

### Background

Unitec is committed to improving its performance to meet the aspirations of Pacific students and communities. This commitment is endorsed and supported by the **Fono Faufutua**<sup>1</sup>, a standing committee of the Unitec Council who advise the Council, Management and the whole of Unitec in ***“promoting lifelong learning and prosperity in Pacific communities by assisting to establish Unitec as the Pacific people’s tertiary institute of choice in the Auckland region (Terms of Reference)”***.

This will be advanced through enhancement of Pacific student experiences, increased participation, completion and progression rates of Pacific students, and the development of innovative programmes that meet the needs of Pacific communities.

This commitment is longstanding and has to date been reflected through the establishment of the **Pacific Centre**, and the positions of:

- Director of Pacific Success
- Pacific Community Engagement Advisor
- Pacific Academic Development Lecturers
- Pacific Research Leader

Unitec’s commitment to Pacific students and communities has been guided by a number of strategic documents from within the institute and nationally, primarily, the Tertiary Educational Strategy 2014 - 2019 and the Ministry of Education’s Pasifika Education Plan 2013 - 2017. The responsibility for meeting Pacific student and community needs will be shared across the whole of Unitec.

### National Objectives

The current Tertiary Education Strategy 2014 - 2019 outlines the government’s expectations and priorities for New Zealand’s tertiary education system and this contributes towards the government’s prescribed six strategic priorities. Priority three of the strategy focusses on **‘Boosting achievement of Maori & Pasifika’**. This indicates the importance the government is placing on increasing the achievements of Maori and Pasifika students.

The commitment to Pacific achievement is further supported by the Ministry of Education’s **Pasifika Education Plan 2013 – 2017**, and the Tertiary Education Commission’s **Pasifika Framework 2013 – 2017**. These two strategies collectively focus on:

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<sup>1</sup> Fono Faufutua – The Unitec Pacific advisory committee consisting of Pacific members of the community and the tertiary sector.

- A continued and accelerated educational performance at all levels of education by Pacific students.
- Pacific students successfully transitioning into higher levels of education.
- Pacific students successful transitioning into employment as a highly skilled and highly educated workforce that will fully contribute to New Zealand's economy and society.
- The use of research and evidence effectively to achieve the goals of Pacific students in education.

### **Auckland Regional Context**

According to the 2013 Census, two thirds of all Pacific peoples in New Zealand live in the Auckland region. Pacific people make up 14.6% of Auckland's total population. They are third behind European (59.3%) and Asian (23.1%). The Auckland Pacific population is a youthful one, having the lowest median age across all ethnic groups, 22.6 years, compared to the Auckland median age of 35.1 years.

Auckland has the largest diverse Pacific population in the world. The Pacific population of Auckland consists mostly of Samoans, Tongans, Cook Islanders, Niueans, Fijians, Tuvaluans, Tokelauans and other smaller community groups from around the Pacific. With their roots now firmly planted in Auckland, Pacific communities have thrived over the years with Pacific peoples succeeding in education, business, entertainment, sport and politics to name a few. The diversity has seen the Pacific community become a major part of the Auckland landscape, indicated by many developments such as:

- Pacific festivals – Pasifika & Polynesian Secondary Schools Festival
- Pacific churches
- Pacific language schools
- Pacific community groups
- Pacific healthcare groups
- Pacific trusts and foundations
- Pacific businesses and enterprises
- Pacific cultural and entertainment
- Pacific media networks

According to the 2013 Auckland Regional Council report, it is anticipated that the Pacific population within Auckland will continue to grow through migration and natural increase and will continue to blend with the wider New Zealand population in generations to come. This will undoubtedly result in shifts and changes to traditional ethnic and cultural identity among Pacific groups.

For Unitec, this means that it needs to see a significant increase in the number of Pacific peoples engaging in our programmes if we are to retain our relevance to Pacific communities and fulfil our regional responsibilities. Currently 15.4% of Unitec's student population identify as being of Pacific<sup>2</sup> heritage. As the population grows, the challenge for Unitec is ensuring that it increases the levels of participation and educational attainment of Pacific peoples in order to ensure a regional prosperity as well as increased quality education & employment opportunities for Pacific peoples. It is imperative that Unitec is responsive to the current and future needs of Pacific students and communities.

### **Unitec's Context**

Unitec seeks to accommodate diversity and use a range of different pedagogical approaches, different teaching and learning methodologies, to better engage students. While Unitec is committed to developing a broad curriculum, it also needs to ensure that the curriculum embraces traditional and contemporary Pacific world-views and philosophies. This commitment is emphasised in the goals and objectives of the Unitec Pacific Success Strategy.

Following the success of the 2010-2015 Unitec Pacific Success Strategy which saw the Unitec Pacific course success rate grow from 64% to 72% during that period, the 2017-2023 Pacific Success Strategy will provide the leadership and direction for Unitec to further increase its Pacific success and completion rates.

The 2017-2023 Unitec Pacific Success Strategy is mandated by the government & community and has been developed in consultation with various Pacific stakeholders. The strategy provides a framework for Schools to develop their own Pacific responsiveness initiatives.

