

City of Bristol College

# ACCOUNTABILITY AGREEMENT

2024/25



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# Introduction

The City of Bristol College Accountability Statement 2024/25 allows us to share our current strategy and future direction as an Ofsted ‘GOOD’ College.

In the pages that follow we provide an overview of our provision, outline why this is important and discuss what contribution we are making to meeting local, regional and national skills needs.

The report covers the internal environment that we operate in, sharing information about our staff and students who make-up City of Bristol College. We also outline the work of our two subsidiary companies: Partners in Bristol and the South West Apprenticeship Company.

We benefit from valued partnerships and established relationships with a wide range of external stakeholders including employers who have been instrumental in shaping our work and who will continue to work with us as we map our future.

We are striving to be recognised as a high-performing College that goes above and beyond to meet the needs of the City and surrounding areas that we serve.

Our strategic aims for 2024/25 are set out in this statement which should be read in conjunction with our Strategic Plan and Skills Statement.

The end of the document includes a range of links to find out more details about all areas of our work.

Respect, Ambition, Honesty and Inclusion are our core values and these underpin the entirety of who we are, what we do and what we stand for.

Everyone Belongs at City of Bristol College and we hope this report provides you with a flavour of our College community.



Julia Gray

Principal and Chief Executive Officer



# Our Purpose

## Our Mission

We are Bristol’s College

To empower individuals and communities through transformative education in dynamic learning environments.

## Our Vision

Through educational excellence we will underpin the economic growth and productivity of Bristol, and the wider West of England region.

City of Bristol College is rated **Grade 2: Good** by Ofsted (January 2023).



## Our Values

### Respect

We are respectful to each other

### Ambition

We are ambitious for ourselves and for our college

### Honesty

We are honest in everything that we do

### Inclusion

We are inclusive, Everyone Belongs here and is given the opportunity to achieve with us





**Leaders and managers have developed a purposeful curriculum, with content being selected carefully to ensure that it meets current industry practice.**

Ofsted Report 2023 -



The purpose of this document is to provide an overview of provision, why it is important and what contribution CoBC will make to meeting local, regional and national skills needs.

Since the last Accountability Agreement was published in June 2023, CoBC has continued with its relentless improvement journey with the following significant changes:

- ▶ A new five-year Strategic Plan will launch in July 2024
- ▶ Quality of education continues to improve against all metrics
- ▶ A new Chair of the Corporation, Phil Smith, has been appointed to start on 1st August 2024
- ▶ Capital Transformation Projects have commenced on the estate to invest the DfE grant of £10.5million in the future of skills education in Bristol
- ▶ A fresh and contemporary rebrand will launch in July 2024
- ▶ Capital and revenue funding secured through the Local Skills Improvement Fund (LSIF) is delivering updated knowledge and equipment according to LSIP priority sectors
- ▶ Sector Boards are delivering effective outputs in all LSIP priority areas
- ▶ The Education and Skills Funding Agency has confirmed that the College has Good financial health.

## Strategic Aims

A comprehensive review of strategy in 2023-24, involving all stakeholders of CoBC has identified eight strategic aims in a five-year plan, with a three-year review period.

- ▶ **Curriculum and Quality.**  
We will co-create a responsive, relevant and rigorous, high quality curriculum to meet the aspirations of our students, communities and align to the Local Skills Improvement Plan (LSIP) priorities. Our goal is to cultivate a curriculum that ignites curiosity, fosters adaptability, and inspires a passion for lifelong learning.
- ▶ **Equity and Inclusion.**  
We will deliver an inclusive and equitable educational and work environment at City of Bristol College that actively addresses and eliminates barriers hindering access to work and learning opportunities.
- ▶ **People, our workforce.**  
We will deliver a people first, high performance culture, within a valued, diverse community of colleagues.
- ▶ **Our communities and our region.**  
We will respond to regional employment needs by creating employable people for the future. We will support long term employability and economic independence that contributes to regional productivity.

- ▶ **Estate, resources, place and long termism.**  
We will develop excellent facilities in all parts of our College estate, including resources that support and enhance skills in Bristol and the wider West of England region.
- ▶ **Economic and environmental impact.**  
We will respond to the climate emergency by reducing our carbon footprint and embedding sustainability within our curriculum to benefit the local economy.
- ▶ **Collaboration, system leaders.**  
We will work ambitiously with partners to enable collaborative systems leadership.
- ▶ **Digitally enabled.**  
We will deliver a digitally responsive and enabled curriculum and workplace. Utilising technology, we aim to enhance collaboration, improve practice, meet regional skills needs, save time, and reduce our carbon footprint.

For more information see:



# Context and Place

## The External Environment Bristol

Bristol is one of the 11 UK Core Cities and the 8th largest city in England and Wales outside of London. The 2019 Indices of Deprivation identify that the wards with the greatest levels of deprivation are Hartcliffe and Withywood, Lawrence Hill, and Filwood. These wards are in the south and central parts of the City. Inequalities in education, health and employment are evident, in contrast to areas of significant wealth, and a range of large employers established in the City and wider region giving rise to employment opportunities in a wide range of sectors. Despite this, unemployment levels rose at the end of 2023 with 76.1% of those aged 16-64 in employment (ONS, 2024). Equally, the unemployment rate of those aged 16+ in Bristol rose to 3.6%, a rate higher than the South West as a whole (ONS, 2024).

The population of Bristol was estimated to be 479,000 people in the provisional mid-2022 Office for National Statistics population estimates, published in November 2023. The next few years are set to see a rise in the number of school leavers. In the 12 months prior to mid-2022, the population of Bristol grew by 1.6%, the largest annual increase since 2015-16. This is mainly due to the large increase in international migration. The college's student body reflects the diverse population of Bristol, and work continues to ensure the profile of employees better matches the student population.

## West of England

The West of England Combined Authority region had an estimated population of 950,000 in 2020. Population in the West of England is expected to increase by 4.5% between 2020 and 2025, adding an additional 42,397 people to the area. Within the region, 42% of adults hold a degree equivalent or above which is 10pp above national average. 4% of residents hold no formal qualifications, compared to 7% nationally.

