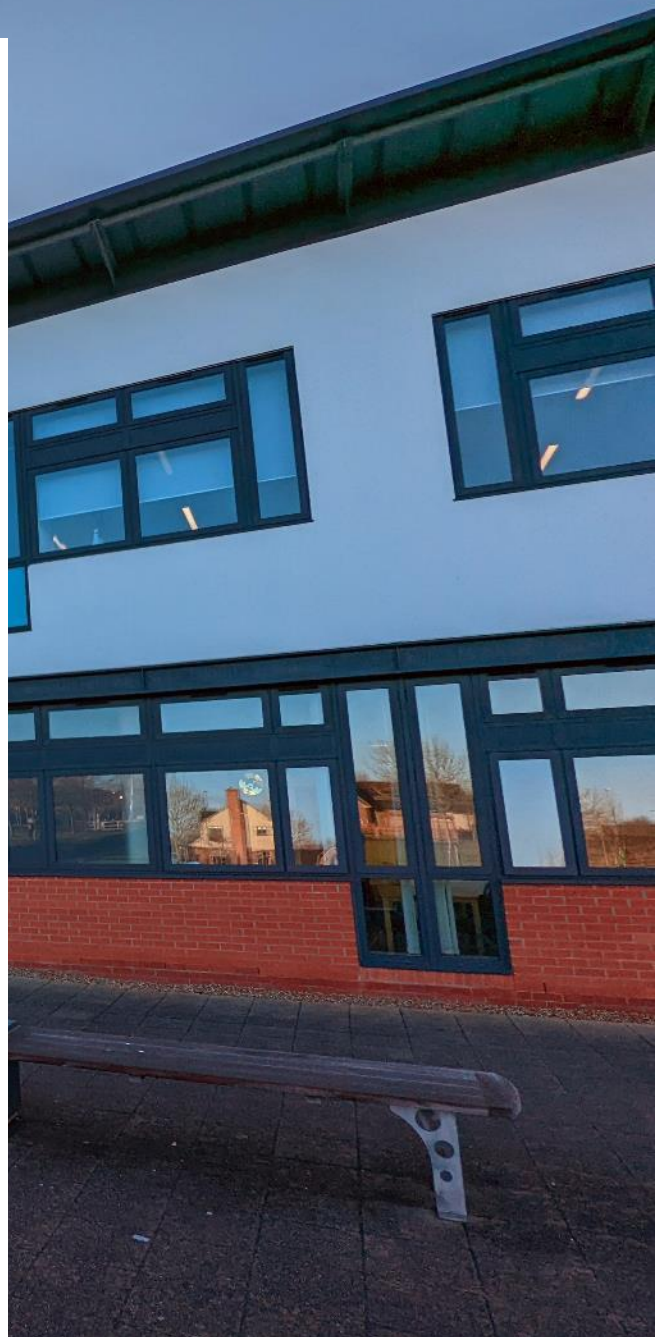


# Annual Accountability Statement 2023-2024

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## Introduction

As of 28th June 2022, governing bodies of institutions within the further education sector have a duty under the Skills and Post 16 Education Act 2022, to review provision in relation to local needs. The Act introduces the development of Local Skills Improvement Plans (LSIPs). The Thames Valley Chamber of Commerce is the employer representative body summarising employer skills needs in the local area based on labour market information and feedback from local businesses. A separate, non-statutory duty is for providers to produce Accountability Agreements which will be signed off by governing bodies, submitted to the Department for Education and will apply from the academic year 2023-24. Governing bodies will undertake a review of the College provision at least every 3 years, or when a new Local Skills Improvement Plans (LSIP) is published. The outcome of the reviews will be published on the College website.

Newbury College Skills Strategy is developed to meet the needs outlined in national, regional and local skills priorities. This has been underpinned by national direction that is linked to the following fundamental key pillars:

- Employers at the heart of the post-16 skills system
- Provision that supports access and progression onto advanced and higher technical skills
- Supporting students across all age groups allowing for a career progression (3,5,7 approach)
- Being responsive to local needs and ensuring these can be mapped into the funding offer
- Developing more modular Higher Education (HE) provision to support 'lifelong learning entitlement'
- Creating and developing outstanding teaching across all levels and provision

## Purpose

We believe in:



Creating opportunities to transform lives

## Vision

- Enable people to excel in their careers and in their lives
- Support business success by developing talented people
- Provide high quality resources for learning by securing and sustaining financial strength
- Build opportunities for all members of our community through an inclusive and respectful culture
- Deliver excellent learning, by appointing, retaining and developing innovative professional staff
- Act as a hub for the community to inspire the value of education
- Create a sustainable learning environment and reduce our impact on climate change

## Values

### Aspiration

- being ambitious for individuals and for the quality of provision
- inspiring innovation and creativity

### Integrity

- acting with uncompromising integrity in everything we do
- taking responsibility for own development

### Respect

- listening to all members of the College community
- fostering a culture of respect for their rights, differences and liberties

## Core business

The core business operates as the:

- **Career Academy** Full-time programmes for young people and adults
- **University Centre Newbury (UCN)** Degree level and higher professional programmes
- **Apprenticeships** Skills in the workplace
- **Foundation Learning** Developing skills for independence and employability
- **Community & Professional Learning** Development opportunities for adults
- **School Links** Partnership delivery with secondary schools
- **Study Online** Online and distance learning course

## The Economy and Skills

The Thames Valley Berkshire region performs highly on most economic measures, in comparison to the rest of England. Due to the success of the local economy, however, shortages in skills tend to be higher than for other areas and employees are less likely to be receiving training from their employers. Importantly, the region is more reliant on workers from overseas than other areas and, therefore, training needs may be higher because of the UK leaving the European Union. The Local Enterprise Partnership provides a clear overview of the economy and employer skills needs (TVB LEP (2021) *Local Skills Report*).

