

ANNEX No. 3

Additional Information on SPECIALIST FE/HE PROVIDERS

Though the report highlighted the work of these specialist institutions, it could not display the detail. Therefore, we have gathered further information on a small selection of these very varied institutions to aid the readers understanding of the breadth of institution type, new methods of delivery, range of courses and training offered. This varied selection are specialist, providing training in specific sectors, to specific cohorts or specific skills. To also give better understanding of the facilities and the diverse range of individuals they support with training and how this benefits the students, businesses, and the general economy.

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Derwen College

NMITE (New Model Institute for Technology and Engineering)

Harper Adams University

List of Useful Contacts

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

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

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

<https://www.harper-adams.ac.uk/>

ANNEX No. 3

HEREFORD COLLEGE OF ARTS



Detail provided by the Institution.



Hereford College of Arts

LSIP Annual Update Report May 2024

Introduction



Hereford College of Arts (HCA) is a specialist provider of arts education across FE and HE delivered between two Hereford campuses. The college is focused wholly on creative education that supports students to thrive in the modern world, both to their benefit and that of wider society. Our courses are shaped by, and developed to meet, both current and future needs of the creative industries, and key professional skills requirements across all key industry sectors, and for self-employment.

Many creative careers require graduate level skills, so an aim of HCA's FE provision is successful progression to HE, and then into employment. However, those seeking employment directly from FE into career paths both within creative sector occupations and across the wider economy are actively supported, as are those taking further training outside of HE.

Meeting Skills Priorities

National Skills Priorities identify creative industries as one of three key growth areas, alongside green jobs, and science and technology (including AI and quantum computing). Creative skills feature strongly in the Digital and Technology sector, one of the seven National priority sectors through, for example, digital content creation, web-based services, computer games, and graphic design.

Creative occupations are key economic and functional enablers for other sectors as well as being important in their own right – amounting to around 6% of GDP nationally. The digital skills, transferable skills (noted in our Strategic Plan as Essential Professional Skills), creativity, problem-solving, team-working, and communication, which are core to creative subjects, are cited as skills needs across all industry sectors. Together with digital skills, these are cited across industry sectors as skills needs, including in our local LSIP. For example, The founder of the Beefy Boys group of

restaurants, for example, is a performing arts alumnus from HCA and cites skills gained studying a creative qualification as key to ensuring an excellent customer experience and returning customer base.

In addition to the development of essential professional skills across student projects, we track the development of these skills at FE level, including the ability to meet deadlines, motivation, ability to follow instructions, willingness to ask for help, ability to work independently, etc. all of which are cited as important by employers in LSIP consultations.

To meet digital skills needs, in particular, we deliver programmes at both FE and HE level linked to computing, digital content and games design aligned to our newly constructed Digital Skills Centre. The development of all of these courses has been strongly informed by industry consultation, including with our Digital Advisory Group, which includes local and regional representatives from across key digital industry sectors. Advisory Groups are being developed to cover all of our curriculum areas during academic year 2024/25.

Industry-informed

In meeting local skills priorities, we use a range of mechanisms to gather information, but just as important is our day-to-day engagement with businesses, organisations, and creative practitioners. Many of our academic and technical staff members are 'dual professionals', combining their college role with a career in creative practice – including those with proportional roles and visiting or part-time lecturers, for example.

Students regularly work on 'Live Briefs', which are projects set, or framed, by external companies or organisations and provide an authentic context, realistic project constraints, and a focussed intended audience. Students develop skills in project planning, time management, communication and collaboration, together with enhancing their creative practice.

Allied to project work, students undertake industry visits, attend trade shows and events, and collaborate with students from other institutions – sometimes overseas. One FE student project, for example, involved working with ATF on innovative car wraps, where students were able to produce outcomes using several full-sized vehicles on campus. FE students also run pop-up shops in Hereford City centre which give direct experience of sales, and of marketing their work in a professional context.

Collaborative

In addition to our industry partners, we also develop links with key local and regional industry organisations such as the Wye Valley NHS Trust, Meadow Arts, and Herefordshire Wildlife Trust, all of whom collaborate with us on student projects. Active membership and dialogue with the Herefordshire Business Board and other business networks such as Hereford BID and the Herefordshire and Worcestershire Chamber of Commerce also informs our curriculum development.

At a national level HCA is an active member of GuildHE, which represents small and specialist HE providers including many in the creative sector, the UK Arts and Design Institutions Association

(UKADIA) which regularly engages with industry bodies on skills, and the Association of Colleges (AoC) which represents a broad spectrum of providers delivering both FE and HE. Our FE validating body, the University of the Arts London (UAL) also works closely with industry in the development of its qualifications and shares industry insights.

Festivals and Events

HCA also plans, hosts and collaborates with some key professional and public-facing events and festivals. These events bring together professionals, alumni, potential future employers or collaborators and are a significant source of professional practice information, networking, and skills development.

- **Ferrous Festival of Artist Blacksmithing** – this includes numerous alumni and professional participants, including overseas professionals. There are workshops, masterclasses, talks and seminars as well as the exhibitions and demonstrations across the city centre, which enable students to meet professionals and to understand the practical routes to success alongside the challenges of building a successful career, meeting customer demands, costing, and pricing, project planning and delivery, promotion and marketing, etc.

<https://www.herefordcitylife.co.uk/Documents/Ferrous-A4-Digital-Programme.pdf>



Oliver Cameron Swan Photography

- **CMYK Print and Illustration Festival** – taking place tomorrow at the College Road campus – brings together a selling show, demonstrations, exhibitions and workshops. Students are able to sell their work to the public alongside professionals, including alumni from HCA courses. The potential work-ready benefits are similar to the Ferrous festival, with multiple opportunities to gain professional knowledge and experience.

