2018 Student Performance Report

Te Korowai Kahurangi

# Introduction

This report analyses EPI data available from Ngā Kete1 (2015-2018) and the outcome of the graduate surveys (2015-2019) in Unitec. For the purposes of this report, the following schools are NOT included in the statistical tables and analysis due to the reasons as stated:

* Te Puna Ako – provides only a few postgraduate programmes not comparable for analysis
* Administrative – with short and generic courses not provided by a specific academic school
* Mindlab – is operating independently of Unitec

*Note: Where statistics for the three schools are included are:*

* *the benchmark tables and charts for comparison with the ITP and University sectors and,*
* *when otherwise specified.*

The report provides statistics of three student success measures at the institutional and priority group levels, identifies high performing and low performing schools in each of these measures and concludes with key findings to help with strategic planning. Progression Rate is not included as comparable data are not available for the period of 2015-2018.

These three measures are:

* Successful Course Completion Rate
* Qualification Completion Rate
* First Year Retention Rate

Analysis of graduate surveys focuses on the following KPIs:

* % employed
* % in further study

# Executive Summary

Unitec’s overall Student performance2 has been stable for the period of 2015-2018. Over the 4-year period, Unitec achieved an average of 83% Successful Course Completion (SCC) Rate and 70.5% First Year Retention (FYR) Rate, exceeding the 2018 Investment Target of 78% and 66% respectively while the Qualification Completion (QC) Rate averaged at 55.5%.

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1 All data from Ngā Kete were retrieved on 24/6/19 from https://www.tec.govt.nz/

2 Overall rates in the Executive Summary includes statistics for Administrative, Mindlab and Te Puna Ako.

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| **Performance Indicators** | **Rationale** |
| **Strengths** | **Weaknesses** |
| **Successful Course Completion** | * Unitec’s performance has been consistently above the sector benchmark since 2012.
* Unitec successfully met the Investment Target of 78% for 2018, so did the International and under 25s priority groups.
 | * The above average performance has levelled off to 81.7% in 2018, the lowest over the past 6 years.
* While only three schools out of 11 failed to meet the target, a majority, i.e. eight schools, showed a decrease from 2017 to 2018.
* Both Māori and Pacific priority groups (and most schools within the groups) did not meet the target, and the gaps have been clearly widening between both groups and their respective cohorts since 2014.
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| **Qualification Completion** | * 2018 Unitec Cohort-based qualification completion (54%) is above 2017 ITP sector average (53.15%), which has been consistently above the ITP sector average since 2009.
* The variance between Māori and non-Māori students has decreased by 3.2%.
* Despite a small decrease in the Under 25 students’ qualification completion rate by 3%, it is still above ITP sector average.

Although a little bit below the sector average (62%) International students qualification completion rate continued increasing since 2012.(62.8 % in 2018)  | * 2018 Overall Cohort-based qualification completion rate had declined by 4% following steady growth over the past 4 years.
* The qualification completion rate for Pacific students dropped by 8.7% between 2017 - 2018
* The variance gap between Pacific and non-Pacific students increased to 16.4%.
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| **First Year Retention** | * Unitec’s performance has been consistently above the sector benchmark for the last 10 years.
* Unitec successfully met the Investment Target of 66% for 2018, and so did the International priority groups.
 | * The First Year Retention Rate fluctuated with no particular stable pattern over the past 10 years.
* While only two schools failed to meet the target in 2018, half of the schools (i.e. five) showed a decrease from 2017 to 2018.
* Māori, Pacific and Under 25s and at least a third of the schools in each group failed to meet the target.
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| **Graduates Employed, Studying or Combining (GESC)** | * Highest level of graduates in paid work over past 10 years
* Continued strong performance for Māori and Pacific
 | * GESC 2019 decline to be 3% below previous years and target – driven by decline in further study
* Eight out of 11 schools below target
* Large variation across schools (lowest 55%, highest 90%)
* Significant decline over last 2 years for International graduates
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# Total EFTS for Unitec

As can be seen in the table below, Total EFTS across Schools have fallen year on year across the 2015-2018 period, contributing to a 25.8% decline in EFTS across Unitec overall. One School bucks this trend. Building Construction has seen year on year growth – a total of 31.2% overall over the same period.

