

# **WOMEN'S TEC**

**Enabling women into non-traditional employment**

## **“Building on Success” Strategic Plan 2010-2015**

## Section 1 Introduction

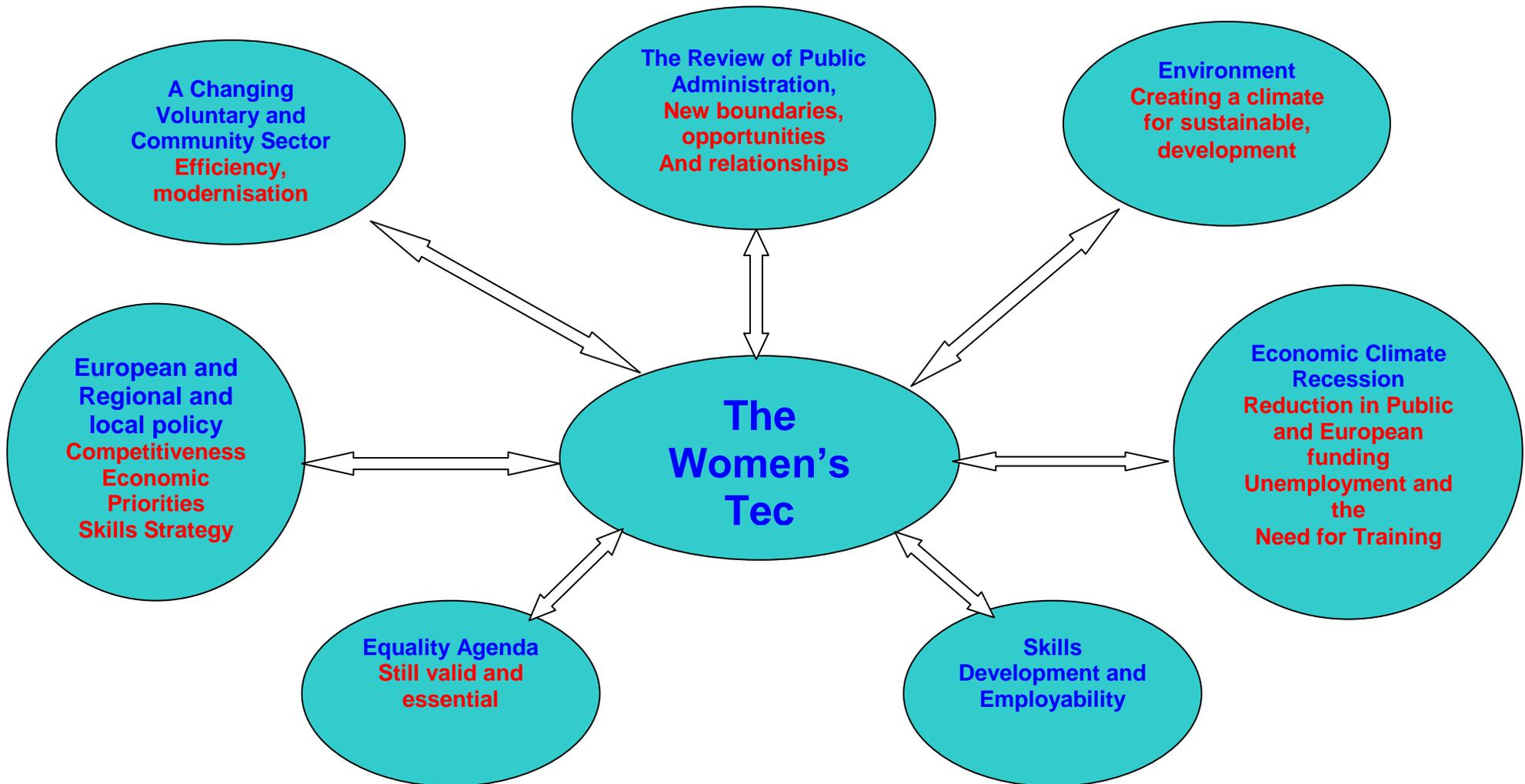
The **WOMEN'STEC** is an innovative organisation established in Northern Ireland in 1999 to provide facilities to advance women's involvement in sectors of training and employment in industry sectors with historically low female representation and specifically women who are socially and economically disadvantaged. The **WOMEN'STEC** is unique in that it supports women to address the barriers that prevent them from embarking on a career in industry whether this is lack of childcare, problems with travel, financial implications or lack of confidence to go into a male dominated industry, we support them in overcoming these issues.

Over the past 10 years the **Women's Tec** has been at the forefront of developing programmes and interventions which have supported large numbers of women to re enter the labour market through accessing high quality training in a supportive environment. The Women's Tec currently provides a comprehensive training programme **Extend Training in Communities (E.T.C)** as well as short programmes, workshops and Tradeswomen NI, an innovative social economy business. The success to date has been supported by a range of statutory and European funders.

Looking to the future the Womens Tec is keen to build upon its very strong foundations and has developed its new strategic plan *building on success* through a process of review and consultation, mindful of a rapidly changing environment .The strategy overleaf provides a summary of our guiding vision, priorities and our values as an organisation supported by an outline operational plan.

## Section 2: The Changing Environment

In considering its future direction at a time of tremendous change and in the middle of an economic recession it was essential to consider some of the likely changes, influences and the implications for the **WOMEN'S TEC** in the medium term. While acknowledging the challenges ahead the **WOMEN'S TEC** would also recognise the range potential opportunities available at a strategic and operational level .These are illustrated as follows;



### **Section 3: Setting and Delivering our Vision**

Informed by the above and building upon our track record we are committed to the following vision, purpose, values and priorities

#### **Our Vision and Purpose**

*The Womens Tec is committed to achieving equality of opportunity through encouraging, empowering and enabling women to gain the skills and confidence to work in non traditional employment.*

#### **Our Values**

*The Womens Tec is committed to creating and maintaing a welcoming environment for all who work with us which is Friendly, Respectful, Fair and Encouraging.*

#### **Our Strategic Aims:**



## Section 4 Strategic Objectives<sup>1</sup>

### Theme 1 Building and Sustaining the Organisation

#### Strategic Objectives

- To expand services regionally
- To promote the Women's Tec "model" at home and overseas
- To support the development and effectiveness of the Executive and Staff team
- To secure appropriate levels of funding
- To make effective use of Women's Tec financial resources
- To develop the range and balance of mix of funding (private statutory and European )
- To develop an appropriate evaluation framework to support the development of Women's Tec
- To maintain the commitment to quality systems and standards

### Theme 2 Delivering High Quality Training and Support

#### Strategic Objectives as set out in the Etc & Workshop Programmes)

### Theme 3 Building the Profile of the Women's Tec

#### Strategic Objectives

- To develop and build upon relationships with strategic partners (Secondary and Further education, Training Providers, the statutory sector, local government and the private sector)
- To build relationships with key decision makers at all levels
- To Participate in key strategic networks and public fora
- To liaise with partner organisations in G.B, ROI and Europe
- To influence policy and practice in the field of non traditional employment

<sup>1</sup> Supported by a detailed operational plan available on the website [www.womenstec.com](http://www.womenstec.com)

