

Success Strategy - Pacific Summary

Overview

The Unitec Pacific Success Strategy 2019-2022 has four main goals.

- Goal 1: Increase Pacific student success, completion and participation rates. This includes reaching parity with non-Pacific students in the four EPI areas by 2022.
- Goal 2: Grow Unitec staff capability and capacity to empower and support Pacific students.
- Goal 3: Grow Pacific knowledge and awareness in Learning, Teaching and Research.
- Goal 4: Develop and maintain partnerships with Pacific communities and stakeholders.

The operationalization of the above strategy is guided by the Unitec Pacific Success Operations Plan 2019-2022. The operations plan consists of forty high level actions which aimed at achieving the goals of the success strategy.

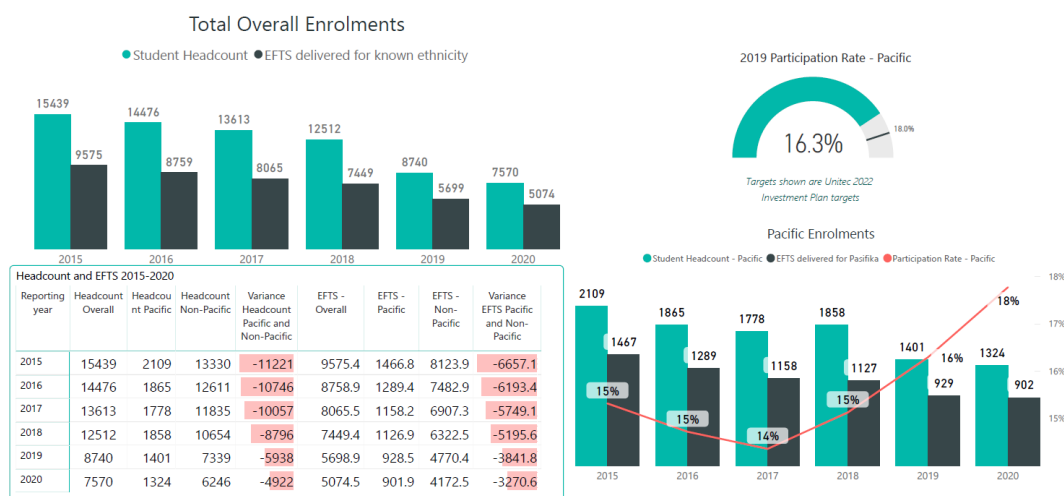
The Director of Pacific Success is responsible for the overall actioning of the operations plan and he is supported by his Pacific Centre team members who have responsibility over a number of actions each. The Director also provides regular reports to the Fono Faufautua, the Executive Leadership Team as well as the Academic Board on how the institution as a whole is progressing with achieving the goals of the Pacific Success Strategy.

The Pacific Centre's four goals within its team Takitahi are also aligned with the goals of the Unitec Pacific Success Strategy.

Both the Pacific Success Strategy and the Pacific Success Operations Plans were fully endorsed by the Unitec Fono Faufautua and approved by the Unitec Executive Leadership Team and supported by the Academic Board.

Success for Pacific at Unitec is the achieving of the four goals of the Unitec Pacific Success Strategy 2019-2022.

Student Numbers



While the EFTS and headcount numbers have decreased right across all student cohorts at Unitec from 2015-2020, the Pacific participation rate has climbed from 15% to 18%. This means that Unitec has met its 2022 investment plan participation rate target of 18% for Pacific students.

Current enrolment data indicates that Pacific enrolment will continue to grow in 2021.

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Highlights related to the Success Strategy

Goal 1:

2019 saw all four areas of Pacific EPI data climb for the first time in a number of years.

- Successful Course Completion (SCC) Rate has risen to 72.1% in 2019 after declining since 2014.
- Qualification Completion (QC) Rate has risen to 47.1% in 2019 after declining since 2017
- Progression Rate had been declining since 2012
- First Year Retention Rate has risen to 60.4% in 2019 after declining since 2015

Unitec also met all of its step Pacific EPI data targets set for 2019 working towards parity in 2022.