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| **Total EFTS**  |
| **School**  | **2015** | **2016** | **2017** | **2018** | **Percentage change in 2015-2018** |
| Applied Business | 1546.2 | 1220.3 | 978.6 | 740.3 | -52.1% |
| Architecture | 686.9 | 680.4 | 613.5 | 585.1 | -14.8% |
| Bridgepoint | 927.3 | 748.4 | 770.7 | 725.8 | -21.7% |
| Building Construction | 723 | 807.2 | 861.3 | 948.4 | 31.2% |
| Community Studies | 576.7 | 484.7 | 381.3 | 341.3 | -40.8% |
| Computing & Information Technology | 770.1 | 746.4 | 722.3 | 562.4 | -27.0% |
| Creative Industries | 656.3 | 547.8 | 458.2 | 397.4 | -39.4% |
| Engineering & Applied Technology | 861.1 | 796.7 | 778 | 718.9 | -16.5% |
| Environmental & Animal Sciences | 421.8 | 401 | 365.4 | 374 | -11.3% |
| Healthcare & Social Practice | 884.4 | 743.9 | 639.9 | 590 | -33.3% |
| Trades & Services | 1070.7 | 1004.2 | 890.8 | 784 | -26.8% |
| **Total** | **9124.5** | **8181** | **7460** | **6767.6** | -25.8% |

# Successful Course Completion

## 1.1 Total Unitec

Overall Unitec’s SCC rate has declined to 81.7% from the 83.4% averaged over the previous three years. While the Investment Plan target of 78% has been easily achieved, the 81.7% is on par with the 2017 ITP Sector average of 81.8% and well below the 2017 University Sector average of 87.2%. Sector data is not yet available for 2018.

## 1.2 Schools

Overall Successful Course Completion (SCC) rates across schools have been widely varied, as the table below shows. While a number of Schools continue to achieve above average results (e.g. Creative Industries, Computing & Information Technology), there are also a significant number which have struggled to maintain their SCC rates.

Over the four-year period of 2015-2018, Building Construction showed the biggest improvement of 7.6%, while Trades and Services and Environmental & Animal Sciences experienced the biggest decline of 7.1%, followed by Engineering and Applied Technology at 5.1%.

Bridgepoint, Trades & Services and Engineering & Applied Technology had poor performance in SCC but high EFTS, contributing to a decline in the overall successful course completion rate.

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| **Successful Course Completion Rates, Variance by years** **and EFTS in 2018** |
| **School** | **2015** | **2016** | **2017** | **2018** | **Variance between 2017 and 2018** | **Variance over 4 years** | **EFTS 2018** |
| Creative Industries | 91.9% | 91.5% | 91.0% | 92.2% | 1.2% | 0.3% | 397.4 |
| Computing & Information Technology | 85.6% | 84.8% | 87.6% | 87.4% | -0.2% | 1.8% | 562.4 |
| Building Construction | 79.5% | 82.9% | 84.9% | 87.1% | 2.2% | 7.6% | 948.4 |
| Healthcare & Social Practice | 87.2% | 86.5% | 85.6% | 86.8% | 1.2% | -0.4% | 590 |
| Community Studies | 82.5% | 83.7% | 85.9% | 84.9% | -1.0% | 2.4% | 341.3 |
| Architecture | 88.0% | 83.5% | 84.9% | 84.7% | -0.2% | -3.3% | 585.1 |
| Applied Business | 86.1% | 86.2% | 84.6% | 81.9% | -2.7% | -4.2% | 740.3 |
| Environmental & Animal Sciences | 85.7% | 84.6% | 81.5% | 78.6% | -2.9% | -7.1% | 374 |
| Engineering & Applied Technology | 81.7% | 79.9% | 79.8% | 76.6% | -3.2% | -5.1% | 718.9 |
| Trades & Services | 81.7% | 81.7% | 78.9% | 74.6% | -4.3% | -7.1% | 784 |
| Bridgepoint | 70.0% | 72.7% | 73.6% | 67.9% | -5.7% | -2.1% | 725.8 |
| **Grand Total\*** | **83.3%** | **83.3%** | **83.1%** | **81.3%** | **-1.8%** | **-2.0%** | **6767.6** |

*\*Grand Total excludes data associated with Mindlab, Administrative, Maia and Te Puna Ako as well as data not associated with any school*

***Note: All colour coding in the report is based off 2018 investment plan targets***



## 1.3 Priority Groups

## 1.3.1 Māori

Although the variance rate of -9.8% achieved by Unitec in 2017 performed slightly better than the ITP Sector average of -10.7%, it was lower than AUT and the University of Auckland which stayed at a low -3.1% and -3.6% respectively. Further, there is an increasing gap between Māori and non-Māori groups since 2014 with the SCC variance going up to -10% in 2018.

