



Strategic Impact Assessment

2023-24





Our Mission

We nlock potential
through learning

Our Vision

**We will be recognised as an
outstanding provider of choice
for education and skills training**

Our Values

Collaborative | Agile | Trusted | Inclusive | Nurturing | Aspirational

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This annual strategic impact assessment follows the successful launch of Nottingham College's strategic plan for 2023-2026 and provides a high-level review of the college's achievements one year on from the plan's launch.

The year started off brilliantly with the news of our improved Ofsted grade, taking the college from requires improvement to good in early 2023, following a full inspection in late 2022. Most recently we achieved a fantastic outstanding grade for our apprenticeships residential provision, following an Ofsted inspection in February 2024.

For the college, successes continued to come thick and fast and over the course of the year we've seen our best ever leap in student numbers for 16-18, a 14% increase in Higher Education (HE) numbers, a strengthening of our adult skills offer, new partnerships form and develop, new grants and funding awards come through and importantly, two new build projects get off the ground.

The college has a clear and coherent strategic plan that unites and mobilises its workforce and its key partners around a common agenda and, through its inception and implementation, we're now firmly fixed on transforming lives, supporting communities and aiding the economic prosperity of our locale. In adopting our new mission, to unlock potential through learning, we've placed our focus firmly on our students, our staff and our partners and we're now setting our sights on the next two years, in which our strategic plan will be delivered in full, and the college will be on its journey to outstanding!

Of course, the college faces some key challenges. Ensuring an inclusive educational offer that reflects the needs of our young people, whilst developing our curriculum to reflect the skills demands of our economy, are key challenges and will underpin the development of our three-year curriculum strategy. We are designing this in anticipation of a new mayoral combined county authority coming into being in 24/25.

Delivering on the priorities as outlined through the local skills improvement plan, in collaboration with other colleges and training providers, will ensure we continue to operate as a valued collaborative partner in skills delivery into 2024 and beyond.

Our key development projects, including the new build projects at our Basford campus, will also take form throughout 2024 and will greatly enhance the delivery of key parts of our vocational and specialist curriculum when they open to students in early 2025.

Other key developments, less visible but no less impactful, are those affecting our curriculum delivery and student experience. Through new digital technologies, particularly AI and automation tools, we are able to greatly enhance the learning experience in the classroom, gain service efficiencies and deliver a truly future ready curriculum. This work is well underway and promising to bring exciting improvements for 2024 and beyond.

This document acts as a review of college performance for the academic year 22/23, as well as a synopsis of our progress to date, against our strategic plan, launched in early 2023.

We are incredibly proud of the role the college has played, and continues to play, in supporting our communities over the last year and look forward to further shaping the skills agenda locally and regionally as a valued collaborative partner in delivering on devolution and the opportunities it brings to our city and sub-region.



LIFE'S GOOD AT NOTTINGHAM COLLEGE

2023 got underway with confirmation that our 2022 Ofsted inspection achieved a fantastic grade 2 for the college. A team of 19 inspectors spent four days going into classrooms, observing lessons and meeting with students, teachers, staff, managers, employers and community stakeholders.

Inspectors were impressed with the quality of our teaching, the behaviour and attitudes of learners, the design of our curriculum, the level of engagement we have with stakeholders and the emphasis we place on the safety and wellbeing of our learners. We're not complacent but will instead take this latest result as evidence that what we're doing is working and will continue to drive change and improvement across the college to ensure that during their next visit, Ofsted inspectors see a truly outstanding college across the board.

2023/24 HIGHLIGHTS AND ACHIEVEMENTS

COLLEGE LAUNCHES NEW MULTIPLY MATHS COURSES FOR ADULTS

Earlier in the year the college launched its Multiply maths programme, offering free numeracy courses to help adults improve their maths skills. The Multiply maths courses are tailored to everyone, and are carefully planned, designed, and delivered with the participant as the focus, with teaching being delivered in new ways, like our innovative VR headset learning methods alongside traditional teaching strategies!



Multiply

Multiply is a government-funded adult numeracy skills scheme, with the college chosen as a delivery partner with Nottingham City Council.

NEW PARTNERSHIP WITH JUNO WOMEN'S AID



Through our new partnership with Juno Women's Aid, the college will be expanding its offer to ESOL students and developing programmes with Nottingham College to help survivors rebuild their lives and formalise programmes for the VAWG (Violence Against Women and Girls) sector. We will also be participating in knowledge exchange activities with senior leaders of Juno, inputting into the Nottingham College industry policy for employees around domestic abuse, and sessions for students on healthy relationships.