## Residents

- **Highly qualified:** working age residents are highly qualified, with a considerably greater proportion holding NVQ4+ level qualifications than in the Southeast and England
- **High level occupations:** working age residents are more likely to hold high-skill occupations compared to the Southeast and England
- **Age profile:** people of working age represent a higher proportion of the population compared to the England average. To continue its economic success, the area will need to retain and develop its skills base to support existing sectors
- **Wages and deprivation:** residents earn higher wages and are less likely to experience deprivation

## Employers

- **Sector concentrations:** several high-value sectors are concentrated in the Thames Valley Berkshire LEP area. These include information and communications, professional, scientific and technical and life sciences. The sector concentrations require highly skilled and well qualified workers to operate, of which, a significant number come from the highly skilled and well-qualified resident workforce.
- **Workplace population:** the high-value sector concentrations also draw in workers from outside the LEP area, filling labour demand gaps that exist and cannot be filled by the resident workforce.
- **Business survivability:** business survivability in Thames Valley Berkshire is higher than in the Southeast and England, which suggests that businesses born in the area are more likely to survive for longer.
- **Core economy:** though there is a strong focus on higher level skills and high-value sectors in the region, the wide range of employment sectors in the core economy have ongoing requirements for skilled employees. LEP research continues to identify 10 priority 'job families where efforts should be concentrated locally to ensure a sufficient supply of skills'

## Skills offer

The College and UCN aim to deliver the education and skills required to meet the needs of business and the aspirations of our local community. The curriculum offer is built upon both an understanding of the skills required in the regional economy and on the demand for education and training from local people. The skills offer is underpinned by two key concepts:

- Careers not courses – the intent of our offer is to enable all learners to access, or to progress with, their chosen career, rather than simply undertaking a particular course of study
- Progress – our '3 5 7' approach supports learners to progress through different levels of study, to achieve the highest level of qualification which supports their career aspiration

We also work in partnership with other organisations, wherever this can enhance our offer to learners and to enhance our ability to meet the skills needs of employers. This includes a collaborative approach to working with a range of other providers (universities, colleges, training providers) and with high quality sub-contractors, where this supports the expansion or diversification of provision in accordance with our Strategy.

## Context and place

Newbury College is a general further education (FE) college located in Berkshire. The College owns a 40-acre site and the main College buildings was constructed in September 2002 using funds from the Private Finance Initiative (PFI). The PFI agreement continues to operate until 2027 and creates a unique financial context.

The College travel-to-learn area is defined as 'urban with significant rural' (ONS, 2017) and includes West Berkshire (Newbury, Hungerford and Thatcham), Reading, North Hampshire and South Oxfordshire. There are 7 local secondary schools within 10 miles of the college, 5 of which have sixth forms. Using the main 'Progress 8' measure for GCSE (Key Stage 4) performance, one school has performance above the national average, 5 schools have average performance and 1 is well below average.

Between 2017 and 2021, West Berkshire's population increased by 4% to 170,000. The long-term decline in the numbers of young people aged 15 -19 has begun to reverse; however, it will take ten years before the numbers return to the 2011 level. The local housing plan for 1,500 new homes near to the College on the Sandleford Park development may also boost student numbers in future years, along with the development of housing as part of the College strategy for the sale of land to the East of the campus.

In 2022/23, the College had 3,802 enrolled students comprising of 112 HE students, 227 apprentices (75 on Higher or Degree Apprenticeships), 767 students on study programmes, 313 adults on full time or part time programmes, 157 on community learning programmes and 2,222 on distance learning Programmes.

The College's turnover for 2022/2023 is forecast to be £11.1m. This comprised income from funding bodies (ESFA and OfS) of £7.7m, fee and contract income of £800K and income from other sources of around £2.6m.

The College delivers provision from foundation level to higher education (HE) comprising School links Pre-16s, 16–19 Study programmes, part-time professional programmes, Community Learning, Distance Learning, Foundation provision for students with learning difficulties and/or disabilities, HE and Apprenticeships.

UCN is in partnership with three universities: University of Reading, Buckinghamshire New University and University of Northampton. These partnerships contribute to objectives to meet regional skills development needs.