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| **2017 Benchmarks** | **Māori** | **Non-Māori** | **Variance** |
| Unitec | 74.1% | 83.9% | -9.8% |
| MIT | 72.6% | 83.6% | -11.0% |
| AUT | 82.1% | 85.2% | -3.1% |
| University of Auckland | 86.0% | 89.6% | -3.6% |
| ITP Sector | 72.5% | 83.2% | -10.7% |

## 1.3.2 Pacific

The variance between Pacific and non-Pacific students decreased from -16.7% in 2008 to -8.5% in 2014. However, that positive trend then reversed and the variance has been continuously increasing over the last 5 years. In 2017, it sat at -13.6%, which was higher than the ITP Sector average of -8.5% and MIT of -7.2%. Although Unitec still outperformed the University of Auckland and AUT which had a high variance of -15.0% and -17.5% respectively, the gap between Unitec and other polytechnics is concerning.

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| --- | --- | --- | --- |
| **2017 Benchmarks** | **Pacific** | **Non-Pacific** | **variance** |
| Unitec | 71.0% | 84.6% | -13.6% |
| MIT | 77.1% | 84.3% | -7.2% |
| AUT | 69.5% | 87.0% | -17.5% |
| University of Auckland | 75.7% | 90.7% | -15.0% |
| ITP Sector | 73.7% | 82.2% | -8.5% |

## 1.3.3 Under 25 years

The variance between Under 25 years and 25+ years has remained relatively consistent over the past 10 years, reaching 11.8% in 2017. This was much higher than the ITP Sector average of 2.1%. Compared with 5.9% achieved by MIT, 4.1% by AUT and 2.8% by the University of Auckland, the rate represented a significant gap between Unitec and other tertiary institutes.

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| --- | --- | --- | --- |
| **2017 Benchmarks** | **Under 25yrs** | **25+yrs** | **variance** |
| Unitec | 80.1% | 91.9% | -11.8% |
| MIT | 79.8% | 85.7% | -5.9% |
| AUT | 84.0% | 88.1% | -4.1% |
| University of Auckland | 89.1% | 91.9% | -2.8% |
| ITP Sector | 80.7% | 82.8% | -2.1% |

## 1.3.4 International

Over the past 10 years, the variance between international and domestic students for Successful Course Completion has fluctuated, with the gap almost closing in the period of 2012-2014 with a year-on-year widening thereafter. In 2018, the rate for international students stood at 89.5%, which was higher than the SCC of 79.6% for domestic students by 9.9%.

In 2017, the variance between International and domestic students in Successful Course Completion Rate in Unitec is -6.7%. It is on par with AUT, also at -6.7%, and better than the ITP Sector of -11.4% and MIT at -11.3%.

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| **2017 Benchmarks** | **International** | **Domestic** | **variance** |
| Unitec | 88.4% | 81.7% | 6.7% |
| MIT | 91.8% | 80.5% | 11.3% |
| AUT | 90.6% | 83.9% | 6.7% |
| University of Auckland | 90.5% | 87.3% | 3.2% |
| ITP Sector | 91.1% | 79.7% | 11.4% |

## 1.4 Statistical tests – correspondence analysis

A correspondence analysis to investigate associations between ethnicity, age and SCC rates (results and charts available from Te Korowai Kahurangi on request) reveals that

* Students in the age group of 31-40 do not have a statistically significant difference in course completion rates, regardless of their ethnicity.
* Students aged under 20 regardless of ethnicity are strongly associated with lower than 50% completion rates per student.

This means age-dependent factors like cognitive and emotional maturity are a better indicator of course completion rates, than ethnicity.

## 1.5 Key findings

* In 2018, the overall course completion rate in 2018 fell to its lowest point in the last 6 years to 81.7%. Despite this, Unitec successfully met its Investment Plan Target of 78%.
* Performance across Schools shows an uneven pattern. Low performers with high EFTS, like Trades & Services and Engineering & Applied Technology, could be a significant strain on the overall SCC rate. Further analysis may be needed to identify the contributory factors.
* Bridgepoint is the lowest performer overall, having the lowest Successful Course Completion Rate, and across all priority groups but higher than average EFTS.
* There are Schools that have been performing well with priority groups, and the example of Building Construction with its year on year improvement in terms of EFTS and SCC across all areas. Further investigation into areas of high or increasing improvement could usefully identify best practice to inform institutional strategy.
* The correspondence analysis suggests that age-related targeted support can be an effective approach.

