
CARLISLE COLLEGE – ACCOUNTABILITY STATEMENT 2024/25

Carlisle College - College Purpose

At Carlisle College we serve our community by delivering locally the NCG shared mission of enabling social mobility and economic prosperity through exceptional education. We work closely with local stakeholders to develop the skills needed locally and regionally and to develop skills pathways for young people, adults and apprentices. Our strategic themes are:

1. **Quality** – Providing exceptional teaching and learning leading to positive destinations for learners.
2. **People** – To be employers of choice and provide meaningful development and progression for colleagues.
3. **Reach** – To engage in impactful partnership working and stakeholder engagement making the College a real Hub of the community.
4. **Facilities** – To provide cutting edge, industry standard resources and facilities that prepare our learners for their futures.
5. **Curriculum** – Providing a broad and varied curriculum which addresses local, regional and national skills needs and also gives our students the cutting edge through the NCG Guarantee.

Carlisle College - College Context and Place:

Carlisle College is the only GFE College within a 35-mile radius of Carlisle. It provides vocational and technical education programmes from pre-entry to Level 7. This includes programmes for young people, adult courses, apprenticeships, and bespoke training.

The College is located in one of the slowest growing population areas of the UK, and the declining working-age population suggests a looming workforce deficit of over 20,000 people emerging over the next 5 to 10 years.

The largest concentrations of employment per sector in Carlisle are Wholesale and Retail (18%), Health (14.8%) and Manufacturing (9.8%) (Cumbria Intelligence Observatory).

Carlisle is a semi-rural location with limitations around travel and transport. There are a small number of large employers in and around Carlisle, but the vast majority of local employers are SMEs.

There are significant concentrations of deprivation linked to worklessness and low skills in some of our communities. Carlisle has five communities that rank within the 10% most deprived areas in England (Index of Deprivation 2019). Meanwhile these wards are where the College has some of the highest market shares of 16-19 funded learners – between 50-70%. As such, Carlisle College has a higher-than-average percentage of learners in the most deprived band relative to the FE sector and the resident population (Vector).

Educational achievement (measured as 5 or more GCSEs at 9 to 4 grade including English and maths) at 16 years old in Carlisle is lower (52.2%) than both national (59.2%) and regional (59.9%) averages. The district also has a higher percentage of its population with no qualifications at 12.3% compared to the national figure of 9.3% (Cumbria Intelligence Observatory).

Carlisle College - College actions to engage with key stakeholders and providers:

Throughout the development of this plan, consultation with key local stakeholders has taken place. The draft plan was shared with colleagues from the other three Cumbrian colleges as well as the LEP, the Chamber and employers within some of the key sectors.

Consultation with Cumbrian College Principals, key local employers, the LEP and the Chamber of Commerce (as the local LSIP lead) has resulted in endorsement of this plan.

The College Principal sits on the Board of the Local Enterprise Partnership and has used this as a vehicle to consult more widely on local priorities. This has included generic consultation with colleagues in organisations such as the Careers Hub as well as sitting on more specialist groups such as the Labour Supply Group and the Rural Skills working group.

The College are members of the Chamber of Commerce and senior leaders from both organisations work collaboratively to ensure that College provision meets the breadth and depth of training requirements of industry and complements what is being done by other local providers.

Senior leaders and managers have also worked closely with Job Centre Plus and DWP colleagues to develop programmes that will meet the needs of their clients and help them to become economically active. This is an aspect of provision that needs to be developed further through 2024/25.

The College Principal is the Chair of the Cumbria Work Based Learning Provider Forum. Through this she is able to consult more widely with a broad range of training providers across the county as well as the FE Colleges.

The Principal is a member of the FE4 which provides an opportunity to work collaboratively with the other Cumbrian Colleges. In addition, there is an FE4 Curriculum group who meet regularly to consult on demand and supply issues around training and technical education locally. The focus of these groups is very much collaboration rather than competition and ensures that providers locally are able to deliver high quality provision and that any geographical cold spots for training can be effectively addressed. As a result of this the four Colleges are currently working with the University to develop a shared advanced manufacturing apprenticeship offer drawing on the strengths and geographical industry requirements of each of the providers. The FE4 have met specifically to consult on each providers' accountability plans during the drafting process.

Carlisle College - College Strategic Aims and Targets (SMART targets that include reference to the current 2023/24 activity.)

