

# Under 25 Success Strategy Overview



## Overview

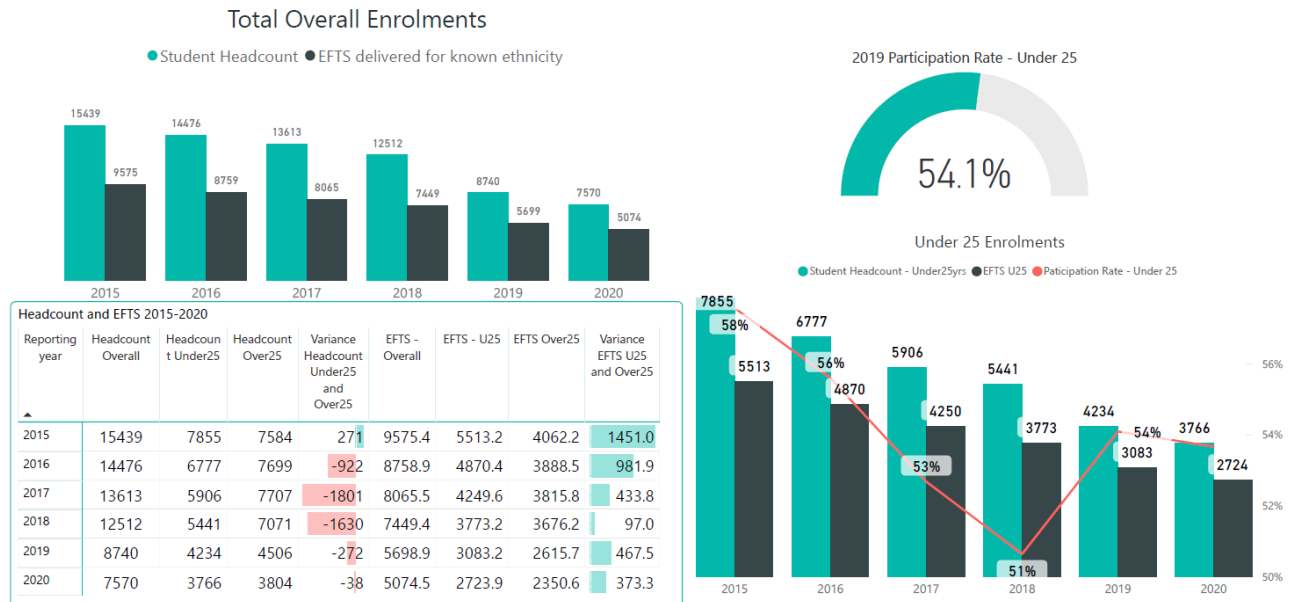
In July 2019 as part of Unitec's commitment to Manaakitia te Rito and our communities we serve, Unitec appointed Andrea Thumath to the role of Director Under 25 Success completing a full team of Priority Group Directors with a focus on each strategic Priority Group. The first focus post appointment was the development of an Under 25s Success Strategy and Operations Plan designed to support how we work with our young people, their communities and across our wider Unitec whānau, to ensure we manaaki the success of our Under 25 students and their communities.

Developed using the voices of our Under 25s, communities, stakeholders and institutional partners a strategy has been developed with the purpose of providing Unitec with institute wide initiatives that align ways of working together for the success of our young people. The strategy takes a strengths-based approach to ensure our Under 25s are partners and contributors to their own learning and success and identify our roles in supporting this.

Under the four priorities of **Transition**, **Reputation**, **Parity** and **Retention**, we have identified key strategic areas of focus and a series of actions to increase engagement, success, completion and participation rates for Under 25s at Unitec.