NATIONAL WINS FOR COLLEGE'S WELLBEING AND MENTAL HEALTH SUPPORT

Nottingham College won a national Beacon Award for its mental health and wellbeing support offered to both staff and students, picking up the award at an event in London back in February 2023. The award acknowledged a sustained track record in mental health and wellbeing support, stretching back through the pandemic, and recognising the enhanced support and resources for students and for our commitment to promoting a range of wellbeing initiatives amongst our staff.

In addition, the college has been recognised for its online provision now on offer to employers and wider communities in our region, which includes a range of Level 2 courses on suicide and self-harm prevention, eating disorders, mental health awareness, and more.



COLLEGE STUDENTS WIN BIG AT YOUNG CREATIVE AWARDS

Congratulations to all 15 students from across our creative courses who were recognised at this year's Young Creative Awards, a city-wide creative competition for young people, with the awards held at the Playhouse Theatre in May 2023.



We secured ten winners, plus a further five students were highly commended by the judges across a range of creative categories including design and architecture, photography, graphic design, fashion and textiles, and visual arts and film. Some of our past winners have gone on to secure fantastic opportunities in some of our local creative businesses, so they really do act as a springboard to a prosperous creative career!

EMERGING TALENT AWARD FOR TECHWOMEN 100



Learning technology coach, Kate Whyles, has been recognised for her exceptional achievements in the technology industry by being awarded the emerging talent award for TechWomen100 2023.

The TechWomen100 awards celebrates and honours women who have made significant contributions in the field of technology. From software development and data science to cybersecurity and artificial intelligence, these awards recognise the creativity, perseverance, and advancement that drive the tech sector forward. Out of an impressive 1,300 entries, Kate Whyles was chosen as one of the 100 exceptional women, selected by a panel of 15 independent industry experts. The selection process involved meticulous evaluation and a public vote to support the outstanding individuals on the shortlist.

STUDENTS SHINE ON A NATIONAL STAGE

Many of our students reach the regional and national finals of competitions, providing them with a fantastic opportunity to showcase their talents and gain vital experience. Mark Straw, one of our Level 2 plastering students, competed at the SkillBuild national finals in late 2023. The competition is delivered by the Construction Industry Training Board (CITB) and showcases some of the brightest talent in construction. Mark was recognised amongst the brightest talent in construction and competed in the finals, which took place in Milton Keynes.

Congratulations to all our Level 3 media makeup students that participated in the AHT (Association of Hairdressers and Therapists) regional competition, and to Morgan Chambers for getting through to the finals and coming in third place for her editorial and red-carpet design.

The AHT is a group of hairdressing teachers who have formed a national network of like-minded specialists and hold annual student competitions at regional and national level.

On an international level, the WorldSkills events cover 27 different skills and involve 80 competing countries and hundreds, if not thousands of students. Across the UK, 94 young people are currently preparing to compete in the international competition, taking place in Lyon in 2024, and one of them is Dominic Everington, one of our EMTEC apprentices. He has completed the national stage, achieving a bronze award and is now onto the international stages. It's a huge achievement to get as far as he has but if he's successful internationally it could set his career up for life!

Finally, Hollie Metcalfe, studying Level 3 fashion, theatre and media hair and make-up was recently awarded our own student of the term for her tenacity, attitude to learning, commitment to the course, creativity and integrity. While on a college trip to London, Hollie's tutor, Kim Barrow, arranged for her to complete an editorial photoshoot with a provided model. She created various makeup looks, which were then photographed and have made their way into the stateside edition of Pho Mo, a magazine created for photographers, models and creatives in the fashion industry.



EMTEC NAMED NATIONAL PROVIDER OF THE YEAR FOR SECOND YEAR RUNNING

For the second time, Nottingham College's Emtec centre has been named technical provider of the year at the 2023 Bodyshop Awards. This prestigious award recognises Emtec's commitment to delivering high-quality technical training in the automotive industry. Emtec's success can be attributed to its strong partnerships with industry-leading automotive brands and its commitment to providing cutting-edge training facilities. The centre offers a wide range of apprenticeship programmes and has gained recognition as the leading training provider for national automotive organisations.

