

KILMARNOCK'S STRATEGIC PLAN

VISION

A world that values diversity.

PURPOSE

To unlock the potential of people with disabilities, empowering them to lead purposeful lives.

MISSION

We are changing attitudes through education, employment and opportunity, empowering people with disabilities to lead purposeful and dignified lives. We provide a supportive, dynamic and connected environment whilst achieving sustainable results in a commercial marketplace.

2018



2021



2018 Good Health and Well-being

We will deploy our structured annual Health & Well-being programme; Flourish the Kilmarnock Way

We will have developed a way to measure our workplace culture

All employees will have an active personal development plan

We will increase the uptake of non-work related activities

3 GOOD HEALTH AND WELL-BEING



Kilmarnock has chosen to align our strategic goals with the United Nations Sustainable Development Goals in order to ensure we have a global view of our impact.

We believe that the promotion of well-being and a healthy lifestyle are essential to our mission. People with intellectual disabilities are disproportionately represented in the health statistics in New Zealand and abroad, especially in regards to preventable illness. We are committed to empowering our team to live healthy and flourishing lives.

2018 Quality Education

We will have a structured in-house Kilmarnock Academy

We will be exploring how to sustainably deliver training externally

We will have a procedure for engagement with other employers

We will be capturing the success stories of employees working elsewhere

4 QUALITY EDUCATION



Kilmarnock has chosen to align our strategic goals with the United Nations Sustainable Development Goals in order to ensure we have a global view of our impact.

We believe that quality education and access to vocational training are essential for improving the lives of people with intellectual disabilities. People with disabilities have considerably fewer options after leaving high school. We are committed to eliminating disparities in access to training and education for our team, empowering them to find purposeful and meaningful employment.

2018 Decent Work and Economic Growth

We will increase our capacity by driving efficiencies on existing contracts

We will gain new profitable, diverse and reliable contracts

We will continue to reach out to the business community, encourage partnerships and drive brand awareness

We will commence investigations as to what a growth strategy for Kilmarnock could look like

8 DECENT WORK AND ECONOMIC GROWTH



Kilmarnock has chosen to align our strategic goals with the United Nations Sustainable Development Goals in order to ensure we have a global view of our impact.

We believe that inclusive and productive employment and decent work conditions are essential for building a sustainable economy and ensuring progress is shared by all. Finding employment is still a challenge for many people with intellectual disabilities. We are committed to ensuring our team are equipped with the tools and opportunities needed to find purposeful employment.

2018 Reduced Inequalities

We will have an employment retention process for employers hiring from us

We will have increased the number of occasions where we are actively participating in the community

We will have formulated a position on core issues about disability

We will have amplified and grown our offering for tours and presentations

We will have developed the tools and capabilities to tell employee stories in a facilitated manner



Kilmarnock has chosen to align our strategic goals with the United Nations Sustainable Development Goals in order to ensure we have a global view of our impact.

We believe that in order to reduce inequality we must promote social, economic and political inclusion for all. People with intellectual disabilities have in the past been marginalised and excluded by society. We are committed to changing attitudes towards disability and ensuring that our team have a respected and valued role in their community.

2018 Life Below Water and Life on Land

We will adopt best practice measurement tools to monitor and improve on our environmental impact as an organisation and contract manufacturer

We will create and disseminate an environmental policy

We will investigate how to develop a comprehensive environmental framework



Kilmarnock has chosen to align our strategic goals with the United Nations Sustainable Development Goals in order to ensure we have a global view of our impact.

We believe that every organisation and individual has the responsibility to protect our land and water systems and combat man-made climate change. It is often the most vulnerable people that are the most impacted by diminishing resources and extreme weather events. We are committed to reducing our own resource use and supporting recycling and resource reuse initiatives enabling our community to thrive in an environmentally sustainable manner.

2021 Good Health and Well-being

We will ensure all Kilmarnock employees and trainees are constantly improving their understanding of nutrition and actively making better choices

We will have an aspirational culture where everyone is positively engaged

We will ensure all Kilmarnock employees and trainees have the tools, knowledge and capacity to work on personal goals, enabling increased knowledge and understanding

We will empower employees to have the confidence to participate in any activity of their choice

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2021 Quality Education

We will have a structured in-house training programme

We will be executing the plan for an external training programme

We will have a defined and communicated pathway for school leavers with disabilities

We will be collaborating with numerous local businesses, providing a pathway for sustainable employment

We will be working towards Kilmarnock graduates being sought after by local businesses

4 QUALITY
EDUCATION



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2021 Decent Work and Economic Growth

We will be financially sustainable

We will foster relationships with employers and businesses in order to cultivate new opportunities for Kilmarnock and Academy graduates

We will have a high profile national and international brand

We will be the benchmark for the social enterprise sector

We will have an agreed plan for the growth and expansion of Kilmarnock into the future

8 DECENT WORK AND
ECONOMIC GROWTH



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2021 Reduced Inequalities

We will be helping employers develop disability confidence through communication and leading by example

We will continue to communicate with and actively participate in the community with the intent of promoting disability and changing attitudes

We will continue to engage and build our profile with Government, the sector and other thought leaders

We will engage the community in our mission and will make available opportunities for participation
We will have developed a platform whereby people with disabilities can have a voice



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2021 Life Below Water and Life on Land

We will be actively minimising waste and encouraging partnerships which positively support the environment

We will create a comprehensive environmental framework in line with our B-corp certification



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