



ACCOUNTABILITY STATEMENT

2024/25

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ROYAL LEAMINGTON SPA
COLLEGE



RUGBY
COLLEGE



WARWICK TRIDENT
COLLEGE



MORETON MORRELL
COLLEGE



PERSHORE
COLLEGE



EVESHAM
NEW COLLEGE

Section 1: Purpose

WCG's Mission Statement

"Raising aspiration and realising potential through excellence in learning and development".

1.1 OVERVIEW

WCG is a large further education college with a circa £48m annual turnover operating across Warwickshire and Worcestershire. It incorporates 6 colleges in Royal Leamington Spa, Warwick, Rugby and Moreton Morrell in Warwickshire and Pershore and Evesham in Worcestershire.

Students come here to study a wide range of vocational and academic subjects. We are a truly international college, with links with countries across the world and students who have travelled from five continents to learn here. We are the first college group in the UK to be granted Bachelor Degree Awarding Powers alongside Foundation degree awarding powers by the Office for Students - meaning the academic quality and standards of our degrees are equal to any university.

We have:

- Approximately 13,000 students
- 1,300 staff
- More than 500 courses across 28 different subject areas
- Strong links with employers - we train over 2000 apprentices every year in subjects including engineering, construction, land-based, health, digital and ICT
- A 90% pass rate for all courses at all levels
- Excellent provision for students with learning difficulties and disabilities - this affects 20% of our students
- Around 1000 students studying a higher education course
- Up to 100 international students each year
- The largest number of 16-18-year-old students enrolled in Coventry and Warwickshire
- Bachelor Degree Awarding Powers from the Office of Students

WCG was awarded The Queen's Anniversary Prize 2020-2022 for Higher and Further Education in recognition of its work with employers in the engineering sector.

Originally known as Mid-Warwickshire College in Leamington Spa, our College Group was formed through a series of mergers with other local colleges that were in difficulty. The first merger was with Warwickshire College of Agriculture in Moreton Morrell in 1996 and the most recent with South Worcestershire College in 2016, bringing Evesham New College into the Group. Through robust planning and processes for integration, we successfully merged to become a group of 6 colleges across Warwickshire and Worcestershire with no financial support from the Government. A key organisational value is to retain provision in accessible locations that has economic impact to the local area and to the region.

1.2 OUR MISSION AND VALUES

WCG's Mission Statement was introduced in 2017 through comprehensive consultation with internal and external stakeholders. The mission statement defines the fundamental purpose of WCG, which is:

"Raising aspiration and realising potential through excellence in learning and development"

WCG's values underpin the mission statement and summarise organisational behaviours.

1. Put the student first - WCG aims to put students at the heart of the organisation and central in decision-making
2. Deliver the highest quality - WCG strives for excellence in all areas of activity and for a positive experience for all customers
3. Act with fairness, openness and respect - WCG treats all individuals with respect, celebrates diversity and operates an open culture
4. Challenge and innovate - WCG seeks to challenge practice as part of continuous improvement and to innovate



CASE STUDY: WCG celebrates 200th project for The Prince's Trust in Warwickshire

WCG is the largest provider of programmes for The Prince's Trust in the UK and delivers the Team programme in Leamington Spa, Rugby and Nuneaton, as well as across the wider Midlands region.

It has been delivering the Team programmes for more than 15 years and through the

programme, WCG has supported thousands of young people to gain the skills to gain future employment, with some of the staff now running the Team programme previously having been participants.

Young people are currently facing multiple challenges and the Team programme offers them the opportunity to increase their confidence and develop new skills in a safe and inspiring environment. In some instances, the programme is the first step for young people to explore their full potential.

Team is a free 12-week programme which aims to build confidence of its participants and help them to develop new practical skills.

1.3 CORPORATE PLAN PRIORITIES

WCG's Corporate Plan 2023-2028 - Delivering Successful Futures II - sets out our strategic direction for the period through 6 Corporate Priorities. The Corporate Priorities intend to deliver growth, inclusivity, excellence, engagement and collaboration. They are measured through annual success indicators and underpinned by aims that meet the achievement of each priority.

The six priorities are:

Student Success - to deliver a dynamic and responsive curriculum designed to maximise student outcomes and economic impact

Economic Success - to contribute to the local, regional and national economy through supplying and training the workforce

Financial Success - to build financial resilience and sustainability

People Success - to attract, retain and develop high performing, well-motivated individuals, committed to our mission and our values

Quality Success - to be an exceptional provider of education and training delivering excellence in all activities

Social Success - to ensure the Colleges are at the heart of their communities and play an active role in achieving equality in society

1.4 RESPONDING TO LOCAL NEEDS

WCG prides itself on working in partnership with employers locally, regionally and nationally across the full range of our subject areas, delivering apprenticeships, tailored workforce development and an extensive professional course programme. This approach, alongside continuous curriculum review ensures that our programmes and facilities match what is needed in our local and regional economy.