# 2.0 Cohort-based Qualification Completion

## 2.1 Total Unitec

2018 Overall Cohort-based qualification completion rates have declined in 2018 (54.4%) by 4% following steady growth over the past 4 years.

This is above the 2017 ITP Sector average (53.1%) and below the University Sector average (63.3%).

## 2.2 Schools

The graph below shows that the Cohort-based Qualification Completion (QC) rates across Schools have been widely varied. There are a number of Schools that continue to achieve above average results (e.g. Bridgepoint, Environmental & Animal Sciences, Healthcare & Social Practice, Creative Industries, Engineering & Applied Technology and Applied Business). Engineering & Applied Technology shows the biggest improvement of 16.3% over the past 4 years.

Key contributors to the overarching decline in QC in 2018 reporting year are Trades & Services and Building Construction, which have the most EFTS (784 and 948) but have shown a decline of 12.7% and 6.7% over the four-year period between 2015-2018, contributing to the overall QC decline.

Trades and Services run programmes to a non-semesterized timeline and hence do not align well with the Reporting cycle. Additionally, many new programmes in Trades & Services and Building Construction that commenced in the 2016 – 2018 period, and have not finished the length of the “set time period” that TEC uses to calculate the QC, could not contribute to the QC. One example is the two year New Zealand Diploma in Construction. It has the largest EFTS in Building Construction (301.5 in 2018) and high Successful Course Completion rates (89.3%) yet shows no QC in the 2018 reporting year as this programme started in 2017.[[1]](#footnote-1)

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| **Variance in Cohort-based Qualification Completion Rate** **and EFTS in 2018** |
| **School Name** | **2015** | **2016** | **2017** | **2018** | **Variance between 2017 and 2018** | **Variance over 4 years** | **EFTS****2018** |
| Bridgepoint | 65.1% | 61.9% | 70.0% | 70.2% | 0.2% | 5.1% | 725.8 |
| Environmental & Animal Sciences | 53.0% | 62.3% | 65.8% | 65.2% | -0.6% | 12.2% | 374.0 |
| Healthcare & Social Practice | 64.0% | 58.2% | 64.1% | 62.6% | -1.5% | -1.4% | 590.0 |
| Creative Industries | 60.3% | 57.7% | 67.3% | 62.1% | -5.2% | 1.8% | 397.4 |
| Engineering & Applied Technology | 43.9% | 50.3% | 61.6% | 60.2% | -1.4% | 16.3% | 718.9 |
| Applied Business | 51.1% | 54.2% | 64.7% | 59.2% | -5.5% | 8.1% | 740.3 |
| Computing & Information Technology | 54.9% | 52.5% | 58.1% | 52.5% | -5.6% | -2.4% | 562.4 |
| Architecture | 55.1% | 48.0% | 47.0% | 49.7% | 2.7% | -5.4% | 585.1 |
| Community Studies | 53.4% | 56.8% | 48.2% | 46.9% | -1.3% | -6.5% | 341.3 |
| Building Construction | 44.5% | 39.5% | 41.4% | 37.8% | -3.6% | -6.7% | 948.4 |
| Trades & Services | 47.7% | 45.0% | 44.2% | 35.0% | -9.2% | -12.7% | 784.0 |
| Grand Total | 53.3% | 54.2% | 58.5% | 53.9% | -4.6% | 0.6% | 6767.6 |

## 2.3 Priority Groups

## 2.3.1 Māori

The variance between the QCR of Māori and non-Māori students has decreased by 3.2% (11.6% in 2017 and 8.4% in 2018), it was lower than ITP Sector average of 4.1% and MIT (2.1%) but higher then AUT (8.5%) and the University of Auckland (11.1%). However, this decreased variance is due to poorer performance by non-Māori rather than an increase in Māori outcomes.

