

ANNEX No. 1

Additional Information on GENERAL FE/HE COLLEGES

Though the report highlighted the work of these large multi-sited institutions, it could not display the detail. Therefore, we have gathered further information on these institutions to aid the readers understanding of the breadth and wealth of courses offered. To also give better understanding of the facilities and the diverse range of individuals and companies they support with training. To also aid understanding of how this directly supports local businesses, local economy, and the local inhabitants. This information comes directly from each individual institution to ensure accuracy and the most up-to-date facts.

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Hereford Ludlow and North Shropshire College

Shrewsbury Colleges Group

Telford College

Useful Links

<https://hlnc.ac.uk/>

<https://www.scg.ac.uk/>

<https://www.telfordcollege.ac.uk/>

ANNEX No. 1

HEREFORD LUDLOW & NORTH SHROPSHIRE COLLEGE



Herefordshire,
Ludlow & North
Shropshire College

Detail provided by the Institution.

Herefordshire Ludlow & North Shropshire College's impact following The Marches Local Skills Improvement Plan



Herefordshire,
Ludlow & North
Shropshire College

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About us

Herefordshire Ludlow and North Shropshire College (HLNSC) is a leading provider of further education in the region. Offering a diverse range of courses and vocational training programmes, HLNSC caters to learners of all ages and backgrounds. Our products and services include academic qualifications, apprenticeships, professional development courses, and skills training tailored to meet the needs of both individuals and businesses.

Our students include school leavers seeking to further their education, adults looking to upskill or retrain for new career opportunities, and employers seeking workforce development solutions.

As a further education institution, we play a vital role in equipping individuals with the knowledge, skills, and qualifications necessary to succeed in today's rapidly evolving economy.

Further education includes a range of learning opportunities beyond secondary education, providing pathways to higher education, employment, and personal development.

At HLNSC we are dedicated in providing high quality further education that is accessible, relevant, and responsive to the needs of our learners and the communities we serve.

Over the next three years we aim to achieve several strategic objectives outlined in our 2021-2026 Strategic Plan. These objectives include enhancing student success and progression, strengthening partnerships with employers and communities, improving digital capabilities and infrastructure, and ensuring financial sustainability and resilience.

To achieve these objectives, we plan to implement a range of initiatives including expanding course offerings to meet the evolving needs of students and employers, enhancing support services to improve student outcomes, developing on local businesses and organisation to provide work-based learning opportunities, investing in digital technologies to enhance teaching, and learning experiences, and implementing robust financial management practices to ensure long-term viability.

We aim to continue our commitment to providing high quality further education opportunities that empower individuals to thrive in their personal and professional lives while contributing positively to the communities they serve.

Vision and mission

The College's vision is to support students, communities, and businesses to fully realise their potential by delivering high quality academic, technical, professional and community learning. We take pride in our legacy: successful students who are skilled, knowledgeable, enterprising, professional, and resilient.

The College's mission is: To realise potential and support success.

Regional analysis

HLNSC is one of 174 designated general further education colleges. There are also 57 sixth form and 26 specialist colleges in England.

Colleges in England educate and train 1.4 million adults, 149,000 of whom study university-level courses. Most Foundation Degree and HNC/D students are taught in colleges, and 314,000 apprentices are trained by colleges.

Colleges make a crucial contribution to economic development, but they also have a hugely positive impact on personal well-being and community cohesion, giving satisfaction and improving the life chances of millions of citizens.

Geography

HLNSC is in Herefordshire and Shropshire, situated at the western edge of the West Midlands region, in the heart of the Welsh Marches. The area is predominantly rural and of exceptional natural beauty: fertile unspoilt farmland, the Wye and Severn valleys, Malvern and Shropshire hills, and the Black Mountains.

Herefordshire and Shropshire are sparsely populated, some of the least populated areas of England. Of the 191,000 residents of Herefordshire, over half live in rural locations. The principal population centres are the cathedral city of Hereford (60,800), and the market towns of Leominster (12,000), Ross-on-Wye (11,200) and Ledbury (10,000). Shropshire (excluding Telford and Wrekin) has a much larger population of 317,000; 75,000 live in the county town of Shrewsbury and over half reside in rural areas. The largest market towns are Oswestry (17,000), Bridgnorth (12,000), Market Drayton (12,000) and Ludlow (10,000). Both counties have an older age demographic than average, partly because many young people leave the area to study at university and do not return. Most residents are of white ethnic origin; the only significant minority being white residents of non-British or Irish origin (3.9% in Herefordshire, 2.0% in Shropshire).

Economy

Herefordshire's economic output is low compared to the regional and national economy; wages are well below national average, but unemployment is also significantly lower than average. Of the county's 10,070 enterprises, the vast majority, 90%, are micro-enterprises employing nine or fewer people; 8.5% small (10 to 49 employees); 1.3% medium-sized (50 to 249 employees); and only 0.2% large (250+ employees). The industries that contribute the most to the local economy were manufacturing (19%), distribution, transport, and communication (17%), real estate activities (17%) and public administration, education, health, and other services (15%). These four sectors made up over two thirds of all economic output. A sector of particular interest in Herefordshire is agriculture, forestry, and fishing, which accounts for a much higher proportion of gross value added (GVA) than for England as a whole: 8% compared to only 1%. Of the 73,000 employees in the county, nearly half are work in manufacturing (11,500), health (12,000) and retail (9,000). Other key employment sectors, accounting for 23% of the total workforce, are accommodation and food services, business administration and support services and education.

Shropshire is remarkably like its southern neighbour: relatively low economic output, below average wages, and low unemployment rates. The County has 15,650 businesses, 90.4% of which are micro-enterprises, 8.2 % small, 1.2% medium-sized, and just 0.2% large. In terms of contribution to GVA, the county's principal sectors are public administration, education, health, and other services (21.8%), distribution, transport, accommodation, and food (20.3%), real estate (14.7%) and manufacturing (10.5%), accounting for over two-thirds of all economic output. There are 114,800 employees in Shropshire, over half of whom work in health (16,900), retail (11,900), manufacturing (11,500) and education (11,300). Other important sectors of the economy, employing a further 18% of the workforce, are construction, professional, scientific, and technical and arts, entertainment, and recreation.

Education

The college is a high performing further education college located at five distinctive campuses in Hereford, Holme Lacy, Ludlow, Oswestry and Walford. The Hereford and Oswestry campuses provide a wide range of academic, vocational, and university-level courses; Holme Lacy and Walford campuses are specialist land-based colleges and associated commercial farms; and Ludlow College is a sixth form college which focuses on its A level programmes. County Training, an apprenticeship training provider based primarily in Shropshire, is also part of the College. Adult and Community learning programmes and work-based study programmes for young people are provided in Hereford, Ludlow, Oswestry, Whitchurch, Telford and at the Gateway in Shrewsbury.