We work with over 1,000 employers in sectors reflecting the make-up of our local communities and national footprint including:

- Engineering and manufacturing including electric vehicle training
- ICT, Digital and Cyber including games design and esports
- Land-based including agriculture, horticulture, equine and animal care
- Health and Social Care including partnerships with the NHS
- Construction including groundworks and rail

CASE STUDY: Closing the Agri-Tech Skills Gap

Pershore College was awarded £488,000 of Local Skills Improvement Funds (LSIF) by the Department for Education to upgrade equipment to help close the agri-tech skills gap in the region and meet increasing course demand.

Agri-tech is one of the five priority sectors highlighted in the Worcestershire Local Skills Improvement Plan (LSIP), which identifies key skills gaps across the region, so we are delighted to be using the funds to upgrade our glasshouse system at Pershore College. Our courses at Pershore



College's Agri-Tech Research Centre continue to support the next generation of skilled professionals in the land-based sectors. The improved facilities will help to reduce the region's skill gap and support the growth of our local economy."

The LSIF funding is in response to the region's LSIP which was developed by the Herefordshire and Worcestershire Chamber of Commerce, working in conjunction with Worcestershire Local Enterprise Partnership and Worcestershire County Council alongside regional employers and post-16 education providers.

Section 2: Context and Place

2.1 LOCATION

Operating across the neighbouring counties of Warwickshire and Worcestershire, WCG incorporates 6 colleges in Royal Leamington Spa, Warwick, Rugby and Moreton Morrell in Warwickshire and Pershore and Evesham in Worcestershire. The counties share many similarities including a combination of urban and rural areas, resulting in economies driven by a multitude of sectors that WCG strives to support. They both enjoy vibrant rural economies which WCG is able to serve through Warwickshire's only land-based college at Moreton Morrell and a centre of excellence for sustainable horticulture at Pershore College in Worcestershire. Likewise, advanced manufacturing and engineering are priorities for both areas with Warwick Trident College providing specialist facilities for manufacturing, engineering and motor vehicle and growing provision in engineering and construction at Evesham College.

As a College Group we always seek to serve our local communities, contributing to economic growth through the provision of skills, training and development that aligns to strategic priorities and local employer needs.

2.1.1 A FOCUS ON WARWICKSHIRE

Warwickshire has a population of around 596,773 (Census 2021), covers an area of 1,975 km² and includes the five districts of Nuneaton and Bedworth, North Warwickshire, Rugby, Warwick and Stratford-on-Avon. It is a relatively affluent area, although there are marked differences between the north and south of the county in terms of population density and employment rates. Around a third of the county is classed as rural in nature.

The Warwickshire economy is driven by key sectors of manufacturing, wholesale and retails, property and construction. The GVA for all industries in Warwickshire in 2019 was £19,823 million. Warwickshire's GVA per head of population is higher than both the regional and national equivalent, £4,063 higher than the England figure and £9,959 higher than the West Midlands GVA in 2019.

2.1.2 A FOCUS ON WORCESTERSHIRE

Worcestershire has a population of just over 552,000, covers an area of 1,741 km² and includes the six districts of Bromsgrove, Malvern Hills, Redditch, Worcester City, Wychavon and Wyre Forest. Its largest settlement is the cathedral city of Worcester and other significant towns include Kidderminster and Redditch. The north-east of the county is also part of the industrial West Midlands whereas the rest of Worcestershire could be described as mainly rural.

There are just under 30,000 businesses in Worcestershire, of which 90% are micro businesses. The two top sectors by business base are Professional, Scientific and Technical (includes advanced manufacturing) and Business Administration and Support Services. Tourism is an important driver of the local economy in Worcestershire with the direct value of tourism found to be £638m and over 6% of employees working in the sector.

