



**IT Professionals**  
NEW ZEALAND

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# Strategic Plan

**2019-2023**

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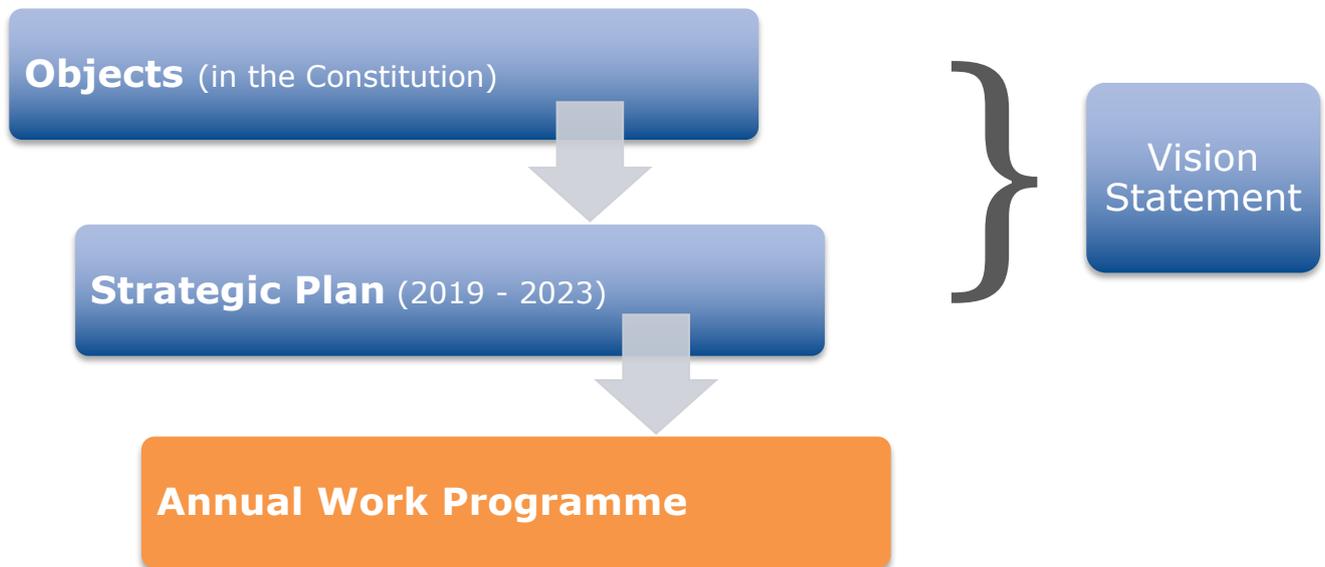
*The next steps in developing New Zealand's  
digital technology profession and professionals*

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# Introduction

The ITP Strategic Plan outlines how ITP will meet its Objects over the mid-term. The Objects represent the overall purpose of ITP and are set by our members and enshrined in the Constitution.



The strategic and planning documents include:

- **The Institute's Objects**, set and owned by the Members in Special General Meeting and recorded in the Institute's Constitution. This is changed very infrequently.
- The mid-term (3-5 year) **Strategic Plan**, set and owned by the National Board and outlining the areas of priority over the next 3-5 years.
- The external **Vision Statement** set by the national leadership team (National Board and CEO) and reflecting the Objects and Strategic Plan.
- The short-term annual planning contained in the **Annual Work Programme**, set and owned by the CEO but approved by the National Board, outlining the projects and initiatives for the following 12 months that will lead to meeting the Strategic Plan (and hence the Objects). This is not contained in this Strategic Plan document.