The College serves ca. 10,000 part-time learners, including 430 on university-level courses and 750 apprentices per annum. University-level programmes are delivered through the Hereford University Centre, a joint initiative with the University of Worcester.

Supporting the local economy

Local training accessibility

Access to services and transport are key issues for those living in rural areas, including the Marches.

- Prudent financial management ensures that we maintain a wide range of provision across several geographically dispersed centres.
- Timetables are constructed to minimise travel requirements.
- A broad range of apprenticeships are offered across the Marches.
- We provide comprehensive support for students with identified learning and/or physical needs, and this includes on-programme learning support.

The above enables students to access training to progress into local employment.

Curriculum aligned with employer needs

- College managers pay close attention to local skills planning, including the work of the LEP's Skills Advisory Panel, Local Skills Improvement Plan, and local authorities' economic forums to plan future curriculum developments.
- The College actively engages with employer representative groups. These include, Hereford and Worcestershire Chamber of Commerce, Shropshire Chamber of Commerce, Herefordshire Business Board, Shropshire Economic Forum, Herefordshire Skills Board, the Federation of Small Businesses, and the National Farmers Union.
- We determine curriculum intent with employer input, both directly and by using EMSI data to ensure the knowledge, skills, and behaviours we teach align with employer need.
- We deliver both hard and soft skills to ensure students can progress successfully towards employment.

- We encourage employers to directly influence the curriculum by developing opportunities for them to comment and discuss their needs with curriculum delivery teams.
- The College delivers apprenticeship provision that is responsive to the needs of individuals and their employers.

Partnerships to meet the needs of employers

- The College, along with the Shrewsbury Colleges Group and Telford College is a founder member of the Marches Education Partnership. This partnership promotes a collaborative approach to meeting employer needs. This recently resulted in the successful delivery of two substantial employer-focused projects funded through the DfE's Strategic Development Fund.
- Regular meetings ensure that we understand our educational role and helps us plan curriculum that is complementary.
- We enjoy a strong relationship with Herefordshire's new university, NMITE, to discuss potential areas of collaboration and mutual support.
- The College ensures that it remains aligned with other post-16 providers through membership of several regional provider partnership networks. These include SWAOC (Shropshire Wrekin Association of Colleges), MEP (Marches Education Partnership), Herefordshire and Worcestershire Principals Group, MSPN (Marches Skills Provider Network), and Landex (Land Based Colleges Aspiring to Excellence).
- Where appropriate, the College partners with other providers to deliver courses required by local employers and to support national needs.

Construction Sector Green Technologies Advisory Panel

HLNSC has recently launched the Construction Sector Green Technologies Advisory Panel, with the objective of engaging with relevant employers regarding green technologies that support The Marches Local Skills Improvement Fund's construction project.

The first Panel meet included a tour of the Low Carbon Technologies Training Centre, an overview of specialist courses and equipment investment opportunities, including Higher Education.

[Low Carbon Technology Training Centre News - HLNSC](#)

Working with stakeholders to improve the socioeconomic landscape

- We are members of local business boards, Chambers of Commerce and other representative groups ensures that the College remains closely linked to local businesses.
- The College is fully engaged with Herefordshire and Shropshire local authorities. Engagement with Herefordshire Sustainable Growth Strategy Board resulted in the College's involvement with the development of Herefordshire's 2050 Economic Plan and the UK Shared Prosperity Fund.
- Membership of Shropshire's Economic Forum facilitates discussions about how skills can positively contribute to their economic growth plans.

Contribution to skills needs

During their inspection in October 2022, Ofsted reviewed the College's contribution to local, regional and national skills needs and reported the following:

“Leaders and managers have worked well since the merger to ensure that learners and apprentices benefit from a broad and rich curriculum that closely reflects the skills needs of local, regional and national economies.

Leaders work well with a range of stakeholders. College leaders are well placed and have significant involvement with local enterprise partnerships and local authorities.

Leaders work diligently with local NHS trusts. They have co-designed programmes to support NHS staff to develop their English skills using a

mobile teaching facility. Leaders contribute positively to research across the region which helps inform local skills improvement plans.

Leaders have developed positive relationships with other providers of education and training in the areas in which they work. They link well with other local colleges to plan provision to ensure that it responds to the skills needs across the geographical areas where they work. Leaders have developed useful partnerships with a range of universities. They make sure the curriculum prepares learners well for moving into higher education.

Leaders work well with employers across the sector areas in which they offer provision. They understand clearly the changing skills needs in areas such as agriculture, energy, and care. For example, leaders have worked with the Microgeneration Certification Scheme to secure significant funding for, and to develop, the Herefordshire Low Carbon Technology Centre. This facility is in direct response to a significant identified skills need from local businesses linked to low carbon and renewable energy technologies.

Leaders have an effective understanding of the communities in which they work. They work proactively with a range of community groups. Leaders and teachers use this information to help plan the curriculum. In areas such as sports, learners, and the wider community benefit from these well-established links. Learners deliver coaching sessions to support disabled young people. This supports learners to develop their knowledge and skills and contributes positively to the wider communities the college serve.

Leaders have a clear curriculum vision which they successfully realise to provide a broad range of programmes across the large geographical area in which they work. This supports learners and apprentices to access local provision. Leaders are very knowledgeable about the needs and priorities of each of the college campuses. They provide programmes that contribute to the skills needs of the locality. In the north of the region, the curriculum in land-based studies responds directly to the focus on dairy farming. Whereas, in the south of the region, the land-based curriculum is focused much more closely on arable farming. Learners and apprentices

who study in these areas develop the knowledge, skills, and behaviours they need to work in this sector area.

Leaders and teachers use the information they gain from well-developed relationships with employers and stakeholders across the sector areas in which they work to plan the curriculum carefully. They ensure the curriculum that learners and apprentices' access is up to date and linked well to industry areas. Apprentices in electrical studies develop their knowledge and skills in the use of renewable technologies such as solar power, electric vehicle charging and ground and air source heat pumps.”