<https://www.hca.ac.uk/cmyk-a-festival-of-illustration-and-print>

- **Hay Festival** – performing Arts students assist with the running of the festival as volunteers and two groups are performing in the festival programme– a play, and a musical performance. Again, multiple opportunities for gaining work-ready knowledge and experience. <https://www.hayfestival.com/m-199-hay-festival-2024.aspx?skinid=2&localesetting=en-GB&categoryfilterid=0§ionfilterid=0&genrefilterid=122>

Digital Skills Centre

HCA's new Digital Skills Centre responds directly to LSIP-identified regional digital skills shortages and is part of the Stronger Hereford, Skills Foundry, together with collaborators NMITE and the City Council. As well as the Digital Skills Centre, the Stronger Hereford project includes a business incubator (NMITE), electric buses for the city, and enhanced skateboarding and football facilities, etc. The Digital Skills Centre has four main zones to cater for digital skills training across a range of platforms and disciplines - including the Courtyard Studio, a large multipurpose collaboration area; Studios A and B, which have high-end gaming PCs with dual screens; and Studio C which is a dedicated Mac suite.



Photo: The Courtyard Studio, part of HCA's new Digital Skills Centre

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DERWEN COLLEGE

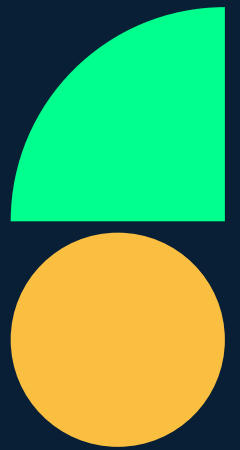


Detail provided by the Institution.



**Derwen
College**

Developing work-ready skills for young people with **SEND**



A place of possibility!



Derwen College

Derwen College is an award-winning independent specialist college for learners with special educational needs and disabilities (SEND). The college's main campus is situated in Gobowen, near Oswestry and its two satellites are in Walford and Telford.

The majority of learners are on a vocational Study Programme with the core aim of progressing into paid work after college, and as such, employer engagement is central to our curriculum offer and to the long-term success of our young people.

How does Derwen College deliver skills for work to young people with SEND?

Vocational programmes are delivered within Derwen Marketplace, the commercial area of the college, open to the public seven days a week. Outlets within the popular Marketplace include the Walled Garden Cafe, The Orangery Restaurant, Garden Centre and gift shop and The Vintage Advantage charity shop. Nearby at Gobowen train station, the college operates the Station Cafe. In 2022 Derwen College was awarded the Queen's Award for Enterprise for the creative way in which it uses its public-facing areas for learning and skills development.



According to their interests, abilities and aspirations students choose from the following vocational pathways:

- > Hospitality and Food
- > Retail and Enterprise
- > Horticulture
- > Performing Arts

Each pathway is subject to annual review to ensure the curriculum is current and relevant to the needs of the students, the local and national employment market, and meets industry standards. The curriculum offer, employability programme and work experience placements are then adapted accordingly to ensure that the college is preparing its students for the world of work and giving them the best chance of successful future employment.

The college uses a three-step model to deliver vocational skills training to its learners:

Step 1:

Core skills development delivered on-site by specialist teaching staff

Step 2:

On-site work experience within Derwen College Marketplace to provide experience of real work within a familiar setting and to build confidence

Step 3:

Progression to external work experience with one of the college's many employer partners, supported by its team of Job Coaches for as long as necessary

Careers Education, Information, Advice and Guidance (CEIAG)

Derwen College's Matrix Standard accredited CEIAG programme is overseen by qualified Careers Leaders and delivered through a whole-college approach. CEIAG begins during the learner's admission



process to identify career aspirations and continues throughout the programme into transition and beyond college.

Every student undertakes the following employability modules to ensure they are work-ready at the end of their time at college:

- > Exploring the world of work
- > Work skills and ethics
- > CV writing
- > Job searches
- > Interview skills



Industry Champions

The college's innovative Industry Champion scheme links each of the vocational pathways with industry professionals working in local and national businesses in relevant sectors.

This group of volunteers is vital to the ongoing success of the vocational pathways ensuring that the college's curriculum offer and training methods remain current and meet industry standards.

Industry Champions share their knowledge and experience in a range of ways including:

- > Advising on updates to industry standards
- > Running workshops on topics linked to their area of expertise
- > Giving talks to students about their sector and answering questions
- > Conducting mock-interviews with students to help them to prepare for the real thing
- > Judging skills competitions and providing feedback to candidates

External Work Experience

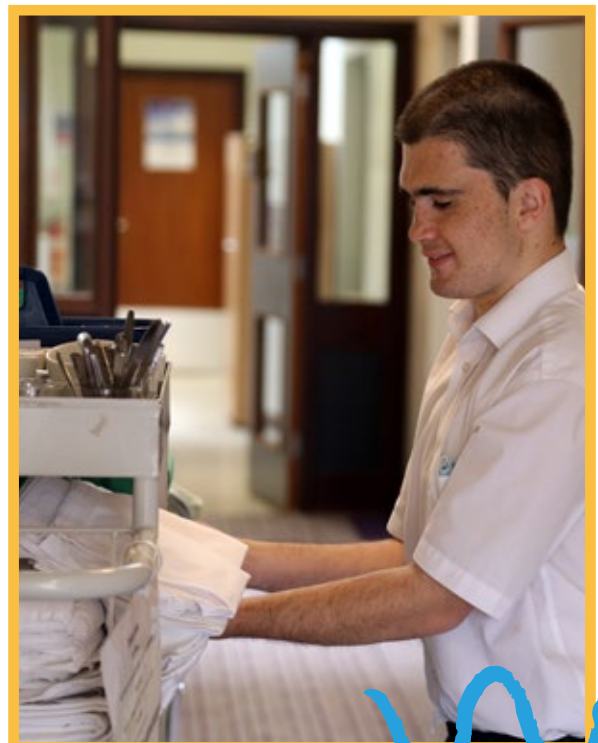
Hospitality and Food

Derwen College currently works with 11 employer partners in this sector ranging from cafes, restaurants, holiday lodges, pubs, food outlets and hotels.

The college has a ground-breaking relationship with the Whitbread group through their Premier Inn brand and is proud to host a fully operational, mini Premier Inn, Hotel 751. It is open to visitors to the college, including families.

Students undertake training in the safe environment of Hotel 751 before progressing on to work experience in local Premier Inns and, ultimately, into paid work with the hotel chain.

This unique model has led to 25 Derwen College graduates moving into sustained, paid employment with Premier Inn since the start of the project.





