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|---------|--|------|------------|
| To      | Poari Mātauranga   Academic Committee<br>Ako Ahimura Committee<br>Te Poari Iho   Quality Alignment Board | Date | 15/03/2021 |
| From    | Andrea Thumath<br>Director Unitec Pathways College and Students Under 25 Success                         |      |            |
| Subject | Priority Group Director Report   |      |            |

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## Highlights / Achievements

- Delivery of inaugural Intermediate Big Day out in November 2020
- Significant increases in both Māori and Pacific Under 25 First Year Retention Rate - 6.8% and 5.9% respectively. Correlation with the higher agreement that Under 25 students can express their culture as shown in the Semester 2 Net Promotor Score results, signals the impact of I See Me
- 4.4% increase in Under 25 Qualification Completion Rates
- Delivery on maintenance of Straight from School EFTS
- Partnership with International Marketing Team to onboard several on shore International Secondary School students into Unitec for 2021, contributing to the increased International EFTS
- Loss of faith in Unitec by our communities, in particular the Māori community of West Auckland is causing concern and impacting Unitec reputation and Under 25 Success Strategy actions. The very public loss of Rūnanga members who are also significant stakeholders for Unitec in the Under 25 space has been a major contributor to this.

## Updates from Under 25s Success Strategy

| Priority | Action   | Partners   | Outcomes  |
|----------|--|--|---|
| 3.1.5    | Partner with People at Risk Solutions (PARS)   | UPC Secondary Schools and Community Team, International Marketing Team                 | <b>Action now at risk</b>   |
| 3.2.1    | Development of opportunities to partner with International Marketing Team                              | UPC Secondary Schools and Community Team, International Marketing Team                 | <b>Action Completed</b><br>UPC relationships leveraged to introduce International Marketing team to secondary schools.                      |
| 3.3.1    | Partner with Ngāti Whātua  | Director Under 25 Success, Team Leader Secondary School and Community and Ngāti Whātua | <b>Action now at risk</b>   |
| 4.2.2    | Delivery of Intermediate Big Day Out for annual event  | UPC Secondary Schools and Community Team, Marketing Events, Unitec Schools             | <b>Action Completed</b>   |
| 7.2.1    | Inclusion of Under-25s Badge as a Parity Badge option for 2021   | Director Under 25 Success, Te Puna Ako, Learning and Development, I See Me Committee   | <b>Action Completed</b>   |
| 8.4.1    | Review and implementation of recommendations to remediate the volume of bad debt for students under 25 |  | <b>Moved to Manawa Tīna</b><br>Work undertaken to date has been moved into Manawa Tīna. Director Under 25 Success engaged with Manawa Tīna. |

### Exceptions

Below are exceptions from previous reports and assigned to committees.

Nil exceptions this month.

| Report Month | Action | Notes | Committee |
|--------------|--------|-------|-----------|
|              |        |       |           |

### Items Linked

[Under 25 Success Strategy Operations Plan](#)

## 2019 - 2022 Under 25 Success Strategy Summary Reporting

15/03/2021

### Priority Actions

| Priority Goals   | Self Assessment | Total Actions | Commentary   |
|--|-----------------|---------------|--|
| <b>1. Transition</b><br>To ensure a Unitec focus on genuine, meaningful, well planned and executed, engaging transition experiences for Under 25s from our communities of West, Central and North Auckland | GOOD            | 32            | <ul style="list-style-type: none"> <li>16 actions (11 since prior report) have been fully completed, 13 are on track, 2 are behind</li> <li>1 is at risk of not being completed due to current concerns of community - partnership activity with Ngāti Whātua Ōrākei.</li> <li>Trial U Prep event run, team now working with Student Success events team to integrate with Orientation moving forward</li> <li>Trial Intermediate Big Day out run, event successful and to be duplicated twice across 2021. Raised awareness with not only 200 Year 8's but also adults who attended</li> <li>North Harbour Principals feedback presented to consortium in March in collaboration with MIT and Ministry of Education</li> </ul>  |
| <b>2. Reputation</b><br>To ensure a Unitec focus on positive engagement with Under 25s, creating an environment that sees us as the provider of choice for young people                                    | MARGINAL        | 7             | <ul style="list-style-type: none"> <li>4 actions have been fully completed and 3 actions are on track</li> <li>Non activation of the 3 new Kura Kaupapa Māori partnerships formed and reported August 2020 due to current community concerns regarding Unitec are disappointing, and the re building of these will now take significant time</li> <li>Closure of doors at Te Kura Kaupapa Māori o Hoani Waititi Marae to all Unitec staff outside of Unitec Pathways College team and current project partners</li> <li>Director Under-25 Success now back in boardrooms and Senior Leadership offices to try to alleviate community concerns</li> </ul>   |
| <b>3. Parity</b><br>Achievement of Unitec 2020 Educational Performance Indicator targets for Under 25s   | MARGINAL        | 9             | <ul style="list-style-type: none"> <li>5 actions have been fully completed and 4 actions are on track</li> <li>Under-25s Badge is now included in Parity Badge Suite from 2021</li> <li>2020 Qualification Completion Rates have increased by 4.4%</li> <li>Of Note: Under 25 Māori students contribute heavily to this with a 6.8% increase - highest since 2017</li> <li>2020 First Year Retention Rates have increased slightly by .5%, given the potential for impact by Covid and the significant impact this could have had on our School Leavers in particular, it is pleasing that this has held steady</li> <li>Of Note: Both Under 25 Māori and Pacific students have seen significant First Year Retention Rate increases - 6.8% and 5.9% respectively</li> </ul> |
| <b>4. Retention</b><br>To ensure a Unitec focus on high quality learning and teaching with a genuine student centred experience, for Under 25s from our communities of West, Central and North Auckland    | GOOD            | 15            | <ul style="list-style-type: none"> <li>8 actions have been fully completed and 7 actions are on track</li> <li>1 action is still on hold as impacted by the changing of the Student Council Constitution</li> <li>Under 25 Student Progression while it has declined .5 since 2019, still remains well ahead of the 2020 target. While Under 25 Student Progression continues to out perform Over 25 Student Progression by a significant amount (just under 19%), Over 25's has increased again since 2019 (post a 2018 drop)</li> </ul>  |