(Source: Ofsted Inspection Report – October 2022)

Contribution to national, regional, and local skills priorities – accountability statement

Aim	Current Position	Target	Starts	Milestone	Priority		
					LSIP	LA / LEP	National
Develop the facilities and provision in to deliver programmes for low-carbon technologies	First phase of the Low Carbon Technology Training Centre developed and opened during 2022/23 academic year. (SDF Fund) Trained staff in place to deliver programmes in Low Carbon Installer and centre manager appointed. Initial programmes delivered in line with SDF specification.	Complete and fully equip phase 2 of the Low Carbon Technology Training Centre (LEP Energy Fund)	NA	Sept 2024	X	X	X
		Deliver first phase short course programme to industry	24 (FCR) 100 (AEB)	June 2024	X	X	X
		Develop and introduce the apprenticeship standard in Plumbing and Heating (Environmental Pathway)	12	Sept 2024	X	X	X
		Introduce additional modules for existing plumbing and electrotechnical students	131	July 2024	X	X	X
Increase the College's T-Level offer	Currently delivering one T-Level in Building Engineering Services (Electrical) at Herefordshire College (16 students).	Increase the number of students studying T-Level Building Engineering services	16	Sept 2023	X		X
		Introduce T-Level in Early Years Educator	36	Sept 2023			X
		Develop T-Level in Animal Management, Equine and Livestock	93	Sept 2024		X	X
		Develop T-Level in Business Administration	39	Sept 2024	X		X
Review the College's Technical Level 4&5 offer	The College currently delivers the HNC in Engineering (Herefordshire College)	Develop and approve HND/HTQ (L5) Engineering	NA	June 2024	X	X	X
		Develop and approve HTQ Modern Methods of Construction	NA	June 2024	X	X	X
		Develop and approve HTQ Health Care Assistant Practitioner	NA	June 2024	X		X
Develop work place provision in Health Care (Apprenticeships)	The College currently delivers apprenticeships in Health Care in Shropshire only	Deliver apprenticeships in Health Care (Levels 2 – 5 depending on demand) in Herefordshire	10	Dec 2023	X		X
Continue to work through the Marches Education Partnership to deliver programmes in response to LSIP identified priorities	The College has co-delivered two successful SDF pilot programmes in Health and Low Carbon Technologies.	In conjunction with the region's other post-16 providers, develop provision that responds to priorities highlighted by the LSIP (Yet to be approved and published).	TBC	July 2024	X	TBC	X

As per the college's accountability statement on page 11 regarding HLNSC's contribution to national, regional, and local skills priorities, an update on the contributions thus far is as follows:

Aim 1, Develop the facilities and provision in to deliver programmes for low carbon technologies

- *Complete and fully equip phase 2 of the Low Carbon Technology Training Centre (LEP Energy Fund) by September 2024*

On target to complete phase 2. Our new courses are designed to equip individuals with the skills and knowledge needed to install a wide range of green energy solutions.

- *Deliver first phase short course programme to industry by June 2024*

Ongoing, with 63 of the targeted 124 enrolments across programmes. Currently, the Centre is taking bookings for training in Solar Photovoltaic Systems, Air Source Heat Pump Systems, BPEC Water Regulations, and Domestic Hot Water Storage Systems courses, offering comprehensive theory and practical elements. These courses are designed to equip individuals with the skills and knowledge needed to install a wide range of green energy solutions and are recognised by MCS.

- *Develop and introduce the apprenticeship standard in Plumbing and Heating (Environmental Pathway) by September 2024*

Ongoing, with 18 of the targeted 12 on programme by September 2024. Expanding the curriculum, the college has included MCS accredited training courses for industry professionals, including the environmental pathway of the Plumbing and Heating apprenticeship which is currently running with eight on programme, and further intake of 10 targeted for 2024-25.

- *Introduce additional modules for existing plumbing and electrotechnical students by July 2024*

Ongoing, students have had access to and experienced the equipment and facilities but to date have not achieved formal qualifications. This is due to a delay in accreditation approvals and capital works underway. Students will have additional modules by July 2025.

Aim 2, Increase the College's T-Level offer

- *Increase the number of students studying T Level Building Engineering services, by September 2023*

HLNSC offers the Electrical Installation T-Level: Building Services Engineering, which is a two-year programme studied full time. Currently 19 students of the 16 targeted are on programme, 11 in Year 1 and eight in Year 2. Alongside workshop-based practical sessions and class-based theoretical delivery, linked to both electrical installation and the wider building service sector, learners undertake substantial work experience placements to help prepare for their career pathway. [Electrical Installation T-Level: Building Services Engineering - HLNSC](#)

HLNSC offers the Engineering T Level, which is a two-year programme studied full time. Due to number of applications this did not run for the current academic year. The college will run this course for academic year 2025/26. The programme has been developed in collaboration with employers and businesses for the content to meet the needs of industry and prepare learners for work. Learners complete common core content designed to provide a generalised understanding of engineering, progressing onto an occupational specialism, under the guidance of expert staff with extensive industrial experience in the engineering sector. [Engineering T-Level - HLNSC](#)

- *Introduce T Level in Early Years Educator by September 2023*

HLNSC offers the Education & Childcare T Level in Herefordshire and Shropshire. For academic year 2023-24 HLNSC had 26 starts, and currently, for academic year 2024-25, 47 applications. The target was to achieve 36 on programme, which is two years studied full time, and designed to give learners a comprehensive understanding of the sector (0-7 years) providing a balance between classroom learning and hands-on experiences. The course includes a core set of underpinning knowledge, concepts and skills tailored for the industry and occupation of choice. [Education and Childcare T Level Yr 1 - HLNSC](#)

In addition to the T Level, HLNSC also offers Skills Bootcamps in Early Years which prepares individuals for employment in nurseries and schools, typically within a teaching assistant role. The bootcamp includes

key topics around preparing to work in schools such as safeguarding, communicating with children, young people, and adults, and how to keep young people healthy, safe and well. Attendees are awarded with a college certificate and will benefit from guaranteed interviews with local employers.

- *Develop T Level in Animal Management, Equine and Livestock by September 2024*

On progress to complete by target. HLNSC is offering the two-year Animal Care and Management T Level across both Herefordshire and Shropshire for September 2024 entry. The course is designed to give learners the skills and knowledge they need to enter a career in the animal care sector, such as veterinary nursing, zookeeping or animal welfare.

HLNSC will offer the Equine and Livestock T Level, which is a pathway within the Agriculture, Environmental and Animal Care route. The course will be split into two main components: the core, which is assessed by external exams and an employer set project, and an occupational specialism, assessed by a synoptic assignment.

- *Develop T Level in Business Administration by September 2024*

On progress to complete by target. HLNSC will offer the Business and Administration T Level for September 2024 entry. The two-year programme will support the development of core knowledge and skills needed to enter a range of management and administration occupations and includes at least nine weeks working with an employer on an industry placement.

In addition to the T Level in Business, HLNSC also offers Skills Bootcamps in Leadership & management which aims to provide a range of key management skills to those working in industry, in a leadership and management role, or those looking to upskill. The course will build on participants leadership capabilities and develop leadership and management skills using knowledge gained and used in the workplace.

Participants will develop skills, confidence and competence using a variety of work-based leadership and management scenarios, and act as

a refresher for those dealing with day-to-day issues in a leadership/management role.

Delivered virtually over seven weeks, topics explored include workforce planning; managing and chairing meetings; handling compassionate and courageous conversations.

[Leadership & Management Bootcamp - HLNSC](#)

Aim 3, Review the College's Technical Level 4&5 offer.