Whitbread has expanded this work and recently launched Whitbread Thrive programme – <https://www.whitbread.co.uk/sustainability/opportunity/thrive-programme/>

Retail and Enterprise

Derwen College currently works with five employer partners in the retail sector including small supermarkets, charity shops and local markets.

Following skills development in our on-site retail outlets students attend a work placement at a local Co-op once a week. They develop their skills further and gain confidence in a busy, real-life environment. Tasks undertaken include stacking shelves, identifying stock, date checking and stock rotation. After college students go on to work in retail settings because of the training and work experience they have received.



Horticulture

Four employer partners support the work of the Horticulture pathway. Students access placements within parks, grounds, a cemetery and a garden centre.

Through a partnership with the Oswestry Town Council, Derwen College students work at a cemetery and town park undertaking grounds tasks and supporting the upkeep of the local community. Students attend each site every other week, where they weed public areas, keep the gravestones and crematorium tributes neat and tidy, clear broken branches as well as any other seasonal jobs that need completing. This partnership also allows the college to have a community pitch on the weekly market where students sell the range of Derwen Marketplace products. Horticulture students go on to gain employment in garden centres and outdoor settings.



Performing Arts

Performing Arts students access work experience with seven employer partners. Employers include a local community theatre, dance schools, early years education settings and an elderly care home.

One of the college's Performing Arts employer partners is Identity School of Dance, Shrewsbury. Students attend weekly sessions and support with events and show performances. They build on the core skills they have learnt in college such as coordination, teamwork, movement, warm-

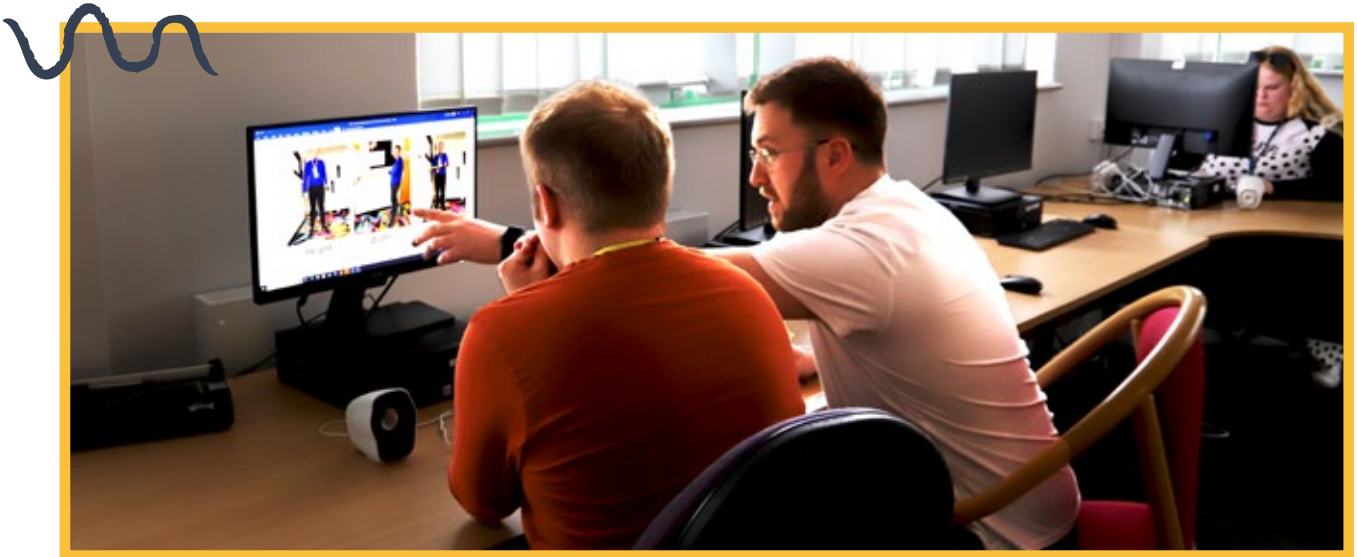


ups and warm-downs and transfer these skills by leading activities with the younger dance school members. After college Performing Arts students go on to paid and voluntary employment in the industry and related professions.

Telford Satellite

The Telford satellite opened in 2020 in response to a direct request from Telford and Wrekin Local Authority to address shortages in training opportunities in this area for young people with SEND. Since then Derwen College has engaged 12 employer partners and offers learners a wide range of options such as housekeeping, cafés, charity shops, markets, offices, museums, zoos and libraries.

A Telford student was able to identify and secure a work experience placement with his local library at Donnington independently. Following preparation work at college he now works at the library once a week where he does a variety of administration tasks such as putting books in alphabetical order and signing books/DVDs in and out.



Walford Satellite

From the college's smallest satellite at Walford, near Baschurch, students access work experience with five employer partners, including at a gym and a leisure centre and undertaking grounds work at various locations.

The college works with Emstrey Crematorium in Shrewsbury to provide grounds work experience for students attending the Walford satellite. One student has received an offer of a Supported Internship at the crematorium as a result of this placement. He said *'I work at the crematorium, I do lots of jobs like leaf blowing, strimming, making memorial sites, hedge cutting and path maintenance. Last week I even added new fish to the pond. I really enjoy working there with all the staff. It is my dream job'*.



Supported Internships



The college's Supported Internship provision is currently supported by 21 employer partners. All placements are based on interns' aspirations and they undertake 70% of their week in the workplace. The college collaborates with new employers every year and Derwen College interns currently work in offices, shops, public grounds, cafés, charity shops, fast food establishments, a print shop and a pub.

The college has recently linked up with Superfinish Car Centre in Telford to meet the aspirations of learners keen to work with vehicles. Students are involved with MOT preparation, car valeting and detailing and using power tools including jet wash and polishers.

Work placements as part of a Supported Internship programme are intended to lead to an employment outcome at the end of the internship and the college has many examples of success.

Working with employers

Finding the right employer partners is key to the success of Derwen College's programmes. To attract specific employer-types, the college has led media campaigns to find placements at a garden centre, a florist, and a car dealership, to support its students with a goal to work in these areas. These campaigns have also raised awareness of the potential and skills of young people with SEND, and the value they bring to the workplace.