2.1.3 KEY DATA

	Warwickshire	Worcestershire	England
Population	596,773 (Census 2021)	552,292	-
Claimant count	2.8%	2.9%	-
No. of businesses	27,695	29,210	-
Unemployment rate	2.4%	3.5%	4.1%
% of children in low income families	12%	14.2%	19%
% of population with NVQ4 or above	42.9%	43.2%	43.5%
% NEETs	Male 5.2% Female 3.5%	5.9%	6.3% 4.6%
% 16-18 year olds gaining English and Maths grade 5 or above	49%	48.7%	43.4%

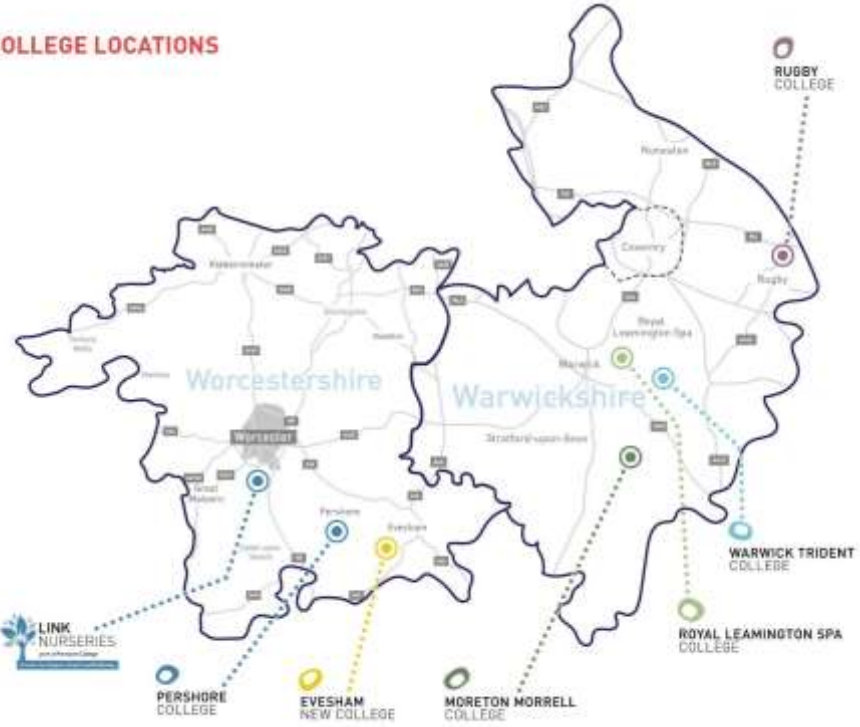
CASE STUDY:

T Levels in Animal Care and Management – NEW for 2023/24

In September 2024 WCG will launch the T Level Animal Care and Management programme at Moreton Morrell College. The programme will also benefit from brand new animal housing facilities from January 2025 funded through £1.15m from the DfE's T Levels Capital Fund Wave 5. The new building will combine significantly increased capacity for the small animals vital for students to learn fundamental animal care and management skills, alongside high quality food preparation, demonstration and animal handling facilities.



2.2 OUR COLLEGES

<p>Moreton Morrell College A specialist land-based college in Warwickshire with subjects including:</p> <ul style="list-style-type: none"> • Agriculture, Animal Welfare and Floristry • Equine and Farriery • Brickwork and Carpentry • Land Based Engineering • Sport • Supported Learning 	<p>WCG COLLEGE LOCATIONS</p> 	<p>Rugby College A General FE college covering:</p> <ul style="list-style-type: none"> • Engineering • Construction • Health and Social Care • Public Services and Sport • Hair and Beauty • Hospitality and Catering • Visual / Performing Arts • Business and Computing • Supported Learning • Reengagement
<p>Pershore College A specialist land-based college in Worcestershire with subjects including:</p> <ul style="list-style-type: none"> • Horticulture • Animal Welfare • Land Based Engineering • Health and Social Care • Supported Learning • Reengagement 		<p>Royal Leamington Spa College A General FE college covering:</p> <ul style="list-style-type: none"> • Health and Social Care • Early Years • Hair and Beauty • Art and Design • Plumbing and Electrical • Computing • Business • Supported Learning • Reengagement • A Levels
<p>Evesham New College Focused on technical subjects including:</p> <ul style="list-style-type: none"> • Motor Vehicle • Plumbing and Carpentry • Graphic Design and Esports • Hair, Beauty and Barbering 		<p>Warwick Trident College A specialist engineering college with extensive workshops and equipment for:</p> <ul style="list-style-type: none"> • Engineering • Motor Vehicle • Electric Vehicles

2.3 LOCAL CONTEXT

Geographically, all of our Colleges are within the wider West Midlands region but local political boundaries are complicated.

For Warwickshire, Warwickshire County Council is the Local Authority with Rugby Borough Council (Rugby College), Warwick District Council (Royal Leamington Spa and Warwick Trident Colleges), Stratford-on-Avon District Council (Moreton Morrell College) the relevant LAs at local level.

Warwickshire is a part of the Coventry and Warwickshire LEP area, an organisation now closed in line with changing Government Policy and the now established role of the West Midlands Combined Authority. West Midlands Combined Authority includes the three areas formerly making up the three LEP areas of Greater Birmingham and Solihull, Black Country and Coventry, minus Warwickshire.