- *Develop and approve HND/HTQ (L5) Engineering by June 2024*

HLNSC has approval to run and will teach the Level 4 and 5 HTQ in Engineering, with two pathways. In addition, the college will provide modular delivery options for AY2024/25.

Mechanical Engineering

This higher education programme is designed to improve career prospectus and broaden knowledge of those in the engineering industry, supporting those in mechanical manufacturing, production, project management and other related disciplines.

[Engineering Mechanical L4 HNC \(HTQ\) - HLNSC](#)

Electrical and Electronic Engineering

An academic and work-related course, this is designed to improve the career prospectus of those working in the engineering industry and wishing to broaden their skills set, supporting a career path in electrical and electronic engineering, engineering maintenance, production, project management and related disciplines.

HLNSC is contributing to the Local Skills Improvement Fund project that Telford College is leading on developing manufacturing and engineering skills to expediate the automation of the manufacturing sector, including food and drink production.

HLNSC's newly developed training centre will provide users access to a range of automation in manufacturing resources, including CNC Mill and CNC Lathes, rapid prototyping equipment, programmable logic controllers, programmable robot arms, extensive simulation software and

testing equipment to develop students understanding of component design development, testing and manufacture.

- *Develop and approve HTQ Modern Methods of Construction by June 2024*

HLNSC has approval to run and will teach the Level 4 Higher Technical Qualification (HTQ) in Modern Methods of Construction. In addition, the college will provide modular delivery options for AY2024/25.

Providing the skills, knowledge and understanding needed to achieve high performance in the construction environment and provide core skilled required for a range of careers in construction, specifically related to management and operations.

The awarding body has worked closely with CABE; CIAT; CIHT; IHE; ICE; iStructE and Royal Institution of Chartered Surveyors in develop the programme.

[HNC in Modern Methods of Construction \(subject to validation\) - HLNSC](#)

The Local Skills Improvement Fund construction project HLNSC lead on is to provide seven new or upgraded specialist training suites across the Marches. The specialist training centres are designed to help the construction sector multi-skill and upskill the existing workforce as well as brining new entrants into the workforce.

There are several areas where skills shortages are apparent: site supervision, Retrofit, Modern Methods of Construction (MMC) incorporating digital skills all of which demand new skills with the introduction of new technologies and materials.

HLNSC are converting a 185m2 space to provide a dedicated classroom, workshop, and plant room to support MMC, Retrofit, sustainable construction, digital applications for construction, and environmental technology and systems.

Extending on our current curriculum offer, HLNSC is including more current practices utilised within the construction industry, specifically the use of digital applications and software: a module in digital applications

for construction, building information modelling and principles of alternative energy, thus supporting the upskilling of staff wishing to embark on a supervisory career and those moving into retrofit.

Expanding our curriculum, HLNSC has included MCS and other accredited training courses for industry professionals, for example the L3 Retrofit Award.

- *Develop and approve HTQ Health Care Assistant Practitioner by June 2024*

HLNSC has paused its development and approval of the HTQ due to the Healthcare Practitioner standards currently under review, and the partner university developments with the Foundation Degree in Health & Social Care. A Higher-Level Health Care route will be in place by June 2025.

Aim 4, Develop workplace provision in Health Care (Apprenticeships)

- *Deliver apprenticeships in health Care (Levels 2 -5 depending on demand) in Herefordshire, by December 2023*

HLNSC works closely with NHS Foundation Trust and has partnered with them to provide courses to develop personal skills by learning, sharing, and advancing expertise. Courses will include the Principles of Team Leading and Chartered Management Institution Certificate in Principles of Management & Leadership, both aimed at upskilling staff in Health and Social Care organisations who may be clinical or non-clinical. This includes healthcare assistants, support workers, maternity support workers, rehab assistants, therapy assistants, receptionists, ward clerks, coordinators, and administrators.

HLNSC offers an established and successful skills bootcamp in Health, a programme preparing individuals to enter the healthcare sector. With a variety of practical and theory-based sessions, the fundamentals of becoming a healthcare worker, including the required standards for the Care Certificate are included, along with a guaranteed interview at the end of programme. This programme supports those wanting to enter employment, and has been successful due to partnership engagements,

such as the county's Department for Work & Pensions, Wye Valley Trust, and healthcare organisations.

[Health Bootcamp - Accelerated Learning - HLNSC](#)

HLNSC continues to develop its Health provisions, acknowledging the need to upskill and/or reskill as appropriate. This includes working with partners, such as the Integrated Care System covering The Marches, to provide provisions to support those in the workplace.

Aim 5, Continue to work through the Marches Education Partnership to deliver programmes in response to LSIP identified priorities

- *In conjunction with the region's other post-16 providers, develop provision that responds to priorities highlighted by the LSIP (Yet to be approved and published), by July 2024.*

HLNSC works collaboratively with the Marches Education Partnership to deliver programmes in response to The Marches Local Skills Improvement Plan and leads on one of the two projects currently underway. The college leads on the Local Skills Improvement Fund Construction project, working with Telford College and Shrewsbury College, and contributes to the Fund's Engineering project, led by Telford College, and supported by other training providers.

HLNSC's Marches Education Partnership Construction programmes running or due to run from September 2024 includes:

Building Information Modelling (Level 4)

Digital Application for Construction Information (Level 4)

Principles of Alternative Energy (Level 4)

Retrofit Award (Level 3)

Domestic Heating & Plumbing (Environmental) Apprenticeship (Level 3)

Environmental Technologies (Level 3)

In addition, the Construction project HLNSC are leading on also oversees the following Construction programmes by partners as follows:

Upskilling in Offsite Construction
NVQ in Insulation and Building Treatments
Construction Management Workshops
Supervising in Construction

HLNSC's Marches Education Partnership Engineering programmes due to run from September 2024 includes:

Electrical Machines (Level 4)

Fluid Mechanics (Level 4)

Production Engineering for Manufacture (Level 4)

Visit The Marches Education Partnership website [here](https://www.marcheseducation.co.uk) where the prospectus is available to download, in addition to finding course information online: [Home | Marches Education \(marches-education.co.uk\)](https://www.marcheseducation.co.uk)

Multiply

Funded by Shropshire's UKSPF, HLNSC provides free bespoke programmes for the workforce for employees to boost their numeracy skills, and businesses to upskill their workforce.

Interventions range from increasing confidence with numbers; money management; helping children with numeracy homework, to name a few.

Multiply can take place across Shropshire, and those who enrol must be aged 19+ and not already be working at Level 2 standard, or equivalent.

[FREE Multiply Maths Courses - Available Now! - HLNSC](#)

Distance learning

HLNSC provides a vast range of fully funded distance learning provision which enables employees to study in their own time, around working hours. The courses are designed to update knowledge and contribute to professional development in the workplace.