	SCC	QC	Retention	Progression
<u>2019 Step Target</u>	<u>71.0%</u>	<u>46.0%</u>	<u>60.0%</u>	<u>34.0%</u>
<u>2019 Actual</u>	<u>72.1%</u>	<u>47.1%</u>	<u>60.4%</u>	<u>44.1%</u>

Goal 2:

Since 2018, there has been increased offerings of Pacific professional development for Unitec staff. These include:

- An 'Understanding Pacific' workshop run out of Learning & Development team (311 staff have attended since commencement in 2018).
- Two Pacific Badges run out of Te Puna Ako.
 - Badge 1 - Teaching Pacific Learners (42 staff achieved since 2019)
 - Badge 2 – Pacific Learners: Success and Retention (55 staff achieved since 2019)

Since 2018:

- Percentage of Pacific staff has increased from 7% to 10% in 2020
- Number of Pacific staff holding leadership roles has increased from 16 to 39 in 2020

Goal 3:

Through the 'I See Me' initiative, embedding Pacific knowledge into programmes and courses has been made a priority. Pacific Success Navigators are working with Schools to progress this work which was started at the beginning of 2020.

The formation of a Pacific Research Fono committed to increasing Pacific research capacity and capability at Unitec.

Goal 4:

Since 2018, Unitec has continued to increase its engagement with the Pacific community. It has achieved this through:

- Regular consultation with Fono Faufautua on Pacific initiatives at Unitec.
- Unitec's return to the Auckland Secondary Schools Polynesian Festival in 2019 after an almost ten year absence. Unitec is the major Sponsor of the Diversity stage.
- Re-engagement with the Pacific Island Leaders of Tomorrow (P.I.L.O.T) initiative and hosting Pacific secondary school students on campus regularly.

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- Re-engaging with Pacific community & church groups and events.
- Regularly engaging with Pacific community to consult on important issues. The three most recent engagements have been for the:
 - Development of the Unitec Waitakere Strategy.
 - Development of the Master of Applied Business qualification.
 - Development of the Masters of Professional Accounting qualification.

Key Changes/Initiatives Since 2018

- Pacific Success Operations Plan developed to guide the achieving of the Unitec Pacific Success Strategy goals.
- Pacific Success Strategy incorporated into Unitec Strategy – Manaakitia Te Rito. This has made Pacific success a compulsory priority for all academic and service team staff. Everybody feels they have a part to play in supporting Pacific success.
- Resourcing commitments made towards supporting Pacific success.
 - 0.2 FTE allocated to each School for Pacific Champion position.
 - 3 FTE for three new Pacific Success Navigator roles.
 - 3 FTE Pacific Learning Advisor roles returned to the Pacific Centre.
- Development of the Pacific Domestic Domestic Code of Practice.
- Increased engagement between the Schools, Support Teams and the Pacific Centre.
- Implementation of research project looking at non-completing Pacific students from 2019.

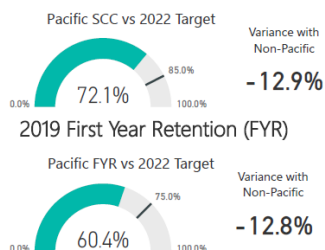
Challenges / Gaps

- Understanding why Pacific learners are withdrawing from their programmes.
 - To understand the reasons, a research project is currently underway to gather data from Pacific students who withdrew from Unitec in 2019. Results from this research will be finalized by October.
- Understanding what specific support current Pacific learners need.
 - Focus groups have been held with Pacific students from various schools to gather information directly from them about what exactly they need in order for them to succeed. This data is currently being collated and report will be available by October.
- Understanding individual Pacific group data.
 - Currently working with Te Korowai Kahurangi to make this data available on Unitec Power BI dashboard.
- Lack of resources available for supporting Pacific success.
 - Unitec is prioritising the quick allocation of government support for students such as the Technology and Hardship Funds for Learners.
 - Pacific Centre is partnering with external organizations that have funding to support Pacific learners such as the Maori & Pacific Trades Training Initiative (MPTT) and Tupu Aotearoa.

