

# NMIT STAKEHOLDER ENGAGEMENT POLICY

## MOKAMOKA WHAKAAETANGA | APPROVAL DETAILS

<b>Section</b>	Quality		
<b>Approval Date</b>	24.03.2026	<b>Sponsor</b>	Director Demand Management
<b>Next Review</b>	01.01.2029	<b>Approved by</b>	SLT

## NGĀ WHAKATIKATIKA | AMENDMENT HISTORY

Version	Effective Date	Created/ Reviewed by	Reason for review / comment
1	01.01.2026	Transition Lead	New

## Mō wai me te whānuitanga | Audience and scope

This policy applies to:

- a) All employees of NMIT, including contracted staff and secondees providing services for NMIT; and those on fixed term contracts (may be collectively referred to as kaimahi in this policy); and
- b) All governors of NMIT including members and advisors of governance committees, councils or board of Trustees (collectively referred to as governors in this policy)

## Te Pūtaki | Purpose

The purpose of this policy is to provide guidance to NMIT kaimahi to engage in robust and meaningful ways with industry, iwi, Māori, other education providers, standard setting bodies, not-for-profit organisations, the wider community and other external stakeholders.

## Ngā Mātāpono | Principles

NMIT values meaningful engagement with stakeholders ensuring all relationships, policies and training initiatives are inclusive, collaborative and aligned with the needs of our communities.

Hapū and iwi, industry, schools, other education providers, community groups and other stakeholders are consulted in aspects of planning, design, delivery and monitoring of our work to ensure quality outcomes for their sector.

Effective, robust stakeholder engagement is guided by the principles of:

### Responsiveness

We will listen actively, respond promptly, and act on feedback where appropriate. We enable simple and accessible engagement through the allocation of a key point of contact to stakeholders.

### Transparency

We will be open about our intentions, limitations, and decision-making processes to foster trust in leadership, delivery and decision making.

### **Collaboration**

We will work in partnership to co-design solutions that deliver mutual value and enhance real-world impacts of academic teaching, learning and research.

### **Inclusivity**

We ensure diverse voices are heard, including underrepresented and priority groups. We maintain meaningful partnerships with hapū and iwi within Te Taihū through genuine engagement and involvement in decision making, and in the design, delivery and monitoring of our work.

### **Sustainability**

We build enduring relationships ensuring a long term, positive impact that contributes to the long-term social, cultural and economic development of Te Taihū.

### **Continuous Improvement**

We regularly reflect on and enhance our engagement practices to ensure continuous quality improvement and equitable quality outcomes for ākonga. Stakeholders should have confidence when engaging with us that we are fair, considered and inclusive of the differing needs and points of view of the stakeholders involved.

### **Relevance and Excellence**

Engagement activities align with strategic priorities and aim for high quality outcomes. Strong networks and forums between the institute and a range of relevant sectors, industries or stakeholders ensure strong advocacy and facilitate the sharing of information to support the provision of excellent, relevant learning experiences for ākonga.

## **Kaupapa Here | Policy Statements**

NMIT is committed to fostering meaningful, inclusive, and transparent engagement with our stakeholders to enhance the quality and relevance of our education, research and community contribution.

We recognise that effective engagement builds trust, strengthens relationships, and ensures our institution remains responsive to the needs of students, kaimahi, ākonga, iwi/Māori, government and the wider community.

### **REGULATORY BODIES**

NMIT's Chief Executive Officer manages the relationship with all external compliance, regulatory and funding organisations.

### **IWI ENGAGEMENT**

NMIT holds deep respect for its relationship with the iwi of Te Taihū o te Waka a Māui. Relationships are sustained over long periods of time and held by the Director Māori with guidance from the Chief Executive Officer.

NMIT recognises and encourages iwi to intersect with the NMIT at appropriate levels of authority.

NMIT also recognises the uniqueness of kaupapa Māori organisations, including NGOs, land trust corporations, schools with bilingual or immersion programmes that require relationship management and partnership that is approached with the appropriate tikanga and intent.

The Director Māori advises Curriculum Areas to ensure that iwi and Māori input is provided as required to individual programmes, stakeholder forums and Curriculum Areas.

## STAKEHOLDERS – SENIOR LEADERS

The Senior Leadership Team maintains strategically beneficial relationships with stakeholders such as iwi, industry and community partners, and sector leaders to ensure alignment with labour and market workforce trends, facilitate codesign and codelivery of programmes, and to support equity, accessibility, and learner success.

