



DEEWR Strategic Plan 2011–2014



DEEWR mission

DEEWR brings together people and services to support the Australian Government’s agenda on education, employment and workplace relations. The department makes a difference through the stages of an individual’s life: early childhood care and development; quality education at all levels; a skilled workforce with greater participation; safe workplaces and an inclusive society. Everyone in DEEWR is working towards our vision—a **productive and inclusive Australia**.

The diverse functions of the department are linked and enable worthwhile collaboration and learning. Across the department we all contribute to closing the gap for Aboriginal and Torres Strait Islander peoples, improving services in regional Australia and for people experiencing disadvantage.

By providing support and creating opportunities everyone in DEEWR works to improve the lives of citizens.

The DEEWR Strategic Plan 2011–2014 links through annual business plans for clusters, groups and branches to individual performance and development plans, and assists employees to identify how they contribute to the DEEWR vision—a **productive and inclusive Australia**. A further breakdown of the information contained in this version of the plan is provided on www.deewr.gov.au. This version was launched in November 2011.



DEEWR Strategic Plan 2011–2014

Our vision: a productive and inclusive Australia

The work we do

The goals outline the activities and provide direction for the department to achieve the DEEWR vision. The department delivers the Australian Government's priorities through the development and implementation of policies and programs. The goals are achieved in conjunction with the state and regional network, and through engagement with stakeholders.

Provide a positive start in life

Children have access to culturally appropriate support, care and education throughout early childhood that will equip them for life and learning.

Offer a brighter future through education

All school students acquire the knowledge and skills to participate effectively in society and employment in a globalised economy and make successful transitions to further education, training and work.

Develop a highly skilled, educated and productive community

Through world class higher education and vocational education and training, people can achieve their full potential and become productive participants in the modern labour market.

Ensure a safe, fair, productive and successful workplace

Employers and employees are supported to adopt flexible and modern arrangements that lead to mutually beneficial outcomes in Australian workplaces and for the economy.

Promote a participative and inclusive society

People from all backgrounds have access to a range of services and financial support that help them overcome barriers, develop new skills and knowledge, gain employment and participate in society.

Support our department

Our corporate and enabling groups provide core services and support the business areas to deliver on the department's goals. Their work includes building the future capability and ensuring the reputation and accountability of the department.

The way we work

DEEWR's people are the centre of the department's ability to support the government and meet the needs of the community. We work in partnership with citizens, across government and with stakeholders to achieve the vision. We model the APS Values, demonstrate leadership and take personal responsibility to build the department's capabilities. These behaviours define the department's culture.

People

- be the best we can be
- respect diversity and the contribution of others
- promote wellbeing and work/life balance

Delivery

- find innovative and practical solutions
- develop and implement evidence based options
- save time and money

Relationships

- consult with each other and our stakeholders
- communicate with citizens and across the department
- empower and delegate to balance responsibilities

Our performance

DEEWR is transparent and accountable in the way we work and the work we do. Our frameworks integrate performance measurements, and ensure this is combined with planning and reporting.

The DEEWR governance structure provides for efficient and effective decision making. This is supported by:

- information outlined in the Portfolio Budget Statements and Annual Report
- mitigating fraud and risk, and internal audit processes
- internal planning and reporting
- stakeholder satisfaction surveys
- organisational performance benchmarking.

The environment we work in

The department considers our operating environment and the influence of external factors such as the APS reform agenda and financial constraints.

We implement budget priorities, place based solutions and respond to emerging and global issues which effect the Government and the community in Australia.

By using innovative approaches we improve services to people across Australia and contribute to closing the gap for Aboriginal and Torres Strait Islander peoples.

Indigenous business is everyone's business

Closing the Gap

In December 2007 the Council of Australian Governments agreed to a partnership between all levels of government to work with Indigenous communities to achieve the target of closing the gap in Indigenous disadvantage.

DEEWR has lead responsibility for four of the six Closing the Gap targets. The department implements policies and programs towards achieving these targets. They are:

- ensure access to early childhood education for all Indigenous four year olds in remote communities within five years
- halve the gap in reading, writing and numeracy achievements for children within a decade
- halve the gap for Indigenous students in Year 12 (or equivalent) attainment rates by 2020
- halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade.

Our commitment to reconciliation

Aboriginal and Torres Strait Islander peoples are an integral part of our business and workforce; together we contribute to a productive and inclusive Australia through our commitment to reconciliation.