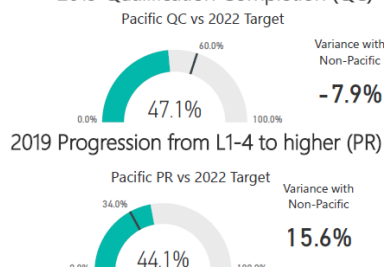
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Data Summary

2019 Successful Course Completion (SCC)



2019 Qualification Completion (QC)



Reporting year	SCC Overall	SCC Pacific	SCC Non-Pacific	SCC Pacific Variance	QC Overall	QC Pacific	QC non-Pacific	QC Pacific Variance	1st Year Retention Rate Overall	1st Year Retention Rate for Pacific	1st Year Retention Rate for Non-Pacific	FYR Pacific Variance	Progression % Overall	Progression % Pacific	Progression % Non-Pacific	Progression Pacific Variance
2017	83.5%	71.1%	85.6%	-14.5%	59.0%	52.2%	60.1%	-7.9%	71.4%	59.1%	73.6%	-14.5%	33.5%	48.4%	30.6%	17.8%
2016	83.5%	73.2%	85.4%	-12.2%	54.2%	47.4%	55.3%	-7.9%	67.1%	62.0%	68.2%	-6.2%	32.6%	51.2%	29.1%	22.1%
2015	83.5%	73.5%	85.3%	-11.8%	55.3%	48.7%	56.3%	-7.7%	72.2%	68.8%	72.7%	-3.9%	36.4%	50.1%	33.9%	16.2%
2018	83.0%	71.5%	85.0%	-13.5%	55.8%	43.7%	57.9%	-14.2%	71.5%	56.0%	74.6%	-18.6%	28.9%	35.5%	27.4%	8.0%
2019	82.9%	72.1%	85.0%	-12.9%	53.8%	47.1%	55.0%	-7.9%	70.8%	60.4%	73.2%	-12.8%	31.2%	44.1%	28.5%	15.6%
2020 Sem1	83.9%*	74.1%*	85.9%*	-11.8%	58.2%	44.2%	60.7%	-16.5%								

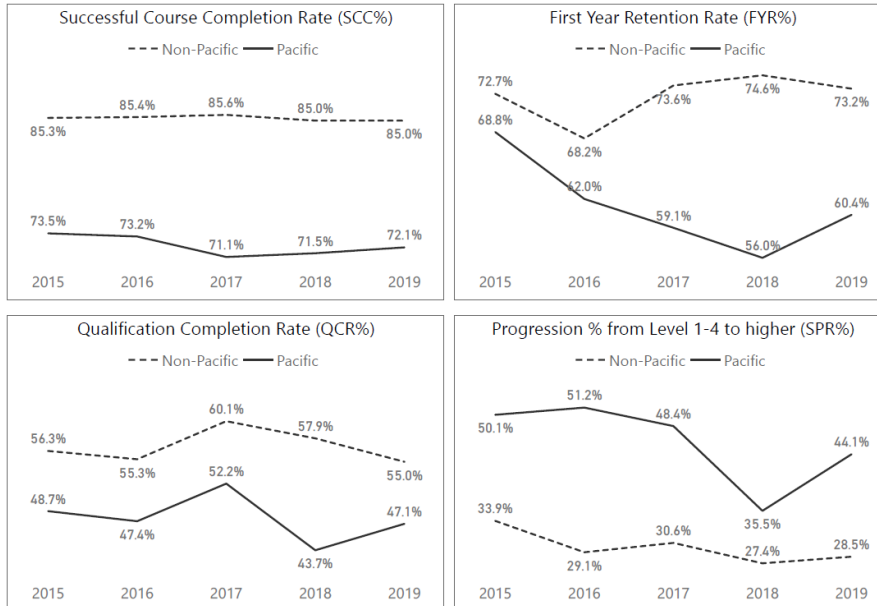
*2020 SCC is based off semester 1 courses with results in only (excludes missing and deferred grades); 2020 QCR is based off semester 1 completions only so can increase by the end of the year.