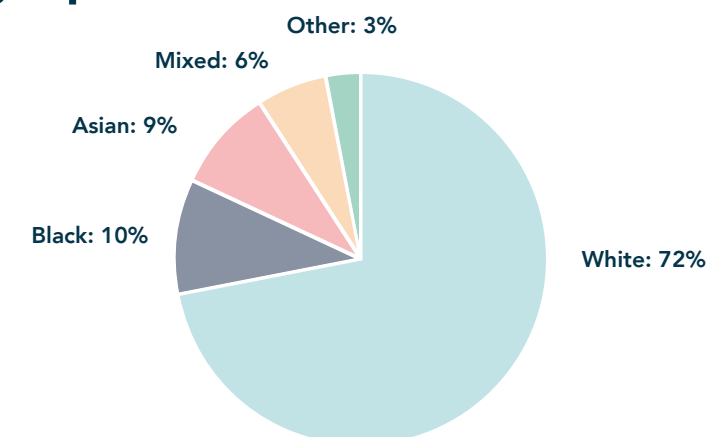


## The Internal Environment

City of Bristol College is a large further education college with campuses across Bristol and South Gloucestershire, that deliver a wide range of courses in all provision types to circa. 12000 students each year. City of Bristol College has an inclusive and aspirational learning environment. Courses include A Levels, technical and vocational courses, apprenticeships and pre-entry level courses all the way through to degree programmes. The College was inspected by Ofsted in January 2023 and awarded a Grade 2: Good for overall effectiveness.

## 2022/23 Student Demographic

- ▶ Male/female ratio 53:47
- ▶ Age profile 16-18 (32%) 19-23 (16%) 24+ (53%)
- ▶ 366 registered asylum seekers
- ▶ 71 distinct first languages
- ▶ 24% declared disability or learning difficulty



## Travel to Learn

The largest percentage of students traveling into the City to attend City of Bristol College come from South Gloucestershire followed by North Somerset and then Bath & North East Somerset. Small numbers of students also travel in from Mendip, Swindon and Gloucester.

## Employees

City of Bristol College is one of the city's larger employers with circa 900 staff across teaching and professional support. 64% of employees are female and over 70% are employed with part-time or flexible working arrangements. The gender pay gap is currently 6.47% (against an education sector average of 17.7 %). The City is a Real Living Wage City and City of Bristol College is a Real Living Wage employer, along with being a Disability Confident Employer. Ten apprentices are employed in a range of roles with a plan to increase these numbers in 2024-25. As a founding supporter of the West of England Good Employment Charter, City of Bristol College is one of three organisations invited to enhance their status to membership level in 2024. This is a free initiative that recognises the work of good employers in the West of England region. In addition, City of Bristol College has been shortlisted for the CIPD People Management Awards 2024.





## Estates & Infrastructure

City of Bristol College has a range of facilities at campuses across Bristol and in South Gloucestershire



### Advanced Engineering Centre at Parkway

The Advanced Engineering Centre is purpose-built with state-of-the-art facilities including workshops, computer-aided simulation rigs, testing and diagnostic equipment and an aircraft hangar. Students at this centre have access to industry-standard equipment.



### Motor Vehicle Technology Centre at Parkway

The Motor Vehicle Technology Centre is home to most of the motor vehicle provision, and is the DAF apprenticeship centre, with specialist facilities including heavy and light vehicle workshops.



### Ashley Down

Ashley Down Centre is situated a short distance from Gloucester Road. It houses part of the University Centre, part of the ESOL 16-18 and High Needs provision, as well as the Access to Higher Education courses.



### College Green

College Green is the main site for A Level provision, along with science, ESOL, art, business, fashion, digital, computing, catering, hospitality, childcare, health and social care, hair, beauty and more.



### South Bristol Skills Academy (SBSA)

The South Bristol Skills Academy (SBSA) offers a modern and spacious environment for students to learn in. Courses range from aviation, tourism, catering, hair, beauty, fitness, animal management, wet trades, bricklaying and High Needs provision.



### Advanced Construction Skills Centre

The £9million Advanced Construction Centre spans an impressive 3,500sqm at the South Bristol Skills Academy. The centre was built with sustainability in mind, in partnership with the West of England Combined Authority, with facilities suitable for employers to work alongside students in construction trades and motor vehicle.



### Independent Training Facilities

To support students with additional needs in their transition to independent living, there are two residential training facilities. The Brislington Centre and The Independent Living Centre at Ashley Down. These are residential centres for young people who live in Bristol, with an Education, Health and Care Plan (EHCP), between the age of 18 and 25, who are enrolled on a programme of learning at City of Bristol College. Students who reside at the centres are supported to develop their skills for independence and develop a supportive community of peers through their living arrangements.



## Subsidiary Companies – The South West Apprenticeship Company (SWAC) and Partners in Bristol (PiB)

The college has two wholly owned subsidiary companies to support the curriculum offer in areas where more flexible and tailored provision is appropriate.



The South West  
Apprenticeship Company (SWAC)

The South West Apprenticeship Company (SWAC) is government approved Apprenticeship Recruitment and Employment Agency, which supports employers across all sectors in the southwest region. The SWAC delivery model is designed around improving the apprenticeship experience for both the (host) employer and the apprentice through dedicated support and guidance. SWAC have an in-depth understanding of the regional market and can therefore provide a detailed solution for all apprenticeship and training needs.

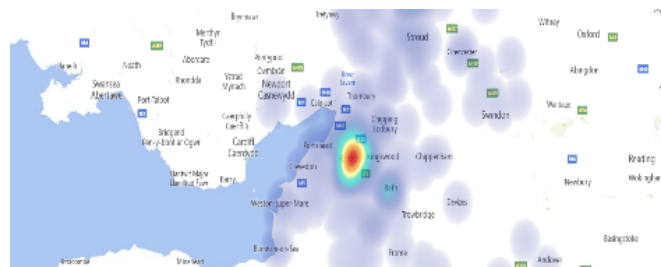


Partners in Bristol (PiB)

PiB offer innovative and flexible solution-focused training for employers and to those furthest away from the employment market, making a difference to skills and training in Bristol and beyond.