NEW PARTNERSHIP LAUNCHED WITH EAST MIDLANDS AIRPORT

In an innovative new training partnership with East Midlands Airport, Nottingham College will provide local people with the skills they need to access the varying careers available within the aviation, tourism, and logistics industries. Adults who are unemployed or at risk of unemployment can attend a three-week intensive programme designed to equip them with the skills needed to take up roles such as ground crew, baggage handling, security, customer service, or roles within hotels, car parks or logistics. The new partnership will be directly supporting over 200 local people a year into meaningful employment and a career in which they can continue to develop and grow.





GOOD FOR ME, GOOD FOR FE – TWO WINS FOR NOTTINGHAM COLLEGE

Nottingham College was announced as winner in not one but two Good for ME, Good for FE awards in 2023. The award categories were social impact award and college volunteer of the year award.

Good for ME, Good for FE (GFMGFFE) was launched in 2021 with the aim of generating £1m in social value across the UK. The total has now reached a whopping £4.2m social value, involving over 140 colleges and has achieved £268,000 through fundraising.

The two awards recognise the fantastic work of our students and staff through our social action projects and the number of volunteering hours our students and staff have committed over the year.



JESS BURTON, STUDENT OF THE YEAR

A huge congratulations to our former High Pavement Sixth Form student Jess Burton, who won the AQA project excellence award at the Association of Colleges student of the year awards.

The awards celebrate students who stand out from the crowd and have gone above and beyond, whether in college or their local community. The AQA and AoC project excellence award celebrates the most interesting, exciting, and inspirational student research projects from higher and extended project qualifications. Jess Burton is currently studying at the University of Cambridge on a scholarship foundation year in arts, humanities and social sciences, following her A Level achievements at High Pavement.

COLLABORATION WITH RAIL FUTURES

In an exciting collaboration, Nottingham College has partnered with Rail Futures to launch a comprehensive Level 2 NVQ in engineering technologies course aimed at individuals aspiring to pursue a career in the railway industry.

The course is designed to equip students with the necessary skills and knowledge across a range of specialised modules that cover various aspects of the railway sector.

Students are training at the National Railway Heritage Centre in Ruddington which is benefiting from a programme of maintenance work being carried out by the students as part of their training.



TEACHING EXCELLENCE FRAMEWORK AWARD

The college has secured a teaching excellence framework (TEF) award for the quality of our HE provision, acknowledging our continuous drive for excellence in the areas that students care about the most – teaching, learning and achieving positive outcomes from their studies. This award is a bronze overall rating, but with our student outcomes aspect receiving a silver.

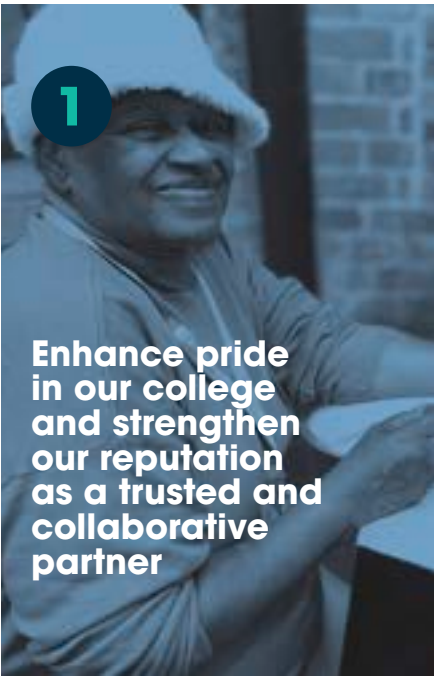


The award comes off the back of an extensive exercise that took place last academic year in which the Office for Students (OfS) assessed our provision against a set of minimum requirements for quality and standards. Those institutions that fail to meet these standards of excellence are given a rating of requires improvement.

OUTSTANDING RESULT FOR RESIDENTIAL APPRENTICES

In February 2024 the college achieved a fantastic outstanding Ofsted grade following an inspection of its residential apprenticeship provision, operating out of our Emtec centre at Ruddington. More than 400 apprentices participate in the college's residential programme which involves overnight, and often weekly stays, in Nottingham, to attend the on-campus element of their apprenticeship training. The inspection report cited our excellent safeguarding practices, the quality of the student experience and the care and attention we pay to induction, on-boarding and ongoing support for the student while they are with us.