Derwen College works hard to ensure that these highly-regarded relationships work for both the employers and the learners on placement. Employers are well-supported, with a range of measures and arrangements in place to prepare them for their role as a placement provider. Each employer will have a close relationship with the Work Experience Manager and the allocated Job Coach.



Those who have worked with the college as an employer partner report that it is a highly rewarding experience. Supporting a young person with SEND in the workplace has many benefits not only for the student but also for the employer and their workforce. Below are some of the comments made:

"Students are very willing to work at a given task and do so cheerfully. They work safely and sensibly with consideration for other members of the team. Students are valued members of our gardening team."

Grounds manager

"It's rewarding being able to pass on my knowledge to young people with disabilities and I find that Interns are good listeners and take on board the help and advice given."

Local businessman

"The programme was explained to me very well at the start – it has been a pleasure to have the student with me once a week and I hope to keep him involved in the business."

Retail manager

"I understand how isolation and not being involved in the community can affect you, so hopefully this work will enable the young person to go on and have a happy and successful career in whatever job they choose."

Local business owner

"Brings a new sense of joy into the workplace, stops me being stuck in my ways in business culture. The students bring a positive and energetic vibe that uplifted the atmosphere."

Dance studio owner

"The students have a brilliant rapport with our staff and it's a pleasure chatting with them. They work really hard so we can rely on them. Derwen staff support students so well and encourage independence."

Kitchen manager

The college is proud to have supported many students with SEND to achieve the careers that they aspired to but didn't necessarily think possible and the college's employment outcomes are strong.



Figures for 2022–23 leavers show that **63%** of Derwen College graduates have gone on to, or are in the process of, starting paid or voluntary employment or further training after college. This compares highly favourably to the national picture where less than 5% of adults with a learning disability in England are in paid work (NHS Digital research). Employer engagement is central to this success.

What's happening in 2024–25?

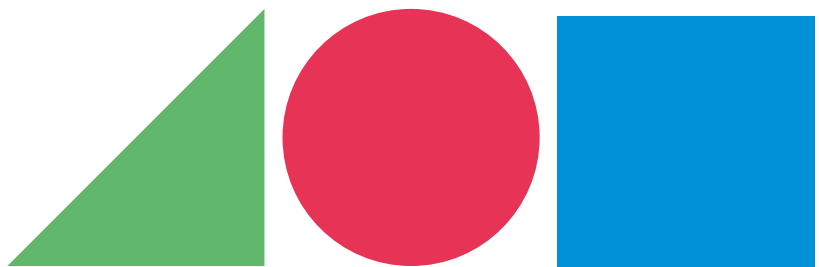
Premier Inn, Telford

The successful Premier Inn model has been extended to the college's Telford Satellite. The programme has been adapted to the single-building campus, with use of a training facility in a local Premier Inn.

Students develop their core skills at college first. They then put them into practice in a dedicated training room at a Telford Premier Inn before progressing onto customer-facing work experience in Premier Inns across Telford. Three members of staff have successfully completed intensive Premier Inn training to enable them to support students, following the correct industry standards.

Ludlow

Derwen College is opening a satellite in Ludlow in September 2024 with a focus on development of work skills. This Work and Independence Pathway is for young people with SEND looking to move on from school and begin the next stage of their lives within a college setting.



Keeley's story

Student Keeley, from Shrewsbury, has transformed from a nervous teenager to an ambitious and independent young woman who is driving herself to work placements, ready for future employment.

Keeley started as a day student on the Horticulture pathway at Derwen's Walford campus when she was 17 years old. She admits she was an anxious teenager, who took a while to settle in.

"To start with, I used to hide, keep to myself and not talk to anyone!" she says.

Keeley, from Shrewsbury, is diagnosed with autism, moderate learning difficulties and OCD which posed huge anxieties for Keeley to interact with peers and complete daily tasks towards her qualifications and wellbeing sessions.

As she found her feet, and got to know staff and students on the small campus, her confidence grew. The team and Keeley have worked hard to build trust and develop strategies to enhance her confidence and ability to stand up for what she wants.

Keeley has grown from strength to strength in her learning, work and self-confidence.

She worked for the College's Leaf It To Us gardening enterprise, taking part in horticulture projects for the town council, local churchyard, schools and private gardens. She successfully achieved her City & Guilds Level 1 Certificate in Practical Horticulture and many impressive goals and outcomes.

As her confidence grew, her determination to support others led to a position as a Student Union rep for Derwen at Walford. She even represented the College at Natspec Parliament, attended by students from colleges across the UK.

Keeley also achieved her Bronze and Silver Duke of Edinburgh's Awards.



"I like going to work placements as part of my internship. If you're ready to try to work and get the skills, then it can help you get a career"

Keeley next step has been to progressed to a Supported Internship, to prepare her for work and further independence. She has relevant external work placements in horticulture environments and also attends Derwen College's main site – as well as the Walford campus – to learn skills for life.

With fellow intern, Oliver, she works on enterprise 'KO Creations' using creativity and work skills to make wreaths and sell cards and gifts.

"We have been working together organising, advertising, budgeting costs, time managing and working as a team to produce items to sell on our stall. These skills help us work towards our internship targets."

She also has an external placement at social enterprise, Agri-Cation on a

Tuesday, which involves horticulture, craft projects and supporting of educational groups. She attends with her job coach Gemma.

"We have been working on creating a sensory garden, and have been upcycling and painting old tyres and planters. I've helped with the calves there, doing jobs like changing their bedding and hay," she says.

"I like going to work placements as part of my internship. If you're ready to try to work and get the skills, then it can help you get a career."

As part of her internship, Keeley is learning more independent living skills such using a washing machine, cleaning up, and has enjoyed learning to cook.

"We cook meals such as pasta, fish cakes and soup. However, I really like

"We have been working together organising, advertising, budgeting costs, time managing and working as a team to produce items to sell on our stall."



“Keeley has grown from strength to strength in all means of the curriculum and self-confidence.”

to bake, especially chocolate chip cookies and Victoria sponge.”

She participates in Employability Skills, Independence & Wellbeing sessions and functional skills at Derwen College's larger main site, where she has overcome anxieties to fit in with new people.

“I have lunch with College day students, and have made two new friends,” she says.

As part of employability she has honed her CV, written a personal statement, and been contacting and visited employers to seek work placements.

