HumanAbility

# 3 Year Strategic Plan

As at November 2025

Jobs and Skills Councils
An Australian Government Initiative

HumanAbility is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.

# HumanAbility

## About us

We are a Jobs and Skills Council (JSC) funded by the Australian Government Department of Employment and Workplace Relations. HumanAbility plays a pivotal role supporting five sectors:

- aged care and disability services
- children's education and care
- health
- human (community) services
- sport and recreation

During our startup phase, our strategic plan serves as a practical guide, aligning our resources with our vision and objectives. The strategic roadmap supports us to make informed decisions, allocate resources efficiently, and monitor and report on our progress. The inaugural HumanAbility Strategic Plan sets the stage for sustainable growth and meaningful impact in these diverse sectors.

## Overview

JSC's are a national network of sector owned and sector-led organisations, working collaboratively to provide strategic leadership in addressing skills and workforce challenges and opportunities, delivering effective outcomes across the VET sector.

A three-year Strategic Plan is a key requirement of the Stage 2 Grant Agreement pertaining to Jobs and Skills Councils – Strengthening Australia's National Vocational Education and Training System Program.

The strategic plan guides HumanAbility to effectively deliver the JSC Program.

HumanAbility's Initial Strategic Plan is a preliminary plan and will be further refined and developed as the organisation matures.

## Our Purpose

To lead and advocate for the development of skilled and sustainable workforces that meet community needs.

## Our Vision

Our sectors thrive. They attract and retain people who are prepared, recognised and valued for their expertise.

## Our Values

### Inclusive

- We hear and respect first nations voices
- We value diversity and work inclusively
- We take a partnership and collaborative approach
- We work and act with integrity

### Innovative

- We are guided and seek out evidence
- We are brave and allow calculated risks
- We continue to seek out solutions to achieve the desired outcomes

### Accountable

- We communicate openly and often
- We strive to meet our commitments
- We are transparent
- We manage risk
- We take a value for money approach

# Our strategic goals

# Our 2025–2028 plan

## 1

**Partnerships and sector stewardship are central to the way we work**

**1.1** Lead and produce flagship research and insights that influence policy and decision making for government and the sectors we support

**1.2** Enhance strategic engagement and consultation with sector employers, industry stakeholders and unions, the training sector and government to inform our priority work and initiatives

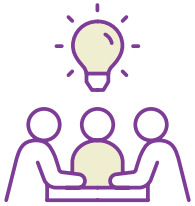
**1.3** Ensure effective working relationships are in place with training providers, state/territory skills advisory bodies, regulators and key representative bodies

**1.4** Deepen collaborative, tripartite relationships to maximise outcomes and impact

**1.5** Walk alongside First Nations peoples and organisations to support Closing the Gap

## 2

**We undertake strategic workforce planning and development**



**2.1** Deliver high quality research and analysis that informs all our work

**2.2** Inform current and future workforce needs through high quality reports, strategies and initiatives including workforce development activities that benefit our sectors

**2.3** Develop policy solutions, including innovative approaches, through widespread stakeholder/industry feedback and global insights

**2.4** Contribute to improve attraction, retention and career progression within and across sectors

# Our 2025–2028 plan

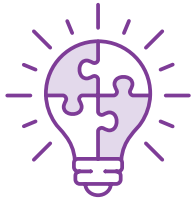
## 3

**We develop, maintain and support implementation of training products**

- **3.1** Develop high-quality, contemporary training products in collaboration with stakeholders that meet sector priorities
- **3.2** Explore opportunities for innovation in training product design
- **3.3** Support successful implementation of training products through engagement with education providers, students and education regulators
- **3.4** Create and implement a plan for the cyclical review of all training products in order to provide stakeholders with advance notice of the planning of such processes and reduce demand for reviews between the cycle
- **3.5** Identify and promote educational and career pathways within and across the sectors

## 4

**Our organisation's governance and leadership enables impact and sustainability**



- **4.1** Ensure organisational success and sustainability through robust board leadership and effective governance policies and practices
- **4.2** Strengthen our organisational culture, capacity and capability
- **4.3** Ensure effective and contemporary financial, resource, infrastructure and risk management practices are in place
- **4.4** Amplify organisational profile, brand and purpose
- **4.5** Monitor and evaluate our impact and success

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