

# OUR STAFF



Our workforce meets the needs of students and employers by being responsive and relevant.

We do this by employing teaching staff with industry knowledge, who are often practicing professionals in their given fields of expertise. Their knowledge is passed onto our students through effective teaching, combined with state-of-the-art technology and modern campus facilities.

We employ more than 950 staff making us one of the largest employers in the greater Waikato region. Some work full-time, others part-time, and some tutors may choose to work in industry as well as teach – we offer flexible working conditions for all.

Our staff have strong connections to our regional and national employers, community organisations, international educational institutes, secondary schools and fellow tertiary institutions.

We strive for our workforce to be responsive at all times to our stakeholders' needs and to support successful outcomes for our students. We understand the need for staff to remain relevant so they can best educate workready graduates.

We continually invest in a range of professional development activities and projects to boost the quality and capability of our staff. These include new approaches to e-learning and flexible teaching delivery, technology advances, and leadership and management skills.

Our staff are given opportunities to take part in projects above and beyond their role. This results in improved skills, better collaboration across the organisation, and opens up career pathways.

In 2018, we received a WorkWell bronze accreditation recognising the organisation's achievements towards creating a healthy workplace and that all the components of a successful workplace wellbeing programme are in place.

We emphasise our organisational values, which influence the way we interact with students, employers, the community and each other.

## Did you know?

- Our student to academic staff ratio is 18:1 – a level that ensures both quality education for our students and productivity
- 60% of our teaching staff have academic qualifications at degree level or above
- All teaching staff hold a subject-specialist qualification, as well as an adult teaching qualification (or are working towards one)
- Our values are working together, challenge and innovation, valuing people, customer focus, taking ownership; and improvement and opportunity
- We are committed to equal employment opportunities (EEO) activities, including a programme to facilitate employment at Wintec for people with significant disabilities