1

Enhance pride in our college and strengthen our reputation as a trusted and collaborative partner



2

Develop our curriculum so it is responsive, agile and aligns to the skills needs of our region, ensuring all our learners are future ready



3

Ensure all our learners enjoy outstanding teaching



4

Ensure all our learners are in good hands with highly effective and supportive learner facing services



5

Invest in and reward our people, develop their skills and recognise their success

OUR STRATEGIC PRIORITIES



6

Embed a culture which is positive, inclusive, supportive and productive



7

Relentlessly pursue our ambitious target of achieving net zero carbon emissions by 2030



8

Harness the power of digital technology in everything we do



9

Transform our estate, setting ambitions high for the resources and facilities we provide to our communities



10

Secure a stable financial future

Our progress so far

- 1 Our grade 2 Ofsted outcome, coupled with our collaborations with our D2N2 college partners, employers, universities and community partners this year has improved our reputation and strengthened pride in our college, seen most notably in our significant learner number growth – 8% in 16-18 and 14% in HE in one year. Our grade 1 outstanding residential provision will provide further opportunity to enhance our reputation for apprenticeships delivery to existing and prospective automotive partners and employers.
- 2 Developments in curriculum, including new technological enhancements such as our immersive room, the development of new T Level programmes and expanded level 4 and 5 offer, and expanded direct delivery of AEB, are creating the foundations for an agile and responsive provision that better reflects the skills needs of our city and region. We have published our first Accountability Statement in response to the LSIP (Local Skills Improvement Plan) and our presence on the sub-region's skills reference group for devolution is putting this into practice.
- 3 Teaching and Learning has been awarded a good grade overall by Ofsted but clearly there are pockets of outstanding across our provision. Our residential apprenticeship provision has been awarded an outstanding grade by Ofsted but our Adult Community provision and ESOL provision both enjoy a national reputation as outstanding areas of best practice. Continued focus on building consistency, coupled with enhancements to teaching delivery through new technology, will ensure we continue to strengthen performance across our curriculum.
- 4 Our student facing services are vast and are a reflection of the uniqueness of our college and the communities we serve. An enhanced team of wellbeing mentors support our students through their studies and are recipients of a national Beacon Award. The student support we offer in and out of the classroom caters for students with complex high needs and our pastoral tutor team have engaged students in a whole range of activities designed to build their confidence, strengthen their employability and life skills and connect them with their communities, raising thousands of pounds through fundraising and volunteering.
- 5 A 7.4% average pay award, secured in November 2023, topped off a year in which another annual increment was awarded following a successful recruitment year, the Ofsted grade 2 inspection outcome and the achievement of our stretch target for AEB delivery. This, when added to a continued prioritisation of training and professional development for staff, investment in curriculum management resource, and the introduction of key staff events into the college calendar including an annual festive event, celebratory events and long service recognition ceremonies, means our staff feel more supported, valued and nurtured than they have for many years.
- 6 Our latest staff survey results show continued evolution and improvement in the morale, motivation and wellbeing of our staff, despite a challenging year as a result of the cost-of-living crisis, the demands of a growing college and a challenging and unsettling funding and political landscape. Embracing change, technology innovation, new ways of working and embodying a culture of continuous improvement is more apparent now than it has ever been and, while there's still some way to go, we're a college on the up.
- 7 Launching our sustainability strategy as part of an event in which 420 new trees were planted at our Basford site, really did top off a year in which sustainability became firmly fixed as a priority for the college. Efforts to reduce our carbon emissions, reduce the use of paper and other consumables, and create more efficient operations overall have gained major traction, as seen in our net carbon emissions reduction of some 33% in the last two years.
- 8 The college is embarking on its own technological revolution through its team of learning technology coaches who are spearheading our approach to adopting AI and immersive technology in the delivery of interactive and engaging teaching and learning. Reduction in workload, improvement in efficiency and the enhancement of the learning experience are just some of the immediate benefits being seen. In addition, a range of new projects are underway to deliver efficiencies and improvements in our support services, from AI enabled data processing through to new systems and processes underpinning our student journey; the scene is being set for rapid improvements in our use of technology in the coming years.
- 9 The regeneration of 25 Stoney Street and the enhancement of classroom and breakout learning spaces in the City Hub kicked off a year that ended with the initiation of two huge projects at our Basford site. A brand-new construction skills centre and a dedicated centre for students with learning disabilities and/or difficulties got underway in 2023 and will be completed by the end of 2024, allowing us to decant from inefficient accommodation at our Arthur Mee Centre and expand our construction skills offer too. The development of a new Green Skills Centre at Ruddington, the relocation of our professional services teams and ongoing alignment of our engineering, electrical and automotive offer are key priorities for the year ahead.
- 10 The college moved out of formal financial intervention in 2023 and, through a combination of transformation initiatives and recruitment growth, finances are secure and stable as we move forward and look to the 2024/25 academic year. Commitments to finding funds for a pay award for staff, plus capital investments in our key estates project will mean that finances will require close management, particularly as we head into uncertain political times with possible changes nationally and locally through devolution too.