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## Student Numbers (Trends)



In 2015 incoming 15-19-year-old (school leaver) student EFTS to Unitec declined by close to 50%. As a result of this significant drop, research was undertaken alongside Unitec secondary schools and community partners and in March 2016, a secondary school engagement strategy; Secondary Tertiary Educational Alignment Project (STEAP) was approved. This strategy and the formation and subsequent development and growth of the Unitec Pathways College, has seen Unitec partner with our stakeholders across the community in a genuine and meaningful way, and our young people from our communities return to Unitec as a provider of choice. After strategically re-aligning the STP/Trades Academy learning and teaching and Secondary School and Community Liaison (previously in Marketing) into the same team in 2017, Unitec experienced a 47% increase of school leavers in 2018 (the first increase since 2013) and in the following year surpassed that same 2013 peak with over 1,000 EFTS transitioning into Unitec to study.

Not only have our secondary school partners returned to Unitec, the change in how we partner has also seen the resurgence of the relationships with our Kura Kaupapa Māori and Rumaki Reo community and their young people (and whānau) transitioning into Unitec. From 2015-2018 the 15-19-year-old subset of our Under 25s continues to be the only steady Priority Group EFTS increase at Unitec, indicating that we have remedied the issues we were facing in the area of transition from 2015-2017.

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While the 15-19 student numbers transitioning to Unitec have steadily increased, there is work to be done to increase the transitioning number of 20-24-year olds which had experienced a 16.1% decrease in 2020. With the appointment of the Director Under 25 Success in 2019, and the Unitec Pathways College team reporting into this position, the team have now expanded their focus to the wider community of Under 25s. To date when we look at our 2021 enrolment figures (compared to this time last year) we are already seeing a combined percentage increase of 365.86% with early indicators of significant growth in both subsets of the Under 25s enrolments. Subsequently due to the large communities of Māori and Pacific Under 25s in Tāmaki Makarau, there are early signs of significant increase of new Māori and Pacific enrolments in 2021 also.

Priority Groups			
	LY EFTS	CY EFTS	
Māori	7	24	↑ 226.17 %
Pacific	8	49	↑ 540.85 %
Under 25	31	145	↑ 365.86 %
Under 20	5	88	↑ 1,676.42 %
20 - 24	26	57	↑ 118.00 %

## Highlights related to the Success Strategy

1. The return of our young people from our communities to Unitec as a provider of choice
2. The strong partnerships we now hold with our Secondary School and Kura Kaupapa Māori networks. Significant growth of partners since 2017 in Secondary Tertiary Pathway programmes – quadrupling our partnerships in 4 years
3. Participation rates of Under 25s from our communities are improving, in particular our Māori and Pacific Under 25s
4. The re purposing of teaching space to create Te Kākatai, a dedicated learning and teaching space for Secondary Tertiary Pathway programmes and subsequent dedicated teaching staff
5. A slight 2020 increase of Successful Course Completion rates to date (following the 2019 lift), increased 2020 Qualification Completion rates to date (after experiencing a dip in 2019), continued higher First Year Retention rates than Over 25s and an average of 22.98% higher Progression rate than Over 25s across 2015-2019
6. Increased internal partnerships to support stakeholder and community engagement from our Unitec schools and services; expos, presentations, school holiday workshops, Year 9 and 10 Go Live, tours, KAATI, PILOT
7. The development of a suite of specific Under 25 scholarships to support student transition

## Key Changes/Initiatives Since 2018

1. The appointment of a Director Under 25 Success, formally recognising Under 25s as the fourth Priority Group focus area at Unitec in 2019
2. The addition of the Under 25s badge to the suite of Parity badges for staff to select in 2021
3. At a whole-of-institution level we now talk to the two subsets that sit within Under 25s, 15-19-year-olds and 20-24-year olds. The reporting and analysis of our data to this level is enabling us to better support the transition and success of our students into tertiary study