### Lead Indicators

|      | NPS  | Pulse Survey | Badging | Complaints | Learner Outreach         | Commentary  |
|------|------|--------------|---------|------------|--------------------------|---|
| 2020 | 23   | 73           | 0       | 2          | I See Me                 | <ul style="list-style-type: none"> <li>Semester 2 NPS results indicated that Under 25 students are able to express their culture, indicating that the I See Me initiatives are working</li> <li>Increasing number of Under 25 Māori students is a positive, with risk associated due to current community concerns</li> </ul> |
| 2019 | 4    | 66           | 6       | 10         | Learner Outreach Project | <ul style="list-style-type: none"> <li>LOP Continues with schools and now sits with Student Success to deliver</li> </ul>   |
|      | ↑ 19 | ↑ 7          | ↓ -6    | ↑ -8       | Student Voice            | <ul style="list-style-type: none"> <li>Semester 2 NPS reached new high for Under 25 students</li> <li>Semester 2 NPS response rate for Under 25 students was 25%, up slightly on 2019 however still below the Unitec overall of 30% so there is work to be done to increase the response rates for Under 25's</li> </ul>      |

### Semester One Update : Who are our students? (as at 08/03/2021)

| Gender              | Headcount   | Ethnicity                                | Unitec Programmes - Top 5 (Headcount)   | Part-Time     | UPC Only Programmes - Top 5                          |
|---------------------|-------------|--|---|---------------|--|
| Male 55.3%          | 3186        | New Zealand European/Pakeha 42.4% (1352) | NZ Cert. Automotive Engineering (192)   | ↓ 20%         | Carpentry (Levels 2&3)                               |
| Female 44.2%        |             | New Zealand Māori 11.89% (379)           | Bachelor of Performing & Screen Arts (185)  | Full Time     | Automotive (Levels 2&3)                              |
| Gender Diverse 0.5% |             | Indian 9.19% (293)                       | Bachelor of Construction (184)  | ↑ 80%         | Health and Community (Levels 2&3)                    |
|                     | Average Age | Chinese 6.65% (212)                      | Bachelor of Architectural Studies (173)   | International | Mahi ā Toi (Levels 2&3)                              |
|                     | 20.5        | Samoan 5.52% (176)                       | NZ Diploma Engineering (132)  | ↓ 9.20%       | Welding & Engineering (Level 2)                      |
|                     |             | *Total all Pacific 19.86 % (633)         | *Full count of Unitec Pathways College students not yet counted due to enrollments still being processed. |               | *7 pathways with multiple streams delivering in 2021 |

### Semester One: Who are our students? (as at 1 May 2020)

| Gender              | Headcount   | Ethnicity                                 | Unitec Programmes - Top 5 (Headcount)   | Part-Time     | UPC Only Programmes - Top 5                          |
|---------------------|-------------|---|---|---------------|--|
| Male 58.3%          | 3637        | New Zealand European/Pakeha 30.74% (1118) | Bachelor of Performing & Screen Arts (192)  | 35%           | Carpentry (Levels 2&3)                               |
| Female 41.3%        |             | Indian 9.1% (331)                         | Bachelor of Construction (183)  | Full Time     | Automotive (Levels 2&3)                              |
| Gender Diverse 0.4% |             | Chinese 6.71% (244)                       | Bachelor of Architectural Studies (178)   | 65%           | Health (Levels 2&3)                                  |
|                     | Average Age | New Zealand Māori 6.08% (221)             | NZ Cert. Automotive Engineering (151)   | International | Computer Science (Levels 2&3)                        |
|                     | 20          | Samoan 4.81% (175)                        | NZ Cert. Construction Trade Skills (128)  | 11%           | Mahi ā Toi (Levels 2&3)                              |
|                     |             | *Total all Pacific 14.4 % (524)           | *Unitec Pathways College (305) & Police Training Scheme (196) have the largest U25 cohorts outside of formal qualifications |               | *7 pathways with multiple streams delivering in 2020 |

### EPI Targets for U25 2018-2022

| Tertiary EPI (Education Performance Indicators) | Actual | Actual |          |  |                    | Proposed | Proposed | Proposed | Institutional Target |
|---|--------|--------|----------|--|--------------------|----------|----------|----------|----------------------|
|   | 2019   | 2020   | Variance |  | Off 2022 target by | 2020     | 2021     | 2022     | 2022                 |
|   | %      | %      |          |  | %                  | %        | %        | %        | %                    |
| Successful Course Completion                    | 80.5   | 75.1   | -5.4     |  | -9.9               | 83       | 84       | 85       | 85                   |
| Qualification Completion                        | 48.5   | 52.9   | 4.4      |  | -7.1               | 56       | 58       | 60       | 60                   |
| Student Retention (1st Year)                    | 71.3   | 71.5   | 0.2      |  | -3.5               | 73       | 74       | 75       | 75                   |
| Student Progression                             | 43.9   | 43.4   | -0.5     |  | 9.4                | 33       | 33.5     | 34       | 34                   |

[Under 25s Operations Plan](#)