

STRATEGIC PLAN

2018-2022



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

Fair: Fair access to all.

Inclusive: Inclusive learning.

Respect: Respect for all

Success: Celebrating success

Target: Achieving & Exceeding targets

Our Strategic Aims

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

Objective 1.1

Provide accurate and impartial information, advice and guidance to existing and potential students about the courses, qualifications and support services available.

Objective 1.2

Provide a service which is confidential to the individual, and which meets the highest standards of equality of opportunity.

Objective 1.3

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

Objective 1.4

Continually improve student performance to ensure high-quality outcomes.

Objective 1.5

Raise the aspirations and ambitions of all our students.

Objective 1.6

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

Objective 1.7

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

Objective 1.8

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 6.3

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

Objective 6.4

Ensure a safe and secure environment for all