Eventually, she would like to combine her love of plants, and her creativity, to work as florist. She has been contacting Shropshire florists and hopes to start a weekly placement soon.

Keeley has many achievements to be proud, but is particularly pleased to have successfully passed her driving test, which allows her to drive herself to work placements.

“It gives me the independence I need to come to College, work placements, or go to the gym on my own. I love my car and my freedom!” she says.

Walford campus Coordinator Liam

Keeley's job coach says ...

“I have been working with Keeley since September 2021, and have seen her grow in confidence over this time as she experiences the world of work through her Supported Internship.

“As her job coach I have been supporting her around reducing her anxiety in different work situation and to build on her confidence and her own decision making skills which is an area she struggles with.

“Although I am by her side when she attends her work placements at Agri-cation CIC, her confidence over the last few months of attending has now grown to the point that I can gradually withdraw support. I now meet her at the farm rather than driving her, and will be leaving her to work alongside the supervisor while I watch on. By Easter, I should be at the point of just a check-in meeting during her working day.

“Progression for Keeley is the start of a new placement at a florist in Telford in March, and increasing her independent working hours at Agri-cation. She is an incredible young lady who has flourished on the Supported Internship programme and will progress into employment with ease.”

Gemma – a proud Job Coach

says: “Keeley has grown from strength to strength in all means of the curriculum and self-confidence. She was voted Student of the Year 2020-21, and we're all incredibly proud to see her progress continue into her Supported Internship. Keeley has a bright future ahead of her.”



Keeley's employer, Cheryl Reeves, from Agri-cation says:

“Keeley is such a wonderful engaging individual who fits into any role given to her at Agri-cation CIC. Her approach to challenges is very constructive, and she is keen to ask questions to make sure she understands the task at hand so that she can apply her knowledge and skills to get a desirable outcome. I am impressed with Keeley's creative abilities and each week she uses this talent to create beautiful recycled items to help develop our sensory garden. She is a joy to work with and I would recommend that people engage in this programme to create opportunity not only for the student but the employer themselves.”

JT's story

A Telford teenager has a bright future working in retail thanks to the skills and self-confidence he's learnt at Derwen College.

Jamie (known as JT), from Telford, is a former student, who has progressed to a supported internship, at Derwen College Telford. He is looking forward to an independent future with employment in the Retail industry, and ascribes his skills, confidence and improved focus to his time at the specialist college.

He started at the further education college's Telford campus, on Stafford Park, after attending a mainstream secondary school. He says he knew straight away that Derwen was for him.

"I visited and it caught my attention immediately," he says.

Jamie, who is autistic, is a kind and caring young man who found that the smaller specialist environment at Derwen Telford helped to grow his skills and his confidence.

JT, who enjoys Maths and IT, was on the college's Business Support pathway, and was able to hone his skills to enjoy work experience in a retail environment.

JT, now aged 19, showed an aptitude for working in customer-facing environments. He demonstrated good money handling skills at college and at work experience placements at Derwen College print shop, charity shop, garden centre and on a Derwen stall at Much Wenlock Market. He also enjoys a weekly external placement at Jolly Good Eggs Farm shop, in Telford.

At College he learnt tasks such as visual merchandising, stock checks, pricing, stock rotation, serving customers on the till.

He achieved his BTEC Level 1 Introductory in Vocational Studies



As part of his internship, JT has weekly work placements at Jolly Good Eggs (left) and Co-op (right).

Qualification, and also enjoyed employability and Independence sessions, and attended external work placements. He was even voted Telford college's student rep, representing his peers at Student Union Board meetings.

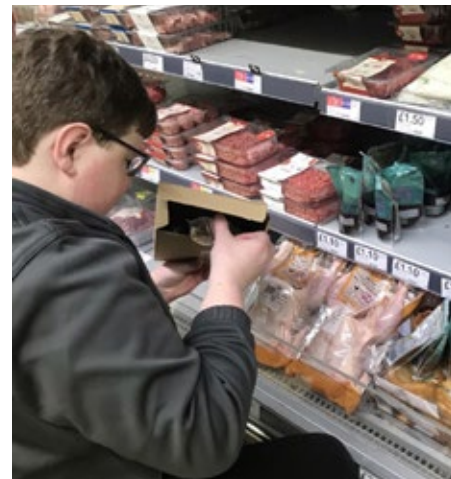
"I was supported to get the skills and work experience to compile a really good CV. Being at College helped me to make friends and spend time in different work environments," he says.

JT is now on a one-year internship, and says that his time at College has been a big help in getting him where he is now.

"My confidence has grown a lot. I managed to get work at my local Co-op on my own initiative. I went in and talked to the manager, who agreed to let me have a weekly work placement," says JT

College has also taught him to become a lot more independent, which he says his mum is particularly pleased about.

"I've learnt to wash up, Hoover, clean up and take care of myself," he says.



These are skills that he hopes to take into living independently from his family.

"I'd like to live in my own house, with a partner or friends, and a pet, probably a cat!" he says.

Now that he has progressed to an internship, JT spends less time in College and more in the workplace. He has weekly external placements at Jolly Good Eggs farm shop and delivery, in Dawley, Premier Inn in Telford and his local Co-op.

He has worked at Jolly Good Eggs since he was a student and feels part of the staff team there.

"I work on the till, restock shelves, make everyone hot drinks, and I like helping customers. I attend with a job coach, but I feel I know what I'm doing independently, though I like to have that back up for if I need a little push.

"Since going to Derwen, I have become a lot more independent and confident, partly because I've matured but also because of staff support."

JT would like to progress to a job in Retail, following in the family tradition. His mum and sister both work in retail and customer service too.

"I'm very independent. As long as I'm shown how to do something a few times, I can then do it without help. I am also calm and kind," he says.

"I would definitely recommend Derwen as a place which allows you to be yourself and to achieve your ambitions without being judged by others."

Jamie's mum Helen, said:

"Mainstream school was difficult for Jamie. He was a tiny fish in a big pond who struggled to stay afloat. His needs were never fully met and he just stopped growing as a person. That all changed when he was given the opportunity to attend Derwen. It was like a switch was flicked and he just woke up. It has been wonderful seeing him grow in confidence and to explore who he is in a safe environment. When he was chosen as student representative, we were thrilled. This was the first time he'd been accepted by his peers. Things have just gone from strength to strength from then on. We are forever grateful for the support Jamie has received at Derwen."