Start dates and times are flexible, with duration typically being 15 weeks. Those who enrol must be aged 19+ and live in either Shropshire or Herefordshire.

Complementing The Marches Local Skills Improvement Plan findings, our related distance learning provisions includes:

- Business Administration Principles
- Customer Service Principles
- Falls Prevention Awareness
- Lean Organisation Management Techniques
- Preparing to work in Adult Social Care
- Principles of Prevent and Control of Infection in Health Care Settings
- Self-harm and Suicide Awareness & Prevention
- Team Leading Principles
- Understanding Dignity and Safeguarding in Adult Health and Social Care
- Understanding Mental Health First Aid and Mental Health Advocacy in the Workplace
- Understanding Nutrition and Health
- Working with Customers in Health and Social Care

[Distance Learning Courses - HLNSC](#)

END

For any questions or queries in relation to this report, please contact the Head of Projects and Business Development: j.edmunds@hlnc.ac.uk or call 01432 365 313



Herefordshire,
Ludlow & North
Shropshire College

ANNEX No. 1

SHREWSBURY COLLEGES GROUP

SHREWSBURY COLLEGES GROUP

Detail provided by the Institution.

CURRICULUM & SKILLS STRATEGY

Introduction

As part of the Skills & Post 16 Education Act 2022 and the new section 52B of Further and Higher Education Act, Shrewsbury Colleges Group have a duty to review its contribution to meeting skills needs – at a local level, but also at a regional and national level, with a view to ensuring individuals secure employment. This is at the core of Shrewsbury Colleges Group curriculum and skills provision planning.

Our intent is to offer the right skills for now and for the future through innovative, relevant, and responsive training and qualifications – right for the region of Shropshire, for jobs for our students and employers.

We are working with our local and regional partners to do just that and to improve our economy. In working with our key stakeholders and our employer partners, we aim to develop flexible, relevant programmes that, wherever possible, are bespoke to their needs and right for the workplace.

Our Vision

Quite simply, our vision outlines what we are aiming for in the future, in terms of our long-term goals:

- ▶ Shrewsbury Colleges Group, where every student makes outstanding progress.

Our Mission

Our mission describes why we are here, our purpose and what we do, which is to:

- ▶ Provide outstanding academic, technical, and vocational education and training for all 16-19 students and adults
- ▶ Be a local centre of excellence for higher education
- ▶ Be the college of choice.

Our Pillars

- ▶ Student Centred
- ▶ Integrity
- ▶ Professionalism
- ▶ Continuous Improvement
- ▶ Positive
- ▶ Inclusive



About Us

Shrewsbury Colleges Group (SCG) was formed in 2016 from the merger of the sixth form and general colleges in Shrewsbury. We are the largest sixth form college in the country with an annual turnover of £31M, having grown from £22M at point of merger. As a college, we employ 700 staff and are proud to be working with and supporting over 9,000 students offering a wide range of courses from Entry level to Degree level.

SCG is the only post-16 provider in the state sector within Shrewsbury, as well as serving 11-16 schools across Shropshire. It also attracts significant numbers of students from 11-18 schools and from schools outside of Shropshire. Our 16-18 student numbers have grown from 3200 at merger to over 3800. SCG is the largest A Level provider in Shropshire (1750 A Level students), offering up to 38 A Level courses developing academic knowledge, skills and behaviours in preparation for university and/or employment. In addition, the college provides an extensive portfolio of up to 78 vocational/technical full-time courses developing vocational and technical skills supporting next steps into higher education and/or employment. The college is proud that c.800 students enter university each year. Students from the college perform exceptionally well at university, consistently out-performing other sixth form colleges, school sixth forms and independent schools in terms of % of students achieving 1st and 2:1 class degrees.

Adult provision consists of over 4000 students studying part-time and full-time further education qualifications, higher education, and community learning.

The college is very proud to be working with more than 600 employers from across the region. Apprenticeship numbers have grown from 770 to 920 in the last two years, focused mainly on the expansion and developing skills needs within Construction and Engineering.

In response to meeting skills needs the college has opened a new Automotive Centre, in partnership with regional and national employers, facilitating training in hybrid and electrical technology; opened two new brick workshops due to increased demand; expanded and refurbished existing electrical and plumbing facilities; opened a new renewable energy training centre; created an additional engineering workshop and an E-Sports suite. This capital investment has enabled the development of the colleges curriculum to continue to meet local and regional skills needs through partnership working.

The college was rated as **'Good'** with **'Outstanding'** features by Ofsted in the report of January 2022. A key strength of the college in the last two inspections is how the college meets skills needs. SCG is Matrix accredited for Information, Advice and Guidance and is certified as meeting all eight of the Gatsby Benchmarks for effective careers guidance.



Putting Employers at the Heart of Post 16 Skills

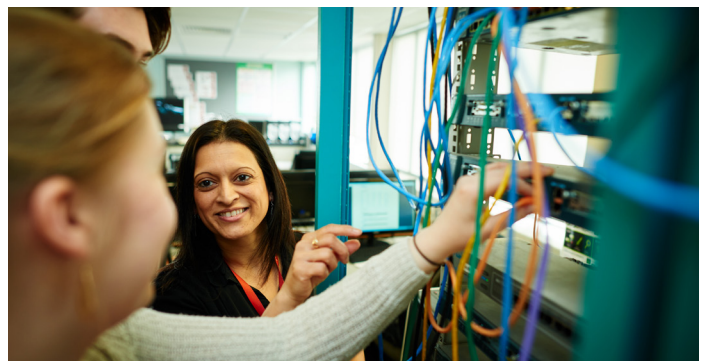
Key to the success of SCG has been the strong partnerships formed with businesses, educational establishments, civic and other partners. This report sets out our ambitions and provides greater clarity of direction.

A Commitment to Developing Skills for the Region

To do this we:

- ▶ Encourage our local and regional employer partners to engage with the Shropshire Chamber of Commerce, supporting SCG in shaping the technical skills provision so that it meets local labour market needs
- ▶ Continue to capitalise on the awarded Strategic Development/Local Skills Improvement Funding to reshape the college's provision addressing local priorities that have been agreed with local employers
- ▶ Continue to ensure the college has up-to-date and expert advice on the labour market and national skills gaps
- ▶ Continue to roll out T Levels to prepare students for entry into skilled employment or higher levels of technical study including apprenticeships
- ▶ Continue to roll out Higher Technical Qualifications (levels 4 and 5) aligned to local priorities
- ▶ Introduced degree level Modular programmes for individuals to gain higher-level skills that employers need
- ▶ Continue to grow apprenticeships, in response to local labour market skills and recruitment needs
- ▶ Continue to provide creative and flexible Adult Numeracy training to meet employer needs and support people to progress into employment or further study.

We will continue to work with employers to ensure they are at the heart of post-16 skills, driving technical and higher technical skills provision.