## ITP VISION STATEMENT

ITP is the authoritative voice of the IT profession that leads professional development and good practice in IT

# Objects from the ITP Constitution

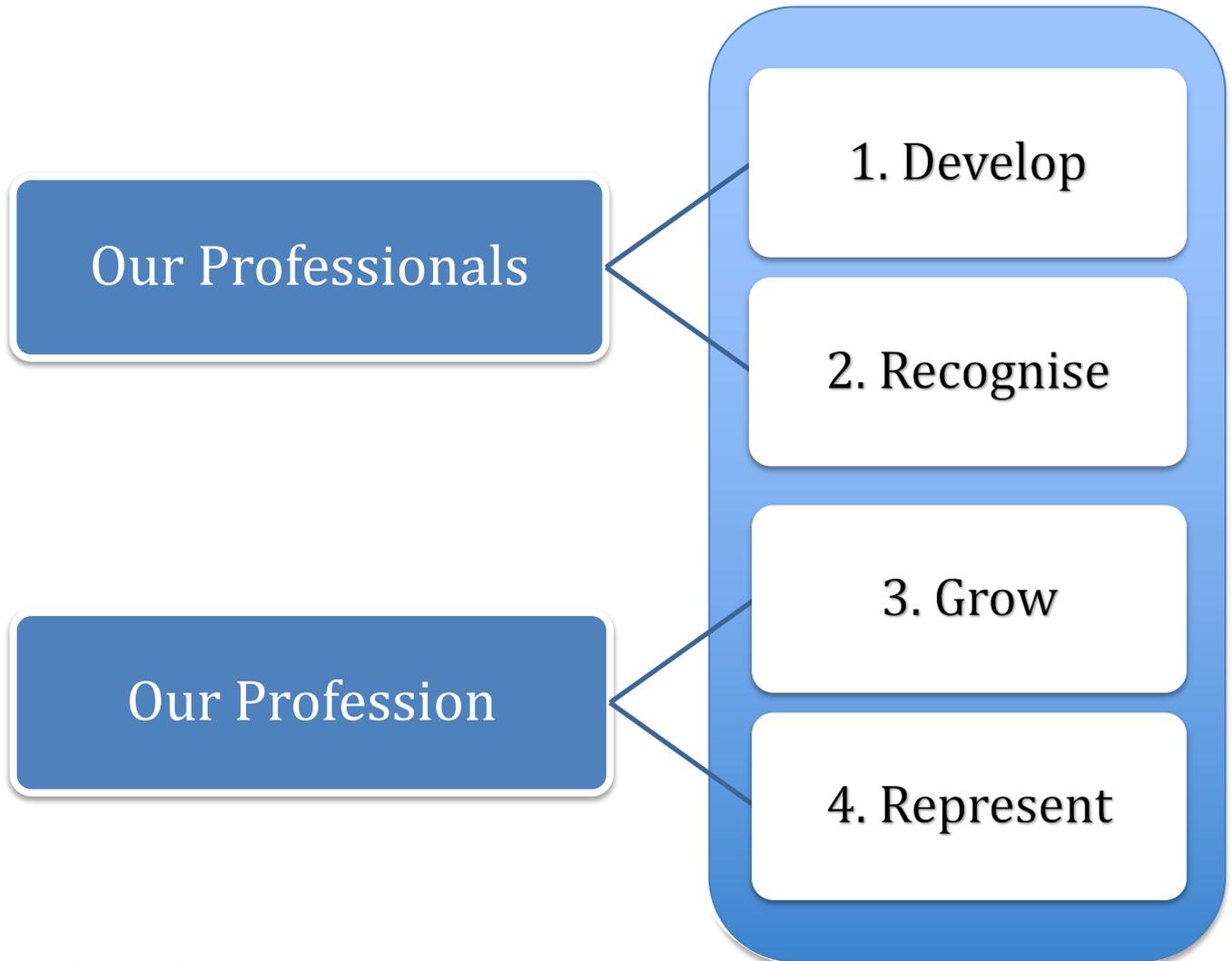
The Objects are approved by the membership in Special General Meeting and determine the overall purpose and objectives of the Society. All activities and planning must be in pursuit of these Objects:

## **OBJECTS AS DEFINED IN ITP CONSTITUTION**

1. Develop the discipline of information technology in New Zealand.
2. Foster and promote the education, training and qualification of persons practising or intending to practise within the discipline in New Zealand.
3. Promote education by granting qualifications and grades of membership to members of the public in recognition of their proficiency within the discipline of information technology.
4. Promote proper conduct and set ethical standards for the discipline.
5. Develop or provide educational lectures, meetings, conferences and publications and to promote research within the discipline of information technology.
6. Take a public position on matters of concern to the information technology discipline and make submissions or advise government as appropriate.
7. Advance the education of the public of New Zealand in relation to Information Technology.
8. Promote any other related activities that are, in the opinion of the Institute, in the interests of the public or discipline.

