

# Trades and Services Action Plan 2025

Manaakitia te Rito Priorities	School of Trades and Services Priorities	Actions
<b>1. RANGATIRATANGA - Authority and Responsibility</b> <b>Improve the success of all learners, achieving parity for Māori, Pacific and under 25s enhancing international learner success and serving the educational needs of Tāmaki Makaurau</b> <i>We provide academic and pastoral care to our learners – underpinned by manaakitanga</i>	1.1 Embed into our culture of ‘learners at the centre’, including progress towards Māori, Pacific and Disability, achievement and equality as measured by EPIC’s 1.2 Understanding our learners and proactively responding to their needs. 1.3 Deepen and grow partnerships with community, schools, industry, employers and other educational providers	1.1.1 Engage with, deliver, review reflect and implement various Student Success Strategies. 1.1.2 Achieve School and programme Student NPS targets 1.1.3 Be responsive to industry and community. Maintain current and develop new relationships for the benefit of programmes and learners 1.1.4 Partner with Support Teams to enable learner retention and success
<b>2. MAHI KOTAHITANGA - Co-operation</b> <b>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</b> <i>Apply self-assessment to sustain continuous improvement and achieve excellence in educational performance</i>	2.1 High quality learning, teaching, including commitment to academic quality, embedded in our practice 2.2 Contribute to and explore opportunities that arise from the reform of vocational education and training as we transition away from Te Pukenga	2.1.1 Continue to develop innovative and Learner centred Learning and Teaching opportunities, including active learning learning 2.1.2 Continue to embed strong, sustainable academic quality processes and procedures 2.1.3 Achieve Unitec SCC and QCR targets 2.1.4 Respond to the Minister’s plans for ITPs in a proactive and coordinated manner 2.2.1 Contribute to and explore opportunities with MIT 2.2.2 Engage proactively with TKK Programme and Quality Guidelines
<b>3. WAKARITENGA - Legitimacy</b> <b>Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning</b> <i>Collectively empower staff to enhance knowledge, careers and skills – and value our achievements</i>	3.1 Ongoing development of staff capability 3.2 Enhance staff health, safety and wellbeing ensuring our work is consistent to and exceeds recognised best industry practices 3.3 Consistent staff engagement in the art of teaching while ensuring industry knowledge and practical skills are maintained at an industry standard	3.1.1 Clear expectations of staff via a shared understanding of policies and procedures, health and safety, and Pastoral Code of Conduct 3.1.2 100% ADEP plans for all staff completed; develop and engage with school-organised professional development activities. 3.1.3 Focus on quality and performance outcomes while supporting full-time graduate transition to the workplace. 3.2.1 Working practices successfully implemented across the teams, ensuring all staff honour their on-campus hours. 3.2.2 Values-led culture. Develop a culture of accountability, respect and innovation. Promote interpersonal relationships and the well-being of staff.
<b>4. KAITIAKITANGA - Guardianship</b> <b>Build a financially sustainable organisation to invest in the future with an annual operating surplus</b> <i>Through partnership provide adaptive, future focused programmes that meet the needs of community, industry and key stakeholders</i>	4.1 Strategically progress the academic portfolio plan to invest in growth opportunities in line with the needs of Auckland businesses, employers and other stakeholders 4.2 Contribute positively to a financially sustainable, future-focused organisation	4.1.1 Progress the School's academic portfolio in line with various strategies 4.1.2 Explore programme development/redevelopment opportunities with MIT 4.2.1 Achieve annual budget and CM% 4.2.2 Partner with operations, enrolments, and marketing to maximise applications, conversion, and EFTs 4.2.3 Be responsive to industry, employer and community feedback. Look for opportunities to support the industries which we serve.