Coventry City Council is a full constituent member of the West Midlands Combined Authority whereas Warwickshire County Council are a non-constituent member so outside of the scope of any devolved funding arrangements.

In the Budget 2024, announced on 6th March 2024, Warwickshire was named as one of three Local Authority areas to benefit from increased devolved powers including a fully devolved Adult Education Budget from 2026/27.

Due to this complicated geography, Warwickshire sits with the West Midlands for the development of the Local Skills Improvement Plan. The West Midlands and Warwickshire LSIP is being developed by Coventry and Warwickshire Chamber of Commerce as the designated Employer Representative Body (ERB) to maximise the opportunities arising from the landmark devolution deal granted to WMCA, whilst being mindful that funding Warwickshire's recommendations may not be so straightforward.

The **West Midlands and Warwickshire LSIP** published by Coventry and Warwickshire Chamber of Commerce as the Employer Representative Body in August 2023 has the following priorities, cross cutting themes and priority growth clusters:

- Priority One - Confirming Sector Skills Needs
 - Engineering and Manufacturing
 - Construction
 - Digital and ICT
 - Logistics and Distribution
- Priority Two - Leadership and Management Skills
- Priority Three - Essential Skills for Employment
- Wider Considerations -
 - Collaborative Engagement - tackling the employer identified lack of knowledge, understanding and access to post-16 education and training opportunities
 - Pathways into Employment - increasing numbers of new entrants into key sector workforces
 - Expertise into Education - increasing industry experienced staff to teach on key sector post-16 programmes

Cross-cutting themes:

- Digital
- 'Green' skills / transition to Net Zero
- Leadership and Management capabilities

Priority growth clusters:

- Manufacturing of electric light vehicles and associated battery storage devices and Aerospace (including manufacturing alternative fuel)
- Logistics and distribution
- Health tech and med tech
- Professional and financial services and supply chain
- Modern and low carbon utility and manufacturing of future housing

For Worcestershire, Worcestershire County Council and Wychavon District Council are the relevant Local Authorities covering Evesham and Pershore. Worcestershire LEP area is still firmly in operation. Herefordshire and Worcestershire Chamber of Commerce led the development of the Worcestershire Local Skills Improvement Plan.

The Worcestershire LSIP maintains close links with previous, comprehensive skills planning, existing successful delivery structures and LEP priority growth clusters.

The **Worcestershire LSIP** was published by Herefordshire and Worcestershire Chamber of Commerce as the Employer Representative Body in August 2023 and has the following objectives and key priority sectors:

Objective 1: Equipping workers with technical skills and knowledge

Objective 2: Developing common skills and workplace behaviours

Objective 3: Promoting a culture of developing people and talent

Objective 4: Developing workforce planning capabilities

Objective 5: Encouraging a collaborative skills system

Key Sectors:

- Agri-Tech
- Manufacturing
- Business Services
- Health and Social Care
- Construction

CASE STUDY: LSIF Response - Employer Engagement and College Collaboration in the West Midlands and Warwickshire

WCG is working with FE and Skills Providers from across the West Midlands and Warwickshire to respond to the LSIP priorities around raising awareness of FE, increased collaboration and better engagement with regional employers. The partnership is taking on board the recommendations contained within the LSIP and taking a multi-faceted approach including:

- further industry insights research combined with extensive curriculum mapping
- the development of a shared brand identity, 'Skills West Midlands and Warwickshire', designed to promote collaboration and collective values
- a joint PR and communications campaign



- a series of collaborative sub-regional events to raise awareness of the FE and Skills sector and launch our joined up approach - an informational website www.skillswmw.com, showcasing the range of support on offer from FE and Skills providers across the West Midlands and Warwickshire.

Section 3: Approach to Developing the Annual Accountability Statement

WCG is continuously reviewing its provision to ensure that it is fit-for-purpose both in terms of specific content but also to meet the needs of the relevant local, regional and national economies.

This Accountability Statement for 2024/25 represents a summary of our current provision, recognising its strengths in serving the needs of priority sectors and local economies, and key targets we have set in specific areas of curriculum delivery. These all link back to our Six Corporate Plan Priorities and the targets contained within.