*Constitution of the Institute of IT Professionals NZ Inc, Section 3*

# High Level Strategic Objectives for 2019-2023



## ITP's Values

Professional	Credible	Relevant	Independent
Ethical	Trustworthy	Inclusive	Safe

**Using these values, we enable the profession to better deliver digital technology to the public**

## Objective 1: Develop Digital Tech Professionals

<b>What success looks like in 2023:</b>	
<b>1.1 A mature pathway exists to transition students into the profession.</b>	<ol style="list-style-type: none"><li>1. Most <b>tech students</b> know about ITP and are engaged (through membership or other)</li><li>2. There's a <b>clear pathway</b> from student to graduate/new entrant membership.</li><li>3. At least 50% of <b>student members</b> who enter the profession following graduation remain a member.</li></ol>
<b>1.2 New entrants to the profession are well supported in New Zealand.</b>	<ol style="list-style-type: none"><li>1. ITP has a suite of targeted offerings to help support <b>new entrants into the industry</b> (for example, Mentoring, courses and events, career planning advice, training, etc)</li></ol>
<b>1.3 Professionals are supported to advance within clear profession pathways.</b>	<ol style="list-style-type: none"><li>1. A well utilised <b>Mentoring programme</b> is in place.</li><li>2. Members can use <b>ITP-provided tools</b> to better understand their levels of skills and competency and build a Professional Development plan.</li></ol>
<b>1.4 ITP operates a respected and well utilised event and conference programme.</b>	<ol style="list-style-type: none"><li>1. ITP runs the largest and most successful <b>digital tech conference</b> in New Zealand.</li><li>2. The ITP <b>events programme</b> is operating both online and face-to-face.</li><li>3. ITP offers a <b>programme of courses</b> that are of value to the profession.</li></ol>

**1.5 There are well-structured programmes in place in New Zealand to transition people into new digital tech roles.**

1. ITP supports the development of effective programmes and initiatives to **transition people into tech**, and between tech roles.

**1.6 ITP provides a range of quality services to members.**

1. Members are happy with the range and quality of **member services** offered by ITP, with a net positive rating of 75% when considering the value of membership.

## Objective 2: Recognise Digital Tech Professionals

<b>What success looks like in 2023:</b>	
<b>2.1 ITP provides well known, respected and utilised “quality marks” that recognise good IT Professionals.</b>	<ol style="list-style-type: none"><li>1. ITP’s certifications are <b>well regarded</b> and recognised by the industry, business community, the public, and the Government.</li><li>2. ITP’s certification programmes have <b>global recognition</b> and application.</li><li>3. At least <b>50% of eligible ITP members</b> hold a current ITP certification.</li></ol>
<b>2.2 New Zealand IT Degrees are accredited by ITP on behalf of the profession.</b>	<ol style="list-style-type: none"><li>1. Every IT-related degree in New Zealand is <b>accredited by ITP</b> under the Seoul Accord.</li><li>2. Other relevant levels of Qualification are Accredited.</li></ol>
<b>2.3 ITP recognises the reciprocal skills of potential immigrants.</b>	<ol style="list-style-type: none"><li>1. ITP is the <b>trusted advisor</b> to Immigration NZ on the skills and competencies required by IT Professionals in New Zealand.</li><li>2. ITP’s recognition of the skills of potential immigrants is recognised by Immigration NZ.</li></ol>