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| **2017 Benchmarks** | **Māori** | **Non-Māori** | **Variance** |
| Unitec | 47.4% | 59.0% | -11.6% |
| MIT | 52.5% | 54.6% | -2.1% |
| AUT | 56.6% | 65.1% | -8.5% |
| University of Auckland | 58.2% | 69.3% | -11.1% |
| ITP Sector | 49.6% | 53.7% | -4.1% |

## 2.3.2 Pacific

The below graph shows that the variance between Pacific and non-Pacific students was consistent across 2013 – 2017 but there was a sharp increase from 2017 (-6.9%) to 2018 (-16.4%). This was higher than the 2017 ITP Sector average variance of -1.8% and the MIT variance of -3.2%. Although Unitec still outperforms the University of Auckland and AUT which has a variance in 2017 of -16.8% and -18.2% respectively, this increase from 2017-2018 and the gap between Unitec and other polytechnics is cause for concern.

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| --- | --- | --- | --- |
| **2017 Benchmarks** | **Pacific** | **Non-Pacific** | **variance** |
| Unitec | 52.0% | 58.9% | -6.9% |
| MIT | 51.9% | 55.1% | -3.2% |
| AUT | 48.1% | 66.3% | -18.2% |
| University of Auckland | 53.3% | 70.1% | -16.8% |
| ITP Sector | 51.3% | 53.1% | -1.8% |

## 2.3.3 Under 25

The variance between Under 25 years and 25+ years has remained relatively consistent over the past 2 years. It is above MIT (-1.7% in 2017) but below AUT (0.3%), University of Auckland (2.6%) and ITP sector (2.7%).

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| **2017 Benchmarks** | **Under 25yrs** | **25+yrs** | **variance** |
| Unitec | 57.9% | 59.0% | -1.1% |
| MIT | 53.7% | 55.4% | -1.7% |
| AUT | 64.8% | 64.5% | 0.3% |
| University of Auckland | 69.7% | 67.1% | 2.6% |
| ITP Sector | 54.5% | 51.8% | 2.7% |

## 2.3.4 International

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| **2017 Benchmarks** | **International** | **Domestic** | **variance** |
| Unitec | 62.0% | 57.6% | 4.4% |
| MIT | 64.0% | 53.7% | 10.3% |
| AUT | 77.5% | 62.3% | 15.2% |
| University of Auckland | 75.3% | 68.0% | 7.3% |
| ITP Sector | 65.2% | 51.8% | 13.4% |

The graph below shows a strong climb in the International Students’ Cohort-based qualification completion rate since 2014. From 2017 International students show higher performance than domestic students. In 2018 the variance reached 10.4%, which is greater than the 2017 variances across the ITP Sector, University of Auckland, AUT and MIT. There was, however, a 380 EFTS decline from 2017 to 2018.

## 2.4 Difference between Successful Course Completion and Cohort-based Qualification Completion

Unitec has consistently shown a 25-30% variance between Successful course completion rates and Cohort-based qualification completion. This is a level that is consistent across the ITP sector and universities. Analysis by intended qualification shows that the variance is much higher amongst Architecture and Education qualifications

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| **2017 Benchmarking** | **Course Completion Rate** | **Qualification Completion Rate** | **Variance** |
| Unitec | 83.4% | 58.4% | 25.0% |
| ITP Sector Average | 81.7% | 53.1% | 28.6% |
| Universities Average | 87.2% | 63.3% | 23.9% |

## 2.5 Key findings

* There is a need to identify and monitor at risk students as early as possible when they start, in order to offer support that will enhance their Successful Course Completion and retention and thus increase the Cohort-based Qualification Completion.
* Support could be offered by Te Korowai Kahurangi to help staff understand the TEC Cohort-based qualification methodology so they can understand how it reflects on their student data.
* Detailed analysis into the variance difference between course and qualification completion rates should help to understand the drivers for the variance.

# 3.0 Cohort-based First Year Retention

## The Cohort-based first year retention rate is the proportion of students in a cohort who enrol in a qualification at the same level in the year after they enter the cohort. First year retention rates are measured for students who are enrolled in a 2 EFTS or above qualification at level 4 and above.

## 3.1 Total Unitec

Overall Unitec’s First Year Retention Rate had a slight increase to 71.6% in 2018, from the 70.2% averaged over the previous three years. While the Investment Plan target of 66% has been easily achieved and the 71.4% was higher than the 2017 ITP Sector average of 61.6%, it was below the 2017 University Sector average of 78.4%.



3.2 Schools

Over the 4-year period, Creative Industries had the largest jump (9.9%) to 83.3% in 2018. Building Construction with the highest EFTS of 948.4 lifted by 7.4% to achieve 73% retention rate in 2018.

