to our staff and volunteers.

4.5 Ensuring financial sustainability.

We will innovate and diversify by

4.6 Optimising the opportunities for volunteering.



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