The FE curriculum area engaged with 68 employers and the apprenticeship area with a further 66 employers between Sep 2021 and July 2022. The key FE employers for placements are West Berkshire District Council, Healthwatch, Generate UK, Sainsbury Newbury, Westcoast, British Legion, Care UK, NCR Body Repairs and Sovereign Housing. The key employers for apprenticeships are Xtrac, Norma Group, STFC, Diamond Light Source and AWE. The College subcontracted in 2022-23 to Adviza Partnerships for the delivery of Prince's Trust Team programmes, The Skills Network for distance learning courses in areas with Skills needs and WBTC for the delivery of Maths and English programmes.

The College is contracted to deliver approximately 3% of the Community Learning provision for West Berkshire Council. The majority of West Berks funded Community Learning courses were Personal Community Development Learning (PCDL), Keeping Active, Targeted and Family Learning. The Foundation English for Non-Native Speakers (FENNS) team have delivered essential skills to refugees from Hong Kong, Afghanistan and Ukraine, with a summer school programme supporting the latter group.

The College retained the Matrix Standard for IAG in 2022 and Investors in People (Silver) in January 2020. It has also worked with the Careers & Enterprise Company to audit the college's career activities in line with the Gatsby benchmarks.

The College is in the Thames Valley Berkshire LEP area. The overview of Berkshire's workforce and skills (provided by the LEP) shows that the area performs highly on most measures, in comparison to the rest of England due to the success of the local economy. However, the emphasis for 21-22 was realigned and the focus is now to build business resilience within the region. The College is working actively with the Thames Valley Chamber of Commerce as the Employer Representative Body for the development of the Local Skills Improvement Plan for Berkshire and Oxfordshire. This shapes the College's strategic approach defining the colleges intent and implementation planning, linked to the skills priorities within the region, which are:

- a. Collaborate with local employers to support the development of work experience and industrial placements in line with the broad curriculum study programme and course criteria needs
- b. Work with external stakeholders to support the 'job families' the LEP have identified
- c. Promote the range of career opportunities available through a relevant and robust curriculum portfolio
- d. Develop objectives to meet the Skills Priority outlined by the LEP

The number of young people in West Berkshire who are not in education, employment or training (NEET) remains very low at 0.3% of the population of 16 & 17 year olds This compares positively with a South East average of 2% and a national average of 2.5%.

## Geographical Area

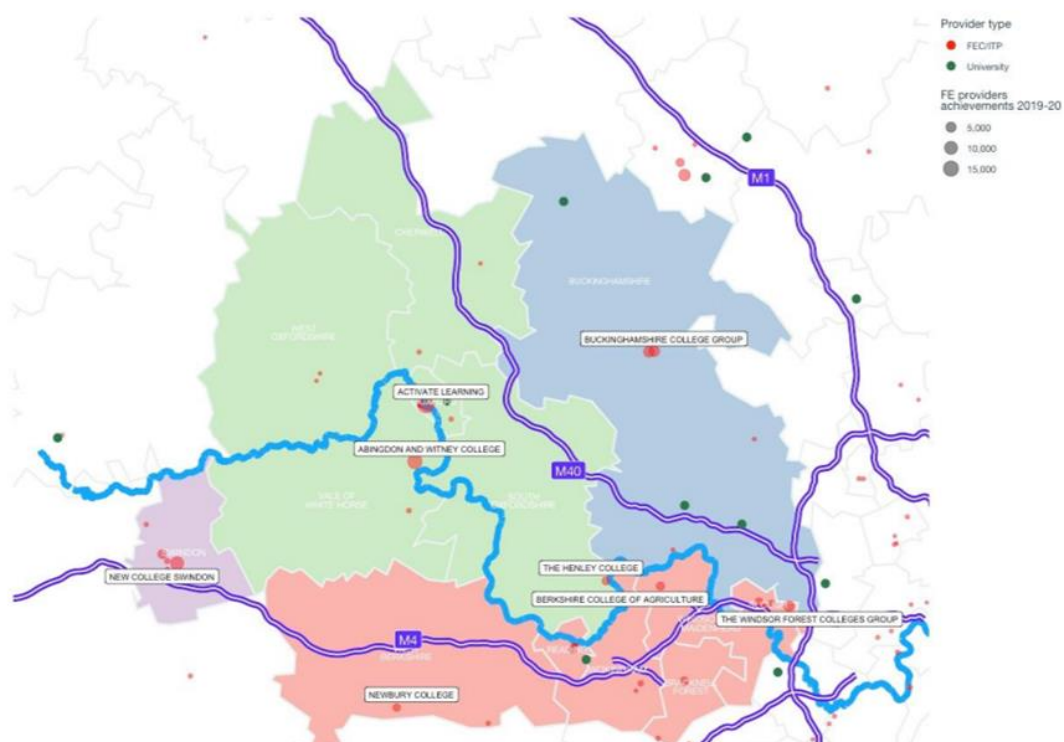
The geographical reach of an LSIP, in a region that does not have, for example, a large, combined authority, has been the subject of diverse views. It has been agreed that the definition of the 'Thames Valley' will be the footprint of the Thames Valley Chamber of Commerce, who are the organisation chosen to lead the development of our regions LSIP.