Investment in education, innovation and people

Nottingham College has unlocked millions of pounds of investment for education, training and skills in our city and for the benefit of our wider region. In 2023 alone we have:

- £2.6m in grant funding has been awarded to the college to deliver on an estates decarbonisation programme at Adams and Highfields, beginning in the summer of 2024 and throughout 24/25.
- Secured £6.6m from the local skills improvement fund (LSIF), working in partnership with colleges and training providers across the D2N2 sub-region to prioritise investment in green skills, digital innovation and to support the continued development of employability skills to drive productivity, reduce the skills gap and create jobs for the future. Nottingham College will lead on the development of green skills productivity hubs with our college's very own Green Skills Centre being developed as part of our Ruddington campus.
- The Green Skills Centre will build on a decarbonisation project already underway at our Ruddington campus, thanks to some £400K investment from the strategic development fund 2 (SDF2) programme in which the college has developed its own fleet of EV, hybrid and hydrogen fuel cell vehicles to develop and roll out training to support the automotive sector's decarbonisation ambitions.
- Launched as part of the college's new healthcare T Level in September 2023, the college has developed a £660K simulated adult care ward within the City Hub campus. The ward creates a real working environment for our level 3 healthcare students to gain experience in a realistic hospital ward environment, learning to operate bed and hoist machinery, health monitoring tools and equipment, connecting them with the varying functions of an adult care ward, caring for adults with mobility issues, neurological conditions, and physical injury.
- Two large projects, totalling over £10m, are underway at our Basford site. The new construction skills centre comes on the back of a successful bid for funding from the post-16 capacity fund and will increase capacity for our 16-18 construction courses, responded to increasing demand from both students and from employers. The new centre to support students with learning difficulties and/or disabilities (SLDD) is being funded, in part, through the FE capital transformation fund and will enable us to move our SLDD students out of our Arthur Mee Centre and into a purpose-built and energy efficient building on our Basford site, enabling us to better integrate our specialist SLDD provision with the vocational provision on offer at our Basford site.
- Investment in our own curriculum offer has continued throughout 2023 with another grant, this time for more than £186k to support the development of new higher technical qualifications in construction and computing. A new level 4 course in modern methods of construction will be delivered with part of the grant. Another course in development is an HTQ level 5 in computing. This course will provide learners with the most up to date digital skills to move into growing sectors including fintech, software development, cyber security, and IT infrastructure. This latest grant comes on the back of more than £700k which was awarded through the OfS for the development of new engineering courses at degree level and more than £1.2 million to develop our degree level offer in science and laboratory technologies.



Inspirational teaching

Through our own investment, the college has seen rapid improvement in its use of innovative technologies within its teaching and learning offer. A new immersive room was installed at our Basford site in 2023 and now plans are in place for these innovative learning spaces to be installed at other campuses too. Immersive rooms utilise Augmented Reality (AR) technology to simulate real world environments, enable students to learn in a truly interactive and inspiring way and help develop new skills such as teamwork, collaboration, creativity, and problem solving.

Other innovations have centred on the adoption of AI in our teaching and learning practices plus the continued roll-out of new software that can help us truly tailor and differentiate learning to meet the needs of our many diverse students. Investment in this space in 2023 of around £500K has supported this programme of innovation, with another £500K earmarked for 2024.

Investment in our people

Thanks to continued growth we've been able to invest in our own staff too. A training budget of some £286,640 on top of our own apprenticeship levy pot, means that we invested more than £290,140 in 33,000 hours of training and development over the last year.

A new space for professional services has been created, making way for continued expansion of our curriculum. This new grade A office accommodation, located opposite the City Hub, will enable us to provide dedicated office and break out space for those in our support services roles such as finance, HR, marketing, estates, quality, and MIS / IT whilst maximising space within our Adams Building and City Hub for classrooms and student facing services.

A average pay award, outstripping the sector average, of some 7.4% was made in 2023 to staff, thanks to a number of efficiency drives and innovations, helping our staff continue to weather the rising cost of living and inflation levels that hit astronomical highs in 2023.



