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NCG SKILLS PLAN

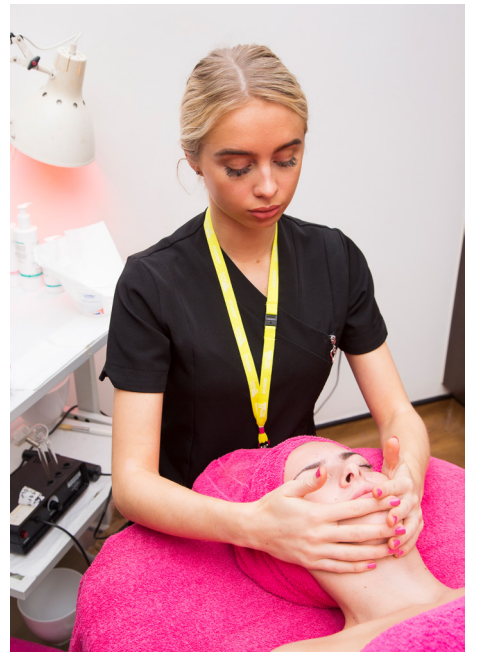


LEWISHAM
COLLEGE



SOUTHWARK
COLLEGE





INTRODUCTION

NCG is a national college group, made up of seven colleges spread across the country that each aim to inspire excellence, spark curiosity and make a real impact on our learners and local communities.

Our mission is to 'enable social mobility and economic prosperity through exceptional education' and every college in our group plays an important role in achieving it.

NCG's purpose is to deliver exceptional education to create life-changing opportunities for individuals that strengthen the prosperity of local communities, enabling us to realise a vision to lead the education sector through our national reach and our local impact.

We are committed to creating inclusive communities of excellent learning and teaching which benefit from sharing best practice developed across our seven colleges.

With over 25,000 learners and around 2,000 colleagues, our seven colleges are embedded in their regions and through our place-based approach we are committed to meeting local skills needs.

VISION

To be the UK's leading college group recognised for our local impact, national influence and reach.



QUALITY

Exceptional teaching, learner experience and outcomes



CURRICULUM

Innovative, relevant courses and qualifications



PEOPLE

Ambitious and responsible educators and leaders



FACILITIES

Outstanding digital and physical learning environments



FINANCE

Financial sustainability powering reinvestment



REACH

Impactful external engagement and civic commitment

MISSION

Enabling social mobility and economic prosperity through exceptional education.

NCG'S VALUES

Our values underpin all our work. We value our local communities and will drive the achievement of our strategic objectives through a series of skills commitments which we will review annually through collaboration and discussion. They are designed in partnership to meet the needs of employers, places and communities.

The NCG Skills Plan outlines how through unified academic, student support, and professional service teams we collaborate to ensure that NCG's curriculum design, delivery, services and facilities are responsive to meet skills needs.

OUR VALUES

We value and empower people by:

Being both **inclusive** and **diverse**



Trusting and **respecting**
our communities



Taking **ownership** whilst
working **collaboratively**



Inspiring **excellence** and **curiosity**

CONTEXT

The NCG Skills Plan sets out our commitment to engaging employers and stakeholders as genuine partners in the skills landscape. It also indicates how, as a group we respond to and inform the move towards a more decentralised approach to skills planning through the ongoing devolution process, Local Skills Improvement Plans and College Accountability Statements. It also sets out how we evidence that we are meeting skills needs in each of our regions.

Our aim is to ensure that through college leadership in each region, supported by our national networks, we broaden and deepen employer, education, civic and community relationships. Each encounter builds stakeholders' awareness and trust in each of our local colleges, informs planning and enhances the experience of all students.

NCG is uniquely placed to understand the skills landscape and develop approaches to meaningful engagement. Through our “One NCG” approach, colleagues share their expertise and experience through communities of practice and the NCG Skills Council. This means that we are continuously building an understanding of national impact and influence whilst assuring local ownership through regional visibility and engaged leadership. This, in each of our regions, drives local social value and economic impact.

Our Skills Commitments map onto NCG's Strategic Pillars and will help us measure and ensure that meaningful stakeholder engagement and partnership working is effective at all levels across the organisation.



NCG'S COMMITMENT TO SKILLS



ACCOUNTABILITY STATEMENTS - SUMMARY OF COLLEGE INTENTIONS

Each NCG college produces a local statement, with specific strategic aims/objectives aligned to regional skills strategy and demonstrable employer need. These are then aggregated to the NCG Accountability Statement.

All statements continue to be developed through collaboration with local government, civic, and employer stakeholders and are tested through wider employer and community consultation. The statement sets out how each college is responding to the local and national skills priorities, whilst meeting the local skills needs.