The geographical area chosen was also informed by discussions with employers who were less concerned about administrative or democratic boundaries and more interested in how identified acute and chronic skills needs across the area might benefit from collective effort across regions.

The map below outlines the area for the Thames Valley Local Skills Improvement Plan and associated Colleges in the area.

### Map 1 Administrative Boundaries and Providers

The first map sets out the geography of the Thames Valley split into the constituent counties with the motorways and the Thames identified, and plots the location of every FE provider with at least 20 achievements in 2019-20, as well as all universities.



There are four LEPs in the TV area of differing makeup (Thames Valley Berkshire (TVBLEP), Swindon & Wiltshire, OxLEP, Bucks LEP). The LSIP for the Thames Valley will include TVBLEP and OxLEP as the other two are integrating into other LSIPs.

There are a variety of local authority arrangements in the Thames Valley. Bracknell Forest, West Berkshire, Reading, Slough, Windsor & Maidenhead and Wokingham are unitary authorities in the ceremonial country of Berkshire. Oxfordshire County Council has five District Councils: Cherwell, South Oxfordshire, Vale of White Horse, Oxford City Council and West Oxfordshire.

## Economic and social characteristics of the Thames Valley

The TVBLEP Local Skills Reports 2021 and 2022, Skills Advisory Panel, Thames Valley Chamber of Commerce and information from the draft LSIPs for Berkshire and Oxfordshire have been used to identify key priority occupational sectors for 2023-24.

### Thames Valley Local Skills Report 2021

The report outlines the following information on Skills Strengths and Needs.

#### Skills Strengths – Residents

Thames Valley Berkshire has multiple skill strengths related to residents within the area:

- Working age residents are highly qualified, with a considerably greater proportion holding NVQ4+ level qualifications than in the South-East and England
- High level occupations: working age residents are more likely to hold high-skill occupations compared to the South-East and England.
- Age profile: people of working age represent a higher proportion of the population compared to the England average.

### **Skills Strengths – Employers**

Thames Valley Berkshire has skill strengths linked to employers:

- Sector concentrations: a number of high-value sectors are concentrated in the Thames Valley Berkshire LEP area. These include information and communications, professional, scientific and technical and life sciences.
- Workplace population: the high-value sector concentrations also draw in workers from outside of the LEP area, filling labour demand gaps that exist and cannot be filled by the resident workforce.
- Business survivability: business survivability in Thames Valley Berkshire is higher than in the South-East and England.

## Thames Valley Local Skills Report 2022

Updates from the 2021 report include:

- Businesses are faced with labour shortages across a range of occupations, further heightened by a fall in the number of older workers in the labour market
- Compared to England, there is a higher-than-average proportion of life science businesses in the LEP, a sector that is reporting skills shortages.
- Growth in the Creative Sector the establishment of Shinfield Studios and expansion of Bray Studios.
- Across Berkshire, unemployment claims have dropped from 30,290 in September 2020 to 22,625 in September 2021. Slough had 6.7% of its working age population claiming unemployment benefits in September 2021, down slightly from 8.4% in September 2020.

## Skills and Post 16 Education Act 2022

Key measures introduced by the Act include:

- embedding employers in the heart of the skills system by placing a legal requirement on colleges and other providers to work with employers to develop skills plans
- ensuring all learners meet providers of technical education so that they understand the wide range of career routes and training available to them, such as apprenticeships, T Levels or traineeships, not just the traditional academic options.
- prioritising green skills so the training on offer across the country meets the needs of the growing green economy and helps gets more people into jobs



- supporting the transformation of the current student loans system so from 2025 learners can access a flexible loan for higher-level education and training at university or college, useable at any point in their lives
- introducing new powers to intervene when colleges are failing to deliver good outcomes for the communities they serve
- creating a unified skills system that builds from quality gains achieved with apprenticeships and T Levels by ensuring all technical qualifications match up to employers' high standards.

## Approach to developing the Annual Accountability Statement

### Key External Stakeholders

#### **Civic**

The College's approach to identifying the key priorities and target outcomes included in the annual accountability statement is to build on the strong relationships developed with the Thames Valley Chamber of Commerce, Thames Valley Berkshire Local Enterprise Partnership including the Skills Advisory Panel and employer forums to gather information on skills needs. This information informs the Curriculum Planning process which happens on an annual basis.

#### **Thames Valley Chamber of Commerce (TVCC)**

The College has worked closely with Thames Valley Chamber of Commerce (TVCC) for many years. The Director of Business and Partnerships sits on TVCC's Local Advisory Group for West Berkshire. TVCC, partnering with FE providers across TVBLEP and OxLEP areas, were successful in the Skills Accelerator Progression Fund project in 2021/22 and two Skills Development Fund (SDF) applications. This funding enabled Newbury College/ UCN to develop a Robotics programme to support the skills need for automation identified by employers in Berkshire and Oxfordshire.

The College collaborates with TVCC to run a range of employer events. The TVCC Quarterly Economic Survey (Q4 2021) highlighted 59% of employers sampled had attempted to recruit staff, 45% planned to increase their workforce in 2022 and 66% said they experienced difficulties in recruiting. We ran a collaborative event in March 2022 where over 20 employers discussed strategies with the College and TVCC to develop effective recruitment strategies, such as upskilling existing staff and using apprenticeships effectively.