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- and cater for specific needs – which differ broadly across the wider Under 25s Priority Group
4. In 2019 two Unitec Pathways College staff undertook research on Secondary to Tertiary Transition in partnership with Auckland secondary schools and kura as part of their Master of Educational Leadership, providing further insight across the team to support continuous improvement
  5. While provisional information on Non-Completions is available via the recently developed Non-Completions Dashboard, there are research projects underway focusing on our Priority Groups to provide insights on why our students do not complete. Each Priority Group Director is involved with these
  6. New partnerships in 2018 marking the return of our Kura Kaupapa and Rumaki Reo whānau to Unitec. In 2019 we had one Kura Kaupapa and one Rumaki Reo partner, 2020 saw that grow to three Kura Kaupapa and one Rumaki Reo partner and 2021 sees that grow to seven Kura Kaupapa and one Rumaki Reo partner
  7. Under 25 Success reporting at all levels across the institution from Programme Academic Quality Committees through to the Academic Board
  8. While Under 25 Champions have been appointed across some schools, due to time constraints and varying volumes of Under 25s in others these roles have not been taken up. We are currently addressing this, revisiting the position descriptions and looking at a plan for 2021 onwards

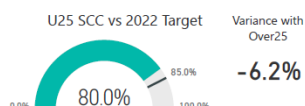
## **Challenges / Gaps.**

1. Pockets of lower success rates for Under 25s (in some instances between the two subsets) which we are currently investigating further and in a number of situations partnering between Priority Group Success Teams e.g. where the gap is Under 25 Māori/Pacific
2. Due to increasingly large numbers of Under 25s transitioning into some specific schools and programmes, some capability gaps have been identified in a few discipline areas and we are partnering with those respective schools to provide support and development to staff
3. In order to achieve Parity we need to continue partnering with other Priority Group Success Teams (due to the diverse make up of Under 25s) to support teaching staff and the wider institute to understand the diversity and support the needs of our Under 25s. A series of Under 25s Badges are under development to support this
4. As we continue to grow our student numbers engaging in Secondary Tertiary Pathway programmes we must continue to ensure we are staffing the activity appropriately with the right teaching staff. Increased success rates and decreased complaints (in comparison to previous years) from stakeholders to date in this activity for 2020 have proven how pivotal this is.

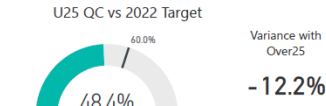
# Under 25 Success Strategy Overview

## Data Summary

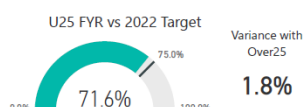
2019 Successful Course Completion (SCC)



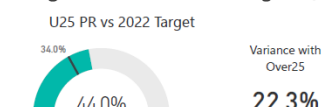
2019 Qualification Completion (QC)



2019 First Year Retention (FYR)



2019 Progression from L1-4 to higher (PR)



EPIS 2015-2020																
Reporting year	SCC Overall	SCC Under25	SCC Over25	SCC Under25 Variance	QC Overall	QC U25	QC Over25	QC U25 Variance	1st Year Retention Rate Overall	1st Year Retention Rate for U25	1st Year Retention Rate for Over25	FYR U25 Variance	Progression % Overall	Progression % U25	Progression % Over25	Progression % U25Variance
2015	83.5%	80.7%	87.3%	-6.7%	55.3%	51.6%	60.2%	-8.6%	72.2%	72.5%	71.5%	1.0%	36.4%	48.4%	25.3%	23.1%
2016	83.5%	80.8%	87.1%	-6.3%	54.2%	51.3%	58.3%	-7.0%	67.1%	67.5%	66.3%	1.1%	32.6%	48.0%	20.2%	27.8%
2017	83.5%	80.3%	87.1%	-6.9%	59.0%	58.2%	60.0%	-1.9%	71.4%	72.5%	69.4%	3.1%	33.5%	45.7%	23.7%	22.0%
2018	83.0%	79.4%	86.6%	-7.2%	55.8%	54.8%	57.1%	-2.3%	71.5%	73.3%	68.7%	4.6%	28.9%	39.9%	20.2%	19.7%
2019	82.9%	80.0%	86.2%	-6.2%	53.8%	48.4%	60.6%	-12.2%	70.8%	71.6%	69.8%	1.8%	31.2%	44.0%	21.7%	22.3%
2020 sem1	83.9%	80.2%	88.3%	-8.1%	58.2%	50.7%	66.0%	-15.3%								