Meeting Local Skills Needs

Recognising employers are at the heart of the system, SCG have created several Employer Skills Advisory Panels (SAPs), totalling 37 active members from across the region who represent national and international organisations as well as local SME's. The aim of these panels is to give employers a central role working with SCG contributing to the Marches Local Skills Improvement Plan and shaping our technical skills provision so that it meets local labour market skills needs.

The following panels represent the LSIP priority sectors in:

- ▶ Digital
- ▶ Construction and Renewable Technologies
- ▶ Engineering and Manufacturing
- ▶ Health & Social Care
- ▶ Professional Services



Our SAP members contribute to producing high quality skills analysis which form a robust evidence base for SCG to identify skills and employment priorities in the short and longer-term. Our members have been influential in the introduction of new provision meeting skills needs (e.g. Renewables/Digital/ Modern Methods of Construction/Leadership & Management), the securing of industry placements developing technical skills, knowledge and behaviours, their contribution to successfully awarded bids (in excess of £1M) and their curriculum engagement as guest speakers, industry sponsors and more.

Investing in Local Skills Priorities

SCG has made a significant investment in local skills priorities; specifically, Health, Engineering and Construction (including Renewable Technologies) through its awarding of Government funding via the Strategic Development/Local Skills Improvement funds (SDF/LSIF).

The success of receiving these funds have facilitated change to the provision that have been endorsed by local employers. The investment of funds has enabled SCG to upgrade existing facilities and purchase specialist equipment to provide the very best of skills training supporting local priorities.

In collaboration with two local further education colleges and private training providers, SCG have been able to launch and deliver skills boosting training programmes across 3 sector specific projects to provide invaluable skills development opportunities. These being:

1. Health (2021-22: SDF)

The work done by NHS and social care staff in the fight against Covid-19 had earned great praise – but also put services under tremendous strain. This, the first of the three projects, enabled SCG to launch a series of short programmes over a course of 18 months designed to help recruit, retain and retrain staff within and across the Health & Social Sector. Such programmes included:

- ▶ Introduction to Working in the Care Sector
- ▶ Introduction to Working in the Health Sector
- ▶ Infection Prevention and Control
- ▶ Safeguarding
- ▶ Developing Digital Skills

The funds enabled SCG to invest in the building of a purpose-built mock hospital ward using cutting-edge technology to help train local people using specialist health equipment and have been able to provide technology-led learning, including the use of virtual and augmented reality.

2. Renewable Technologies (2022-23: LSIF)

The success of Project 1 funded by the Strategic Development Fund, placed SCG in a strong position to bid for further funds to support skills needs aligned to local priorities. The Strategic Development Fund awarded SCG £500K worth of funding for an exciting new project in low carbon, renewable technologies, resulting in a significant investment in building a Renewables Centre (Net Zero Skills Hub) to provide opportunities to upskill the existing workforce, educating and training the future workforce in Renewables. After analysing the skills needs and identifying skills gaps, SCG have designed and introduced several new qualifications and training programmes which now include:

- ▶ Introduction to Air Source Heat Pumps
- ▶ Installation & Maintenance of Air Source Heat Pumps
- ▶ Introduction to Domestic Electrical Vehicle Charging Equipment
- ▶ Domestic Electrical Vehicle Charging Equipment Installation
- ▶ Electricity Energy Storage Systems
- ▶ Solar Photovoltaic Installation
- ▶ Solar Domestic Hot Water Heating Systems
- ▶ Warm Water Underfloor Heating Installation

The colleges Net Zero Skills Hub continues to provide outstanding opportunities addressing local skills priorities in the supporting and developing of existing and next generation of plumbers and electricians.

3. Construction & Engineering (2023-24: LSIF)

The Department for Education (DfE) have recognised the success and impact providers are contributing to in addressing local, regional, and national skills needs funded by the LSIF. SCG secured further funding from the DfE (via the LSIF) to further support the reshaping of its Engineering and Construction provision to address local skills priorities that have been agreed with local employers. A funding package of £700K has enabled SCG to further boost skills training in the manufacturing, engineering, and construction sectors.

The funding, from the Government's LSIF, covers two specific projects:

- I.** To address staff and skills shortages in the manufacturing and engineering sectors, including food and drink production.
- II.** To build a 'green skills' construction workforce, with a focus on promoting environmental technologies.

For each of the above projects, SCG have utilised the fund to invest in specialist equipment and facilities, with the revenue funding helping the college to respond to locally agreed priorities:

Project I: Engineering (addressing the skills shortages in Automation and Modern Methods of Welding Manufacture)

The capital investment has enabled the college to invest in the creation of 'Automation Suite' and extend its existing fabrication and welding workshop to create an 'Advanced Welding Zone'.

Skills development programmes addressing local skills needs include several short, accredited upskilling training programmes in Automation and Industrial Control. In addition, several short non-accredited upskilling training programmes are offered in Robotic Welding, Advanced Methods of Fabrication, Automation, Industrial Control, Programmable Logic Controller and Panel Building.

Project II: Construction (addressing the skills shortages with Modern Methods of Construction, Construction Management and Retrofit)

Skills development programmes addressing local skills needs, include short Construction Industry Training Board (CITB) approved management workshops, employer led bespoke training in modern methods of construction and accredited qualifications in insulation and building treatments.

Expert Advice on the Labour Market

In addition to employer engagement on local skills needs with our SAP members, SCG gains further insights into the evidence-based assessment of the skills needs of the local economy through the Marches Local Skills improvement Plan.

Working closely with the Chamber, SCG are committed in responding to the key changes needed in the local area to meet employer and local labour market needs.

Building on the existing evidence, SCG will continue to review its qualification and training portfolio, determine where the key skills mismatches are both now and in the future, and which courses and training returns the best value for young people and adults.

Apprenticeships that work for all Employers

Employer-led standards have helped SCG to transform its apprenticeship provision into a prestigious programme that better meets the needs of employers across the Shropshire and wider region. SCG have over 900 apprentices on the new, employer-led standards directly contributing to addressing the skills needs for the region.

Apprenticeship opportunities with SCG consists of:

- ▶ Accounting
- ▶ Construction
- ▶ Business
- ▶ Childcare and Education
- ▶ Electrical Installation
- ▶ Engineering
- ▶ Motor Vehicle
- ▶ Plumbing



SCG continues to increase its focus on priority sectors with existing and emerging skills needs, guided by the Shropshire LSIP skills priorities. SCG are already engaging with the construction, health, engineering, and digital sectors to better understand and tackle the specific barriers these sectors face in making full use of apprenticeships.

T Levels: a prestigious technical programme

In September 2023, students across the region started on the first ever T Levels delivered at SCG. SCG are proud of our programme, which is based on employer-led standards and offers a prestigious technical alternative to A Levels. T Levels at SCG are an option of choice for the many 16- to 19-year-olds who want to progress into skilled employment or onto higher levels of technical education.

