Capability Framework

The Capability Framework (Framework) is a self-assessment tool that supports TEO Investment Plan development and TEC investment decisions.

We are committed to steering investment towards tertiary education that provides better value and that meets the needs of learners, society and the economy.

This Infosheet builds on the key messages outlined in the 2018 Plan Guidance.

Putting the success of learners is at the centre of our decision making

The goal of this Framework is to build on sector capability with particular reference to the priorities and aspirations reflected in the Tertiary Education Strategy (TES). We see great benefit in the delivery of a more self-regulating system where incentives for good performance are clear.

The Capability Framework provides an overview of individual TEO capability

The Framework is a tool for TEOs to identify and communicate their strategic processes, and for TEC to assess the capability of the sector. The Framework provides a structure for a TEO to analyse their own capability against key dimensions. This will assist in the TEO gaining an understanding of where capability improvements could occur. It gives a picture of the capability necessary to drive a self-improving, self-adjusting tertiary system and the critical aspects TEC and TEOs need to invest in to contribute to this.

The Framework is also a way for organisations with high capability to demonstrate this to TEC. This will provide confidence for the TEC that the organisation can operate with a high level of autonomy. For example, TEC will trust high capability organisations to manage the risks of new models of delivery or forms of provision and will support their initiatives where it can.

As an information base is developed, this will form the basis for ongoing investment discussions aimed at improving the health of the system.

A Capability Framework Workbook is available on Workspace2.

The Capability Framework Workbook has been developed by Dr Stephen Marshall in a collaborative process with the sector and TEC.

The Framework supports a range of organisational improvement and development activities. For example:

› When TEOs complete self-assessments, their staff and other stakeholders (including students) can participate in discussions during the process. This includes discussions about the TEO's expected outcomes, and aspirations for future improvements. These discussions help clarify, communicate and enrich the TEO's mission and vison.

› Multiple assessments can reflect key strategic and operational focus areas that allows for analysis of varying capability across the TEO.

> › Longitudinal assessments can be used to show the impact of changing contexts, investment and ongoing improvement activities. This can inform management and governance decisions, and provide a way to communicate the ongoing change of the TEO to staff and other stakeholders.

Completed Capability Frameworks should be submitted with your Plans

Use of the Framework by TEOs is optional but strongly encouraged.

Save the completed Capability Framework on Workspace2. Use this naming convention:
EDUMIS – Capability Framework – [funding year].

If you need help to complete the Capability Framework or have any questions, please contact your Investment Manager.

If you need help to use or access Workspace2, please refer to http://www.tec.govt.nz/funding/funding-and-performance/reporting/workspace-2/ or contact the Sector Helpdesk:

› Email: sectorhelpdesk@tec.govt.nz
› Freephone: 0800 601 301
› Phone: +64 4 462 5201