- 15-19-year-old (school leaver) have steady First Year Retention Rates, slightly higher than 20-24-year old's over the past two years.
- 15-19-year old's also experience much higher Progression Rates than that of our 20-24-year-olds. Areas we are focused on improving the outcomes for our 15-19-year-olds are Successful Course and Qualification Completion Rates.
- While our 20-24-year-old students are achieving at a higher rate than the consolidated Under 25s Successful Course and Qualification Completion rates, our 15-19-year-olds are sitting at 5.8% and 3.1% less respectively. We know that there are several different subsets of 15-19-year-olds across several programmes where the deficit is higher, and that this contributes to bringing the overall outcomes for this age group down.
- We also know that our 15-19-year-old females do better generally across all schools than our 15-19-year-old males

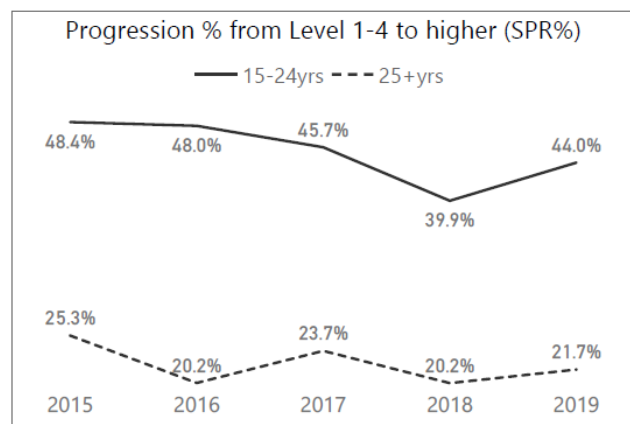
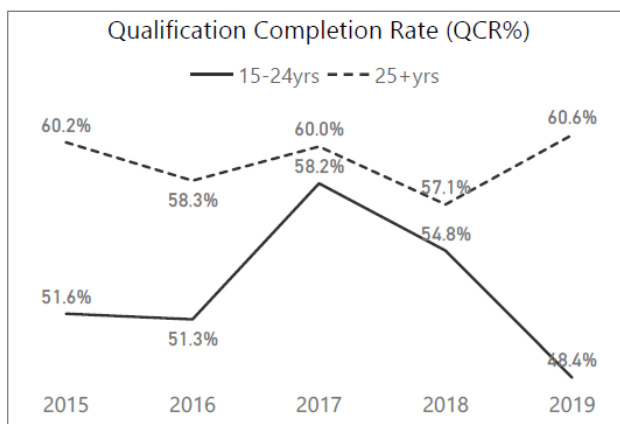
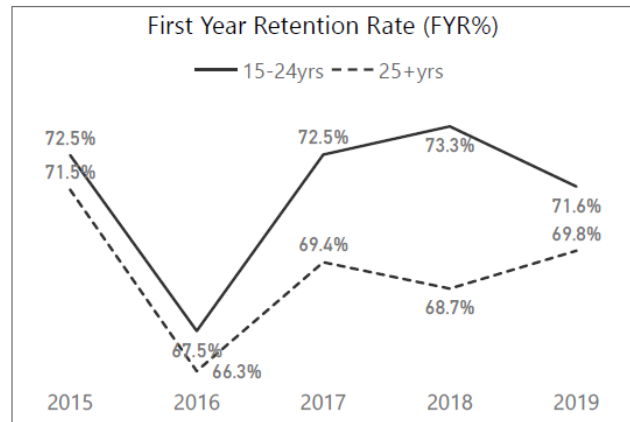
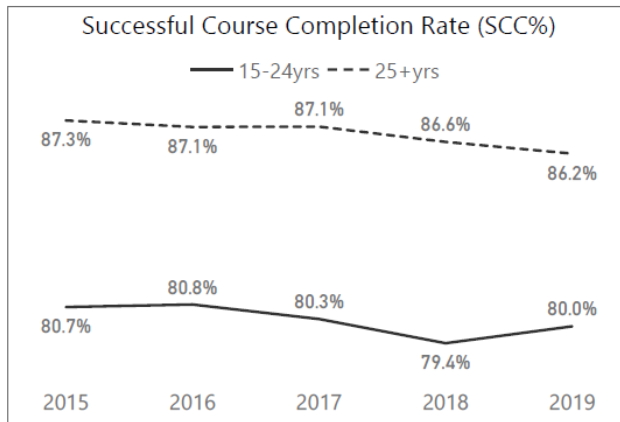
\*2020 SCC is based off semester 1 courses with results in only (excludes missing and deferred grades); 2020 QCR is based off semester 1 completions only so can increase by the end of the year.