Established in 2020, Partners in Bristol pride themselves on the ethos that everyone should be given the opportunity to learn and grow within their chosen career. By providing high quality, professionally designed curricula, this ensures that progression is guaranteed.

A national reach, with a local focus



For more information see:

## Planning for Success

City of Bristol College is proud to work with a wide range of stakeholders across Bristol, The City region and nationally including:



## Approach to Developing the Annual Accountability Statement

Ongoing engagement with the LSIP has continued to inform the City of Bristol College Accountability Agreement.

Key information sources for the Accountability Agreement:

- ▶ The findings from the [West of England LSIP](#) activities, published reports and emerging findings
- ▶ The findings from the [West of England LSIP Trailblazer](#)
- ▶ National Skills Policy Guidance including the National Skills sector priorities in line with the updated Accountability Agreement Guidance in December 2023 [Accountability Agreement guidance](#)
- ▶ [West of England Combined Authority Employment and Skills activities. ECA Horizon Scanning: Post 16 Education & Skills Infrastructure document](#)

In addition, as part of regular business activities, the curriculum is informed by LMI data including RCU Market analysis.



In responding to the LSIP priority findings, the following key themes are integrated into ongoing work the sector-based responses and actions:

- ▶ Soft Skills
- ▶ Mental Health
- ▶ Maths Skills
- ▶ Careers Support for Individuals and Employers
- ▶ Digitalisation
- ▶ Green Skills

## Working With Others

City of Bristol College have worked collaboratively with the other colleges within the West of England on the production of the Accountability Agreement 2024-25. Having worked collectively through existing close working relationships, forged through joint skills planning formerly with the LEP and latterly with the West of England Combined Authority (WECA), all further education partners have shared their priorities within their individual Accountability Agreements to ensure that, collectively, known skills gaps are addressed, whilst avoiding duplication, and supporting the targets set within both the WECA Skills Plan and in the Business West LSIP.

Wider engagement with colleges outside of the WECA region is in development, in order to meet the South West regional skills needs through strategic engagement with Bridgewater and Taunton College.

In addition, with relation to the Accountability Agreement specifically, College leaders have consulted directly with Bristol City Council, the West of England LSIP team and The University of the West of England.

## Local Needs Duty

The Chair of the Corporation and the Chair Designate of the Corporation have engaged with Board representatives of the following colleges serving the West of England region:

- ▶ Bath College
- ▶ South Gloucestershire and Stroud College

## Partnership Working to Meet Skills Needs

City of Bristol College is committed to working with partners across the City and wider region.

College leaders and managers work in partnership with a wide range of civic and community partners, employers and other providers.

Effective working relationships with Bristol City Council, WECA and the DWP across a range of areas effectively gather and share intelligence including around the offer for the unemployed (including those furthest from the work place), work in the Care sector, ESOL and provision for adults with learning difficulties and disabilities.

Highly effective links with three local Higher Education Institutions, The University of the West of England (UWE), The University of Bristol (UoB) and Bath Spa University result in clear pathways of progression for students and community partnership work that extends into social responsibilities.

## Sector Boards

CoBC established eight sector boards in July 2023 to respond to the LSIP priorities, provide clear pathways of communication with employers in priority sectors, and action plan the Accountability Statement. These are:

- ▶ Creative, IT and Digital
- ▶ Logistics
- ▶ Construction
- ▶ Engineering, Advanced Manufacturing and Motor Vehicle
- ▶ Health and Social Care
- ▶ Tourism, Sport and Service Industries
- ▶ ESOL and Foundation Skills
- ▶ High Needs Learning

These Sector Boards meet regularly and report their progress to both the Senior Leadership Team, and to the Board of Governors.

## Working Together for Bristol: Civic University Agreement 2023-2030

City of Bristol College is a core partner in the local Civic University Agreement (CUA) group alongside UWE, UoB and Bristol City Council/One City. The partnership launched in 2023 with the ambition to create a collaborative CUA for the city with an initial focus around Education & Skills including improving employability, widening participation in HE, increasing access to apprenticeships and access to lifelong learning.

## Institute of Technology+

Membership of the the IoT+ group has enabled active participation with LSIP and SDF with a positive impact around Construction Green Skills, Health & Social Care, Digital and Engineering and Advanced Manufacturing, through capital investment, staff CPD, and collaborative activity with other providers.

City of Bristol College has actively engaged with the West of England IoT to become full members of the Institute of Technology during the academic year 2024/25.

For more information see:

# Our Contribution to National, Regional and Local Priorities

The following aims have been informed by national, regional and local Labour Market Intelligence.

The targets set out how CoBC will respond to: National Skills Priorities, the West of England LSIP priorities, the West of England Employment and Skills Plan, and the Bristol One City Plan.

In producing the Accountability Statement, CoBC have responded to the West of England LSIP priorities, being mindful of neighbouring LSIPs for Gloucestershire and for Swindon & Wiltshire where these are relevant for CoBC activities and for the activities of our subsidiary companies PiB and SWAC.

In addition to the above, the aims and targets respond to the findings of the most recent Ofsted Report (January 2023) where relevant.

Further detailed information can be found in relevant operational City of Bristol College documents for 2024-25.

## ACCOUNTABILITY STATEMENT OBJECTIVES FOR 2024-25

Aim 1 – Deliver sector-based response to employer engagement to ensure investment in skills is utilised well to meet current and future needs, developing meaningful and trusted relationships between the college and employers

Key sectors for LSIP priority findings, West of England Employment and Skills priorities and National Skills Priorities:

- Creative (incl. IT & Digital) \*
- Construction\*
- Engineering & Advanced Manufacturing, Motor Vehicle & Logistics \*
- Health & Social Care (incl. life sciences) \*

National Skills priorities:

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

To review in 24/25:

- Tourism, Culture & Service Industries\*\*

\*LSIP and WECA priority

\*\*WECA only priority

<p>Impact and / or Contribution to Meeting National, Regional &amp; Local Priorities for Learning &amp; Skills</p> <p>1.1 Deliver the Skills/Employer Engagement Plan focused on priority sectors and informed by meaningful engagement with employers across sectors; LSIP priority findings; WECA priorities; LMI and National Skills priorities.</p> <p>► Health &amp; Social Care (incl. life sciences)</p> <p><b>Future workforce:</b> Complete the high-tech Health &amp; Care suite to support student's knowledge and practice with new technology, balanced with 'low tech' skills. Develop a Health offer across levels including HE.</p> <p><b>Workforce:</b> Build on the successful SDF work, including use of H&amp;SC transportable kit, to upskill staff through short courses in the workplace.</p>	<p><b>23/24 progress</b></p> <p><b>Health &amp; Social Care (incl. life sciences)</b> Positive implementation simulation technology within the curriculum, supporting both student and staff development. Preparation for delivery of T-Level and Higher Technical qualifications in H&amp;SC 24/25 onward and expanding on development of digital skills.</p>	<p><b>Action for 24/25</b></p> <p><b>Health &amp; Social Care (incl. life sciences)</b> Launch of the T-Level in Health and Health Science, with Adult Nursing, Social Care, lab technician and Midwifery occupational specialisms. Development of apprenticeship routes through new associate practitioner approved route with UWE and the NHS Sector Advisory Board.</p> <p>Development of allied health routes though existing offer. Progression maps for NHS jobs and careers through H&amp;SC with ESOL progressing students.</p> <p>Appointment of Physio to expand associate practitioner delivery into allied health professions to meet NHS demand.</p> <p>Development of Modular Higher-level programmes in health and science for higher level professional development focussing on health research.</p> <p>Explore design of sector specific bootcamps for 24-25 delivery.</p>	<p>LSIP</p> <p>WECA</p> <p>National Skill Priorities</p>
<p>► Creative (incl. IT &amp; Digital)</p> <p><b>Future workforce:</b> Review IT offer across all levels and provision to support the future workforce needs for Bristol as a high tech hub.</p> <p><b>Current workforce:</b> Review courses on offer to the creative sector in-line with LSIP findings.</p>	<p><b>Creative (incl. IT &amp; Digital)</b> Implementation of Software developer course at level 3 under FCFJ funding, supporting entry to creative and tech industry. Expansion of the Web Development applications and venture into skills bootcamps for full stack development with first cohort running in 2024 (2 cohorts under wave 4 and 3 cohorts under wave 5 extensions).</p> <p>Existing offer of digital and creative reviewed against Bristol Creative Industries, working with employers to review offer and develop essential industry skills.</p> <p>Alignment of Offer with UWE to support progression into higher education from COBC FE and HE offer. Successfully delivery of HTQ in Digital under Higher national (HE courses)</p> <p>Engagement with Bristol Catapult and temple quarter development</p> <p>Collaborative work with industry advisors top explores AI within the sector and support colleagues' development to into curriculum and future proof for students.</p>	<p><b>Creative (incl. IT &amp; Digital)</b> Launch of the T-Level in Digital Development covering Design, Development and Production in Sept 2024. Expansion of bootcamps in full stack development into 2025 with WECA and proposed launch of CAD bootcamps covering broad design and development CAD and BIM skills for design, engineering and Construction sector.</p>	<p>LSIP</p> <p>WECA</p> <p>National Skill Priorities</p>



<p>► Construction</p> <p><b>Current workforce:</b> Support employers to create a sustainable workforce with a curriculum offer which enables students to step off at L1 and L2 whilst offering Life Long Learning opportunities to upskill and reskill.</p> <p><b>Future workforce:</b> Review Green Skills offer building on SDF CPD activity. Review decarbonisation, sustainability &amp; alignment to the UK's Net Zero Strategy Skills Needs. Review retrofit offer. Develop higher level qualifications. Ensure clear education and support on mental health awareness in the sector.</p>	<p><b>23/24 progress</b></p> <p><b>Construction</b> Work ongoing with a range of employers utilising emerging VR technologies to provide in work skills development opportunities to upskill and reskill.</p> <p>Full curriculum review has been undertaken in 23/24.</p> <p>SDF CPD activities took place focusing on Digital upskilling via Udemmy training platform in 23/24.</p> <p>Retrofit offer reviewed with additional adult delivery planned for 2024.</p> <p>Development of sector specific mental health awareness and training to be launched in 2024.</p> <p>Mental Health for construction workers training delivered for partner organisations. MHFA training delivered to CoBC employees.</p>	<p><b>Action for 24/25</b></p> <p><b>Construction</b> Launch of the T level in the Built Environment in 2024.</p> <p>Introduction of HN Construction Management, an HTQ accredited programme in 2024.</p> <p>Green Skills Bootcamp secured for delivery 24-25.</p> <p>Launch sector specific mental health awareness and training for staff and students in 2024.</p> <p>Continue work with local partners to raise awareness of opportunities in the sector for women, ESOL and SEN students, to diversify the workforce.</p> <p>Lead partner in developing skills to meet the needs of the city-wide heat network.</p>	LSIP ✓
			WECA ✓
			National Skill Priorities ✓
<p>► Engineering &amp; Advanced Manufacturing</p> <p><b>Current &amp; Future workforce:</b> Curriculum review of the needs of Engineering and Advanced Manufacturing to meet local, regional and national skills needs of industry 4.0 in early 23/24. Continue to work as part of the West of England Institute of Technology+ for LSIF.</p>	<p><b>Engineering &amp; Advanced Manufacturing</b> Full curriculum review completed in collaboration with local employers.</p> <p>The College is on target to join the West of England Institute of Technology for 2024.</p> <p>Work ongoing with a range of employers utilising emerging VR technologies to provide in work skills development opportunities to upskill and reskill with a focus on milling, turning, landing gear, oxygen and tire replacement, and health and safety.</p> <p>MHFA training delivered for CoBC employees.</p>	<p><b>Engineering &amp; Advanced Manufacturing</b> Launch of T Level Engineering (manufacturing and processing) in 2024.</p> <p>Introduction of HN Engineering – electrical and mechanical pathways, as HTQ accredited programme in 2024.</p> <p>Develop ongoing work to explore the introduction of a curriculum offer to train engineering drone pilots.</p> <p>Continue work with local partners to raise awareness of opportunities in the sector for women and SEN students, to diversify the workforce.</p>	LSIP ✓
			WECA ✓
			National Skill Priorities ✓