**A life less
ordinary**



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Registered Charity No. 1153280
Company No. 08615826

ANNEX No. 3

NMITE



Detail provided by the Institution.



**NEW MODEL INSTITUTE FOR
TECHNOLOGY & ENGINEERING**

Powering skills innovation in Herefordshire

**Driving development for the county's future: advanced skills,
enhanced opportunities, and economic growth**

www.nmite.ac.uk

Herefordshire's Economic Strategy

NMITE is supporting the delivery of Herefordshire's economic strategy, which sets out a collective vision for our region to be a vibrant, healthy, zero-carbon, and inclusive place to live, work, study, and visit at all stages of life.

80+

Over 80 industry partners are shaping our students' skills



A new model of education designed for students, employers and the community

New Model Institute for Technology and Engineering (NMITE) is a breakthrough in UK university education. With no precursor organisation or parent institution, NMITE has independently built a unique employer-led educational experience from the ground up.

Our vision is to be a leader of change. We produce work-ready, world-conscious engineers and technologists who are creative, responsible global citizens focused on the social, cultural, economic, and environmental issues we face in the 21st century.

Our degree and CPD programmes facilitate applied, challenge-led, industry-linked learning that replicates modern industry. They're shaped by employers who provide real-world challenges for our students, empowering them to develop both technical and transferable skills as they prepare for or progress their careers.

Alongside this, our new Skills Hub will open next year – to bolstering local economic growth through the advancement of digital and future skills among Herefordshire businesses. Backed by the government, the centre will provide comprehensive training and tools for emerging technologies that are critical for modern enterprise operations and innovation to bolster local economic growth.

NMITE is fast becoming a nationally significant higher education provider, delivering transformational regional skills impact as a driver of Herefordshire's economic development plans.

We hope you enjoy discovering more about our impact throughout this brochure and that our projects inspire you to join our exciting mission.



James Newby
President and
Chief Executive

NMITE is Herefordshire's greatest opportunity in terms of levelling up our local economy, re-purposing our towns and cities and enabling social mobility within our communities.

Paul Walker, CEO, Herefordshire Council



| The rationale behind our approach

In collaboration with employers and the government, we're producing skilled and savvy graduates equipped to meet the needs of the engineering and built environment sectors.

An engineering skills crisis

As a nation, we're on the brink of an engineering skills crisis. This threatens development of key sectors such as aerospace, defence and maritime, whilst causing significant delays of major infrastructure projects across civil engineering, construction, energy, water and telecommunications.

According to strategy consultancy Stonehaven, a shortfall of one million engineers is expected by 2030 as industry struggles to attract young talent – mainly due to negative industry perceptions among younger generations. The situation is grave, with some 54% of engineering employers reporting a technical skills gap in the labour market (IET Skills Survey 2023).

Yet Stonehaven's 2023 research reveals that demand for engineering expertise is on the rise, with 184 major engineering projects announced in the UK since 2020. These projects have a total value of £542 billion and are expected to create an astounding 1.2 million jobs.

Demand for 'green' construction skills

The Construction Industry Training Board estimates that over a quarter of a million new workers will be needed in the construction industry by 2027 to meet demand. Alongside this, government and industry sustainability goals, such as the 2050 net zero target, have significant implications for the sector. Simultaneously, the industry is looking towards more sustainable building materials, methods, and technologies, such as biogenic offsite manufactured construction systems with an emphasis on timber.

A new training approach

A new approach to education and training is clearly needed and, at NMITE, we're delivering exactly that. We're helping to shape the national skills agenda. We're meeting the urgent need to educate passionate, curious, resilient, and agile engineers, built environment and technology professionals, ready to tackle our biggest world problems through a collaborative and interdisciplinary approach.

Our undergraduate degrees:

- BEng (Hons) Integrated Engineering (3 years) – a bachelor degree, shaping students for the future world of work.
- MEng (Hons) Integrated Engineering (3 years, accelerated) – preparing students to qualify for Chartered Engineer status.
- BSc (Hons) Sustainable Built Environment (3 years) – developing students as modern construction professionals.

www.nmite.ac.uk/undergraduate-degrees

1.2m
An extra 1.2 million
jobs to fill by 2030



NMITE offers a unique learning environment. Their pragmatic and novel approach to teaching is aimed at equipping their students with the broad range of skills that they will need to succeed in a rapidly evolving workplace.

Dr David Panni CEng FIMechE, Chief Engineer - Structures and Simulation, JCB Group Engineering





“As a company we will look to NMITE first for graduate-level engineering talent, because they really do offer a different and better approach to engineering education. Franz Huelle, Head of Technical, Building Solutions for UK and The Nordics, REHAU UK



| Delivering on our promises

Our aims for the future set the foundations for the initiatives outlined throughout this brochure.

» Academic quality and distinctiveness

We're providing employer-led learning experiences that are both challenging and rewarding – fostering skills and knowledge, life lessons and engineering academic excellence across the county and beyond.

» Partnering for impact

We're a beacon of regional innovation and collaboration – where industry joins forces with academia to create industry-linked, challenge-led curricula – benefitting both students and industry.

» Inclusive cohorts and successful students

Our student bursaries and scholarships, many funded by our partners, unlock doors to futures that might otherwise remain closed for individuals across the county and further afield.

» Skills for the future of work

We're equipping Herefordshire's workforce with advanced skills that help address chronic skills shortages, preparing graduates to meet labour needs and upskilling and reskilling professionals through CPD.

Future-gazing: The next five years

In the next five years, our educational model will be ready to replicate in other communities needing the skills and jobs-based regeneration that only higher education providers can provide.

University city

Herefordshire's
first university

600

Students studying
degrees and CPD

£ 500k

To support under-
represented groups

100s

Supporting
local jobs

Skills Hub

Driving innovation
and enterprise

£ Millions

Generating
economic value

£37m+

invested in
campus facilities



Constructing Excellence
Awards 2023
Social Value

| Investing in our city

We're playing a key role in urban revitalisation, investing in infrastructure and amenities that improve the physical environment of Hereford. Our campuses are also critical in shaping future skills for the county, hosting university-level and professional CPD training programmes that help to create new local businesses, jobs and even industries.