The logistics sector identified a range of skills needs. To support this the College, TVCC and WBTC, a local Independent Training Provider ran a skills event in Spring 2023.

#### **Thames Valley Berkshire Local Enterprise Partnership (TVBLEP) and Other Providers**

The College has had a long and successful history of working with the TVBLEP. Much of the LMI data for skills needs has been developed by the LEPS. Local and National skills needs are reported in the Skills Priority Statements, through the Skills Advisory Panel (SAPs) and through

European Social Fund (ESF) projects, or skills capital programmes (e.g., Local Growth Fund, Getting Britain Building, etc). Examples of College collaborations includes ESF Skills Support for the Workforce (2016-2018), ESF Promoting Apprenticeships (2016 – 2019) and ESF Worlds of Opportunity (WOOP) project (2016 – 2019). More recently the College is a partner in the two local ESF funded projects that support employer engagement in education and skills:

### **Industry Specialist Teaching and Knowledge Exchange Programme (ISTKEP)**

December 2020 – December 2023

The Industry Specialist Teaching and Knowledge Exchange Programme gives teachers from Thames Valley Berkshire's Further Education (FE) colleges the chance to gain knowledge and the latest skills while working with SMEs. The three-year programme, launched by Activate Learning and its partners, aims to bridge the gap between the demands of STEAM industries and the FE curriculum. This pioneering programme is forging strong partnerships between the FE sector and local SMEs, which results in more placement opportunities for T Level students and an enhanced talent pipeline for Thames Valley Berkshire employers.

Partners: Activate Learning, ALET, Windsor Forest Colleges Group, Newbury College.

### **Berkshire Education Employer Partnership (BEEP)**

October 2020 – February 2023 (Extended to December 2023)

Berkshire Education Employer Partnership is a partnership between Activate Learning, Learning to Work, Newbury College and West Berkshire EBP.

BEEP aims to:

- Reduce skills gaps/shortages
- Build talent retention
- Help employers with recruitment - "grow your own"
- Challenge stereotypes
- Build Labour Market Information, careers knowledge and employability skills in young people.

### **Skills Capital Projects**

In September 2017 the College opened its Engineering Solutions Lab. The new Engineering facility was developed with £333K of local growth funding and £666K of private funds to provide the equipment and resources needed to start Level 6 Degree programmes in Engineering.

In response to the TVBLEP Local Skills Report 2020 and with £425K investment from Local Growth Funds the College opened the University Centre Newbury (UCN). In the Thames Valley, working age residents are highly qualified, more likely to hold high-skill occupations and working age locals represent a higher proportion of the population compared to the England average. UCN programmes widen participation to Higher Education by providing courses that can be accessed by mature students as apprenticeships or direct entry. Many direct entry students are sponsored by their employer for their qualifications. UCN was

developed with engagement and feedback from local employers to ensure programmes met local skills needs.

In September 2021 the College opened the Renewables Centre which was developed with £475K of skills capital funding from the TVBLEP Local Growth Fund and prioritises the delivery of green skills, the training on offer meets the needs of the growing green economy and helps to get more people into jobs. Students on Electrotechnical, plumbing and heating courses are now able to include renewables options in their qualifications. There were four employer partners on this project including Feltham Construction, Fuel Cell Systems, LC Energy and Mitie PLC.

Another successful Skills capital project from the TVBLEP enabled the Renewables Centre to have the additions of a grey water recycling system and sustainable gas facility incorporated in early 2023. This was supported by Feltham Construction, Active Heating and Plumbing Services, Fuel Cell Systems and Mitie PLC.

In 2022 the college developed a Skills Bootcamp proposal in collaboration with the TVBLEP, Activate Learning, University of Reading, the Curious Lounge, AWE, RSSL and Syngenta to meet skills needs in Life Sciences, Green Skills and Engineering. The bid was successful and £1.4 million has been allocated to deliver the Bootcamps from April 2023 – March 2024.

### **Local Authorities**

The UK Shared Prosperity Fund (ESF replacement) provides £2.6 billion of new funding for local investment by March 2025. Interventions will be planned and delivered by local authorities working closely with local partners.

Newbury College collaborate closely with local West Berkshire Council to design and develop curriculum, particularly post 19 and High Needs readiness for employment. The local authority contracts with the college to deliver three areas of focussed curriculum linked to community and targeted groups. This includes the development of English, maths and digital provision. They have also worked with the college to map out the high needs provision preparing learners for adulthood and the world of work.

Under the College's partnership with WBTC (see below) the organisations are effectively utilising Multiply funding to support increasing numeracy skills across Berkshire.

### **Other Education Providers**

#### **FE Colleges**

In addition to the collaborative projects highlighted in the TVBLEP section above, the College is one of the partner FE colleges in the Skills Accelerator Progression Fund project (Activate Learning, Windsor Forest Colleges Group, Newbury College, Henley College, Abingdon and Witney College). The remit for the group was based on the recommendations that were developed following research with local stakeholders including LEPS, Local Authorities, TVCC, and employers (via a survey).

