

WORLDVIEW Foundation

2026-2028 STRATEGIC PLAN

ACKNOWLEDGEMENT OF COUNTRY

Worldview Foundation would like to acknowledge the traditional custodians of the land we are living and working on and recognise any other First Nations peoples or families with a significant connection to those lands.

We acknowledge and respect their continuing culture, and the contribution First Nations people make to the life of this country and pay respects to Elder's past, present and emerging.

We would also like to acknowledge all other Aboriginal and Torres Strait Islander people as First Australians and recognise their culture, history, diversity and their deep connection to the land.

GENERAL MANAGERS INTRODUCTION

Worldview Foundation Strategic Plan 2026-2028 was launched in January 2026 with the intent of covering all aspects to the business's mission and direction during the period January 2026 to January 2028.

The content of the strategic plan has been formed through the combination of the outcomes of the Worldview Foundation strategic planning day held Tuesday 25 November 2025 involving Worldview Group co-founders, Kurt Gruber and Jamie Miller, Senior WV Tech staff member, Richard Bale, and all Worldview Foundation staff, as well as numerous discussions on the direction of the business with various other stakeholders.

The object of this strategic plan is to highlight the status of Worldview Foundation, where we would like to be as a business by 2028 and how we plan to get there.

Worldview Foundation's future success will not come down to the efforts of any one individual within the organisation, and we understand as a team the level of our success will be based on the strength of our relationships and our ability to remain client focused while balancing the Worldview Group's broader priorities.

David Witham

Worldview Foundation - General Manager

January 2026



VISION AND PURPOSE

OUR VISION

Gaining better life outcomes for Aboriginal and Torres Strait Islander people experiencing disadvantage.

OUR PURPOSE

To deliver on our vision by offering programs, courses and other initiatives that:

- *Help young Aboriginal and Torres Strait Islander people achieve a balanced and meaningful life.*
- *Develop life skills and support the social-emotional wellbeing of our First Nations clients which assists them in obtaining long-term meaningful employment and restores their sense of their own potential and faith in the future.*
- *Create opportunities for our clients that did not exist previously in terms of providing them meaningful job prospects.*
- *Ensuring our Intensive program provides holistic support through intensive mentoring and immerses them in cultural activities that enhances pride in their First Nations heritage and fosters individualism and a new positive sense of identity*

OUR OPPORTUNITIES

WE WANT TO FOCUS ON:

- *Being innovative and taking advantage of every opportunity presented to us that has the potential to improve or enhance our program delivery and service output.*
- *Developing and implementing workforce strategies that attract and retain high quality, professionally developed staff who feel like valued members of a passionate team that is striving for excellence in every facet of our business.*
- *Establishing long-term and secure funding streams through a targeted 1:1 matching grant strategy that seeks to find equilibrium between our government and non-government funding partners so we can meet our strategic objectives with a shared sense of focus, purpose and certainty.*
- *Improve how we record and use data so we can demonstrate the good work we are doing and how we are benefiting the community, so to better report on existing funded activities and support future funding pursuits.*
- *Effectively managing the anticipated expansion of Worldview Foundation into other jurisdictions such as Victoria and New South Wales, so to uphold the integrity of our business practices and retain our organisational reputation.*



STRATEGIC OBJECTIVES

WE WANT TO ACHIEVE:

- The strengthening of our operation/s in Brisbane and establishment of Worldview Foundation in Melbourne and Sydney.
- The retention of committed staff with a consistent staffing structure and program model logic across jurisdictions.
- Delivery of 4-6 Breakthrough courses and at least four Intensive program intakes per year in each jurisdiction.
- A steady base of at least ten Pathway participants engaged in the Intensive program at each jurisdiction at any time.
- An Intensive (Holistic Employment Pathways) program graduation rate of 20 individuals per year per jurisdiction.
- 80% KPI success rate of Intensive program graduates transitioning into meaningful employment, other training or further education.
- The ongoing success of existing external programs and related initiatives with the exploration of new opportunities.
- The development of an updated client recording management system that is fit for purpose and easy to use.
- The maintenance of a fair and respectful relationship between Worldview Foundation and WV Technologies
- The development of a Worldview Foundation Intensive program alumni network.
- The establishment of an ongoing Worldview Foundation NAIDOC breakfast event each July in the ACT.

