



Capability Development Strategic Goals and Targets

Strategy Pillar 1: Leadership

Leadership - Goal 1: To ensure we have high calibre leaders leading the profession.

- Strategic target that every agency Head of Procurement has undertaken professional development in leadership from 31 December 2020 onwards.
- Strategic target to establish at least four communities of practice, led by agency Heads of Procurement by 31 March 2020.

Strategy Pillar 2: Talent

Goal 2: To attract young people to the profession and retain them to ensure a talent pipeline.

- Strategic target to conduct at least one procurement graduate intake each year (either by agency or an across agency program).

Goal 3: To ensure agencies are investing in the professional development of procurement and contract management staff.

- Strategic target of 20 hours of professional development activity per Procurement Staff/ Contract Management Staff, per calendar year.
- Strategic target that each Tier 1 agency has completed an annual Capability Development Plan (tailored to their agency needs) from 2020 onwards.

Strategy Pillar 3: Recognition

Goal 4: To recognise and celebrate procurement and contract management excellence in the Workforce.

- Strategic target for the Procurement Policy, Governance and Capability Team to offer one round of procurement and contract management qualification academic excellence awards and one recognition event each year.
- Strategic target of at least one South Australian Government agency being short-listed each year for a CIPS and/or IACCM professional association award, as judged by a panel of independent peers.

Strategy Pillar 4: Highly Qualified Workforce

Goal 5: To have a highly qualified and professionally certified Workforce.

- Strategic target of increasing the number of MCIPS and IACCM or equivalent professional certifications held by the Workforce to 30% by 31 December 2022.
- Strategic target that every agency Head of Procurement in a role with a Significant Procurement Focus holds either the certification MCIPS or FCIPS, IACCM certification or equivalent; or a procurement qualification at Advanced Diploma level or higher by 31 December 2022.
- Strategic target of lifting the percentage of the Workforce holding procurement and contract management qualifications to 40% by 31 December 2022.

Strategy Pillar 5: Targeted, Personalised Learning

Goal 6: To offer a diverse capability development program with a mix of short and long-term capability development opportunities - a 'something for everybody' approach.

- Strategic target for the Procurement Policy, Governance and Capability Team to offer at least two procurement forums a year, one qualification intake a year and a broad range of training courses each year.
- Strategic target for the Procurement Policy, Governance and Capability Team to increase the number of staff participating in the Board's capability development initiatives by 10% year on year.

Strategy Pillar 6: Workforce Data Analytics

Goal 7: To have gender equality in the Workforce.

- Strategic target of achieving 50% females in the Workforce by 31 December 2022.

Goal 8: To have a highly skilled Workforce.

- Strategic target to develop a Workforce profile across Tier 1 and Tier 2 agencies by 31 December 2020.

Definitions:

- Procurement Staff/Contract Management Staff means contract management staff and procurement staff who are working in a role which has a 'Significant Procurement Focus'.
- Workforce means South Australian public sector procurement and contract management staff who are working in a role which has a 'Significant Procurement Focus'.
- 'Significant Procurement Focus' means being in full time procurement or contract management, or, whose role involves spending more than 50% of their time on procurement related activities or managing contracts.