Within the Skills Accelerator Progression Fund project, FE partners jointly produced an online enrichment sustainability course, entitled "Think Green". This course was made available for all partner college's Level 1 and 2 learners for delivery in 2022/23.

The collaborative approach is also being used effectively on the following Strategic Development Fund (SDF) projects:

- FE partners across OxLEP and TVBLEP areas jointly developed curriculum for green construction (including retrofit), electric vehicles and advanced digital skills, for those already in employment and requiring upskilling. These immediate priorities were outlined by stakeholders in the Skills Accelerator Progression Fund project
- Newbury College utilised Strategic Development Funding in 2022/23 to develop and deliver a short course in Robotics to meet skills need for automation. The course was developed in collaboration with AWE. Henley College developed the progression course which incorporated coding and programming technologies needed in the development of autonomous vehicles.
- Providers are working together to share best practice on vocational staff recruitment, including a joint marketing and recruitment campaign to identify a future pipeline of people looking to move into vocational skills delivery posts

The SDF Robotics course enabled the College to progress to develop HNC/ HND modules in Robotics to complement its current Engineering programmes and the modular content will support the reforms in 2025 that enable students to gain qualifications through more flexible and modular learning.

### **Independent Training Providers**

Newbury College was approached in December 2022 by the Board of Trustees of West Berkshire Training Consortium to request support from its local College during a transition phase between CEOs. Since January 2023 the College has provided strategic and operational support from their Director of Business and Partnerships and Apprenticeship Executive. By the organisations working collaboratively developments have been made to secure additional 'Multiply' funding from a range of local authorities. An event to support skills needs for the Transport and Logistics sector was held successfully in March 2023 and AEB funds are being procured to increase support across Berkshire for the delivery of English and Maths provision and L2 skills in logistics and business.

### **Schools**

Newbury College have worked closely with numerous schools within the region to develop the curriculum offer. This includes partnership work with St Barts, Castle and Brookfield School. These schools have supported the development of the Foundation Learning, Connect, Focus and Engage pathways and linked the Six Form Plus and Key Stage 4 extracurricular to the 16-19 vocational offer.

St Barts are collaborating with the college in the development of T level opportunity and are reviewing how routes linked to key curriculum areas can be co-designed to meet the needs of the local community and businesses.

## **Employers**

The College works with a range of employers who help to steer the curriculum to meet local skills needs, help to design the curriculum offer, provide talks, placements and progression opportunities to students and support with funding opportunities.

The examples below highlight some examples of recent strategic cooperation:

### **Global Technology Company**

The College was approached by one of the world's largest enterprise software providers, delivering the mission-critical software that keeps the digital world running. The company recognised the importance of having local higher-level provision that meets employer needs and was one of the foundation sponsor employers in the development of UCN. During 2020/21 the company worked with UCN and the University of Northampton to develop a Chartered Management Degree Apprenticeship which incorporated modules and a delivery model that the company advised. The initial cohort of 6 apprentices from the company started their programme in September 2022.

### **Global Data Centre**

Newbury College was approached in 2022 to work with a global data centre to develop a bespoke programme that supports the organisation to train enough people to meet the skills needs of their expanding Data Centre. Meetings were held between the employer, Director of Business and Partnerships, Apprenticeship Executive and Programme Leader for Technology. The Data Centre programme was developed with a core Electrical Maintenance apprenticeship with additional electrical and mechanical engineering units. The development expands apprenticeship provision in Berkshire.

### **Key Hospitality Group**

A key prestigious hospitality employer in West Berkshire is working with the College to develop a 'Hospitality Academy' at the college. Curriculum leads are collaborating with the group to develop close working relationships in facility design that links to the requirements of the culinary industry linked to the local area. There is also opportunity for the design and development of the new T Level route for Catering and Hospitality; however, the specification for this route has yet to be released in detail.

## **Community**

The college collaborates with several stakeholders linked to the community needs. This has been outlined in the local authority work. However, there are other key stakeholders involved in the community work such as Community United, Asylum Support Group and Education Business Partnership (EBP) who support the Work-Related Activity (WRA) and Work Experience (WEX) aspect of the 16-19 offer. EBP have also been involved in the development of the College Careers Development and Employer Engagement Strategy and WRA/WEX road map. This has supported the delivery of these key components of the 16-19 study programme offer and are developing in partnerships, indeed, EBP are a key partner in the evaluation of destinations for students at the college.

### **Contribution to national, regional, local priorities**

The TVBLEP Local Skills Reports 2021 and 2022, Skills Advisory Panel, Thames Valley Chamber of Commerce and information from the draft LSIPs for Berkshire and Oxfordshire have been used to identify key priority occupational sectors for 2023-24.

