

Unitec Action Plan 2021

Manaakitia te Rito Priorities	Unitec Priorities	2021 Actions	2021 Targets
Improve the success of all learners, achieving parity for Māori, Pacific, Under 25s by 2022, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau	To reinforce our Manaakitia te Rito kaupapa by further embedding our culture of 'learners at the centre', including progress towards Māori and Pacific and U25 parity achievement	<ul style="list-style-type: none"> Ensure all staff undertake Te Noho Kotahitanga workshop and/or agreed alternatives, and embed our values into daily practice Embed Success Strategies and "I See Me" initiatives, including professional development badges for all staff 	<ul style="list-style-type: none"> Improved learner NPS Te Noho Kotahitanga and/or other approved PD options from ADEP Plans completed Improved staff satisfaction and engagement Improved learner retention, completion and progression rates – 2021 parity targets met
	Understanding the range of learner journey profiles at Unitec	<ul style="list-style-type: none"> Mapping the various learner journey profiles, in collaboration with Te Pūkenga 'Akonga at the Centre' workstream 	<ul style="list-style-type: none"> Design and communicate a response to the wide range of learner journey profiles – to improve overall learner success
	Deepen and grow partnerships with community, industry and iwi	<ul style="list-style-type: none"> Embed Partnership Strategy in line with the Tāmaki Makaurau Strategy, which includes development of North Auckland Strategy 	<ul style="list-style-type: none"> Industry and community engagement increased Graduate success rates lifted The Tāmaki Makaurau Strategy embedded
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners	High quality learning, teaching and research, including commitment to academic quality, embedded in our best practice culture	<ul style="list-style-type: none"> Implement Learning and Teaching Strategy Implement Research Strategy Further embed academic quality and maintain a 'best practice' culture 	<ul style="list-style-type: none"> 2021 Student NPS 'Teaching & Learning' target no less than 2020 2021 Research targets and outputs met Embed and improve on academic quality
	Contribute to and explore opportunities arising from RoVE	<ul style="list-style-type: none"> Engage proactively with all Te Pūkenga 	<ul style="list-style-type: none"> Early adoption of RoVE initiatives and Te Pūkenga workstreams
	Progress renewal of academic portfolio and programme/portfolio investment plan	<ul style="list-style-type: none"> Further refine/develop and implement the academic portfolio, in line with the Tāmaki Makaurau Strategy and Te Pūkenga's national provision 	<ul style="list-style-type: none"> Improved enrolments and industry satisfaction Achievement of programme SSC and QCR targets
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Ongoing development of staff capability	<ul style="list-style-type: none"> Embed a whole-of-organisation approach to professional development including Unitec wide development priorities 	<ul style="list-style-type: none"> Quality ADEP Plans and Reviews completed within timeframes Achievement of required staff PD badges Increase Māori and Pasifika in the workforce in Academic, Support and Leadership positions by no less than 2%
	Enhance staff health, safety and wellbeing	<ul style="list-style-type: none"> Embed the Diversity and Inclusion and Wellbeing Strategies 	<ul style="list-style-type: none"> Improved results in relevant surveys, reduced sick leave
	Increase staff engagement	<ul style="list-style-type: none"> Visible inclusive leadership at all levels – one conversation at a time 	<ul style="list-style-type: none"> Maintain staff engagement at no less than 80% Maintain staff participation in engagement surveys at no less than 70%
Build a financially sustainable organisation to invest in the future with an annual operating surplus	Strategically invest in growth opportunities in line with the Tāmaki Makaurau Strategy	<ul style="list-style-type: none"> In support of the Tāmaki Makaurau Strategy identify and develop/partner with key opportunities 	<ul style="list-style-type: none"> Uplift in enrolments/EFTs and revenue
	Achieve budget	<ul style="list-style-type: none"> Ensure costs in line with revenue 	<ul style="list-style-type: none"> Budget achieved by year end
	Implement asset and property strategies	<ul style="list-style-type: none"> Embed asset management plans and progress the property strategy as appropriate 	<ul style="list-style-type: none"> Property footprint consolidated Renewals Programme implemented. Space utilisation improved.