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BCITO Strategic Plan

At the end of 2006 the BCITO Board approved the new BCITO Strategic Plan which looks out at the industry training environment through to 2011. Over the next five years the research indicates that the building and construction industry will continue to experience high levels of activity and will face persistent skills shortages while at the same time the trend towards increased specialization and the introduction of new technologies and methodologies will continue.

As a result, BCITO will face a challenging period requiring greater focus on and resources for, qualification development and review. The introduction of the Licensed Building Practitioners regime will add both urgency and volume to this environment.

The other major impact will be the TEC Tertiary Reform process which will see major changes to the funding of ITOs and the delivery of their services. The BCITO has planned a comprehensive response to ensure it remains in the forefront of excellence in industry training which is responsive to the needs of both the industry and government.

BCITO will continue to increase the emphasis on the quality of the learning experience for apprentices with new initiatives in assessment, moderation and quality assurance and programmes to address literacy and numeracy issues.

The 12 key strategic issues and their resultant strategic goals are:

1. Political and Economic - *Strategic Goal:* The provision of a sufficient and highly skilled work force to meet changing industry needs
2. Education, Societal and Participation - *Strategic Goal:* Trainees who successfully complete their qualifications
3. BCITO Leadership Role - *Strategic Goal:* A well informed picture of the future training needs of the industry
4. Building and Carpentry Licensing - *Strategic Goal:* Qualifications which meet licensing requirements
5. Qualifications - *Strategic Goal:* Current and relevant qualifications to industry expectations
6. Accreditation and Assessment - *Strategic Goal:* An effective accreditation and assessment process which satisfies Crown agencies and the industry
7. Moderation - *Strategic Goal:* An effective moderation process which satisfies the industry and funding agencies
8. Quality Assurance and Auditing - *Strategic Goal:* A quality assurance process which ensures efficient, effective and consistent delivery of services
9. Meeting Industry Needs - *Strategic Goal:* To increase market share for BCITO work-

based training programmes

10. Organisational Structure and Culture - *Strategic Goal:* Governance and internal structures which underpin the achievement of our strategic goals
11. People and Roles - *Strategic Goal:* The appropriate roles and associated capabilities to deliver on the strategy
12. Communications and Marketing - *Strategic Goal:* Effective marketing and communication internally and externally with well informed and supportive stakeholders

The BCITO Strategic Plan has strongly influenced the 2007 Business Plan. In particular BCITO will be putting in place a comprehensive programme of qualifications development work to ensure its qualifications align with industry licensing. BCITO has reserved significant funds over the past two years for this task but a lack of clarity has impeded progress until now.

The BCITO Strategic Plan is available to view in the Key Documents section of the BCITO website.

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