

# workforce development framework

Outcomes	Structure of Framework		
	▲	▲	▲
Strategies	RUHT Strategic Plan 2013-2017	Economic Development Strategy 2013-2027	Education Strategy
	▼	▼	▼
Strategic Outcomes	RUHT is a strong and sustainable organisation	RUHT is positioned as a strong and active leader	Our people are well educated and skilled
	▼	▼	▼
RUHT's Vision	To connect and to reconnect our people to their whanau and whenua	A Sense of Place, A Sense of Pride	Our desire is that our people lead prosperous and productive lives and take their place as the future leaders of the hapu and of their communities
Workforce Development Goals	To grow leaders		
	▼	▼	▼
Workforce goals	Goal One: Develop an effective and sustainable workforce to operate the Caves	Goal Two: Support the Waitomo/Otorohanga/diaspora environments to grow and develop the Waitomo Glowworm Cave workforce	Goal Three: Develop careers for rangatahi and up-skill the existing workforce at the Waitomo Glowworm Caves
Objectives and Pathways	1.1 Kaitiakitanga 1.2 Work with Tourism Holdings Ltd (Lessee) 1.3 Education and Training 1.4 Cadetships and Scholarships	2.1 Workforce Planning – workforce profile, competencies, roles etc 2.2 Information and research 2.3 Stakeholder Relationships 2.4 Tourism Careers 2.5 Accommodation in Waitomo for workforce is required	3.1 Career Planning – PATH (planning alternative tomorrows with hope) 3.2 Education and Training 3.3 Cadetships and Scholarships
	▲	▲	▲
Outcomes	The mauri of the Caves is maintained	RUHT creates a well trained workforce	The potential of our people is realised through education, employment and the generation of wealth

## What Initiatives will be introduced?

- Conduct a workforce profile of RUHT members (i.e census, survey, secondary data analysis)
- Develop career pathways for the tourism workforce at the Glowworm Caves
- Develop strategies for the workforce in respect of kaitiakitanga of the Caves; strong governance; wider objectives of hapu development