College Strategic Aims and Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills														
<p>Aim/Objective 1:</p> <p>In 2024/25 we will rationalise the higher-level skills offer. Developing HE pathways that are not locally available otherwise in priority areas for introduction in future years.</p>	<p>Develop the HE offer to focus on technical and vocational skills at levels 4 and above in areas such as construction and engineering. Including the introduction of a Construction HTQ. We will also expand our HE Aesthetics offer with the addition of a level 5 qualification.</p> <p>We will cease our higher-level business offer as this is in direct competition with the University and is not aligned to our skills based HE strategy.</p>														
<p>Aim/Objective 2:</p> <p>Continue with the introduction of T-level programmes that support the skills needs identified through the Cumbria LSIP and ensure progression pathways are in place that are aligned to the level 2 curriculum reforms.</p>	<p>T level offer will include construction, digital, health and engineering. We will offer the following programmes in 2024/25:</p> <table border="1" data-bbox="735 936 1390 1200"> <thead> <tr> <th>T level</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>Business</td> <td>10</td> </tr> <tr> <td>Computing</td> <td>10</td> </tr> <tr> <td>Adult nursing</td> <td>10</td> </tr> <tr> <td>Early Years Educator</td> <td>10</td> </tr> <tr> <td>Mental health nursing</td> <td>10</td> </tr> <tr> <td>Laboratory science</td> <td>7</td> </tr> </tbody> </table> <p>Remodel the level 2 curriculum offer to provide progression routes to level 3 programmes, apprenticeships or employment as appropriate.</p>	T level	Target	Business	10	Computing	10	Adult nursing	10	Early Years Educator	10	Mental health nursing	10	Laboratory science	7
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<p>Aim/Objective 3:</p> <p>Continue to provide high quality apprenticeships and develop our apprenticeship offer to meet the local skills needs identified by partners and through the LSIP.</p>	<p>In particular, we will focus on engineering and construction and ensure the apprenticeship offer is integral to pathways to higher level skills. This will include the introduction of the Level 3 Metal Fabricator standard following consultation with local employers such as. We aim to recruit 10 apprentices in 2024/25</p> <p>Our construction academy will be fully open by September and will allow us to deliver bricklaying to circa 105 apprentices as well as 60 full time learners in brick work and plastering.</p>														
<p>Aim/Objective 4:</p> <p>We will develop a bespoke Adult Education offer to be introduced in</p>	<p>There has been a decline in the participation of adult education leading to a reduced curriculum offer. In response to the LSIP priorities we will produce a dedicated Adult offer that is specific targeted at</p>														

<p>2025/26 that will address the growing need to up skill and reskill the existing workforce in Cumbria.</p>	<p>priority areas of up skilling and reskilling the existing workforce.</p> <p>We will work closely with local partners such as DWP, Cumbria Tourism and Penrith and Eden Refugee Action Group to upskill adults to address local workforce gaps. We'll develop bespoke adult programmes that are aimed at getting local people into jobs and enabling them to progress in the workplace.</p> <p>In particular we will target Visitor Economy, Electric Vehicle and Green Energy.</p> <p>Ahead of this we will work with local employers during 2024/25 to deliver Bootcamp programmes in Construction (joinery) target 8 enrolments, working with Cubby Construction and Persimmon Homes</p> <p>Digital (network technician and web designer) target 8 enrolments on each, working with IntroPR, PPC Geeks and David Allen Digital</p> <p>Engineering (3D CAD) target 8 enrolments, working with Clark Door.</p>
<p>Aim/Objective 5:</p> <p>To deliver the LSIF project enabling the College to support skills development within digital, green skills and the visitor economy industry aligned to needs identified through the LSIP.</p>	<p>Work with Cumbria Tourism and Industry partners including Farlam Hall and Centre Parcs to develop an enhanced Hospitality and Visitor Economy offer to be introduced in 2025/26. This will include use of LSIF capital to develop a restaurant within the College which will be home to the College's Chef's Academy. Target date for opening the restaurant is September 2025 with the Chef's Academy also planned to launch then.</p> <p>Enhance current study programme courses in plumbing and motor vehicle through the inclusion of additional modules in Air Source Heat Pump installation/ maintenance and Electric Vehicle maintenance.</p> <p>Provide bespoke upskilling programmes for local industry in Air Source Heat Pumps, Electric Vehicle and EV charger installation. Target is 10 enrolments on each programme. enrolments.</p>

Carlisle College - Links to supporting documentation:

[Cumbria LSIP 2022](#)

[Cumbria Skills Hub](#)

[Skills for Jobs: lifelong learning for opportunity and growth](#)

[Introduction of T Levels](#)

[NCG Strategy to 2030](#)

Carlisle College Local Needs Duty Statement

Carlisle College meets its local needs duty. This has been achieved by working closely with local stakeholders to continually review and develop the curriculum. Following consultation with employers, civic and educational partners locally, we have for example, developed T-Level and apprenticeship routes in engineering (welding); strengthened and extended our ESOL offer; developed a Level 4 construction programme; secured equipment to allow us to deliver upskilling in green skills and introduced a Level 3 Tourism programme.

We acknowledge that there is further work to do, and we will continue to work with partners to further develop our adult provision and our HE offer throughout the coming year for delivery in 2025/26. This will include developing our advanced manufacturing offer in partnership with the other Cumbrian Colleges as well as further developments to support the visitor economy sector and higher-level qualifications within construction.