2019 ITP Sector Average

2019 ITP Sector Average	SCC	QC	First year Retention	Progression
Pacific	72.3%	49.6%	57.8%	39.6%
Non-Pacific	81.5%	55.0%	66.8%	34.6%
Variance	-9.2%	-5.4%	-9.0%	5.0%

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Priority Group Performance – Pacific and non-Pacific



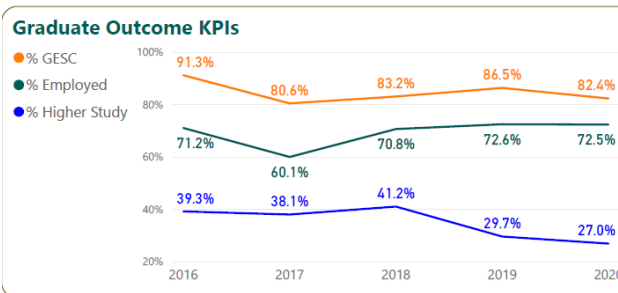
Graduates Employed, Studying or Combined (GESC) %

Graduate Survey Outcomes - Pacific

2019	398	160	40.2%	6%
Reporting Year	Sent	Received	Response rate	Margin of Error
2020	396	173	43.7%	6%
Reporting Year	Sent	Received	Response rate	Margin of Error

Margin of Error: this is a sampling error that results if the response rate is not 100%. The error value indicates a 95% likelihood of % variances in both upward and downward directions. For example, if % GESC is 85% and the margin of error is 10%, there is a 95% chance that the actual % GESC is between 75% and 95%.

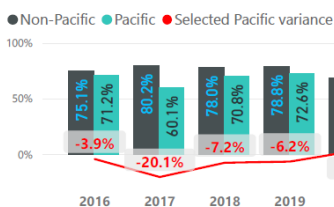
Wave	Total Employed	Number of Respondents	% Employed
2016	163	229	71.2%
2017	101	168	60.1%
2018	109	154	70.8%
2019	114	157	72.6%
2020	108	149	72.5%
Total	595	857	69.4%



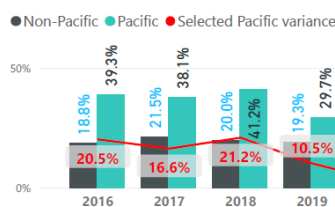
Wave	Total in Employment or Higher Study	Number of Responses	% GESC
2016	137	150	91.3%
2017	112	139	80.6%
2018	99	119	83.2%
2019	128	148	86.5%
2020	122	148	82.4%
Total	598	704	84.9%

Wave	Total in Higher Study	Number of Responses	% Higher Study
2016	59	150	39.3%
2017	53	139	38.1%
2018	49	119	41.2%
2019	44	148	29.7%
2020	40	148	27.0%
Total	245	704	34.8%

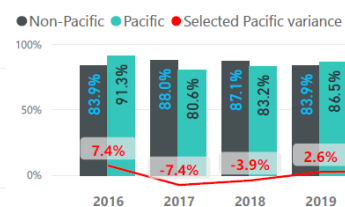
% Employed



% Higher Study



% GESC



Data Source

* 2020 SCC is based off Live Dashboard semester 1 courses with results in only (excludes missing and deferred grades); The rest of data is based off Nga Kete data after the August SDR refresh; 2020 QCR is based off semester 1 completions only so can increase by the end of the year.

* To align with the student performance indicators, EFTS and student headcount are based off formal qualifications only (Nga Kete sourced data)

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** Progression Rates are based on SAC funded students only to align with Nga Kete reporting, with the exception of International student progression which has the SAC funded filter removed*