In developing the Corporate Plan, and agreeing this Annual Accountability Statement, we have undertaken the following:

Internal Consultation

- Annual curriculum planning process
- Curriculum reviews for suitability and viability
- SLT / CLT consultation
- WCG Board of Governors
- Staff engagement through meetings and presentations in all Colleges, with opportunities for feedback

External Consultation

- Governor meetings with Warwickshire and Worcestershire Colleges
- Stakeholder Boards for Warwickshire and Worcestershire - meeting termly to feed into college strategy at a geographical level
- Sector Based Employer Forums - meeting regularly to allow employer partners an opportunity to feed in their specific skills needs and gaps
- Employer engagement - our Business Development and Industry Partnership team collect ongoing feedback from employers at every meeting and via specific events
- FE college partnerships in Warwickshire (with West Midlands) and Worcestershire
 - Local Skills Improvement Fund projects in Worcestershire and West Midlands Warwickshire - resulting in new facilities in engineering/electrification, low carbon construction and Agri-Tech
 - Coventry and Warwickshire Adult Learning - a collaborative approach to adult learning provision
- Stakeholder engagement

This year we have also had the opportunity to significantly broaden our collaboration with other FE and Skills Providers across the West Midlands and Warwickshire, and Worcestershire as we have developed and begun to deliver our collective response to the LSIPs published in Summer 2023. Through these partnerships, we have carried out additional collective consultation, research and events with our employer and stakeholder partners across the regions.

As a result of these collaborations, we have been able to gather a layer of intelligence that has not been available in previous years. This is most significant in the West Midlands and Warwickshire region where we have:

- further industry insights research combined with extensive curriculum mapping

- the development of a shared brand identity 'Skills West Midlands and Warwickshire', designed to promote collaboration and collective values
- a joint PR and communications campaign
- a series of collaborative sub-regional events to raise awareness of the FE and Skills sector and launch our joined up approach

The Skills West Midlands and Warwickshire collaboration is now a thriving group of FE Colleges and Independent Training Providers, seeking to raise the profile of FE and Skills across the region, whilst also collaborating to provide the best level of service to employers and individuals.

In Worcestershire, our collaboration continues under the umbrella name of Colleges Worcestershire. The Colleges Worcestershire members continue to meet bimonthly to discuss current projects, opportunities for further collaboration and joint bidding, and share curriculum insights and best practice.

CASE STUDY: New apprenticeship launched to help tackle NHS staff shortages

WCG has partnered with an NHS trust to launch a new apprenticeship that will play a vital role in tackling healthcare staff shortages across the area. Royal Leamington Spa College, part of college group WCG, has joined together with South Warwickshire University NHS Foundation Trust to launch a new Level 2 Healthcare Support Worker apprenticeship. The brand-



new apprenticeship will see students gain hands-on experience in an NHS setting alongside study days, earning while they learn. Those who successfully complete the apprenticeship, which is anticipated to last between 14 to 18 months, will be offered a full-time Band 2 clinical support worker position, and may also have the opportunity to progress to a Level 3 or higher programme. It could also act as a pathway into nursing for those who do not want to study at university. The apprenticeship will play a vital role in tackling local NHS staff shortages, benefitting the wider community. There will be a bi-monthly intake of candidates, with the first students starting in September. The news comes as both the college and the Trust celebrates NHS 75 – the 75th anniversary of the National Health Service.

Section 4: Contribution to National, Regional and Local Priorities

4.1 CONTRIBUTING TO NATIONAL AND REGIONAL PRIORITIES

As a group of colleges, WCG seeks to meet national and regional skills provision through excellent, adaptive and responsive provision, co-developed with employers. Our Six Corporate Priorities enable us to structure this work and measure our success through a set of Key Performance Indicators that are renewed for each academic year.

In response to demand and in consultation with employers, WCG focuses on the following areas linked to identified priorities:

National Skills Priorities:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

Priority Growth Sectors (Regional):

- Engineering and Manufacturing
- Manufacturing of electric light vehicles and associated battery storage devices
- Land-based including Agri-Tech
- Construction
- Professional and financial services
- ICT and Digital

Local Skills Improvement Plans (Regional):

- Transition to Net Zero
- Digitisation and use of new technologies
- Leadership and Management skills
- Essential Skills provision
- Sector specific skills aligned to the above national and regional priority growth sectors

CASE STUDY: Evesham College expands plumbing course provision after moving into larger training centre

Evesham College has expanded its plumbing course provision after moving into larger premises that feature new teaching equipment, helping to tackle an industry skills gap. The upgraded



training centre features eight workbenches, three fully-functioning bathrooms and two central heating rooms, alongside low carbon steel and cold-water cylinder facilities. The move follows an increase in applicants for the college's Level 1 and 2 plumbing courses in recent years, against the backdrop of a national skills shortage in the industry.

