

Presentation on New Strategic Plan

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#AONTASAGM2023



Strategic Plan 2023-2026

High-level overview

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The vision of AONTAS is a world where the pursuit of learning for all adults is valued, equal, and strengthens communities

**AONTAS' mission is to advocate
for empowering adult learning
that drives social equality,
justice, and collective action
across the island of Ireland**



Three Strategic Objectives



1. Connect and engage the sector to enable change
2. Advocate for change
3. Empower the change

1. Connect and Engage the Sector to Enable Change

AONTAS has strong experience in bringing people and organisations together from across the Adult and Community Education sector. Going forward, this would be harnessed with more focus on improving social equality by creating a space for collective action.



Goal: 1.1 Provide a structured platform for voices and input to be heard across the sector

- Grow the Community Education Network ensuring representation and solidarity across the island of Ireland
- Create an interactive map of Community Education
- Expand the AONTAS membership benefits
- Ensure Learner Voice is an integral part of all policy and provision in Ireland, using research, advocacy and representation working in partnership across the sector

Goal: 1.2 Inform national research and understanding on the importance of adult learning for social equality

- Identify key barriers to social inclusion in adult learning
- Develop a collection of case studies of learner and member issues
- Showcase examples of how adult and community education can and does address social inequalities
- Create an evidence-base on the voices and experience of adult learners in FET
- Present findings at key research forums and events to influence national understanding

Goal: 1.3 Build capacity within the sector

- Create networking opportunities for sharing best practice and learning
- Deliver training initiatives, workshops, and information sessions for members and learners
- Collaborate with key stakeholders to develop socially inclusive policies and frameworks



2. Advocate for Change

As an established advocacy-based organisation, this objective allows AONTAS to redefine our advocacy to challenge and address social inequality in the context of adult learning. This is of particular importance within a time of sectoral change with the new Unified Tertiary Education Model.

Goal: 2.1 Strengthen and develop AONTAS' organisational voice

- Develop an advocacy strategy with a strong communications approach and national and European targets
- Determine the impact of AONTAS' advocacy, working with members to identify changes within the sector and a clear impact strategy
- Build the profile of AONTAS and expand the reach outside of the adult learning sector



Goal: 2.2 Highlight how social equality is impacted by adult learning

- Ensure the voices of underrepresented communities are a key feature in all of AONTAS' advocacy, research and communications
- Exhibit adult learning stories to showcase the impact of adult learning
- Build relationships with key stakeholders to strengthen the voice of AONTAS' work
- Advocate for diverse models of learning and the social inclusion of underrepresented communities in the new Unified Tertiary Education model



Goal: 2.3 Inform and Influence

- Map areas to effect change for members, learners, and the sector to inform
- Prioritise three key asks to effect change in public adult learning policy
- Inform and influence key stakeholders including DFHERIS, SOLAS, QQI and ETBI
- Develop direct-action campaigns to influence policy and funding

3. Empower the Change

This is an internally focused objective to enable AONTAS to work towards its mission

Goal 3.1 Develop a socially inclusive framework for AONTAS as an employer

- Create a people development programme
- Map roles and responsibilities to ensure clarity for the staff team
- Continue to build an environment of trust that encourages challenge at all levels
- Create and implement a decision making matrix



Goal 3.2

Integrate a Problem-Solving Culture

- Ensure dedicated thinking and reflection time on the issues that contribute to social inequality
- Facilitate brainstorming using various approaches (e.g. design thinking)
- Develop impact measurement infrastructure



Goal 3.3

Enhance organisational infrastructure

- Re-develop CRM (Salesforce) system and implementation plan for membership and communications
- Develop standardised operating procedures

Goal 3.4 Funding Diversification Planning

- Explore accelerator programme or social enterprise opportunities to diversify funding
- Diversify the funding of the organisation

Next steps

- Review high-level plan
- Consider what AONTAS should start, stop, or continue doing
- Create clear targets to ensure accountability
- Finalise and publish plan





**Questions,
Comments or Ideas?**