<p>► Automotive &amp; Logistics</p> <p><b>Current &amp; Future workforce:</b> Review provision following extensive Logistics research.</p> <p><b>[At a glance] Meeting National Skills needs by qualification</b></p> <p>In 23/24 we will continue to review how we meet national skills priorities through the following qualifications:</p> <p><b>T Levels</b> Our T-Level plan and timeline are based on changes to the defunding of other qualifications in line with recently announced qualification reforms that will take effect from 25/26 on all academic and technical qualifications at level 3 and below:</p> <p>23/24 – Introduction of Education and Early Years</p> <p><b>Apprenticeship expansion planned in the following areas (link to aim 2 below):</b></p> <p>Expand number of Apprenticeship standards across all four LSIP priority sectors according to sector growth:</p> <p>► Construction ► Engineering &amp; manufacturing ► Health &amp; social Care ► Digital &amp; Technology</p> <p><b>Level 3 Courses for Jobs</b></p> <p>We will continue to develop curriculum which falls within the Free Courses for Jobs offer (formerly NSF) against the backdrop of a challenging local demographic of low numbers of eligible learners. Using new flexibilities within the funding rules we envisage increasing our offering in Construction, Health and Education.</p> <p><b>Bootcamps</b></p> <p>Skills Bootcamps for 23/24:</p> <p>► LGV/ HGV (PiB) ► Leadership &amp; Management (PiB)</p> <p><b>Higher Technical Qualifications</b></p> <p>New for 2023/24 HTQ Advanced Practitioner in Mental Health (with Apprenticeship pathway).</p>	<p><b>23/24 progress</b></p> <p><b>Automotive &amp; Logistics</b> development of study programme routes in international business and supply chain to create pathways routes into logistics sector.</p> <p>Offer of existing warehouse operative programmes through PiB, Heavy Vehicle maintenance programmes and apprenticeships.</p> <p>Collaboration with regional employers and logistics companies to review technical aspects and integrate into curriculum in the sector, undertake staff development and develop/design context related scenarios for curriculum delivery.</p> <p>Electric and hydrogen awareness programmes, and content integrated into vehicle maintenance and transport programmes.</p> <p><b>Level 3 Courses for Jobs</b></p> <p>£400k of starts procured around L3 AAT FCFJ in a distance learning model, this has started April 2023. Whilst still early days this has moved PiB into a new market and is building on the experience PiB already has delivering large volumes of curriculum online.</p> <p><b>Bootcamps</b></p> <p>Bid was designed and submitted to WECA for Health based Skills bootcamp provision in 23/24 and 24/25. This was in collaboration with a number of large local health employers meeting the needs of industry as well as learners.</p> <p>HGV contract for 23/24 doubled in size and all delivered. With further skills bootcamps won for 24/25 across the full HGV offer.</p> <p>Leadership and Management Skills bootcamp delivered successfully to a single employer, further bids in with WECA for 24/25 delivery.</p> <p>Additional capacity within PiB has been released to bolster the delivery of Mental Health qualifications in line with the LSIP findings.</p>	<p><b>Action for 24/25</b></p> <p><b>Automotive &amp; Logistics</b> Expansion of electrical and hydrogen skills into curriculum to support environmental impact.</p> <p>Develop bespoke training with L&amp;M to support logistic sector to develop supervisory and management roles within the sector – focus on Project management, digital skills and data.</p> <p>Work with sector to explore sustainable business HTQ modular programmes and support progression into higher level professional development for the sector.</p> <p>Progression routes and maps for low skilled into the sector.</p> <p><b>Level 3 Courses for Jobs</b></p> <p>Continue to grow FCFJ offer, ensuring this is high quality to maximise skills delivery, meeting employer and student needs.</p> <p><b>Bootcamps</b></p> <p>Additional growth within skills bootcamps across, Health leadership and Management, HGV and green skills.</p>	LSIP ✓
			WECA ✓
			National Skill Priorities ✓

Aim 2 – Expand partnership arrangements to maximise apprenticeship opportunities locally, regionally and nationally to meet employer need through current and revised offer responding to the findings of the three local LSIPs.			
<p><b>2.1</b> CoBC and SWAC joint offer to support new Apprenticeship provision to meet demand in the following sectors:</p> <p>► <b>IT:</b> expand Digital support technician. Data analyst planning to be launched in academic year 23/24. CoBC and SWAC working in partnership to develop a package for the sector as many tech companies are SMEs/Micros with limited HR.</p> <p>► <b>Construction:</b> Build on current Level 4 Construction offer, site supervision, developing further pathways for higher level qualifications in 23/24. Enhance links with the Vistry construction site to further increase access onto construction apprenticeships and developing skills to support learning. SWAC to continue to continue to develop a fully supported offer for Construction SMEs including progression from Level 3 into management.</p> <p>► <b>Logistics:</b> Build on the launch of the first LEEA cohort in June 2023 offering the Lifting Technician Apprenticeship. Further review of logistics in from May 2023 to develop new provision in 23/24.</p> <p>► <b>Health:</b> working with partner HEIs and the NHS to offer Degree Apprenticeship Pathways.</p> <p>► SWAC/CoBC partnership to build on Glos Dr Surgeries success in the WoE – fully supported recruitment and employment for busy surgeries with no HR department.</p> <p>► <b>Creative:</b> Review CoBC Apprenticeship offer for the creative sector. SWAC to work across the creative sector to increase engagement using the 1 apprentice – 1 host model responding to LSIP findings in relation to the barriers faced by the Creative Sector accessing Apprenticeships e.g. micro companies and short-term contracts.</p>	<p><b>23/24 progress</b></p> <p><b>SWAC</b></p> <p>CoBC &amp; SWAC – joint engagement strategy being developed.</p> <p><b>IT:</b> Cyber, IT &amp; Data Talent Focus. Working in partnership with Cyber First to engage schools and SMEs in the region.</p> <p><b>Digital:</b> Digital support technician, data analyst and cyber security qualifications have gone live within the apprenticeship provision in collaboration with SWAC.</p> <p><b>Construction:</b> Links have been made with a large regional house builder and their supply chain to identify pathways into construction in collaboration with the City Leap Project. Working with the City's heat network and its supply chain delivering plumbing apprentices for September 24 start and working with pathways into with Heat Pumps that will lead into apprenticeship pathway options.</p> <p><b>Logistics:</b> One cohort running with regional logistics network that have provided excellent feedback from the experience of the learners. Regional network has been working collaboratively to promote the provision and expand the reach of the qualification. Networking event planned for October 24.</p> <p><b>Health:</b> Joint engagement campaign sent to GP surgeries May 24, has resulted in initial discussion with identified trusts to deliver bespoke provision in Health and Social Care focusing on apprenticeships offer.</p> <p>Degree apprenticeship in development for launch in academic year 2024/2025.</p>	<p><b>Action for 24/25</b></p> <p><b>IT:</b> Explore further opportunities to expand Cyber and IT apprenticeships and infill opportunities with Level4/5 computing and digital technologies HE offer.</p> <p>Continued expansion of strategic links across the construction sector within the sector area, ensuring that curriculum provides the bespoke skills needed for the growth of the regional workforce.</p> <p>Ensuring all available (AEB, Study programmes and bootcamps) funding models are available for partners to access and progress into apprenticeships.</p> <p>Continued growth of bootcamp delivery to support regional growth within this sector.</p> <p>Exploring sponsorship options to update workshop areas and ensure the facilities are future proof to meet the needs of the sector.</p> <p>Work with employers to continue to develop the content of standards to meet their individual needs as well as reviewing the efficiency of the delivery model.</p> <p><b>Logistics:</b> Develop routes for logistics apprenticeships in supply chain practitioner level 3.</p> <p><b>Health:</b> Full validation of the Assistant practitioner for Allied Health professions for level 4/5 apprenticeships.</p> <p><b>Creative:</b> Progress plans for creative sector apprenticeships exploring scope with organisations for Creative Industries Production technician and Digital Marketing level 3.</p>	<p>LSIP</p> <p>✓</p>
			WECA
			National Skill Priorities