The new space has helped the department increase the number of practical work stations on offer to students, and the expansion includes a new locker room and central heating wall which allows learners to test out their skills on different heating mechanisms. The upgraded space has also enabled the course to increase its provision and take on 10 additional learners this year, with the expansion helping to bring new talent into the industry. Students at WCG can choose to study either a Level 1 or Level 2 Diploma in Plumbing, with the courses including a mix of practical and classroom learning covering pipe work, plumbing processes, hot and cold-water systems, central heating and drainage.

The expansion into wider premises has really helped to create a centralised base for the department. The plumbing industry has seen a decrease in workers over the last few years with a shortage in skills and experience on offer across the country, so these purpose-built workshops are excellent in helping to reduce the skills gap. In expanding our course capacity, we are able to provide more training and attract new talent into the industry pipeline, with many of our students moving into employment as a plumber or into further study at Royal Leamington Spa College.

4.2 DELIVERING RESPONSIVE PROVISION

WCG's provision is responsive to national, regional and local priorities, achieved through extensive consultation, partnership working and an ethos of continuous improvement. Below is a summary of our key provision aligned to these priorities in delivery as at the end of the 2023/24 academic year and highlighting what will be new for 2024/25:

1. Engineering and Manufacturing

- Specialist engineering facilities at Warwick Trident, Rugby and Evesham Colleges
- Engineering provision from L2 to L6 including full time FE and apprenticeships
- T Level Engineering - Manufacturing, Design and Development from 2022/23 - most closely aligns to local employer needs
- New Electric Vehicle and Battery Technology workshop at Warwick Trident College reflecting demand from automotive sector, with further investment planned in 2023/24 through LSIF grant
- New Simulation Rail Track facility at Moreton Morrell College - responding to skills needs from HS2 in the Midlands
- Skills Bootcamp in Electric/Hybrid Vehicle Maintenance and Repair introduced from February

2024

New for 2024/25

- New equipment and a dedicated classroom for Electric Vehicle provision at Warwick Trident College funded through LSIF West Midlands and Warwickshire

2. Construction

- Construction provision at Royal Leamington Spa, Moreton Morrell, Rugby and Evesham Colleges at Levels 2 and 3
- T Level Design, Surveying and Planning for Construction at Royal Leamington Spa and Rugby Colleges - responding to increased demand from significant new housing and industrial developments across Warwickshire

Recent curriculum changes in Construction

- Groundworks facility at Moreton Morrell College
- Scaffolding and Mobile Tower Access Operations facility at Moreton Morrell College

New for 2024/25

- Centre for Low Carbon Construction at Rugby College funded through LSIF West Midlands and Warwickshire

3. Health, Social Care, Early Years and Education

- Health and Social Care provision at Royal Leamington Spa, Rugby and Pershore Colleges at Levels 2 and 3
- New mock hospital rooms at the 3 colleges to support the delivery of the T Level in Health
- New mock domiciliary care suites at the 3 colleges to support the delivery of skills training to adults seeking to enter the care sector or undertake CPD - responding to employer demand across Warwickshire and Worcestershire
- Level 2 Apprenticeship Healthcare Support Worker - in partnership with Warwick Hospital to fill identified future skills shortages

New for 2024/25

- T Level in Early Years Education and Childcare

4. ICT, Digital and Games Technology

- Provision at Royal Leamington Spa and Rugby Colleges including T Level Digital Support Services, plus digital design and e-games at Evesham College
- New T Level Digital classrooms at Rugby College
- Provision at Royal Leamington Spa College from Level 2 to level 6 supporting the games industry in Leamington Spa
- Specialist provision in Games Art and Animation with strong industry links
- Growing ESport provision at Royal Leamington Spa and Evesham Colleges
- HTQ in Digital Support Services (Network Engineer standard) as part of the College's Foundation Degree in Computer Networks and Cyber Security

New for 2024/25

- HE Level provision in Animation and E-Sports linked to dominance of games industry in Warwickshire

5. Land Based Sector

- Moreton Morrell College is a specialist land-based college with programmes in agriculture, equine, animal care and land-based engineering
- Pershore College is a specialist land-based college with a focus on horticulture, agri-tech and animal care
- New degree programme from WCUC - BSc (Hons) Sustainable Horticulture Technology - responding to local priorities in Worcestershire as horticultural businesses adapt to new technologies available for innovation

New for 2024/25

- Improved facilities for agri-tech and horticulture as a result of £330,000 capital investment funded through LSIF Worcestershire

6. Leadership and Management

- Leadership and Management is a priority in both the West Midlands and Warwickshire and Worcestershire LSIPs - modular or micro credential courses, plus Skills Bootcamp models as potential solutions

New for 2024/25

- Trial of Leadership and Management modules delivery using Lifelong Learning Entitlement through DfE's Lifelong Learning Entitlement Modular Acceleration Programme (LLE MAP)