From 2023, SCG introduced 6 T Levels covering 7 technical education routes which are aligned to local skills needs.

Our T Level portfolio for students consist of:

- ▶ **Construction Route:** Design, Surveying and Planning
- ▶ **Health Route:** Supporting Adult Nursing
- ▶ **Engineering Route:** Electrical / Electronic Engineering
- ▶ **Engineering Route:** Mechanical Engineering
- ▶ **Business and Administration Route:** Business Support
- ▶ **Digital Route:** Digital Production, Design and Development
- ▶ **Early Years Route:** Early Years Educator

Designed to prepare students for entry into skilled employment, in some cases through an apprenticeship, or for higher levels of technical study at college or university. Students spend most of the course in the classroom fitted with specialist training facilities, developing the knowledge, skills, and behaviours that employers need for their chosen occupation. They also spend at least 45 days on a meaningful industry placement, putting the skills they have developed into practice and gaining first-hand experience of industry. This combination of provision enables young people to leave SCG well prepared to be successful and productive in their chosen occupation – and provides employers with a pipeline of job-ready employees.

SCG want as many young people as possible to benefit from T Levels and labour market intelligence informs us that further demand for skills development is needed in priority sectors aligned to Health, Early Years and Professional. Therefore, the college has invested over £2M to create and provide the very best of facilities and specialist equipment to develop skills aligned to local needs. SCG's plans for the forthcoming academic year, 2024-25 include further expansion of the college's T Level provision to introduce further technical education routes:

- ▶ **Health:** Supporting Mental Health
- ▶ **Health:** Supporting Midwifery
- ▶ **Early Years:** Assisting Teaching
- ▶ **Business and Administration:** Management & Leadership

In addition, SCG will be introducing 5 new T Level Foundation programmes from Sept 2024 designed to develop the skills, knowledge, and behaviours to support progression onto a T Level. These new programmes will provide the platform to develop the technical skills in readiness for their T Level programme:

- ▶ Construction
- ▶ Early Years
- ▶ Health
- ▶ Engineering
- ▶ Digital

T-LEVELS
THE NEXT LEVEL QUALIFICATION

Developing Higher Levels Skills

Since the LSIP publication, SCG continues to respond and reform its higher technical education provision to meet the needs of the adult market, employer requirements with the aim of providing a popular and prestigious choice for developing higher level skills.

SCG have committed to implementing the new Higher Technical Qualifications (HTQs) that have been developed by employers and awarding bodies, to ensure that individuals get the right training, knowledge, and skills to succeed in the workplace. The securing of £600K (2023) through the Higher Skills Injection Fund has enabled SCG to invest and provide the very best of specialist equipment and training needs to further develop higher level skills opportunities.

The plan is a phased, multi-year roll-out of approved HTQs aligned to local skills needs, with different occupational routes coming on stream over a 3-year period.

September 2023

- ▶ Digital
- ▶ Construction

September 2024

- ▶ Health
- ▶ Business and Administration
- ▶ Engineering
- ▶ Computing

September 2025

- ▶ Education and Early Years
- ▶ Creative and Design



SCG curriculum reforms have ensured the quality of their higher technical qualification portfolio is giving employers and applicants confidence in their value. SCG will continue to review and expand its provision of higher technical education by responding to, and driving up, labour market demand in and across the Shropshire region.

SCG recognises that many individuals need to access courses in a more flexible way, to fit study around work, family, and personal commitments, and to retrain as both their circumstances and the economy change. In 2023, the DfE announced the launch of a £5 million initiative (Modular Accelerator Programme: MAP) to encourage universities and colleges to develop and offer individual modules of HTQs. SCG was one from only 24 colleges and universities selected to provide grant funded tuition fees (valued at £265K) for individuals to study HTQ modules in academic years 2023/24 and 2024/25.

SCG provide MAP funded higher level modules in the following occupational areas aligned to local skills needs in:

- ▶ Business and Administration
- ▶ Construction, design and build
- ▶ Digital
- ▶ Education and Early Years
- ▶ Engineering and Manufacturing
- ▶ Health
- ▶ Computing



Individuals engaging with the SCG higher level modular programme will reap the benefits of:

- ▶ Free tuition fees, with nothing for the individual to pay in academic years 2023/24 and 2024/25
- ▶ The opportunity to complete a higher-level module of a HTQ free of charge and without committing to the full course
- ▶ The opportunity to gain higher level skills to support a chosen career path or business
- ▶ Flexible delivery – shorter, more flexible higher-level courses to fit around work, childcare or caring responsibilities.

Enhanced Numeracy Skills

Multiply is a fully funded government scheme that offers maths courses to adults aged 19 and over. It is part of the government's £560M programme to help transform the lives of hundreds of thousands of adults by improving their numeracy skills.



Since the introduction of this programme (2022), SCG have been awarded three annual contracts valued at more than £500K to deliver bespoke adult numeracy programmes, designed to boost individuals' numeracy skills in work and daily life. In collaboration with a group of local training providers, SCG offer a comprehensive suite of numeracy programmes, meeting the needs of both the Shropshire community and local employers.

To date the project has been a huge success with the successful engagement of hundreds of adults in developing their numeracy skills, both individually and for the benefit of business.

Achievements to Date

- ▶ Over 3500 individuals have undertaken qualifications/training in the priority sectors of Construction, Engineering, Health, Digital and Professional
- ▶ Over 40 new qualifications and/or training programmes created in addition to addressing local skills shortages
- ▶ The implementation of Skills Advisory Panels (SAP) aligned to sector priorities
- ▶ 37 SAP members working in collaboration to understand and address key local skills needs together
- ▶ Over £1.5M invested in reshaping specialist provision to address local skills shortages that have been agreed with local employers.
- ▶ Supporting over 900 apprentices in developing knowledge, skills and behaviours addressing local skills needs
- ▶ Over 2M invested in T Levels developing the technical skills and knowledge aligned to local skills priorities
- ▶ Over £850K awarded to invest in Higher Technical Qualifications further developing higher level skills
- ▶ Supporting over 350 individuals in developing their higher-level skills
- ▶ Over 500 adults successfully engaged with Multiply further developing their Numeracy skills; enhancing their employment prospects, career earnings, well-being and opportunities to progress into higher levels of training.

Final Word.....

Boosting Shropshire's skills is more important than ever before, and SCG remain determined to build an inclusive talent pipeline of people with the attributes and skills required for our modern, dynamic, and competitive economy.