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| **1st Year Retention Rate, Variance and EFTS** |
| **School**  | **2015** | **2016** | **2017** | **2018** | **Variance between 2017 and 2018** | **Variance over 4 years** | **EFTS 2018** |
| Applied Business | 75.2% | 68.8% | 78.2% | 63.4% | -14.8% | -11.8% | 740.3 |
| Architecture | 68.2% | 61.6% | 75.7% | 74.8% | -0.9% | 6.6% | 585.1 |
| Bridgepoint | 64.3% | 71.4% | 91.7% | 100.0% | 8.3% | 35.7% | 725.8 |
| Building Construction | 65.6% | 64.8% | 73.3% | 73.0% | -0.3% | 7.4% | 948.4 |
| Community Studies | 68.1% | 64.7% | 57.9% | 69.9% | 12.0% | 1.9% | 341.3 |
| Computing & Information Technology | 73.3% | 72.2% | 72.9% | 74.9% | 2.0% | 1.5% | 562.4 |
| Creative Industries | 73.4% | 79.5% | 70.3% | 83.3% | 13.0% | 9.9% | 397.4 |
| Engineering & Applied Technology | 73.2% | 71.4% | 64.6% | 73.2% | 8.6% | 0.0% | 718.9 |
| Environmental & Animal Sciences | 79.5% | 60.0% | 62.5% | 75.0% | 12.5% | -4.5% | 374 |
| Healthcare & Social Practice | 76.5% | 71.7% | 78.4% | 68.9% | -9.5% | -7.6% | 590 |
| Trades & Services | 74.6% | 44.1% | 63.4% | 57.3% | -6.1% | -17.3% | 784 |
| **Grand Total\*** | **72.3%** | **67.1%** | **71.5%** | **71.7%** | **0.2%** | **-0.6%** | **6767.6** |

*\*Grand Total excludes data associated with Mindlab, Administrative, Maia and Te Puna Ako as well as data not associated with any school*

Key contributors to the overarching decline over the 4-year period in First Year Retention rate were Applied Business and Trades & Services, which had high EFTS of 740.3 and 784 but dropped by 11.8% and 17.3% respectively from 2015 to 2018. These 2 schools are the only ones which did not meet the Investment Plan Target in 2018.

However, the First Year Retention rate for most programmes in Trades and Services and Applied Business are not available because like Bridgepoint, a number of programmes are shorter than a year in length, or have enrolment times which do not enable a semesterised collation of data. For those that are available, those with particularly low First Year Retention rates also have very low EFTS in 2018, hence their negative impact is very limited.

During 2015-2018, Bridgepoint had the highest increase of 35.7% but some data for Bridgepoint are not available, mainly because their programmes occur within the span of a semester or a year, hence caution must be taken when interpreting Bridgepoint performance.

## 3.3 Priority

## 3.3.1 Māori

The variance between Māori and non-Māori students has been widening since 2014, reaching -12.7% in 2017. This was higher than the ITP Sector average of -8.7%, and much higher than the -2.6% achieved by MIT, -7% by AUT and -5.1% at the University of Auckland. In 2018, the variance decreased slightly to 10.2%, but the gaps with their tertiary counterparts were still significant.

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| --- | --- | --- | --- |
| **2017 Benchmarks** | **Māori** | **Non-Māori** | **Variance** |
| Unitec | 58.9% | 71.6% | -12.7% |
| MIT | 63.8% | 66.4% | -2.6% |
| AUT | 71.5% | 78.5% | -7.0% |
| University of Auckland | 77.4% | 82.5% | -5.1% |
| ITP Sector | 53.9% | 62.6% | -8.7% |

## 3.3.2 Pacific

The variance between Pacific and non-Pacific students in First Year Retention rate narrowed down to reach its lowest in 2015, then took on a sharp rising trend to reach -13.6% in 2017. The variance was larger than the -8.8% achieved by AUT and greater than the ITP Sector average of -5.1% with which MIT and the University of Auckland were on par, achieving -5.6% and -5.3% respectively. In 2018, variance now sat at a very concerning -17.2%.

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| --- | --- | --- | --- |
| **2017 Benchmarks** | **Pacific** | **Non-Pacific** | **variance** |
| Unitec | 59.1% | 72.7% | -13.6% |
| MIT | 62.1% | 67.7% | -5.6% |
| AUT | 70.5% | 79.3% | -8.8% |
| University of Auckland | 77.3% | 82.6% | -5.3% |
| ITP Sector | 56.8% | 61.9% | -5.1% |

## 3.3.3 Under 25 years

In 2017, Unitec had the smallest variance of 3.1%, far below the ITP Sector average of 10.2%, the 9.5% achieved by MIT and 9.3% by the University of Auckland. However, this gap has since widened to 4.3% due to both an increase in Under 25s retention and a decrease in 25+ Retention.