<p>► <b>Leadership &amp; Management:</b> Review Apprenticeship offer for Leadership &amp; Management to meet the needs of employers, as identified in the priority LSIP findings.</p> <p>► <b>Education:</b> Support the Education Sector and CoBC own workforce needs by moving L5 Diploma to L5 Learning &amp; Skills Teaching Qualification.</p> <p><b>2.2</b> Continue to work with partners to ensure Apprenticeships are available to all, thereby, addressing Equality, Diversity &amp; Inclusion barriers.</p>	<p><b>23/24 progress</b></p> <p>Approval for the associate practitioner granted and Band 5 Nurse appointed for delivery to commence.</p> <p>Creative apprenticeships offered within SWAC scope of provision.</p> <p><b>L&amp;M:</b> Coaching apprenticeship being developed to build key leadership and management skills within a range of sectors in response to feedback from employers.</p> <p><b>Education:</b> L5 Learning and Skills apprenticeship now running with small pilot cohort in 23-24. This will be further developing in 24-25.</p>	<p><b>Action for 24/25</b></p> <p><b>Education:</b> full expansion of the teaching apprenticeship to external candidates and work with schools network and explore opportunities in teaching assistants and learning and skills mentor standards.</p> <p>Development of allied health routes. Appointment of physio for approved delivery of route under associate practitioner.</p> <p>Develop curriculum offer to meet SALT needs in the sector.</p> <p>Further rollout of Extended Project Qualification pilot, funded by WECA to provide vehicle to explore pathways into apprenticeships for target sectors.</p>	<p>LSIP</p> <p>✓</p> <p>WECA</p> <p>✓</p> <p>National Skill Priorities</p> <p>✓</p>
Aim 3 – To review how we offer careers advice, working with partners in the city and region, to support young people, adults and employers to navigate the complex careers landscape.			
<p>Impact and / or Contribution to Meeting National, Regional &amp; Local Priorities for Learning &amp; Skills (NB targets are indicative at this stage)</p> <p><b>3.1</b> Ensure we meet Gatsby Benchmarks</p> <p><b>3.2</b> Respond to the updated careers statutory guidance including through appointing a Governor lead for Careers</p> <p><b>3.3</b> Follow our own action plan from the Ofsted Inspection and findings from recent Matrix assessment.</p> <p><b>3.4</b> Complete the careers roadmaps for all areas to support students and employer to understand careers recognising this as a priority from the LSIP.</p>	<p><b>23/24 progress</b></p> <p><b>3.1</b> Compass assessment at 96%.</p> <p><b>3.2</b> Done – Governor Lead is in place. Successful interim Matrix achieved.</p> <p><b>3.3</b> Done - Continuing to follow action plans in relation to "Improve the quality and range of impartial careers information, advice and guidance." plus embedded stability of careers provision. Two L6 Careers Leaders now in place, with two staff undertaking L6 CIAG. Over 500 1-1 careers appointments have taken place this year, alongside a wide variety of workshops such as interview skills, online job searching, LinkedIn, and Entrepreneurship. Bespoke sessions available for ESOL, SEND and Adult provisions.</p> <p><b>3.4</b> Careers roadmaps in place in departments as part of curriculum planning process.</p> <p>Have taken part in Careers Impact Evaluation peer review programme with CEC and WECA.</p>	<p><b>Aims for 24/25</b></p> <p>Further engagement with parents and carers with the aim to reach 100% Matrix</p> <p>Full Matrix Assessment in November</p> <p>Further embedding of careers in curriculum through personal development</p> <p>Introduction of Pathways LMI data embedded within College website for all students accessibility of roadmaps to provide more unbiased and holistic CIAG.</p> <p>Targeted approach to adult ESOL careers and support students to create individualised career maps.</p>	<p>LSIP</p> <p>✓</p> <p>WECA</p> <p>✓</p> <p>National Skill Priorities</p> <p>✓</p>