## 2019 ITP Sector Average

2019 ITP Sector Average	SCC	QC	First year Retention	Progression
Under 25yrs	79.9%	55.3%	69.6%	41.4%
25+yrs	82.1%	54.1%	61.1%	30.4%
Variance	-2.2%	1.2%	8.5%	11.0%

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## Priority Group Performance – Under 25yrs and 25+ yrs





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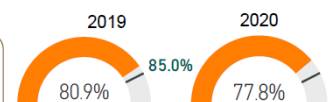
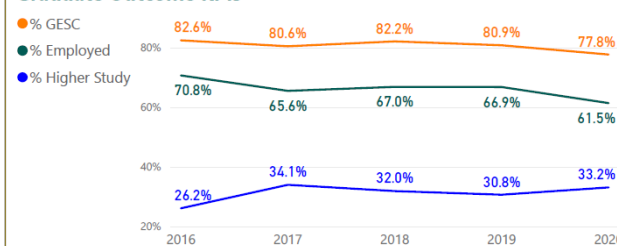
## Graduates Employed, Studying or Combined (GESC) %

### Graduate Survey Outcomes - Under 25yrs

2019	1236	390	31.6%	4%
Reporting Year	Sent	Received	Response rate	Margin of Error
2020	1327	437	32.9%	4%
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%.

### Graduate Outcome KPIs



### % Employed

Wave	Total Employed	Number of Respondents	% Employed
2016	415	586	70.8%
2017	235	358	65.6%
2018	357	533	67.0%
2019	255	381	66.9%
2020	232	377	61.5%
<b>Total</b>	<b>1494</b>	<b>2235</b>	<b>66.8%</b>

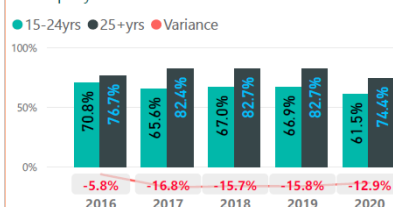
### % in Higher Study

Wave	Total in Higher Study	Number of Responses	% Higher Study
2016	101	385	26.2%
2017	102	299	34.1%
2018	137	428	32.0%
2019	105	341	30.8%
2020	123	370	33.2%
<b>Total</b>	<b>568</b>	<b>1823</b>	<b>31.2%</b>

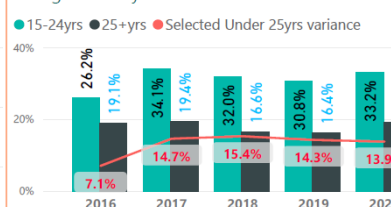
### % GESC

Wave	Total in Employment or Higher Study	Number of Responses	% GESC
2016	318	385	82.6%
2017	241	299	80.6%
2018	352	428	82.2%
2019	276	341	80.9%
2020	288	370	77.8%
<b>Total</b>	<b>1475</b>	<b>1823</b>	<b>80.9%</b>

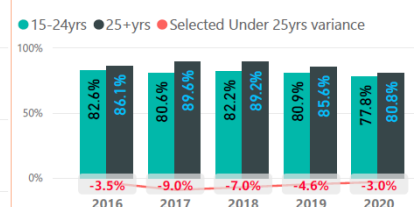
### % Employed



### % 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)

\* 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

- Compared to Over 25s, our Under 25s have a much higher progression rate onto higher study, slightly lower employment and GESC rates and a slightly higher variance (10%) in relation to relevance of qualification to employment to that of our Over 25s
- There has been a steady increase year on year since 2018 in relevance of qualification to employment for our Under 25s since experiencing a slight drop in 2016/2017.