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| 2017 Benchmarks | Under 25yrs | 25+yrs | variance |
| Unitec | 72.5% | 69.4% | 3.10% |
| MIT | 70.1% | 60.6% | 9.50% |
| AUT | 79.4% | 72.1% | 7.30% |
| University of Auckland | 83.8% | 74.5% | 9.30% |
| ITP Sector | 66% | 55.8% | 10.2% |

## 3.3.4 International

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| --- | --- | --- | --- |
| 2017 Benchmarks | International | Domestic | variance |
| Unitec | 86.4% | 65.9% | 20.5% |
| MIT | 74.7% | 64.1% | 10.6% |
| AUT | 91.1% | 76.1% | 15.0% |
| University of Auckland | 90.3% | 81.2% | 9.1% |
| ITP Sector | 73.5% | 59.2% | 14.3% |

The 2017 First Year Retention Rate for international students in Unitec was 86.4%, higher than the ITP Sector average of 73.5%, but lower than AUT at 91.1% and the University of Auckland at 90.3%. Unitec had the greatest variance across all others and the ITP sector at 20.5%. The Unitec variance decreased to a still very significant 18.4% in 2018.

## 3.4 Key findings

* In general, schools with high EFTS performed well with the exception of Applied Business and Trades & Services. Environmental & Animal Sciences performed well but with low EFTS. Some targeted actions may be useful for helping struggling schools in this area.
* Of the various priority groups, Pacific students had the most unsatisfactory performance in their overall variance from non-Pacific students for both First Year Retention and Successful Course Completion. Support can be targeted at this group.

# 4.0 Graduates Employed, Studying or Combining (GESC)

Graduates employed, studying or combining (GESC) is a KPI that measures the performance of our students after they have graduated. The data comes from surveys with our graduates asking them if they are employed and or in further study. 2019 data is based off students who graduated in 2018 and surveyed 2-3 weeks after their September 2018 and April 2019 graduation ceremonies. A total of 1,312 graduates responded across these two semesters out of 3,580 graduates in total which equates to an overall response rate of 37%. Due to low response rates across some schools and programmes, the ability to provide robust reporting at school and programme level is limited. Te Korowai Kahurangi are reviewing the graduate outcomes data that can be obtained with the aim to increase survey response rates to provide more granular reporting.

## 4.1 Total Unitec

Overall Unitec’s Graduates Employed, Studying and Combining (GESC) rate has declined to 82% from 85% shown last year. This level is below the 2018 investment plan target of 85%. The decline is driven by a decrease in the percentage of graduates who are in higher study or graduates who are combining work with study rather than the percentage in paid employment which has increased from 74% to 76% over the past 12 months.

Longer term trends show that the % of graduates in paid employment is the highest level shown since 2010. The increase shown since 2015 coincides with the decline in New Zealand unemployment rate over the same period.

## 4.2 Schools

The majority of schools show lower GESC rates in 2019 when compared to the 85% target with considerably lower rates shown by Computing & Information Technology (55%), Creative Industries (66%) and Trades & Services (76%). These schools show the greatest decline over the past 12 months and have been the major contributors towards Unitec’s overall decline from 85% to 82%.

Over the four-year period of 2016-2019, there have been large declines for Building Construction (13%), Computing & Information Technology (13%), Engineering & Applied Technology (13%), Trades & Services (13%) and Creative Industries graduates (11%).

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| **Percent of Graduates Employed, Studying and Combining (GESC)** |
| **School Name** | **2016** | **2017** | **2018** | **2019** | **Variance between 2017 and 2018** | **Variance over 4 years** |
| Applied Business | 82% | 83% | 85% | 79% | -6% | -3% |
| Architecture | 89% | 81% | 81% | 83% | 2% | -6% |
| Bridgepoint | 77% | 84% | 78% | 79% | 1% | 2% |
| Building Construction | 92% | 92% | 78% | 79% | 1% | -13% |
| Community Studies | 94% | 86% | 94% | 90% | -4% | -4% |
| Computing & Information Technology | 68% | 70% | 61% | 55% | -6% | -13% |
| Creative Industries | 77% | 80% | 75% | 66% | -9% | -11% |
| Engineering & Applied Technology | 90% | 87% | 78% | 77% | -1% | -13% |
| Environmental & Animal Sciences | 81% | 92% | 87% | 85% | -2% | 4% |
| Healthcare & Social Practice | 85% | 86% | 92% | 87% | -5% | 2% |
| Trades & Services | 89% | 83% | 86% | 76% | -10% | -13% |
| **Total Unitec** | **85%** | **86%** | **85%** | **82%** | **-3%** | **-3%** |