The statement sets out how each college is responding to local and national skills priorities including those set out in the Local Skills Improvement Plans (LSIP). NCG's Corporation Board has approved the NCG Accountability Statement and will continue, through their statutory 'duty to review', to monitor the progress being made.

Carlisle College

- Construction
- Manufacturing
- Design and Technology
- Health and Social Care
- Engineering
- Science and Mathematics

West Lancashire College

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

Lewisham College

- Construction
- Design and Technology
- Health and Social Care
- Science and Mathematics

Newcastle College

- Construction
- Manufacturing
- Design and Technology
- Health and Social Care
- Engineering
- Science and Mathematics

Kidderminster College

- Construction
- Health and Social Care
- Manufacturing Engineering,
- Agricultural Tech
- Professional Services, Digital and Sustainability
- Leadership and Management

Southwark College

- Art, Design and Creative
- Health and Social Care
- Science and Mathematics
- ESOL



COMMITMENT TO SKILLS

1. Stakeholders are engaged as co-creators in the design (intent) and sequencing (implementation) of our curriculum offer, aligned to local, regional and national priorities and skills needs.

- Our curriculum offer is aligned with LSIP priorities and other local and national skills needs through NCG/ college accountability statements.
- Programme/course intent, and content priorities, are co-designed with stakeholder involvement.

Link to NCG strategic pillar: Curriculum

Our Skills Pledge defines endorsement and our levels of engagement with each stakeholder.

Accountability Statements (DTR embedded) and College strategies show clear links to local skills needs and are aligned to the Intent statements.

2. We prioritise stakeholder engagement through the embedded Quality Plan standards for teaching and training, leadership and the NCG Guarantee.

- Delivery of our curriculum is supported by stakeholders, and this is built into the Quality Plan and Standards.
- Stakeholders participate in the topic priorities, sequencing and assessment to align with recognised industry and business expectations to ensure positive destination outcomes.

Link to NCG strategic pillar: Quality

The success of the SAR is evaluated through the relevant NCG standards; and is measured in terms of successful learner outcomes and destinations.

Annual curriculum area reviews (Intent and Impact) also demonstrate and measure success.

3. Our people are experts in their “field”, understand the skills needs of local communities and can evidence exceptional external engagement.

- NCG leaders and managers engage with stakeholders and act as sector experts in the development of each region's LSIP.
- Leaders, managers and teachers are supported to stay current with sector practices through regular engagement, industry days, and subject-relevant CPD.

Link to NCG strategic pillar: People

Our CPD programme is developed and implemented for all staff on local skills needs.

Mandated industry days for teaching staff.

4. Stakeholder engagement and national and local priorities inform our infrastructure plans to enable continuous strategic investment. Our campuses offer work-ready environments for learners to develop the skills needed to be employable and provide welcoming facilities and spaces for our external partners.

- Academic and professional support aligned to ensure facilities and services meet the breath of needs of employers and entrepreneurs.
- Capital funding is targeted and secured to drive investment in priority areas from LSIF / DFE Capital / OFS.

Link to NCG strategic pillar: Facilities

Long term planning / Infrastructure Plan supports employer driven learning environments.

Existing and developing systems and processes such as NCG CRM ensure employer evidence is collected and used in our decision making processes

COMMITMENT TO SKILLS

(CONTINUED)

5. We enable financial stability and sustainability through the identification of external investment opportunities to maintain / grow provision where there are identified employer skills gaps or needs. Only provision aligned to local need, the Intent statement, Strategy of NCG/College and that supports social mobility will be supported.

- Stakeholder relationships in each of our regions drive the identification of funding sources - with capital funding targeted and secured to drive investment in relevant local skills priorities.
- Revenue funding is targeted and secured to underpin growth and drive innovation.

Link to NCG strategic pillar: Finance

NCG Capital Panel ensures alignment of investment to strategic priorities.

NCG FE Academic Board ensures our provision is fit for purpose and is reflective of local skills needs.

6. National insight, reach and influence through a One NCG approach to engagement. Regionally driven, locally owned, place-based approach to developing relationships and working in partnership with EECCs in each NCG college.

- Each college actively engages with ERBs and relevant regional forums to develop solutions, build influence and share robust evidence and expertise.
- Skills Governance arrangements developed and embedded as part of the NCG place-based governance model.

Link to NCG strategic pillar: Reach

NCG Skills Council works collaboratively to ensure our provision is aligned to regional and local skills need.

Our place-based governance model oversees the work of our colleges to ensure they meet local skills and are responsive to the communities we serve.



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