Skylon Campus: A new 'living lab'

Our new Skylon Campus has been recognised for sustainability with a Construction Excellence 'Social Value' award. Technologies and materials used align perfectly to the requirements of Timber Development UK's Skills Action Plan. Plus the building is fitted with sensors to monitor performance – data is shared with industry to inform and improve best practice in building design.

Blackfriars Campus: Refurbishing unused spaces

We're determined to reuse unused buildings across the county, which is why we transformed Blackfriars Campus into the retrofit facility it is today. Steeped in history, the building is a former boys' school, which opened in 1912. A modular building was later added that had originally formed the base for the London 2012 Olympic Delivery Authority's offices at the Olympic Park.

www.nmite.ac.uk/campuses

£1m

from the
European Social
Fund to develop
future skills

£4m

from trusts and
foundations to
create a Centre for
Advanced Timber
Technology

£6m

from a Hereford
developer to
refurbish old
buildings into student
accommodation

£8m

from the Levelling
Up and Stronger
Towns fund
including a
Future Skills Hub

£3m

from donors and
founders to bring
our vision to reality

£15m

from government
to build new
learning spaces

| Our partners

Many of the professional challenges our graduates will face over the course of their careers will require innovative, global solutions delivered at local level. This means working closely with our partners to introduce a new model of engineering education that opens up the profession to new and different kinds of thinkers and practitioners with the potential to achieve great things.



Gaining fresh perspectives

Border Oak Design and Construction is an NMITE Challenge sponsor. NMITE Challenge sponsors provide real-world business challenges for our students as part of learning modules. The challenge? Identify solutions to enable house-building in the county to continue, whilst eliminating the amount of phosphorous pollution this process creates in the River Wye. Struggling to find a solution, the team decided to tap into our budding student engineers to glean fresh perspectives.

BORDER OAK

Diversifying the sector

Schaeffler, leading global supplier of motion and mobility solutions to the automotive and industrial sectors, has partnered with us on an extensive programme of activities. This includes working directly with engineering students to provide expert tutorials and encouraging greater diversity in the engineering sector by sponsoring a female NMITE student for the duration of her degree course, including providing a work placement.

SCHAEFFLER



For the first time since possibly my primary school, I'm excited to come in every day and learn. NMITE has exceeded my expectations. With the way my course places a heavy emphasis on industry, I feel confident that I'll be more than work-ready when I graduate.

Natasha, MEng Integrated Engineering student



An NMITE graduate will bring that high level of understanding and engineering ability with hands-on knowledge, which means they're just going to hit the ground running and that is what the engineering sector needs.

Peter Jelf, Vision and Controls Specialist, Visicon



Scan here to watch Peter talking about working with NMITE

Preparing graduate talent

Visicon, machine vision and automation specialists, is sharing its expertise as part of our Engineering Control Systems module, while gaining innovative solutions from students to help unlock data to achieve better outcomes. By providing the next generation of engineers with hands-on projects, Visicon is helping to produce the future graduate talent that it and the wider industry needs.

£2m+

Investment from
the government's
Towns Fund



| The Skills Hub

The Skills Hub is our newest groundbreaking initiative aimed at bolstering local economic growth through the advancement of digital, leadership and enterprise skills among Herefordshire businesses. Backed by £2m funding from the government's Towns Fund, the Stronger Hereford programme, The Skills Hub will provide comprehensive training and tools for emerging technologies that are critical for modern enterprise operations and innovation.

As part of this project, due to launch in 2025, we'll collaborate with leading technology companies and educational institutions to provide expert knowledge and resources; provide customisable training modules to meet the diverse needs of local businesses across various sectors; and offer ongoing support and access to state-of-the-art facilities and tools necessary for practical learning and application.

Fulfilling ambitious objectives

- **Upskill local workforce**
Equip local businesses with the right skills to adopt and integrate advanced technologies into their operations.
- **Drive innovation**
Foster a culture of innovation that encourages local businesses to develop unique solutions and products.
- **Economic growth**
Enhance the economic landscape, pulling Hereford out of its economic cold spot, by improving productivity, efficiency, and competitiveness.

Creating digital proficiency

The Skills Hub will offer training and development programmes in several key digital and technological disciplines, including artificial intelligence (AI), 3D scanning and digital twins, mechatronics and robotics, virtual reality (VR), augmented reality (AR), and extended reality (XR), automated motion, sensing the environment, and the lifecycle of data.

Transforming Herefordshire enterprise

Transforming the local business landscape by making cutting-edge technologies accessible, The Skills Hub will not only increase the technological proficiency of the workforce but also enhance the overall economic health of the region through innovation and improved business activities.

www.nmite.ac.uk/skills-hub

By helping entrepreneurs, small and micro businesses get to grips with modern technologies, we'll be supporting young businesses to thrive and fueling new jobs in the local area. The Skills Hub will introduce new engines of economic growth across the county.

Professor Gary C Wood PhD NTF SFHEA, Academic Director



The course enables you to gain a wide variety of skills and knowledge regarding management within your organisation and widens your network professionally. Also you develop progressive ideas to enable your organisation to move forward within their respective industry.

Springboard participant



| Springboard Early Career Success Programme

At NMITE we recognise the positive impact and valuable contribution that new talent can bring to a business. We also understand how to nurture that talent, and support individuals' professional growth. Our vision is to see businesses thrive through developing their early careers workforce into their future leaders.

Our Springboard Early Career Success Programme has been designed to align with our innovative employer-led model of learning, providing an immersive opportunity for participants to build the skills, confidence and networks they need to make an outstanding contribution and to build a successful career.

Created to develop leadership roles within Herefordshire businesses, SMEs and third sector organisations, Springboard provides career success workshops, packed with valuable insights and a range of tools to apply in the workplace. Participants learn to take control of their own development, reflecting regularly with their line managers to put their new skills into practice.

www.nmite.ac.uk/springboard

Enhance the impact of early career talent

The programme develops the skills of early career talent, helping businesses attract and retain graduate talent, by providing a means to invest in their skills and support their transition into the workplace.

| Sustainably-built environments

Our mission is to ensure that Herefordshire and the UK has the renewable natural resource, internationally recognised expertise, and technical capabilities necessary to be at the forefront of a new approach to delivering a sustainable and resilient built environment.