4.3 OUR SMART OBJECTIVES FOR 2024/25

WCG has developed the following 5 SMART objectives aligned to our Corporate Plan for delivery in 2024/25

1. To increase delivery of courses in subjects meeting regional and local priorities across all levels:
 - a. Delivery of Skills Bootcamps in Electric/Hybrid Vehicle to cohorts of 6 learners per course (Baseline 2023/24 - no current staff capacity to operate)
 - b. Launch of min. 4 new BPEC accredited courses in Heat Pumps, Solar Installation and Rainwater Harvesting to cohorts of 12-14 learners (Baseline - new subject area, no provision in 2023/24)
 - c. Reintroduction of T Level Digital Support Services in September 2024 for 1 cohort of 14-20 learners (Baseline - no Y1 cohort in 2023/24)
 - d. 20 new starts on Level 2 Healthcare Support Worker Apprenticeship in partnership with NHS South Warwickshire Foundation Trust (Baseline 2023/24 - 13 apprenticeship starts)
 - e. Introduction of new programmes at HE level in Animation targeting 10 enrolments (Baseline 2023/24 - new subject area, no current provision)

Subject to employing relevant staff by Autumn term 2024/25 in key sector areas to overcome current constraints on provision.

2. To contribute to the LSIP-identified need for leadership and management training through the conversion of existing HE business courses into 30 credit modules eligible under LLE ready for delivery from September 2024
3. To open the LSIF-funded Centre for Low Carbon Construction at Rugby College by September 2024 to support in-demand skills within sustainable construction
 - a. Baseline 2023/24 - no current provision
 - b. Target 2024/25 - Centre registered and accredited with BPEC to deliver short courses
4. To enable the delivery of additional courses in key sectors through recruitment of industry-experienced teaching staff by Autumn term 2024/25
 - a. Baseline 2023/24 - staffing shortages in engineering, construction and digital/ICT resulting in supply of courses unable to meet student demand
 - b. Target 2024/25 - increase in staffing levels - in particular, but not limited to, 4 new staff in engineering, 2 new staff in construction, 2 new staff in digital/ICT
5. To maintain Planet Mark sustainability certification by reducing our Carbon Footprint by a target of 5% in 2024/25

4.4 INDIVIDUAL COLLEGE PRIORITIES - RESPONDING TO LOCAL NEEDS

Our colleges are unique and have their own culture and identities that our staff and students take pride in. They reflect the needs of their local communities and provision is tailored to suit that demand. Each college has its own set of aims defined within the WCG Corporate Plan 2023-28 to ensure these local needs are at the forefront of planning.

4.4.1 EVESHAM NEW COLLEGE



Evesham College, a general Further Education college is located just 5.5 miles from Pershore College in the riverside market town of Evesham, which has a population of over 24,000. A small but friendly and well equipped site, Evesham New College is located a mile from the town centre, between a residential area and a large industrial estate and its curriculum has been designed to serve the educational needs of a wide urban and rural catchment area. From 2022/23 academic year, Evesham New College has a renewed focus on technical skills, serving local industry priorities in construction, ICT and digital including Esports and Games Design, as well as hair and beauty.



To support our local area we aim to:

- Become a technical college serving South Worcestershire focusing on specialist subjects
- Grow the numbers of apprentices studying at the college in partnership with local industry
- Work in partnership to promote social mobility and ensure opportunities for all

4.4.2 MORETON MORRELL COLLEGE



Moreton Morrell College is Warwickshire's only specialist land based college with a history dating back to the 1940s when it became Warwickshire College of Agriculture. It is now one of only 3 colleges accredited to train Farriers, home to specialist equine facilities including stabling for 100 horses and an equine therapy centre as well as a full working farm that operates as a commercial unit and a valuable learning resource for agriculture students. WCG also has a reputation for excellence in sports and sport education and all sport provision for Warwickshire is located at Moreton Morrell College. The construction industry is also well served at Moreton Morrell College with courses in Carpentry and Bricklaying benefitting from facilities in the 'Construction Barn'. Facilities for construction and engineering at Moreton Morrell College were further enhanced recently in response to industry demand, and in partnership with STIHL and PASMA, funded through the Strategic Development Fund, enabling the build of:



- a simulation rail track to support skills in rail engineering and track maintenance
- a groundworks facility that enables learners to experience the ground level stage of commercial and industrial construction projects
- A scaffolding and mobile tower access operations facility supporting industry recognised qualifications

To support our local area we aim to:

- Maintain a national profile for excellence in land based education and training at all levels
- Invest in the estate to improve student experience and to enhance the curriculum at further and higher education levels
- Enhance the supported learning curriculum to provide high quality opportunities for students with special educational needs

