

Goal 1: To offer a range of carefully designed education products, services and events that are contemporary, innovative, practical and relevant to the quarrying industry.	
Strategies	2014-2015 Actions
<p>Strategy 1.1 Evidence-based education programs, products and services responsive to the needs of the quarrying industry.</p> <p>Strategy 1.2 Blended learning offerings through face-to-face, eLearning and webinar programs.</p> <p>Strategy 1.3 Continually identify and assess new opportunities/methods/products/technologies to benefit the quarrying industry.</p>	<ol style="list-style-type: none"> 1. In response to feedback received from IQA members via the 2014 IQA Education Survey: <ul style="list-style-type: none"> • Schedule a fee of \$300 for IQA members to attend a Professional Development Program (PDP) • Schedule a fee of \$50 for IQA members to attend a webinar Professional Development Program (wPDP) • Schedule a fee of \$70 for IQA members to attend an electronic Professional Development Program (ePDP) • Deliver four (4) new wPDPs • Apply for AIQEF funding to develop one (1) new PDP 2. Deliver the three (3) DRAFT Professional Development Programs: Fit for Duty; Drugs and Alcohol; Legislation Compliance and Introduction to Risk Management. 3. Present and promote thirty (30) IQA reviewed ePDPs from the United Kingdom as part of the ePDP program. 4. Promote the University of Derby International Foundation Degree in Mineral Extractives Technology which will provide an extension to a higher education degree from a vocational qualification.

5. Develop an IQA Skills Matrix which will link our current education offerings to the various industry roles.
6. Present a Business Case Report on the viability of the IQA becoming a Registered Training Organisation.
7. Continue to promote the IQA's Quarry Management Certification Scheme to the industry (employers and employees) and regulatory bodies.
8. Schedule a minimum of one (1) PDP on every IQA Branch and Sub-Branch calendar.
9. Continue to promote the IQA Coaching and Mentoring Program to members.
10. Continue to partner and broker with the relevant education organisations within Australia and internationally to offer contemporary, innovative, practical and relevant to our members.
11. Establish a new operational committee: Technical Education Review Committee.
12. Organise, in partnership with the IQA South Australia Branch, the 2015 IQA Conference in Adelaide in line with the IQA's Vision, Goals and Values.
13. Sell IQA Products to affiliate Institutes of Quarrying.

Goal 2: To offer effective quarrying industry engagement programs and strategies through networking, advocacy and support utilising the education platform.	
Strategies	2014-2015 Actions
<p>Strategy 2.1 Promote continual membership growth annually across all grades, demographics and regions.</p> <p>Strategy 2.2 Partnerships to benefit the needs of the quarrying industry.</p> <p>Strategy 2.3 Recognition opportunities to acknowledge and reward best industry practice.</p>	<ol style="list-style-type: none"> 1. Develop and deliver an IQA Promotional Pack to all quarries listed in the current Telstra Yellow Pages to promote the benefits of IQA membership. 2. Deliver two (2) Overseas Study Tours to South Africa for the Young Members Network and Over 35s. 3. Continue to promote and extend the current IQA Member Benefits Program. 4. Provide a CMIC14 Conference Evaluation Report to the IQA Board via the IQA's Advisory Council. 5. Undertake an operational committee review of the current IQA Awards Program. 6. Continue to use the communication mediums available to celebrate member and industry achievements. 7. Ensure all IQA Policies and associated procedures are adhered to at all times at the National, Branch and Sub-Branch level.

General Manager – 2014-2015 Key Performance Indicators			
Item	Specific Test	Timing / Weighting	Weighting for overall assessment
EDUCATION AND PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> • Increase the number of participants completing PDP units in person by 10% compared to FY14. • 100 participants completing an ePDP unit. • 90% of IQA Branches / Sub-Branched schedule a PDP on their events calendar. • Twenty (20) candidates QMCS certified/interned. • Maintain a minimum of three (3) approved IQA Coaches providing service to members. 	<ul style="list-style-type: none"> • June 2015 (20%) • June 2015 (15%) • December 2014 (15%) • Ongoing (15%) • Ongoing (10%) 	75%
GENERAL MANAGEMENT & MEMBERSHIP ENGAGEMENT	<ul style="list-style-type: none"> • Achieve an operating surplus of \$50,000 for the FY15 financial year. • Increase IQA membership from current level of 1,539 to 1600. 	<ul style="list-style-type: none"> • July 14 to June 15 (10%) • June 2015 (10%) 	10%
STRATEGY AND INNOVATION	<ul style="list-style-type: none"> • Implement the Institutes Strategic and Operation plan through effective utilisation of internal and external resources. • Development of a business case regarding a RTO status and / or partnership. 	<ul style="list-style-type: none"> • Ongoing (5%) • Feb 15 Board meeting (5%) 	10%
BOARD DISCRETION	<ul style="list-style-type: none"> • An overall assessment of performance above normal expectations. 	<ul style="list-style-type: none"> • End of financial year 	5%