

Strategic Directions – Towards 2025

Our Ambition

A contemporary, diverse, inclusive, and highly capable public sector where our people can do their best work, delivering outcomes for the citizens of NSW.

Our Purpose

We are the NSW public sector's trusted partner and advisor; shaping and aligning world class workforce strategy, to underpin the sector's outcomes for the citizens of NSW.

Our Approach is to...

- *Align* and prioritise our work to match the strategic needs and desired outcomes of the sector
- *Collaborate* with people across the sector to design and deliver practical solutions to workforce issues
- Use *innovative and contemporary* design principles when developing and shaping our work
- Use *evidence and data* to drive insights and effective decision making
- Uphold the values of integrity, trust, service and accountability
- Present information in an *easy to understand* way, and create solutions that remove complexity and red tape
- *Measure* the impact of our work, and take a *continuous improvement* approach
- *Walk the walk*, we don't ask of others things we aren't prepared to test or implement ourselves.



Our Progress Indicators

- ≥65% average *employee engagement*
- Increase in internal and external *customer satisfaction*
- Government's *overall progress* on its published goals
- YOY *increase in women in senior leadership* (50% gender equality by 2025)
- YOY *increase in Aboriginal participation at all levels* (114 Aboriginal leaders by 2025)
- YOY *increase in disability participation at all levels* (5.6% participation by 2027)
- Measurable *talent mobility* across the sector
- Recognised as an *Employer of Choice*

Our sector Enablers

- Sponsor, design and deliver leading *workforce strategy*
- Provide workforce and performance *data and analytics*
- Develop *thought leadership* on workforce challenges
- Deliver practical *frameworks, guidelines, tools and resources*
- Sponsor sector-wide *projects and events* that enable capability development
- Build high performing sector *capability*
- Deliver nation leading *digital platforms*
- Provide highly valued advice on *legislation*
- Act as the *sector connector*, ensuring great work is being shared to avoid reinventing wheels