

Learning & Development Team

Action Plan 2020

Unitec Priority	People & Infrastructure Team Priority	L&D Team Action Plan
Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing international learner success and serving the educational needs of West, Central and North Auckland communities	Build strong partnering relationships across Unitec with a focus on learners and staff needs	<ul style="list-style-type: none"> Partnering to support Priority Group Success Strategies & I See Me Initiatives – (ongoing) including: <ul style="list-style-type: none"> Support administration, evaluation & reporting of parity badges Proactively model partnership within & beyond People & Infrastructure
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One status	Best practice delivery to contribute toward a Category 1 culture of excellence	<ul style="list-style-type: none"> Partnering with Te Puna Ako to embed micro-credentialling approach (ongoing) – streamlining/continuous improvement of badging processes & reporting with a whole-of-organisation lens Continuous improvement of processes, systems and resources (ongoing) with a focus on consistency, alignment & best practice; make it easy for people to do the right thing <ul style="list-style-type: none"> Performance Partnering workshops, processes & resources (Deliver Performance Partnering 101 Workshops by end of February) Competency frameworks – continue to embed in people practices Managers Toolkit – continue building out People & Finance processes (Update People modules & build Finance expense modules by end of April)
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Engage and inspire staff so they are proud to work at Unitec and are equipped with the capability to support quality learning	<ul style="list-style-type: none"> Embed a whole of organisation approach to PD (ongoing) – facilitate partnering with WOOPD Group to support & enable organisation-wide engagement; expand and improve accessibility of development offerings across the 70/20/10 spectrum Contribute to the mahi of the Digital Steering Group including leading digital skills mapping project (planned for Q2 and Q3) Embed Code of Conduct & Speak Up processes – partner with HR Business Partners on design and rollout of workshops for staff and managers (by mid 2020); continuous development and improvement of Speak Up resources (ongoing) Partner to develop and implement a Diversity & Inclusion Strategy – facilitate the mahi of the D&I Rōpū to build capability & accountability across Unitec & embed the shift to a more generalist D&I approach (Develop Strategy for ELT signoff by end March; Implementation ongoing) Partner to review & redesign Induction/Orientation processes with a focus on welcoming new staff into the Unitec kaupapa (by mid 2020) Partner with HR Business Partners & others to develop manager capability – progressively build Managing @ Unitec suite of resources & workshops (ongoing) Respond to emerging culture and capability needs of the organisation through partnering to design and implement new processes & resources (ongoing)
Build a financially sustainable organisation to invest in the future with an operating surplus by 2022	Develop an enterprising mind-set of financial sustainability, looking for opportunities constantly	<ul style="list-style-type: none"> Data/reporting to drive compliance, improve quality and visibility of data & inform more targeted culture and capability initiatives – Diversity & Inclusion; badging; etc. (ongoing)

Note: Actions are largely ongoing throughout the year due to the nature of our mahi but timeframes have been provided for specific deliverables where appropriate.