NMITE Centre for Advanced Timber Technology (CATT)

Our Centre for Advanced Timber Technology (CATT) is transforming the construction sector through world-class education, research and industry collaboration. Situated at our Construction Excellence 'Social Value' award-winning Skylon Campus, CATT is playing a crucial role in positioning Herefordshire and the UK as a leader in sustainable construction – aligning with the climate emergency and UN Sustainable Development Goals.

www.nmite.ac.uk/CATT

BSc Sustainable Built Environment degree

The year 2025 will see our first cohort on this new degree, which aims to develop built environment professionals who can set the standard, behave ethically, and offer leadership – driving innovation, championing diversity and delivering quality – essential professional characteristics recognised by the Chartered Institute of Building (2023). The degree will be one of a small number of built environment degrees in the UK.

www.nmite.ac.uk/SBE

Timber Technology Engineering and Design CPD

Our new portfolio of Timber Technology, Engineering and Design (Timber TED) short courses – delivered in partnership with Timber Development UK (TDUK) and Edinburgh Napier University, and endorsed by the Chartered Institute of Building (CIOB) and the Chartered Institute of Architectural Technologists (CIAT) – provide professionals with comprehensive and flexible training to upskill and reskill for modern methods of timber construction. Part of our Accelerate to Zero Green Skills Award bundles, courses are ideal for professionals wanting to develop best practice skills in a range of areas.

www.nmite.ac.uk/timber-ted

Timber in Construction Innovation

We're leading two important Forestry Commission England research projects, in partnership with Edinburgh Napier University, University of Edinburgh, dRMM Architects, Ecosystems Technologies and Built Environment Smarter Transformation (BE-ST). The first is a three-year £300k project, designed to boost the use of English hardwood forest products across the built environment. The second is a two-year £200k project, designed to demonstrate the commercial viability of the UK's first homegrown woodfibre insulation manufacturing facility.



By combining our industry expertise with NMITE's innovative curriculum, we can empower the next generation of engineers to excel in practical skills and meet the evolving demands of the construction industry.

Paul Raby, Group HR Director, Balfour Beatty



Join our skills revolution

Make a difference – to a new engineer, to engineering education, to our world and to your business. From multinational corporations to charities and SMEs, our partners come in all shapes and sizes.

Partner with us

- » **Talent Pipeline**
Shape curricula to better align with industry needs, ensuring a pipeline of talent suited to your requirements.
- » **Expertise**
Access expertise, facilities, and resources for research and development projects, leading to innovation and competitive advantage.
- » **Resources**
Leverage our resources for testing, prototyping, and other activities that may be costly or impractical to undertake independently.
- » **Brand enhancement**
Enhance your reputation as a socially responsible and community-oriented organisation while making a difference to lives.

» Networking

Make the most of networking opportunities with academics, students, and other industry partners – grow collaborations, partnerships, and potential business opportunities.

www.nmite.ac.uk/partner

Giving

Your philanthropy will allow us to do more. And as an NMITE donor, you'll benefit from branding opportunities, website links and media publicity.

www.nmite.ac.uk/giving

NMITE CPD

Develop the skills you need to meet your most pressing business challenges, with our practical qualifications and short courses. Each course has been designed to ensure participants' skills match the needs of our modern world. Be taught by savvy industry professionals, using cutting-edge technologies – to grow your business and enhance their career.

www.nmite.ac.uk/nmite-cpd

A pledge for our county

NMITE's origins are deeply embedded in the city of Hereford and the broader county. Whether it's the value of working with local businesses, graduates entering the workforce or simply the vibrant contribution that students bring to the community, we're playing a strong role in making Herefordshire a great place to live, learn and work.

General enquiries:

Tel: +44 (0) 1432 371111

Email: information@nmite.ac.uk

New Model Institute for Technology
and Engineering (NMITE)
Blackfriars Campus
Blackfriars Street
Hereford
HR4 9HS, UK

ANNEX No. 3

Harper Adams University



Harper Adams University



Harper Adams University

At Harper Adams we're changing the world.

Advancing knowledge, inspiring learners and equipping people to find creative, sustainable solutions to the economic and environmental challenges facing our planet – now and in the future. Real change is possible through a united vision and shared agenda.

Harper Adams is the University for food production and technology, animal health and wellbeing, and their contribution to sustainable, living environments for our planet's inhabitants.

This is supported by our departments, curricula, and research specialisms in: Science, Technology, Agriculture, Business, Economics, Food, Land Management, Environment, Engineering, Entomology, Plant Science, Animal Wellbeing, Veterinary Science, Zoology, Farming, Sustainability, Enterprise, Digital, Data Science, Policy.



An investment of more than £20million has created an attractive rural campus that celebrates our heritage and status as best modern university with all the teaching, research, leisure, and conference facilities you need on your doorstep.

Contemporary laboratories, a student hub, farm innovations, and specialist centres for engineering, veterinary services, entomology and food are amongst the latest additions.

UNDERGRADUATES

POSTGRADUATES

SHORT COURSES

Powered by Harper Adams

Based within central Telford, Shropshire, Station Quarter is set to be a thriving business district featuring eco-conscious homes, innovative start-ups, leisure facilities, and an educational hub—all designed to bridge the gap between education and employment.

Starting from September 2024, Harper Adams will have a home at Station Quarter!

Located in the Skills Hub Building, we'll be providing future-thinking and industry-aligned degree programmes to help pave the way to your dream career, building on our expertise in preparing students for the future. From Applied Data Science to Digital Manufacturing, Robotics, and Business Management, our courses are designed to help you excel, whether you're setting out on your educational journey or looking to enhance your skills for a brighter career.

Telford is swiftly evolving into an epicentre of ingenuity, attracting a diverse range of innovative start-ups and international businesses. It's our close collaboration with these industries that makes us an integral part of Telford's growth story. We work hand in hand with these sectors to shape degrees that equip you with the skills needed to thrive in today's workforce and beyond. This is precisely why we've ranked as the number one university in the UK for career prospects for seven consecutive years.



**Harper Adams
University**