## Objective 3: Market and Grow the Profession

<b>What success looks like in 2023:</b>	
<b>3.1 Enough people are entering the profession to meet the industry's needs.</b>	<ol style="list-style-type: none"><li>1. ITP has contributed to an <b>increase in the number and quality of people</b> entering the profession, with a focus on education programmes, immigration initiatives and transitioning people from other professions.</li></ol>
<b>3.2 ITP operates a successful programme embedded in schools, helping students discover their future in our profession.</b>	<ol style="list-style-type: none"><li>1. ITP runs the premiere and most widely utilised <b>programme in schools</b> in New Zealand to introduce students to a future in tech.</li><li>2. ITP is seen as the <b>main body</b> enabling schools and other organisations to help introduce students to a future career in tech.</li></ol>
<b>3.3 ITP's work helps the profession to become more inclusive and diverse.</b>	<ol style="list-style-type: none"><li>1. ITP can provide clear evidence of how it has helped improve the <b>inclusiveness and diversity</b> of the IT profession.</li><li>2. While achieving 3.3(1) above, ITP supports initiatives and programmes that are open to all individuals participating, regardless of gender, race, or other factors.</li></ol>
<b>3.4 ITP promotes certified professionals and professional practice in New Zealand.</b>	<ol style="list-style-type: none"><li>1. ITP's certifications are <b>well regarded</b> and recognised by the industry, business community, the public, and the Government.</li><li>2. ITP is seen as the <b>go-to body</b> for comment and guidance on professional practice in IT.</li></ol>

## Objective 4: Represent, Advise and Advocate on behalf of the Profession

<b>What success looks like in 2023:</b>	
<b>4.1 The NZ Government uses ITP as its preferred and trusted independent policy advisor in relation to Digital Tech.</b>	<ol style="list-style-type: none"><li>1. Relevant <b>Government Ministers</b> routinely meet with ITP to discuss strategy and policy.</li><li>2. All <b>Government agencies</b> with a Digital Tech policy function consult with ITP regularly.</li></ol>
<b>4.2 ITP promotes and advocates for the ethical use and development of technology.</b>	<ol style="list-style-type: none"><li>1. ITP regularly comments and leads discussion on <b>ethical and related factors</b> in relation to technology (especially new technology).</li></ol>
<b>4.3 ITP facilitates the development of good quality qualifications in Digital Tech.</b>	<ol style="list-style-type: none"><li>2. ITP either coordinates or heavily influences all recognised digital tech-related <b>qualifications</b> developed in New Zealand.</li></ol>
<b>4.4 ITP and its members are globally recognised and connected.</b>	<ol style="list-style-type: none"><li>1. ITP facilitates opportunities for members to be involved in the global profession (from both an academic and industry perspective).</li><li>2. ITP actively participates in the <b>global IT professional community</b> via both bilateral and multilateral relationships.</li></ol>
<b>4.5 ITP has a modern, inclusive membership structure in place.</b>	<ol style="list-style-type: none"><li>1. ITP's membership and certification structure is inclusive, and recognises career progression and competence.</li><li>2. ITP has a membership which reflects the broad demographics of the NZ digital tech community.</li></ol>

# Mapping of Constitution Objects and Strategic Objectives

Strategic Objective	Constitution Object:							
	1	2	3	4	5	6	7	8
1.1 A mature pathway exists to transition students into the profession.	■						■	
1.2 New entrants to the profession are well supported in New Zealand.	■							
1.3 Professionals are supported to advance within clear profession pathways.	■							
1.4 ITP operates a respected and well utilised event and conference programme.	■				■			
1.5 There are well-structured programmes in place in New Zealand to transition people into new digital tech ro	■						■	
1.6 ITP provides a good range of quality services to members.	■				■			
2.1 ITP provides well known, respected and utilised "quality marks" that recognise good IT Professionals.	■	■	■	■				
2.2 New Zealand IT Degrees are accredited by ITP on behalf of the profession.	■	■		■				
2.3 ITP recognises the reciprocal skills of potential immigrants.	■			■				
3.1 Enough people are entering the profession to meet the industry's needs.								■
3.2 ITP operates a successful programme embedded in schools, helping students discover their future in our pr					■		■	
3.3 ITP's work helps the profession to become more inclusive and diverse.								■
3.4 ITP promotes certified professionals and profession practice in New Zealand.		■	■	■				
4.1 The NZ Government uses ITP as its preferred and trusted independent policy advisor in relation to Digital T						■		
4.2 ITP promotes and advocates for the ethical use and development of technology.	■				■	■	■	
4.3 ITP facilitates the development of good quality qualifications in Digital Tech.	■	■		■				
4.4 ITP and its members are globally recognised and connected.						■		
4.5 ITP has a modern, inclusive membership structure in place.			■					■