**Low performers at Programme Level**

Graduate outcome reporting at a programme level is limited due to low survey sample sizes however indicative results show low 2019 GESC rates for the following programmes:

* 47% (GDCMP) Graduate Diploma in Computing (39 survey responses out of 127; 28% response rate in 2019)
* 53% (BCS) Bachelor of Computing Systems (23 survey responses out of 69; 33% response rate)
* 58% (PGDCG) Post Graduate Diploma in Computing (34 survey responses out of 82; 41% response rate)
* 62% (GDCPM) Graduate Diploma in Construction Project Management (23 survey responses out of 73; 32% response rate)

## 4.3 Priority Groups

## 4.3.1 Māori

Māori GESC rates continue to perform strongly with an increase to 92% in 2019. The variance between Māori and non-Māori graduates continues to widen over the past 4 years which is predominantly driven by declining rates shown by Non-Māori graduates.

With only 129 Māori graduates surveyed in 2019, there is not, however, enough data to provide robust analysis at school or programme level.

## 4.3.2 Pacific

Pacific GESC rates continue to improve to be at 85% in 2019. The variance between Pacific and non-Pacific graduates has increased as Non-Pacific GESC rates have dropped over the past 12 months.

With only 161 Pacific graduates surveyed in 2019, there is not, however, enough data to provide robust analysis at school or programme level.

## 4.3.3 Under 25yrs

Under 25 years GESC rates continue to track at 80% while graduates aged 25+ years has declined considerably since last year. As a result, the variance has declined to 3%.

The under 25 year GESC rates are varied by school with the highest rates shown by Architecture (100%) and Community Studies (95%) while the lowest rates are shown by Computing & Information Technology (64%) and Applied Business (70%). Over time, the largest short term and long term declines are shown amongst Applied Business, Healthcare & Social Practice and Trades & Services.

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| **Percent of Graduates Employed, Studying and Combining (GESC)** **- Under 25years** |
| **School Name** | **2016** | **2017** | **2018** | **2019** | **Variance between 2017 and 2018** | **Variance over 4 years** |
| Applied Business | 89% | 72% | 80% | 70% | -10% | -19% |
| Architecture | 90% | 79% | 82% | 100% | 18% | 10% |
| Bridgepoint | 72% | 79% | 81% | 78% | -3% | 6% |
| Building Construction | 91% | 84% | 74% | 80% | 6% | -11% |
| Community Studies | 93% | 83% | 91% | 95% | 4% | 2% |
| Computing & Information Technology | 73% | 68% | 61% | 64% | 3% | -9% |
| Creative Industries | 75% | 81% | 76% | 72% | -4% | -3% |
| Engineering & Applied Technology | 83% | 83% | 77% | 75% | -2% | -8% |
| Environmental & Animal Sciences | 76% | 90% | 90% | 86% | -4% | 10% |
| Healthcare & Social Practice | 96% | 91% | 100% | 88% | -12% | -8% |
| Trades & Services | 95% | 83% | 82% | 77% | -5% | -18% |
| **Total Unitec Under 25yrs** | **83%** | **81%** | **80%** | **80%** | **0%** | **-3%** |

## 4.3.4 International

International GESC rates continue to decline, falling from 65% to 61% over the last 12 months. With Domestic rates holding strong at 89%, the variance continues to widen.

With only 279 International graduates surveyed in 2019, there is not enough data to provide robust analysis at school or programme level.

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| ***Appendix A – Unitec Successful Course Completion Rate EFTS and student headcounts by programme in 2018***  |  |

1. TEC uses a 2-year set time period for levels 1 to 3, 4-year for levels 4-7 non degree, and 6-year for level 7 (degree) and above to calculate the QC.

It is also important to note that Trades & Services is a newly formed School from the Pathways of 2018. This affects performance reporting for this School and Building Construction. [↑](#footnote-ref-1)