Aim 4 – Work in partnership, including with Bristol City Council and other stakeholders, to meet the needs of students across the City in the areas of: Foundation Skills*; English for Speakers of Other Languages (ESOL) and for students with Special Educational Needs & Disabilities (SEND) *National Skills Priority			
<p>Impact and / or Contribution to Meeting National, Regional &amp; Local Priorities for Learning &amp; Skills (NB targets are indicative at this stage)</p> <p><b>4.1</b> Expand flexible Maths provision, including through Multiply and Swaps, to enable people to progress onto a fuller maths course to secure higher skilled employment. Maximise the full range of physical delivery locations available through CoBC and PiB.</p> <p><b>4.2</b> Offer ‘fast track’ responsive ESOL courses, in collaboration with partners, for those closest to employment or to those who have higher level qualifications obtained in their home country and collaborate with partners to develop opportunities for bootcamps and ESOL courses to support progression into employment.</p> <p><b>4.3</b> Continue to engage with Bristol City Council and other partners to review and improve support for SEND learners to access employment for individuals where this is a goal.</p>	<p><b>23/24 progress</b></p> <p>Health and Care employers breakfast attended by over 30 employers. Focus on entry roles for ESOL students. Internal survey established prior employment in home country and career aspiration. Target ESOL Health and Care pilot in collaboration with BCC Careers Pathways team</p> <p>to support development of employability skills and pathways into employment.</p> <p>Multiply offered in collaboration with BCC. Plan term 3 offer to support progression onto part time accredited provision in Sept 2024.</p> <p>Maths delivery offered South Bristol (via subcontractors) Central and North Bristol sites.</p> <p>Internal student survey implemented to establish prior career/employment and career/employment aspiration. ESOL &amp; Health and Care Employers breakfast and collaboration with BCC Careers pathways to offer employability support to secure employment in the sector. Planned collaboration with COOP at Avonmouth term 3 to support pathways into employment for ESOL adults.</p> <p>Attend cross city ESOL advisory panel led by WECA. Collaboration with BCC/ACH/UWE to lobby WECA to fund an ESOL hub that offers one single assessment, IAG, appropriate employability support and mapped pathways into employment.</p> <p>WECA income prohibited in year growth to offer ESOL to employees at UBHT/Fast track.</p> <p>DWP/CoBC survey to establish prior employment/career aspirations, results pending</p> <p>Regularly attend cross city SEND employment forum</p> <p>Attended cross city SEND Employment Deep dive meeting.</p>	<p><b>Actions for 24/25</b></p> <p>Develop additional supported pathways into employment in local and regional priority sectors, including collaboration with Bridgewater and Taunton College to establish pathways into employment with Gravity. Develop a COBC WEX/ Volunteering model for Adults.</p> <p>Embed Maths skills into the ESOL curriculum. Offer Multiply to Adult ESOL.</p> <p>Develop a cross city solution for ESOL adults to engage in responsive learning, to progress to employment and within employment.</p> <p>Develop pathways into employment with COOP, Health and Care and Gravity.</p> <p>ESOL curriculum 24/25 qualifications E1-L2. Adult learning support planned for 24/25 to improve pace of progress.</p> <p>Offer ESOL FCR courses.</p> <p>Work in collaboration with employers to offer increased Supported Internships.</p> <p>Collaborate with key stakeholders to create a Pathways to Employment handbook for SEND young people.</p> <p>Develop enterprise opportunities in collaboration with Step and Stone and Sparks.</p>	<p>LSIP</p> <p>✓</p> <p>WECA</p> <p>✓</p> <p>National Skill Priorities</p> <p>✓</p>

Aim 5 - Position the College Estate & Digital Infrastructure to benefit The City that we serve through implementation of a revised Estates Strategy from September 2023.			
<p><b>5.1</b> New Estates &amp; Digital Infrastructure Strategy in operation from September 2023 responsive to stakeholder views including current and future students, staff, local community, employers and our internal ED&amp;I group. Utilise the FEC Estate Planning best practice guidance in drafting the strategy in order that all aspects are covered Further education estates planning - Strategic estate planning - Guidance - GOV.UK (<a href="http://www.gov.uk">www.gov.uk</a>)</p> <p><b>5.2</b> Build on the Ofsted Grade 2 through our ‘Everyone Belongs’ campaign to establish a clear identity for each centre embedding the College at the heart of the community at each site.</p> <p><b>5.3</b> Make best use of significant capital funding to build on success of the Skills Development Fund (SDF) improvements to support the priority sector work identified in Aim 1 including through LSIF bid.</p>	<p><b>23/24 progress</b></p> <p>Meetings held with relevant stakeholders for input into the new Estates &amp; Digital Infrastructure Strategy.</p> <p>New Cross-College Digital Strategy being developed through an evolving process model whereby different people will work on specific targets at the same time to realise success along the way.</p> <p>Group formed to revise Digital Strategy and implement using JISC Digital Elevation Tool to assess current position and provide gap analysis to identify strategic priorities for the new strategy.</p> <p>College re-brand for launch in July 2024.</p> <p>LSIF bid secured for revenue and capital for 23/24 and capital for 24/25. Focus for 23/24 has been around Engineering and additive manufacturing in line with LSIP priorities alongside support around wider skills and mental health for the Construction industry.</p>	<p><b>Aims for 24/25</b></p> <p>Roll out of new Cross-College Digital Strategy as key aim of new Strategic Plan from 24/25 onwards.</p> <p>Refurbishment of College Green reception and outdoor areas to improve flow, security, and improve student experience.</p> <p>Refurbishment of windows in Cabot House (traditional sash type windows in building with historic status)</p> <p>Replacement of College wired and wireless networks to improve performance, security, and user experience.</p> <p>Replacement of lighting and control system at SBSA centre, current system end of life, new lighting will provide benefits in reduction of carbon emissions and maintenance costs.</p> <p>Updating of signage across College to improve wayfinding and will align with Rebranding project.</p> <p>Rebrand roll out from September 2024</p> <p>Second of two years for LSIF capital spend. Focus on development at Parkway in line with LSIF priorities including around Apprenticeships.</p>	<p>LSIP</p> <p>✓</p> <p>WECA</p> <p>✓</p> <p>National Skill Priorities</p> <p>✓</p>
Aim 5 - Position the College Estate & Digital Infrastructure to benefit The City that we serve through implementation of a revised Estates Strategy from September 2023.			
<p>Impact and / or Contribution to Meeting National, Regional &amp; Local Priorities for Learning &amp; Skills (NB targets are indicative at this stage)</p> <p><b>6.1</b> Formalise industry advisor model in all sectors to support engagement with employers to develop work readiness skills and social responsibility outlook for students.</p> <p><b>6.2</b> Increase CPD opportunities for college staff to continue to keep up to date with workforce requirements in all industries.</p>	<p><b>23/24 progress</b></p> <p>Industry placement advisors working closely with business development team in their allocated sector areas.</p> <p>In 23/24 teaching and assessing colleagues have accessed a wide range of opportunities to upskill in their relevant subject sector areas. All apprentice trainers took part in a dedicated industry day. Staff in health and care spent time in a neighbouring NHS hospital, and engineering staff spent a day with a local engineering and manufacturing company. All line managers have taken part in our in house Management Academy training programme to develop leadership and management skills.</p>	<p><b>Action for 24/25</b></p> <p>Employer advisory boards to maintain momentum as part of continued curriculum development and work placement/industry readiness. Advisors to develop knowledge and skills further through industry specific training.</p> <p>Review of team capacity in light of increased T Level offer.</p> <p>Review industry relevant CPD focus in local areas and develop enhanced guidance on support and expectations. Develop and implement a proposal for Industry upskilling / Scholarly activity days for those in curriculum-based roles.</p> <p>Maximise the College levy to support sector related and leadership training for CoBC employees.</p>	<p>LSIP</p> <p>✓</p> <p>WECA</p> <p>✓</p> <p>National Skill Priorities</p> <p>✓</p>