### **Thames Valley Local Skills Report 2021**

The report highlights skills needs in the following Occupational Sectors:

- Accounting and finance
- Freight and logistics
- Health and care
- Information and communication
- Future skills needs are identified in the following occupational sectors:
- Arts and entertainment: this sector is forecast to grow the most within the LEP area between 2017 and 2027
- Health and social work
- Information technology
- Professional services: professional services is forecast to grow between 2017 and 2027, creating demand for various types of skills associated with the sector (e.g. accounting and finance)
- Automation
- Qualitative skills: the potential impact of automation could place an increased importance on workers having stronger knowledge in more qualitative areas of such as therapy and counselling for improved management skills and helping to deliver better services for people that need health, care and social support.

### **Thames Valley Local Skills Report 2022**

Growth occupational sectors in Berkshire are identified as:

- Health and Social Care
- Life Sciences
- Engineering
- Haulage and Logistics
- Digital and Technology
- Construction – Including Building and Retrofit

*“Local employers told Thames Valley Berkshire LEP that the specialist skills they found most difficult to access in the local labour market were digital technology, engineering, customer service and analytics skills. The top generic skills mentioned were communication, leadership and work ethic” (TVLSR, 2022 p12).*

## **Local Skills Improvement Plans (LSIPs) in Berkshire and Oxfordshire – Emerging Priorities** (May 2023)

Thames Valley Chamber of Commerce presented findings from the LSIP working group relating to the priority sectors that are emerging from the research carried out for the LSIP. The research includes collaboration with TVBLEP and OxLEP to update and analyse local economic and skills data; 1:1 meetings with business, providers and partners, feedback from partner events and sector events carried out across the region; commissioned work with the University of Reading including focus groups, surveys and research interviews with business leaders.

Research to May 2023 has identified the following high level priority sectors.

<b>Berkshire</b>	<b>Oxfordshire</b>
<ul style="list-style-type: none"><li>• Transport and Logistics</li><li>• Construction and Built Environment</li><li>• Creative (Screen Industries)</li><li>• Health and Life Sciences</li><li>• Care</li><li>• Digital (ICT)</li></ul>	<ul style="list-style-type: none"><li>• Transport and Logistics</li><li>• Construction and Built Environment</li><li>• Manufacturing (Science and Innovation)</li><li>• Hospitality and Visitor Economy</li><li>• Health and Life Sciences</li><li>• Care</li><li>• Digital (ICT)</li></ul>

Cross sector themes of Transferable skills include: Leadership and Management, Skills for a Net Zero Economy, Digitalisation and Business, Professional and Administration.

### **National Skills Priorities**

The following National Skills priorities have been agreed across Government and are areas with high volumes of vacancies which are expected to increase; long term structural barriers to recruitment, retention and progression issues; and are important in providing opportunities for employment in key growth areas such as 'Green jobs', creative industries and science and technology.

The key sectors are:

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

There is also a need to offer more essential skills up to Level 2 in English and Maths and Level 1 Digital.

## How Newbury College and University Centre Newbury (UCN) are meeting Local, Regional and National Skills Needs

2023-24 Curriculum Offer

<b>Priority Sectors: Construction and Built Environment (National, Regional, Local) Manufacturing (Science and Innovation) and Engineering (National, Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Refrigeration Air Conditioning and Heat Pump Engineering Technician	L3 Plumbing & Domestic Heating Technician	Apprenticeship
Building Services Engineering Service & Maintenance	L3 Installation Electrician and Maintenance Electrician	Apprenticeship
Facilities Manager	L3 Advanced Carpentry and Joinery	Apprenticeship
Smart Home Technician	L2 Carpentry and Joinery	Apprenticeship
Electricians	L3 Building services engineering	T Level
Plumbers	L3 Onsite construction	T Level
Domestic Electrician (including new training in domestic heat pumps, solar panels and EV Charging)	L2 T level transition pathway construction	16 – 18 Study Programme
Low carbon Heating Technician	L1 Multi skills	16 – 18 Study Programme
CAD (Computer Aided Design)	Green Skills	Skills Bootcamp
Building Energy Management Systems (BEMs)	HNC/D Engineering (Electrical/Electronic, Mechanical, Manufacturing)	Higher Education
	BEng. Engineering Design	Bachelor Degree
	MSc Engineering	Master's Degree
	L7 Postgraduate Engineer	Apprenticeship
	Robotics Short Course	SDF Project



	Robotics Module L6 Product Design and Development Engineer Degree L6 Manufacturing Engineer Degree L6 Control Technical Support Engineer Degree Building Energy Maintenance Systems (BEMs) – Under Development	Degree Apprenticeship Apprenticeship Apprenticeship LSIF leading to Apprenticeship
<b>Priority Sector: Creative (Screen Industries) (Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Media and Broadcast Assistant: Commercial Editing and Post-Production  Creative Industries Production Manager	L3 Creative Digital Media L2 Music technology L3 Music Technology L2 Art L3 Art L3 Performing Arts HNC Graphic Design HND Graphic Design	16 – 18 Study Programme 16 – 18 Study Programme 16 – 18 Study Programme 16 – 18 Study Programme 16 – 18 Study Programme 16 – 18 Study Programme Higher Education Higher Education
<b>Priority Sectors: Health and Life Sciences (National, Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Healthcare Science Assistant  Laboratory Technician  Healthcare Science Associate	L2 Health and Social Care L3 Health and Social Care Life Sciences	16 – 18 Study Programme 16 – 18 Study Programme Skills Bootcamp

