

PEER 2030

PEER'S STRATEGIC PLAN

2025 - 2030

OUR VISION

Striving for excellence in employment and training

PURPOSE STATEMENT

We collaborate with industry to build careers through quality apprenticeships, traineeships, employment and education.



OUR VALUES

BE WHAT YOU WANT TO SEE:

BE RESPECTFUL

We treat everyone with **care, fairness**, and professionalism, valuing **diverse perspectives**. By listening, and **fostering inclusive** relationships, we create a **safe, supportive** environment where everyone feels **valued**, and **empowered** to contribute.

BE CONNECTED

We foster strong relationships through **collaboration, teamwork**, and **open communication**. By supporting each other, we create a **culture of trust, fun, optimism** and shared success.

BE BRAVE

We are **progressive**, always striving towards **innovation**, improvement and growth. With a **curious mindset & courage**, we seek new ideas to create meaningful solutions. By **embracing change** and being **agile**, we turn challenges into opportunities and shape a **better future together**.

BE COMMITTED

We act with integrity and deliver on **what we say we will**. We take pride in our work by maintaining a strong focus on **quality** and **sustainability**. We hold ourselves and each other **accountable** to achieve excellence and build trust. We strive to **deliver on our promises**.

STRATEGIC GOALS

Our Industries and Communities

Our Learners

Our Quality, Safety & Governance

Our People

Our Financial and Organisational Sustainability

STRATEGIC OBJECTIVES

- Work with industry stakeholders to meet current and future workforce needs
- Deliver innovative models that support host employer's access to skilled workers
- Fostering graduates that are in demand by industry due to their skills, knowledge and experience
- Promote agile pathways from school into apprenticeships, traineeships and careers
- Embrace inclusive programs that engage under-represented groups into apprenticeships and traineeships

- Modelling apprenticeships and traineeships pathways into a meaningful career
- PEER's agile training model is best practice in vocational training, putting the learner first
- PEER is an employer of choice in apprenticeship and traineeship employment services
- Support learners to develop the characteristics that make PEER graduates resilient, skilled individuals, sought after by industry

- Drive a quality management system and governance model that embeds excellence and accountability into everything PEER does
- Utilise feedback from employers, learners and staff to inform continuous improvement and best practice
- Create a culture where safety is everyone's responsibility, and everyone is empowered to create a workplace free from harm
- Use systems and technology to drive innovation to deliver excellence

- PEER is an employer of choice
- Committed to a safe, diverse and inclusive culture
- Aspire our people towards a high performing culture, so we do what we say we will
- Foster an environment where we recognise and reward outstanding performance, values and behaviours
- Encourage collaboration that empowers individual and group accountability

- Our people understand their contribution to PEER, making agile, commercially sustainable decisions
- Expanded reporting that embraces change by capturing key non-financial indicators
- Effective use of data and continuity planning to enable informed decision making
- Respect for PEER's broader corporate social responsibilities