Tāmaki (MIT and Unitec)
Ngā Tohu Mahi Matua (KPIs) 2025

MANUKAU INSTITUTE OF TECHNOLOGY | **Unitec**

Ngā Pou	Measure	Deliver	Result
The Centre	**Te Tiriti-led** Ensure we meet our commitment to obligations under Te Tiriti o Waitangi	A Te Tiriti-led Tāmaki wide framework and a Te Tiriti o Waitangi policy are developed	Framework and policy are developed
Learner Success, Quality Teaching and Research	**Learner Support** Manaaki at every stage of the learner journey - academic, pastoral	Full annual compliance with the Pastoral Code	100% Compliance
		Improve NPS (Net Promoter Score) score at Unitec by 5pts	Increase Unitec S2 2024 NPS of +26 to +31
		Establish NPS for MIT	Establish MIT NPS
		Positive trends in learners surveys for Priority Learner Groups	Improved results for priority learner groups
	Learner Outcome Optimise learners success rates and employability	Achieve Education Performance Indicator Commitments (first 4 EPICs in EPIs including Improve equity of outcome for ākonga Māori and Pacific learners and establish EPI target for Disabled learners)	Achieved EPIs
		Establish mechanism for collecting, reporting and targeting Post-Study Destinations for all leavers	Established reliable method
	Excellence in Learning and Teaching We are responsive to the educational needs of learners (including ākonga Māori, Pacific and Disabled priority learner groups)	Achieve Education Performance Indicator Commitments (first 4 EPICs in EPIs including Improve equity of outcome for ākonga Māori and Pacific learners and establish EPI target for Disabled learners)	Achieve or exceed EPIC's
		Develop and implement Teaching Excellence Standards	Teaching Excellence Standards approved and embedded in relevant systems (recruitment, promotion, self-reviews, Excellence Awards etc.)
	Quality Assurance Be a Category 1 organisation	Maintain (for MIT) and Achieve (for Unitec) NZQA Category 1 rating (if applicable, or equivalent new standard)	Category 1 or equivalent reached if required by NZQA
		Satisfactory Monitor reports	100% (and established method for determining "Satisfactory")
		Achieve rating for 100% Consistency Reviews	100% achieved
	Research Meet current research plan KPIs	100% degree and postgraduate programmes to be research compliant	100% compliance
		Meet current research plan KPIs	Plan KPIs met
Sustainability and Performance	**Financial Performance** Deliver on the financial improvement plan (FIP)	Achieve or improve on budgets and EFTS (Equivalent Full-Time Students) targets	MIT ($3.912M), 4927 EFTS Unitec ($2.227M), 5612 EFTS
		Deliver on the financial target in the Financial Improvement Plan	FIP targets (to be advised)
	Marketing and Engagement Improved brand health and increased enrolments for priority learner groups	Improve Total Market Awareness to 80% Unitec 2024 77% MIT 2024 76%	80% achieved
		Incremental increases in Priority Group enrolments	Increase achieved
	Infrastructure: Property, Systems and Projects Provide effective infrastructure and systems to support learners and staff	Establish Property and Digital Strategies for Tāmaki	Strategies established
		Implement staff and learners surveys relating to Property and Digital to determine benchmark	Benchmarks established
Strategic Leadership and Culture	**Partnerships and Stakeholders** Ensure effective engagement with all stakeholders, ensuring Iwi, Hapu and Haapori engagement are aligned with our commitment to obligations under Te Tiriti o Waitangi	Re-establish and benchmark stakeholder measure (including Iwi and Pacific communities)	Benchmarks established
		Establish an Annual Iwi Stakeholder Report	Annual report established
	Strategy and Delivery Drive successful implementation of strategic initiatives and projects	Develop Tāmaki Strategy	Draft strategy written (for new Advisory Group/ Council)
		Develop Tāmaki Integration Plan	Plan adopted by SLT
	Leadership and Culture Foster a consistent, positive institutional culture with effective leadership	Improve Kaimahi engagement by 5 points MIT -26.6 in 2024 Unitec – 34.4 in 2024	Achieve engagement scores MIT -21.6 Unitec – 29.4
People, Wellbeing and Safety	**People** Staff feel valued, engaged & supported to deliver high performance across the organisation Improve the recruitment and retention of Māori, Pacific and disabled staff	Deliver outcomes of Your Whakaaro Action Plan for 2025	All actions delivered in 2025 Achieve > 83% retention rate Establish baseline and targets for all other measures
	Wellbeing and Safety Demonstrate commitment to promoting and strengthening wellbeing and safety through the organisation	Establish kaimahi wellbeing measure	Measure established >45% kaimahi participation in wellness days
		Develop a Tāmaki-wide Safety Plan	Draft Plan adopted by the SLT

EPIC's results table (within Excellence in Learning and Teaching Result):

EPIC (Overall)	Unitec	MIT
First Year retention	73%	76%
Successful course completion	84%	82%
Qualification completion	67%	55%
Progression	36%	36%