Priority Sectors: Care (National, Regional, Local)		
Role Descriptions	Course/ Qualification	Funding Options
Lead Adult Care Worker	Access to HE: Health & Social Care L3 Diploma	Adult learning Loan
Support workers – for adults with complex needs	Access to HE: Nursing & Midwifery L3 Diploma	Adult Learning Loan
Adult Care Worker	Access to HE: Paramedic Science L3 Diploma	Adult Learning Loan
Property Maintenance Operative	Access to HE: Science L3 Diploma	Adult Learning Loan
Supervisor	Childcare L2	Apprenticeship and 16 – 18 Study programme
Care Home Activity coordinator	Childcare L3	Apprenticeship and 16 – 18 Study programme
	L2 Certificate in Awareness Mental Health	All AEB
	L2 Certificate in Common Health Conditions	
	L2 Certificate in Counselling Skills	
	L2 Certificate in Introducing Caring for Children and Young People	
	L2 Certificate in the Principles of Dementia Care	
	L2 Certificate in The Principles of End of Life Care	
	L2 Certificate in Preparing to Work in Adult Social Care	
	L2 Certificate in Working with Learning Disabilities	
	L2 Certificate in Principles of Working with Individuals with Learning Disabilities	
	L2 Certificate in Understanding Behaviour	

	L2 Certificate in Understanding the Care and Management of Diabetes L2 Certificate in Young People Mental Health L2 Certificate in Understanding Children and Young People's Mental Health L2 Certificate in Understanding the Safe Handling of Medicines in Health and Social Care L2 Certificate in Understanding Nutrition and Health L2 Certificate in Understanding Autism L2 Certificate in Understanding Specific Learning Difficulties	
<b>Priority Sectors: Transport and Logistics (National, Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Heavy Vehicle Service & Maintenance Technician Supply Chain Practitioner Logistics Operations Procurement Manager	L2 Warehousing L2 Autocare Technician L3 Motor Vehicle Service and maintenance Technician)	AEB Apprenticeship Apprenticeship
<b>Priority Sectors: Digital (ICT) and Digitalisation (National, Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Cyber security Technician Cyber Security Technologist Software Developer	L2 T Level transition pathway in Digital and Business L3 Digital Support Services L1 Digital	16 – 18 Study programme T Level 16 – 18 Study programme

Software Development Technician Data Technician	L1 Essential Digital Skills	AEB
<b>Priority Sectors: Hospitality and the Visitor Economy (Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Commis Chef Level 2	L2 Professional Cookery	16 – 18 Study programme
Chef de Partie Level 3	L3 Diploma in Professional Cookery	16 – 18 Study programme

### Cross-Sectoral Transferable Skills

<b>Priority Sectors: Leadership and Management, Business, Professional and Administration (National, Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Accounts or Finance Assistant	BA Management	Higher Education
Accountant	L2 AAT Certificate in Accounting	Apprenticeship/ AEB
Business Administrator	L3 AAT Diploma in Accounting	Apprenticeship/ Adult Learner Loan
Procurement and Supply Assistant		
Payroll Assistant Manager L5	L4 AAT Diploma in Professional Accounting	Apprenticeship/ Adult Learner Loan
	L3 Business Administrator	Apprenticeship
	L3 Team Leader / Supervisor	Apprenticeship
	L5 Operations and Departmental Manager	Apprenticeship
	L6 Chartered Manager	Apprenticeship

	L3 Business Administration L2 Certificate in Equality and Diversity L2 Certificate in Business Administration L2 Certificate in Team Leading L2 Certificate in Information, Advice or Guidance	T-Level AEB AEB AEB AEB
<b>Priority Sectors: Skills for a Net Zero Economy (National, Regional, Local)</b>		
<b>Role Descriptions</b>	<b>Course/ Qualification</b>	<b>Funding Options</b>
Understand and improve energy consumption and sustainability issues, and the role of the organisation in tackling them.	L3 Plumbing & Domestic Heating Technician (Renewables modules) L3 Motor Vehicle Service and Maintenance Technician (Electric Vehicles) L2 Autocare Technician Apprenticeship (Electric Vehicles) Green Skills Carbon Literacy Training	Apprenticeship  Apprenticeship Apprenticeship Skills Bootcamp 16 – 18 EEP part of study programme

## Corporation statement

On behalf of Newbury College Corporation, it is hereby confirmed that the college plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation Board at their meeting on 17<sup>th</sup> July 2023.

Chair of Corporation Board: Sally Osmond



Principal & Chief Executive: Iain Wolloff



Dated: 17<sup>th</sup> July 2023

Hyperlink

The plan will be published on the college website within three months of the start of the new academic year and can be accessed from the following link:

<https://newbury-college.ac.uk/documents-and-transparency-information/235-annual-accountability-statement>

## Supporting documentation

[Thames Valley Chamber of Commerce 2023](#)  
[Berkshire LEP – 2022 Skills Report](#)  
[Berkshire LSIP](#)  
[College Annual Financial Statements](#)