

# Te Pūkenga work plan overview

As we grow and establish ourselves, Te Pūkenga Work Plan is used to group key activities, identify interdependencies, and ensure a connected and collaborative approach that is aligned to Council priorities and Te Pūkenga outcomes. It supports us to take a methodical approach to the scale of the challenge ahead, with key milestones to ensure we meet the deadlines ahead of us. Te Pūkenga Work Plan is a living document that evolves as we do to ensure we are continuously aligning our mahi with the pace of change in the organisation and indeed our network.

## Horizon 1 – 1 January 2023

Programme	Project/Mahi	Description
<b>Transition for Learners and Demonstrating Culture</b>	Transition for Learners	<ul style="list-style-type: none"> <li>Learners treated as enrolled in Te Pūkenga with consistency in Te Pūkenga brand and communications.</li> <li>Digital Marketing Ecosystem — a connected ecosystem of all network websites that provides a seamless experience for learners and employers providing them access to all opportunities available throughout the network.</li> <li>All graduating learners receive a Te Pūkenga qualification (co-branded until 2025 for learners enrolled prior to 2023).</li> </ul>
	National Strategic Disability Action Plan	<ul style="list-style-type: none"> <li>National Strategic Disability Action Plan implements the Accessibility Charter across Aotearoa New Zealand, consistent data collection on disabled learners, and training.</li> </ul>
	Expanded Mental Health and Wellbeing Services	<ul style="list-style-type: none"> <li>Greater primary mental health services are available across Aotearoa New Zealand for all learners (national and regional levels).</li> </ul>
	Network Quick Wins	<ul style="list-style-type: none"> <li>New Māori, Pacific, and disabled learners access new mentoring and early out-reach/connection services in most regions which focus on increasing access, participation, and retention across the network.</li> </ul>
<b>Organisational Performance</b>	Learner Success and Equity	<ul style="list-style-type: none"> <li>Te Rito learner success and equity action plans set a baseline for the network and drive equity for learners across Aotearoa New Zealand.</li> <li>Learner Success and Equity Strategy is in place with Horizon 1 actions in place.</li> </ul>
	Te Pūkenga Outcomes Framework	<ul style="list-style-type: none"> <li>Future outcomes framework drives network activities, investment, and performance from 2023; governance ensures overarching view of performance against the framework.</li> <li>Network-wide data framework approach.</li> <li>Data ethics and governance board established (developed with Māori technical experts).</li> </ul>
	Te Pae Tawhiti Te Tiriti o Waitangi Excellence Framework	<ul style="list-style-type: none"> <li>Te Pae Tawhiti Te Tiriti o Waitangi excellence framework finalised and action plans in place within all subsidiaries, and Te Pūkenga to deliver impact monitoring.</li> </ul>
	Māori Cultural Capability	<ul style="list-style-type: none"> <li>Lift the leadership practice and cultural capability to effectively partner with Māori.</li> </ul>

Information is as of May 2022 and is subject to change.

Programme	Project/Mahi	Description
<b>Operating Model</b>	Assets and Liabilities	<ul style="list-style-type: none"> <li>Capital Asset Management Strategy (CAMS) and plan.</li> </ul>
	Operating Model	<ul style="list-style-type: none"> <li>Deliver and consult on future operating model and organisational design.</li> <li>New high-level organisation design/structure is in place with key roles recruited.</li> <li>Efficiencies and effectiveness (consolidation of subsidiaries, shared central capability or functions, financial viability of network).</li> <li>Fast track selected enabling functions through: <ul style="list-style-type: none"> <li>Developing high level organisation structures</li> <li>Selecting permanent Te Pūkenga leaders</li> <li>Report Institutes of Technology and Polytechnic (ITPs) teams through to Te Pūkenga leadership</li> <li>Developing and implementing detailed organisation structures</li> <li>Generating efficiency initiatives.</li> </ul> </li> <li>Staged integration of early mover ITPs focusing on: <ul style="list-style-type: none"> <li>Regional models</li> <li>Regional leadership structure/accountability design.</li> </ul> </li> </ul>
	Te Tiriti Partnership Model	<ul style="list-style-type: none"> <li>Develop Te Tiriti partnership model and implementation plan.</li> <li>Develop Te Tiriti blueprint to inform operating model design and process and develop implementation plan.</li> <li>Develop a mechanism to identify, receive and protect Taonga Māori and Mātauranga Māori within Te Pūkenga.</li> </ul>
	Learner Engagement Ecosystem	<ul style="list-style-type: none"> <li>Learner engagement framework and representation implemented through operating model and network-wide surveys in place.</li> </ul>
	Equity	<ul style="list-style-type: none"> <li>Equity is integrated and embedded into Te Pūkenga operating model blueprint and operating model programme business case.</li> </ul>
	Unification of Programmes	<ul style="list-style-type: none"> <li>Establish and implement a transition programme of work for unification of programmes across the network.</li> </ul>
	Unification of Fees Across Network	<ul style="list-style-type: none"> <li>Unification and Equity Strategy for each fee type, fees standardised across qualifications and levels, and consistency in student levies.</li> </ul>
	Quality Management System and Academic Regulatory Alignment	<ul style="list-style-type: none"> <li>Establish and implement a Quality Management System and Quality Assurance Framework with roles and responsibilities for improved quality of provision.</li> </ul>
	Governance	<ul style="list-style-type: none"> <li>Single council with advisory committees and sub-committees (WBL board dissolution no later than mid 2023).</li> </ul>
<b>Employers</b>	Work Based Learning	<ul style="list-style-type: none"> <li>Work Based Learning (WBL) subsidiary integrates into new structure no later than mid-2023.</li> <li>Ongoing transition of TITOs (Transitional Industry Training Organisations) into WBL and Horizon 1 outlook.</li> </ul>
<b>Employee Transition</b>	Transition for Employees and Onboarding	<ul style="list-style-type: none"> <li>This project aims to complete the legal transfer of our network employees into Te Pūkenga, together with a welcoming 'orientation'.</li> <li>Employees are warmly welcomed through a series of engagements that connect them with one another, our network, our Te Piko Strategy, our leadership, and our Te Pūkenga way of working.</li> <li>Employee transfer agreements / employment agreements, immigration accreditation, welcome to Te Pūkenga including onboarding, employee surveys.</li> <li>Capability building for employees focuses on Te Tiriti, equity for learners, disability confidence to grow future capabilities required to support future transformation.</li> </ul>
	Change Leadership	<ul style="list-style-type: none"> <li>Deliver change required for Horizon 1 with focus on supporting employee networks, unions, and newly established change teams to support subsidiary readiness for change.</li> </ul>
	Ako Teaching and Learning Framework	<ul style="list-style-type: none"> <li>Ako Teaching Framework co-designed and responding to learner, employer and employee insights and personas to inform capability development, CAMS (Capital Asset Management Strategy) and ISSP (Information Systems Strategic Plan).</li> </ul>
<b>Key Systems</b>	Information Systems Strategic Plan (ISSP)	<ul style="list-style-type: none"> <li>Develop the strategic vision and roadmap for provisioning of information technology for Te Pūkenga over a 2–3-year horizon.</li> </ul>
	Security and IAM (Identity and Access Management)	<ul style="list-style-type: none"> <li>Ensure Te Pūkenga meets a minimum standard and that long-term security architecture is defined to inform the information systems strategic plan (ISSP).</li> </ul>
<b>Assurance</b>		<ul style="list-style-type: none"> <li>Assurance Management Plan.</li> <li>Business Case IQA/QRA.</li> <li>Other planned assurance activities.</li> </ul>

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