Stakeholder engagements are documented, evaluated annually, and reported in programme review and inform strategic and investment planning processes.

## STAKEHOLDERS – PROGRAMME DELIVERY

Curriculum areas establish and maintain relationships with key sector or industry or professional stakeholders via Advisory Committees and hold regular forums for communication and engagement with key stakeholders on programme and curriculum feedback. Advisory committees provide external, candid and formal independent views from knowledgeable sector representatives.

Engagement is documented and evaluated annually, and feedback is utilised to inform continuous improvement of programme design and delivery.

## STAKEHOLDERS – ALL KAIMAHI

All kaimahi are responsible for representing the institute in line with this policy. Wherever possible, stakeholders are to be directed to the relevant NMIT relationship holder to ensure the principles of this policy can be applied and met appropriately.

## ENGAGEMENT- ĀKONGA

NMIT supports and encourages ākonga engagement in various forums that enable them to contribute to aspects of NMIT operations and decision-making that impact on ākonga, and to support continual quality improvement.

## ENGAGEMENT- SCHOOLS AND PATHWAYS

The Demand team, working in collaboration with curriculum areas, hold lead responsibility for relationships that strengthen pathways into tertiary education and lifelong learning across Te Taihū.

Key practices include collaboration with secondary schools on curriculum alignment, delivery of outreach opportunities such as taster events, open days, and career expos, and partnering with schools, stakeholders and community groups or 'not for profit' to offer accessible learning opportunities, such as Trades Academy, STAR and Gateway programmes.

All engagement with schools and associated pathway stakeholders is to be coordinated through the School and Pathways Liaison to ensure the appropriate application of the principles of this policy.

Engagement outcomes are tracked through participation data, community feedback, and pathway conversion rates.

## ENGAGEMENT- STRATEGIC STAKEHOLDERS

Greater strategic relationships are developed with industry and community to enhance institutional capability, influence and relevance.

Stakeholders can include industry bodies and high growth sectors, government and funding agencies, local government bodies and economic development agencies, international partners (institutions, agencies and, markets), private sector, philanthropic and investment partners, alumni and 'not for profit'.

In consultation with the Chief Executive Officer, and in coordination with other Senior Leaders, strategic engagement is led by the Director Demand Management, with operational support from the Demand team and relevant Curriculum Areas.

Key practices include proactively engaging with external stakeholders to identify, cultivate and sustain strategic partnerships that support institutional growth, diversification of revenue, innovation in education and training, and alignment with national and regional development priorities.

Engagement activities are tracked through CRM or similar, and in stakeholder registers and regularly communicated to the Chief Executive Officer.

Annual review of strategic partnerships, stakeholder mapping, and contribution to institutional outcomes is integrated into strategic reviews and operational planning cycles and reported regularly to governance.

## Ngā Haepapa | Responsibilities

Role	Responsibilities
Director Demand Management	Identify the strategic and tactical direction of NMIT's stakeholder engagement to ensure a cohesive institute wide response that leverages opportunities and meets the needs of regional, national, and international stakeholders.
Director Māori and Learner Success	Provide iwi and Māori advice to Curriculum Areas and Stakeholder Advisory Forums
Director Academic and Teaching	Ensure formal Advisory Committee practices that result in systematic consultation, continuous improvement and Regulatory Authority compliance.
Curriculum Area Managers	Establish and monitor programme and curriculum level engagement with sector and industry stakeholders.

## Ngā Tikanga | Definitions

Term	Definition
Alumni	Graduates or former students of NMIT
Kaupapa Māori organisations	<p>Kaupapa Māori organisations are whānau, hapū, iwi and other Māori groups who:</p> <ul style="list-style-type: none"> <li>provide, or intend to provide, services to Māori individuals, whānau, hapū, iwi or other Māori communities</li> <li>are owned or governed by Māori individuals, whānau, hapū, iwi or other Māori communities</li> <li>have accountability to whānau or hapū, iwi or other Māori communities</li> <li>are dedicated to meeting the needs of Māori clients</li> <li>apply Māori language, philosophy and principles.</li> </ul>

## Ngā Hononga ki Tuhinga kē | Links to other documents

### NGĀ KAUPAPA-HERE E HANGAI ANA | RELATED POLICIES

NMIT Te Tiriti o Waitangi Policy

### NGĀ TUKANGA ME NGĀ HĀTEPE | RELATED PROCESSES, PROCEDURES

NMIT Stakeholder Engagement Procedure