

# Unitec Action Plan 2022

| Manaakitia te Rito Priorities                                                                                                                                                                                                                                                                           | Unitec Priorities                                                                                                                                                                                   | 2022 Actions                                                                                                                                                                                                                                                                                                                                                                                                                                 | 2022 Targets                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by the end of 2024, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau</p> <p>RANGATIRATANGA</p> <p>Authority and Responsibility</p> | <p>Continue the implementation of our Manaakitia te Rito kaupapa including embedding our culture of ‘learners at the centre’ and progress towards Māori and Pacific and U25 parity achievement.</p> | <ul style="list-style-type: none"> <li>Ensure all staff continue to embed our values into daily practice</li> <li>Continue to refine and embed our various Success Strategies and “I See Me” Initiatives, including professional development badges for all staff</li> <li>Review current parity targets and timeframes at programme level</li> <li>Maintain Te Pae Tawhiti Action Plan and evaluation, in collaboration with MIT</li> </ul> | <ul style="list-style-type: none"> <li>Achieve a learner NPS of 25 or greater</li> <li>Te Noho Kotahitanga and/or other approved PD options from ADEP Plans completed</li> <li>Improved learner retention, course completion, qualification completion and progression rates (to be set by ELT, confirmed by Academic Committee)</li> </ul> |
|                                                                                                                                                                                                                                                                                                         | <p>Partner with Te Pūkenga and other subsidiary ITPs to confirm learner journey and experience</p>                                                                                                  | <ul style="list-style-type: none"> <li>Mapping the various learner journey and experience strategies, in collaboration with Te Pūkenga ‘Akonga at the Centre’, to Manaakitia te Rito</li> <li>Finalise and implement Unitec/MIT combined Disability Strategy</li> </ul>                                                                                                                                                                      | <ul style="list-style-type: none"> <li>Communicate and begin implementation of the wide range of learner journey and experience plans – to improve overall learner success</li> </ul>                                                                                                                                                       |
|                                                                                                                                                                                                                                                                                                         | <p>Deepen and grow partnerships with community, industry, MIT, Te Pūkenga and other subsidiary ITPs, Iwi, and our Pacific communities</p>                                                           | <ul style="list-style-type: none"> <li>Continue to implement the Partnership Strategy</li> </ul>                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Industry and community engagement increased (targets TBA – Consistency Reviews, active IACs)</li> <li>Maintain Graduate success rates (GESC) target of 85%</li> </ul>                                                                                                                                |
| <p>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</p> <p>MAHI KOTAHITANGA</p> <p>Co-operation</p>                                                                                                                                                 | <p>High quality learning, teaching and research, including commitment to academic quality, embedded in our best practice culture</p>                                                                | <ul style="list-style-type: none"> <li>Implement Learning and Teaching Strategy</li> <li>Implement Research Strategy</li> <li>Further embed academic quality and maintain a ‘best practice’ culture</li> </ul>                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>2022 Institutional aggregated Course Survey score no less than 2021</li> <li>40 Industry Funded Research Projects</li> <li>\$2.2M External Research Income</li> <li>100% Research Productivity Traffic Light</li> <li>Continue to embed and improve on academic quality</li> </ul>                   |
|                                                                                                                                                                                                                                                                                                         | <p>Contribute to opportunities arising from RoVE and Te Pūkenga</p>                                                                                                                                 | <ul style="list-style-type: none"> <li>Engage proactively with Te Pūkenga</li> <li>Support staff to engage with Te Pūkenga-related professional development opportunities, and support development of new operational plans and deliverables</li> </ul>                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>Early adoption of Te Pūkenga workstreams, programmes of work, and initiatives</li> </ul>                                                                                                                                                                                                             |
|                                                                                                                                                                                                                                                                                                         | <p>Further develop the academic portfolio, in line Te Pūkenga’s national provision</p>                                                                                                              | <ul style="list-style-type: none"> <li>Further refine and implement Unitec’s academic portfolio, in line with Te Pūkenga’s national provision</li> </ul>                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>Staff actively engage with the development and implementation of Te Pūkenga’s national provision of ‘unified programmes’</li> </ul>                                                                                                                                                                  |

# Unitec Action Plan 2022

| Manaakitia te Rito Priorities                                                                                                                                | Unitec Priorities                                                  | 2022 Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2022 Targets                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning<br>WAKARITENGA<br>Legitimacy | Ongoing development of staff capability                            | <ul style="list-style-type: none"> <li>Further embed a whole-of-organisation approach to professional development including Unitec wide development priorities</li> </ul>                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Quality ADEP Plans and Reviews completed within specified timeframes</li> <li>Achievement of required staff PD badges</li> <li>Continue to prioritise initiatives to increase Māori and Pasifika participation in the workforce in Academic, Support and Leadership roles, with a goal of increasing appointments by &gt;2%</li> </ul> |
|                                                                                                                                                              | Build change readiness towards integration into Te Pūkenga in 2023 | <ul style="list-style-type: none"> <li>Continue to align our people and culture processes and planning with Te Pūkenga for 2023 onwards</li> <li>Support and participate in change initiatives with Te Pūkenga including change readiness assessments and engagement planning</li> <li>Ensure communication and staff awareness of TP initiatives</li> <li>Continue focus on building change resilience and supporting staff wellbeing through transition</li> </ul> | <ul style="list-style-type: none"> <li>Evidence of increasing staff engagement towards 2023 integration - from Unitec staff engagement survey; quarterly Te Pūkenga staff engagement survey; and number of staff involvement in Te Pūkenga forums and engagement in consultation processes.</li> </ul>                                                                        |
|                                                                                                                                                              | Increase staff engagement                                          | <ul style="list-style-type: none"> <li>Visible inclusive leadership at all levels – one conversation at a time</li> <li>Ensure communication and active engagement in action planning following engagement survey</li> </ul>                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Maintain staff engagement at no less than 80%</li> <li>Maintain staff participation in engagement surveys at no less than 70%</li> </ul>                                                                                                                                                                                               |
| Build a financially sustainable organisation to invest in the future with an annual operating surplus<br>KAITIAKITANGA<br>Guardianship                       | Strategically identify growth opportunities in Tāmaki Makaurau     | <ul style="list-style-type: none"> <li>In partnership with Te Pūkenga identify and develop/partner on key opportunities</li> </ul>                                                                                                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>Achieve budgeted enrolments/EFTs and revenue</li> </ul>                                                                                                                                                                                                                                                                                |
|                                                                                                                                                              | Achieve budget                                                     | <ul style="list-style-type: none"> <li>Ensure costs in line with revenue and continue to improve financial sustainability</li> </ul>                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>Budget achieved by year end 7% + Operating Surplus</li> </ul>                                                                                                                                                                                                                                                                          |
|                                                                                                                                                              | Implement current asset and property strategies                    | <ul style="list-style-type: none"> <li>Embed asset management plans and progress the property strategy as appropriate</li> <li>Complete B108</li> </ul>                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>Property footprint consolidated</li> <li>Renewals Programme implemented</li> <li>Space utilisation improved</li> </ul>                                                                                                                                                                                                                 |