Learning & Development Team Action Plan 2022

Unitec Priority	People & Culture Priority	Action and Timing

Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2024, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau	Continue to support schools and departments in raising the hire rates of Māori and Pacific people, including other minority groups (helping ensure our workforce diversity reflects the diversity of our learners)	• **I See Me & Priority Group Success -** Partner on the continuous development and improvement of I See Me and other initiatives that build the capability of our staff to manaaki the success of our students especially priority groups – includes:
		  • Administration, evaluation & reporting of parity badges – *ongoing*
		  • Development & launch of new Pacific badge for all staff – *in 2022*
		  • Development & implementation of new online Student Code of Practice module for all staff – *launch planned for Q2*
		  • Development initiatives to support & enable achievement of Unitec Disability Strategy & Action Plan – *TBC*
		  • Work with support teams on progressing their Te Tiriti effectiveness – *Q2/Q3*
		
		• **Attracting/Retaining Diversity -** Partner with HR/Recruitment team to support the continuous improvement of people practices that impact the attraction and retention of diversity

Provide high quality learning, teaching and applied research to develop work-ready lifelong learners	Engaging proactively with Te Pūkenga and supporting our people to do so	• **Capability Development** - Partner and actively work to promote and continue to embed a consistent whole-of-organisation approach to capability development & reporting • **Te Pūkenga** – Take every opportunity to collaborate across and beyond the Te Pūkenga network to share practices and learnings, provide input and advocate for practices with potential *– ongoing* • **Continuous improvement** of key people processes, systems and resources with a focus on consistency, alignment & best practice; make it easy for people to do the right thing *- ongoing*

Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Build change readiness for transition to Te Pūkenga	• **Change Readiness -** support DCE P&C to build change readiness ahead of Te Pūkenga transition *- ongoing*
		  • Change manager role in Te Pūkenga Change Network - meet reporting requirements as set by Te Pūkenga and work to understand change initiatives and their impact; support and enable the executive to build change readiness
		  • Track and report on change readiness
		  • Design & implement initiatives to boost change resilience (for all staff) and develop change leadership (for people leaders)
		  • Partner across MIT & Unitec Change/Comms to develop & implement effective communications and engagement strategies
		
		• **Diversity & Inclusion –** partner with the D&I Rōpū and key stakeholders to progress the implementation of Unitec's D&I Strategy (as per separate D&I Action Plan), and network/collaborate across the Te Pūkenga network to share practices and advocate for diversity, equity and inclusion *– ongoing*
		
		• **Respond to emerging culture and capability needs** of the organisation through partnering to design and implement new processes & resources *– as required*

Build a financially sustainable organisation to invest in the future with an annual operating surplus	As an enabling/support function, partner with Te Pūkenga to identify duplicated functions and collaborate across the subsidiaries (in particularly for Tamaki Makaurau with MIT) to create capacity to add more value	• **Identify and leverage opportunities to save costs and increase efficiencies** *- ongoing* • Work within budgets & focus efforts on initiatives that a) achieve the most value, b) are strategically aligned and c) make the most sense in the context of our transition to Te Pūkenga