22 Our Contribution to National, Regional and Local Priorities

Aim 7 - Work with NEETs and support adults to progress on to work, back in to work and through work to meet workforce demand.			
<p>Impact and / or Contribution to Meeting National, Regional &amp; Local Priorities for Learning &amp; Skills (NB targets are indicative at this stage)</p> <p><b>7.1</b> Make best use of devolved funding in the WECA region, and for the small amounts of funding to deliver outside the WECA region, to support those furthest from the workforce to make progressive steps into employment.</p> <p><b>7.2</b> Continue to work effectively in partnership with Bristol City Council to meet the needs of NEETs, and those at risk of becoming NEETs, including through early identification and intervention.</p> <p><b>7.3</b> PiB to continue to work in close partnership with the DWP as they are the largest provider of Sector Based Work Academies across the local DWP region (Avon, Somerset Gloucester) to include:</p> <ul style="list-style-type: none"><li>▶ Lead delivery on the DWP 50's back in to work campaign.</li><li>▶ SWAPS to continue in, Hospitality, Care, Teaching Assistant, Construction, Rail Engineering, Storage, Warehousing and fork lift truck, IT users, Business Administration, Customer Service, Civil Service (DWP, HMRC, Planning Inspectorate), Retail.</li><li>▶ New pipeline and succession planning to support employability incl. Hospitality SWAPs and HGV Bootcamps - being responsive to market need with a flexible approach</li></ul> <p><b>7.4</b> Move PiB Business and IT centres into the heart of the City thereby giving people the confidence to apply and obtain employment. Maintain online e-learning offer across all vocational areas at levels 1-3 supporting those in work to retrain or gain certification for career progression where online is the preferred option.</p>	<p><b>23/24 progress</b></p> <p>PIB have fully opened Launchpad in the City Centre and moved the majority of WECA provision into it, using partner providers to add additionality to support learners to progress into work.</p> <p>The vast majority of PIB curriculum is directly mapped to employers, with employers co-designing, offering WEX and guaranteed interviews. With a significant number of learners progressing either into work or a higher position within the workplace.</p> <p>Regular meeting with Bristol Post-16 team and referrals through the launchpad.</p> <p>Development of bespoke routes from WECA Mayor priorities and pathway for ESOL.</p> <p>PIB remains the largest DWP educational provider across Avon and Gloucestershire. With a significant market share of total SWAP's in terms of the number of learners and the number of different SWAP's on offer.</p> <p>Significant older workers provision now in place, continually being refined based upon learner and employer feedback. To date only PIB are offering this within the DWP region.</p> <p>PIB remains responsive to market need, with both retail and early years provision being designed at current to meet employer and sector need.</p> <p>PIB have fully opened Launchpad in the City Centre and moved the majority of WECA provision into it, using partner providers to add additionality to support learners to progress into work. This includes partners accessing West of England Mayoral project's the councils one front door team and NCS.</p> <p>Online learning continues to expand across new sectors supporting those in employment to gain new skills and certification for current skills, allowing them to make the next step in their carers.</p>	<p><b>Actions for 24/25</b></p> <p>Ensure all provision directly supports learners to progress in their career goals, by increasing the range and volume of employers directly involved in the design and delivery of curriculum.</p> <p>Moving into new sectors, with the successful existing employer lead model that PIB has developed.</p> <p>NEET Offer as pathways to college route to provide progression from NEET Mayoral priorities projects ending in March 2025. Develop an in year offer to transfer those who are not yet ready for a study programme.</p> <p>Ensure PIB remains provider of choice with the DWP region for both the DWP, but also employers looking to co-design and deliver skills based curriculum.</p> <p>Continue to ensure PIB keeps its agility and horizon scanning abilities that allow it to quickly identify skills needs within the region and respond to them with direct curriculum.</p> <p>Work to ensure all curriculum is in the most accessible format and location for PIB's learners.</p>	<p>LSIP</p> <p>✓</p> <p>WECA</p> <p>✓</p> <p>National Skill Priorities</p> <p>✓</p>

23 Corporation Statement

At a glance – The emerging West of England LSIP Priority Findings

- ▶ Advanced Manufacturing and Engineering
  - ▶ Agriculture, Agri-Tech and Land Management
  - ▶ Automotive
- ▶ Construction
  - ▶ Creative Industries
  - ▶ Digital Industries
  - ▶ Health, Social Care and Life Sciences

At a glance – National Skills Priorities

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

Corporation Statement

On behalf of the City of Bristol College Corporation, it is hereby confirmed that this College plan reflects an agreed statement of the purpose, aims and objectives as approved by The Corporation on 27 June 2024.

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

Peter Rilett

Chair of Governors

Date: 27 June 2024

Julia Gray

Principal & Chief Executive and Accounting Officer