4.4.3 PERSHORE COLLEGE



**PERSHORE
COLLEGE**

part of WCG Worcestershire

Pershore College is a 60-hectare site located between the towns of Pershore and Evesham in the Wychavon district and a centre of excellence for horticulture. In response to industry demand for a greater focus on technology aligned to the WLEP priority sectors of agri-tech and agri-food, the college underwent major development to open a contemporary new building and the Agri-Tech Research Centre. Pershore College's location in rural Worcestershire makes it a valuable resource in an area where horticulture, agriculture, food processing and distribution are integral to the local economy. Alongside horticulture, Pershore College also provides education and training in animal welfare, veterinary nursing, tree care, floristry, food production and processing and land based engineering.



To support our local area we aim to:

- Maintain a national profile for excellence in sustainable horticulture training, research and education
- Increase the higher and further education student numbers across specialist curriculum
- Enhance the supported learning curriculum to provide high quality opportunities for students with special educational needs

4.4.4 ROYAL LEAMINGTON SPA COLLEGE



ROYAL LEAMINGTON SPA
COLLEGE

part of WCG

Royal Leamington Spa College is the only General Further Education College within Warwick District, serving the towns of Leamington Spa, Warwick and Kenilworth and surrounding areas with the catchment area extending into neighbouring Stratford-on-Avon district. Major industries include construction, wholesale and retail, professional, scientific and technical services, tourism, health and social work, administration and support services.



The college is ideally placed to meet the needs of the local area through its state-of-the-art facilities located a short walk from the town centre that allow students to 'learn by doing,' with technology integrated into the building and 'learning zones' that are flexible, open-plan spaces. Our provision spans construction, arts and creative industries, health and social care, business and professional services, science, digital and ICT

To support our local area we aim to:

- Become a national centre of excellence for the creative sector and games industry
- Grow international provision and the number of overseas students
- Maintain a broad curriculum providing high quality opportunities at further and higher levels

4.4.5 RUGBY COLLEGE



With its proximity to major road and rail networks, including the proposed HS2 development, and affiliation with the power industry, Rugby College has been designed to support major industry growth in the area over the coming years. It has specialist facilities for engineering, construction, hair and beauty and performing arts. The Power Industry Academy was developed as a direct response to employer demand in the area and now works with major industry partners to support the training needs of the power generation and manufacturing industry. Likewise, Rugby College has specialist facilities for the delivery of skills to the construction industry which will support infrastructure and housing growth planned for the area. Dedicated training kitchens and a refreshed offer in hospitality and catering reflecting the importance of the culture and tourism sector in Warwickshire.



To support our local area we aim to:

- Grow and diversify apprenticeship training to match the changing economy of the area
- Enhance the higher education curriculum
- Maintain a broad curriculum offer to match the growing economic needs of Rugby and the surrounding area

4.4.6 WARWICK TRIDENT COLLEGE



WARWICK TRIDENT COLLEGE

part of WCG

Warwick Trident College is a specialist centre for engineering and motor vehicle aligned closely to the Coventry and Warwickshire priority sector of advanced manufacturing and engineering. The college is ideally located at Trident Park in Warwick, a site with historical ties to manufacturing in Warwickshire and still home to many major industry employers. Due to the nature of its provision, it has a much larger catchment area than neighbouring Royal Leamington Spa College and also serves many national business with their specific training needs through block release and residential provision.



To support our local area we aim to:

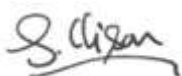
- Become a national centre of excellence for engineering and advanced manufacturing skills training
- Develop a higher level skills curriculum including higher and degree apprenticeships
- Build partnerships with industry to embrace technological development and national strategies, such as electrification and green skill

Section 5: Corporation Statement

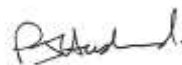
We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review at least every three years to identify how well we are meeting local needs associated with securing suitable employment.

On behalf of the Warwickshire College Corporation, it is confirmed that this document sets out an agreed statement of purpose, aims and objectives as approved by the Corporation Board at the meeting on 18 June 2024.

The plan will be published on the College's website as part of our [Publication Scheme here](#) within three months of the start of the new academic year.



Gill Clipson MBE
Chair of Governors



Peter Husband
Interim CEO and Principal

Date: 18/06/2024

Section 6: Supporting Documentation

[WCG Financial Accounts for the year ended 31/07/2022](#)

[Delivering Successful Futures Part II - Corporate Plan 2023-28](#)

Information about Worcestershire LSIP can be found [here](#)

The West Midlands and Warwickshire LSIP have created a [Skills Observatory website](#) and the full report can be viewed [here](#).