Glossary of Terms

DfE	Department for Education
ERB	Employer Representative Body
HTQ	Higher Technical Qualifications
LSIF	Local Skills Improvement Funds
LSIP	Local Skills Improvement Plans
MAP	Modular Accelerator Programme
SAP	Skills Advisory Panel
SDF	Strategic Development Funds
SCG	Shrewsbury Colleges Group
UKSPF	UK Shared Prosperity Fund

Key References

- ▶ [Skills for Jobs: lifelong learning for opportunity and growth](#)
- ▶ [Marches local Skills improvement Plans](#)
- ▶ **Shrewsbury Colleges Group Strategic Plan 2022-2025**
- ▶ [Shropshire's Economic Growth Strategy 2022-2027](#)



ANNEX No. 1

TELFORD COLLEGE



Detail provided by the Institution.

Telford College has a long history of working with the local stakeholders in developing the curriculum offer and addressing the local, regional and national skills priorities. It is strategically committed to being an integral and collaborative stakeholder within the local economy, holistically preparing students for employment. By working with employers, we collectively make a major contribution to meeting the skills need and economic success of the Marches Area and the West Midlands. In 2021-22, the College worked with more than 800 individual businesses across the Marches, contributed more than £226 million to the region's economy, generated a return of more than £25, from our A level, apprenticeship and higher education courses, for every £1 of Government investment.

The Marches LSIP report was the starting point for several ambitious opportunities for Telford College to provide stability and growth to local businesses by swiftly adapting the opportunities on offer to develop new programmes to reflect employer demand. The College has four key specialisms that align to the local and regional skills priorities: Engineering, Digital, Health & Science, and A Levels. Investment in these specialisms has been prioritised to ensure that high quality resources and clear curriculum pathways are in place to address skills shortages within these sectors. The specialist areas are also linked to high quality Universities or other academic institutions. Putting employers at the heart of the local skills system [Skills for Jobs White Paper] is evidenced through these **Employer Hubs** which have supported the identification of specific career paths and employment opportunities that make Telford College unique and purposeful for the local community. We are proving highly successful in creating a shared understanding between industry and education contributing to improved employer links, increased availability of industry placements and the identification of key knowledge, skills, and behaviours most relevant to each career pathway. Managers continue to draw on the intelligence from these meetings to further shape the curriculum offer.

The **Engineering Hub**, which includes large employers such as Avara Foods and Muller, is successfully supporting the design of an apprenticeship programme at level 2. The collaborative working has contributed to the development of the level 3 apprenticeship, adult courses, and study programmes, through the choice of optional units that more closely align with the local employment needs. Through the collaboration within the hub, employers raise any emerging problems that may be overcome through further education and training. This may enable apprentices to carry out elements of the standards with another company where this cannot be satisfied within



Through the collaboration within the hub, employers raise any emerging problems that may be overcome through further education and training. This may enable apprentices to carry out elements of the standards with another company where this cannot be satisfied within

their current workplace. The hub is also proving successful in educating employers about the change in educational landscape and the new qualifications that students may have achieved when applying for role.

The £1.8 million investment in the Wellington campus to transform it into a technical and vocational training centre of excellence, with a University presence, has contributed to over 450 heating engineers successfully completing new bootcamp-style short programmes to reskill and upskill workers in the manufacturing, engineering and construction sectors in 2023/24. In addition, a £600,000 upgrade of advanced manufacturing and electrification centre, with the creation of a new Retrofit Skills Lab for renewable energy training; including solar and battery power technology and electric vehicle charging, resulted in securing £224,000 in WMCA funding for 2024/25 to upskill electricians in electrical sustainability.

The **Health Hub** engages with local and regional National Health Service (NHS) Trusts and the Shropshire, Telford and Wrekin Integrated Care System (STWICS) in considering the most effective collaborative working arrangements to facilitate increased recruitment to health and social care related employment and developing the existing work of the STWICS People Plan. Telford College opened a new cutting-edge Clinical Skills Centre, to train students for a wide range of careers in health and social care. The £430,000 facility was officially opened by Simon Whitehouse in 2023, chief executive of NHS Shropshire, Telford & Wrekin, who described it as ‘absolutely fantastic’. We have already achieved a 30% increase in students enrolling on health and social care. We have had over 200 students benefit from hands on, clinical training in the clinical skills lab with industry experiences lecturers. The ICS are using the facilities to upskill their workforce which is helping with retention. We’ve had over 800 HCSW trained through the academy since 2022. We’ve trained over 60 NHS staff to achieve a L3 teaching qualification and over 60 adults have attended a step into NHS programme, with half achieving employment or further education in the sector.

The **Digital Hub** is responding to the local need for increased recruitment to digital roles across all business sectors within the Marches area. This activity is specifically linked to the Station Quarter Project, funded by the Towns Fund Board, to create a new Digital & Maths Skills Hub in Telford town centre. Collaborative work with key local employers, to design a new curriculum that is accessible from a Town Centre location will use innovative teaching and learning practices to raise student aspiration, whilst uplifting the current skill level of the local community. Concurrently, the Digital Hub has assisted in creating alignment and clarity of progression between the various digitally based programmes and facilitated further learning opportunities for adults and those with little experience in the sector. Telford College is the first educational provider to create a virtual augmented reality suite (VR), with £750,000 investment, to provide students with real-life learning environments to equip them for going into the workplace, resulting in a growth of 21% in student applications for Business, Digital and Professional Studies for the 2024/25 intake.



In response to the issues raised by employers in the Marches LSIP Stage 1 research and the colleges own research, with and feedback from employers, the college has introduced our '**EMERGE**' student development strategy to help counteract a situation employers feel is worsening. **EMERGE** was developed as a personal development programme for all students, unique to Telford College students, with over 70 employability and soft skills - including digital skills- to accelerate personal development which

aligns with ambitious career goals. The **EMERGE** outcomes raise the career aspirations of students and improve their engagement. Students feel good and well-being increases as a result of the positive feedback they receive from the digital EMERGE platform. Students understand what skills they've got or have developed on programme, that they can apply when they leave college and that a business or organisation is looking for. The outcomes on each student's digital platform helps them to articulate their growth and personal development, and supports students' career aims and aspirations significantly.

Rated the number one performing college in the West Midlands Combined Authority area for upskilling

professional programmes, leading to employment, Telford College is an award-winning provider, with accolades in 2023/24 from the UK Learning Technologies Award, AoC Beacon Awards and FE First Awards, including having an international platform as keynote speaker at the Texas, SXSW EDU Conference in 2024 for the use of VR technology and augmented reality learning facilities.

Building on the recent achievements we set out several aims and target outcomes for the year ahead in an action plan, that reflects how we will continue to respond to national, regional and/or local priorities and skills needs. This includes transition to T Levels to align to the priorities identified in the latest ERB Stage 2 report, including Health, Early Years, Business Management and Manufacturing, and new HTQ provision in Digital, Business & Health would support employers in recruiting more L4+ qualified workforce.

Haybridge Rd, Wellington, Telford TF1 2NP
01952 642200