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<sup>2</sup>This include all Pacific groups belonging to the three areas of Polynesia, Micronesia and Melanesia.

# The Unitec Pacific Success Strategy 2019 - 2022

## Vision

Unitec is the world-leading institution for Pacific Prosperity and the tertiary institution of choice for Pacific Peoples.

To achieve this, Unitec will:

- Produce successful, skilled and work-ready Pacific graduates.
- Have highly capable staff with capacity to empower Pacific students for success.
- Embrace and promote Pacific knowledge, practice and perspectives across the curriculum.
- Actively remain connected with Pacific communities.

## Goals

The Unitec Pacific Success Strategy is made up of four interrelated goals. These provide a framework for Schools to plan their responsiveness for Pacific students and communities.

### Goal 1: Increase Pacific student success, completion and participation rates.

#### **Objectives:**

- (a) Increase the success and completion rates of Pacific students to improve year on year, with the goal of reaching parity across all Educational Performance Indicator (EPI) data by 2022. The parity EPI targets are:
  - Course Completion – 85%
  - Qualification Completion – 60%
  - Student Retention – 75%
  - Student Progression – 32%
- (b) Increase the number of Pacific students progressing to higher and postgraduate level programmes year on year.
- (c) Ensure Schools are supported and resourced to:
  - (i) regularly track, monitor and evaluate their Pacific success and completion rates.
  - (ii) take the necessary actions to ensure Pacific students are supported appropriately and succeeding in their studies.

### Goal 2: Grow Unitec staff capability and capacity to empower and support Pacific students

#### **Objectives:**

- (a) Through the Unitec values of '*Generosity of Spirit*' and '*Accountability*', ALL staff are inspired to:
  - (i) empower and support Pacific students.
  - (ii) increase their awareness of Pacific knowledge and culture through Pacific cultural competency workshops and experiences.
- (b) Through the Unitec Partnership principles of '*Authority*', '*Responsibility*' and '*Guardianship*', PACIFIC staff are inspired to:
  - (iii) lead, champion and promote Pacific knowledge and practice within and beyond their Schools and Support Teams.
  - (iv) aspire to leadership roles within Unitec.

- (c) Grow Pacific staff numbers to reflect the Pacific student population at Unitec as well as the growing Pacific population of the wider Auckland community

**Goal 3: Grow Pacific knowledge and awareness in Learning, Teaching and Research.**

***Objectives:***

- (a) Incorporate relevant Pacific knowledge and dimensions within the current teaching and learning curriculum/programmes.
- (b) Ensure Pacific cultural values and practices are embedded in the student experience.
- (c) Grow Unitec's profile as a Pacific community research institute through increased research training, opportunities and resourcing.

**Goal 4: Develop and maintain partnerships with Pacific communities and stakeholders.**

***Objectives:***

- (a) Engage in partnerships with the Unitec Pathways College (UPC) to promote Unitec to the Pacific students of Unitec's partner secondary schools.
- (b) Ensure Pacific peoples have access to Unitec for their development and to increase their participation in economic, social and wellbeing opportunities.
- (c) Increase Unitec representation on Pacific industry and advisory committees.

## **Leadership and Monitoring**

The Director of Pacific Success and the Pacific Centre leads and oversees Unitec's commitment to meet Pacific student needs, whilst at the same time providing a Pacific friendly space for students to gather and study. While pastoral care is an important part of the support provided to students at Unitec, there is a large focus on academic support which signals the difficulty the current curriculum has in realising Pacific student success<sup>3</sup>. To ensure Pacific students realise their potential and experience academic success at Unitec, the Director of Pacific Success will:

- work across Unitec to increase knowledge, understanding and skills of their Pacific students and the Pacific community.
- ensure that all Pacific student have access to pastoral and academic support
- ensure there is a space and environment for Pacific students to engage with each other and to support each other in their studies.
- develop a Pacific Implementation Framework to advise and assist the institution's implementation of the Pacific Success Strategy.

The Director of Pacific Success will provide regular reports to the Fono Faufautua and the wider Unitec leadership team on the success of Unitec in meeting its aspirations through regular Pacific Success Reports (PacSR). The PacSR will provide up to date data on Pacific student success & completion rates, and report on internal partnerships with Schools.

In addition, Heads of Schools will:

- report on how they have incorporated the objectives and goals of the Pacific Success Strategy into their own annual planning and implementation processes. This will be addressed in their annual PEP reports.
- respond to the PacSR report from the Director of Pacific Success via a responding document template, the Pacific Progress Report (PacPR).

## **Timeframe**

The Unitec Pacific Success Strategy 2018 - 2023 was endorsed by Unitec's Fono Faufautau on the 9<sup>th</sup> November 2017 and by Unitec's Executive Leadership Team on the 2<sup>nd</sup> November 2017. It will be delivered from the 1<sup>st</sup> January 2018 to the 31<sup>st</sup> December 2023.

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<sup>3</sup>There has been a decline in course success & completion rates for Pacific students since 2015.