OUR SUCCESS WILL BE BASED UPON

- **People**

Attracting, developing, maintaining and retaining the best personnel for an inclusive and effective workplace.

- **Leadership**

Developing leadership in our team through ongoing support and professional development.

- **Information Technology and data**

Establishing and maintaining a fit for purpose client record management system that records and tracks all relevant program data.

- **Financial**

Pursuing a 1:1 matching grant strategy that produces funding partnerships and financial security for our activities, and scaling funding for new jurisdictions.

- **Stakeholder Engagement and Partnership**

Investing in and fostering our critical stakeholder relationships and partnerships across the entire scope of our business.

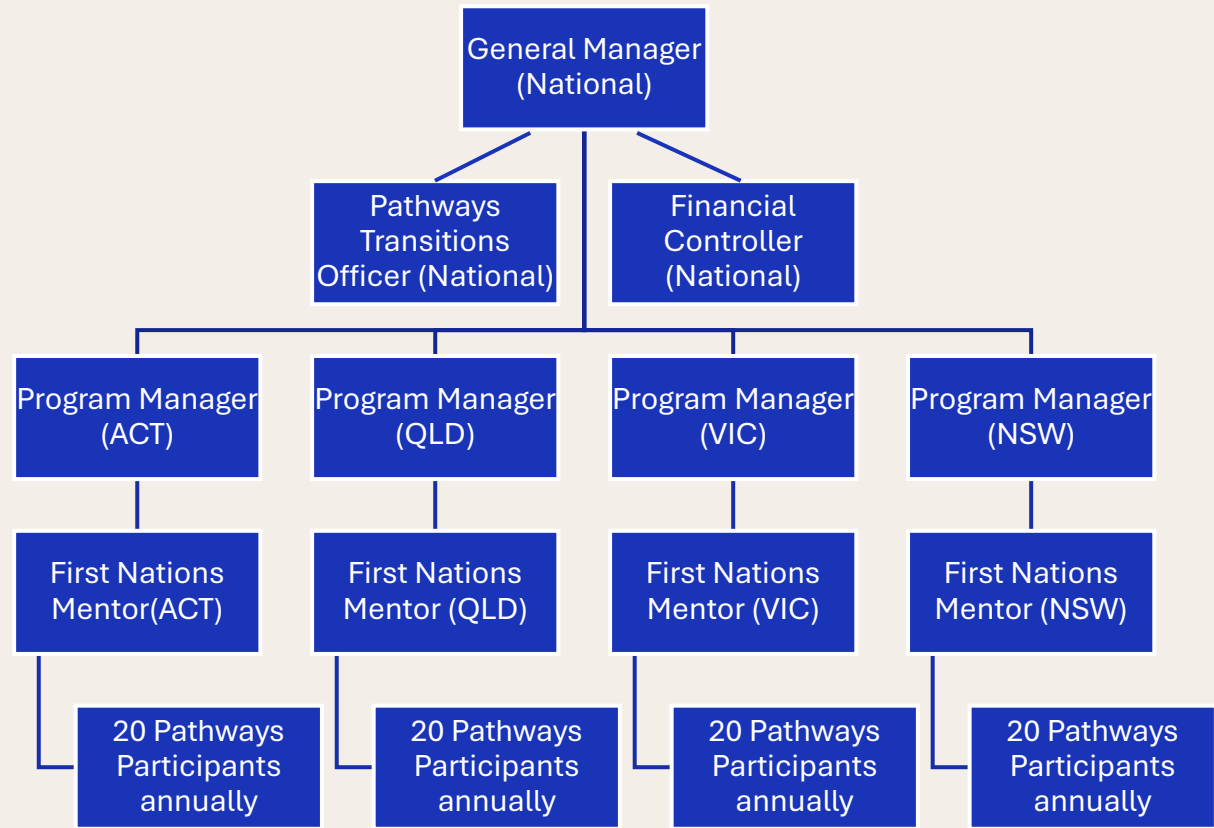
- **Governance, risk and compliance**

Ensuring all our funded activities are managed and reported on in accordance with the object and reporting requirements of each grant.



CONCLUSION

BY JANUARY 2028 WE WANT OUR BUSINESS MODEL: To be a fully funded operationally viable employment pathway program across Canberra, Brisbane, Melbourne and Sydney preparing around 80 First Nations young men nationally for transition into meaningful employment, other training or further education.



THANK YOU



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