



Canberra Institute
of Technology

cit.edu.au

CIT 2014 – 2016

STRATEGIC DRIVERS

CIT's strategic drivers: Learners, People and Partners will enable CIT to strengthen its position as a leader of vocational education and training and to be successful in a more competitive market that will be in place by 2016.

Learners

Enrich CIT learners with skills and knowledge for now and the future.

People

Cultivate CIT's workforce to embody a culture of passion, innovation and high performance.

Partners

Collaborate with industry, community and government to diversify and grow CIT partnerships and revenue sources.

HOW

- provide **quality, fun** and **accessible** education
- **respect** our learners – their needs and goals
- ensure **training is relevant**
- increase **flexibility** of how and where learning occurs
- embed **support** for learners and encourage peer support
- increase opportunities for **lifelong learning and educational pathways**
- embed **respect** and **integrity** in the workplace through leadership
- enhance opportunities for **professional and personal growth**
- build staff **capability** in all parts of the business
- foster **innovation**
- support a **high performance team based culture**
- **collaborate across CIT** for sustainability and business growth
- ensure training meets **employer and industry expectations**
- nurture existing and explore new **beneficial education and community partnerships**
- promote **flexible skills development** opportunities for employers and government
- develop **new market** opportunities: local, regional, national and international
- advance CIT's **international reputation** as a vocational education provider
- strengthen CIT's value by Government and community as the **ACT's public provider**

MEASURES OF SUCCESS

1. ACT, regional and Australian student enrolments and qualification completions increase
2. learner satisfaction rates are at 90 per cent or above
3. employers choose CIT as preferred provider demonstrated by employer satisfaction levels at 90 per cent or above and active MOUs
4. student outcome survey results indicate students achieve their purpose for study
5. international student numbers increase in both on-shore and off-shore
1. collaboration and team culture drives performance
2. innovation improves efficiency and effectiveness and costs reduce while quality is sustained
3. staff initiated commercial and contestable sources of revenue increase
4. numbers of staff engaging in their own learning and development opportunities increase
5. significant numbers of staff participate in the staff satisfaction survey and results are positive
1. CIT graduates are job ready and are employed or promoted
2. commercial and contestable revenue increase
3. key educational and community partnerships strengthen
4. new international and national markets established
5. CIT is considered of high value to the ACT Government, and the ACT economy and community

VISION

To be the leading provider of vocational education and training in the ACT and Australia.

MISSION

Changing lives through quality education and skills development for individuals, industry and community.

VALUES

CIT believes quality in education is achieved through the values of:

Respect – a foundation of fundamental decency in our dealings with colleagues, learners, employers, other clients, and the world in which we live.

Integrity – doing what we say we will in an honest and open manner, recognising achievement, not avoiding uncomfortable conversations, and being consistent and accountable.

Collaboration – actively sharing information and resources, engaging and working together towards shared goals and seeking opportunities to work as a team across CIT and with the broader community.

Innovation – empowering colleagues at all levels to raise new ideas and work creatively as teams for new and better ways of doing what we do, and not just settling for how it has always been.