A Collaborative and Strategic Partner

Nottingham College aims to be recognised as a collaborative and strategic partner in the city and wider region, and has made significant strides in cementing its reputation as a key player within the skills ecosystem ahead of devolution.

Underpinning our efforts is the need to ensure our curriculum is responsive, agile and aligns to the skills needs of the area and a recognition that we can only do this by playing an active and collaborative role with employers, partners and stakeholders within Nottingham, the D2N2 region, the wider East Midlands and across our own sector.



We are proud to work collaboratively with our partners on provision from entry-level through to level 7. Our partnership work involves the following:



Industry Advisory Boards

Meaningful and productive engagement with employers is a key priority and the relaunch of our Industry Advisory Boards will provide the strategic framework through which we develop a responsive curriculum, in collaboration with those employers working in industry. Our six boards ensure there is an open with our key local/regional employers, across our key growth sectors.



Construction



Engineering



Science & Healthcare



Creative Industries (including Lifestyle)



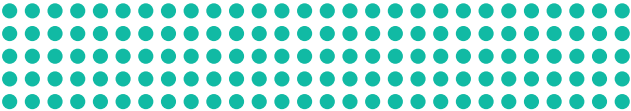
Business & Professional Services



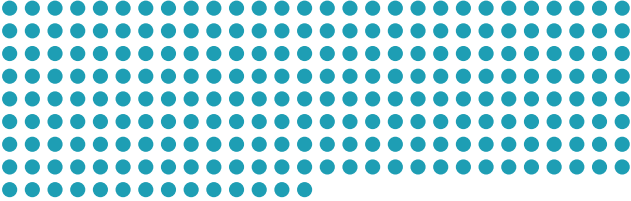
Automotive

Nottingham College in numbers:

7,000 16-18 Learners (23/24)



11,954 Adult 19+ Learners (23/24)



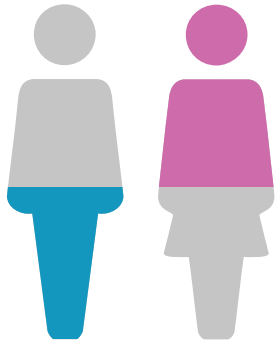
582 L4+ learners including apprentices (22/23)



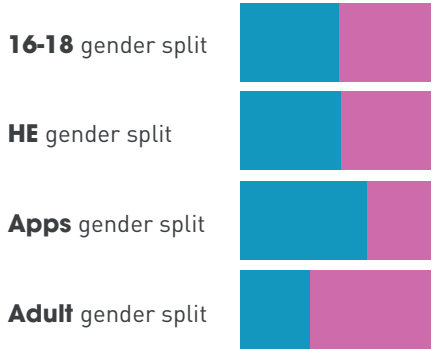
1,621 Apprentices (22/23) ● 16-18 ○ 19+



94% of HE learners in employment or further study after leaving Nottingham College

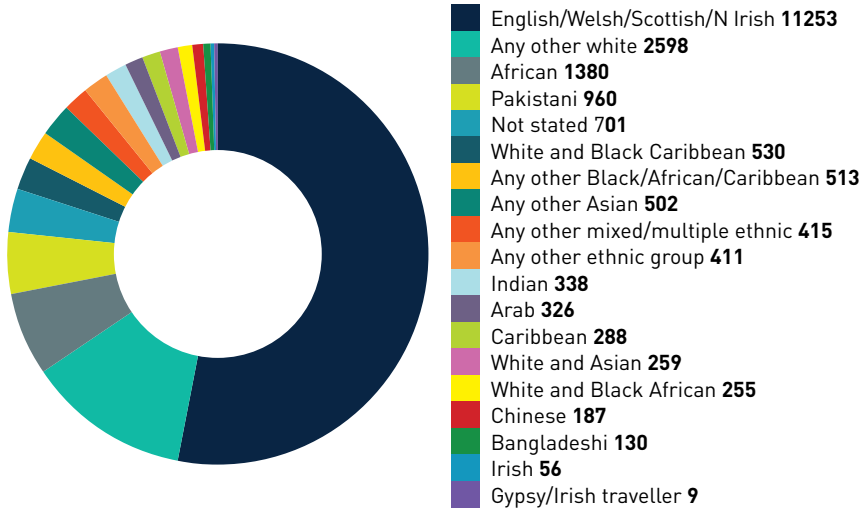


8,363 Male
10,176 Female

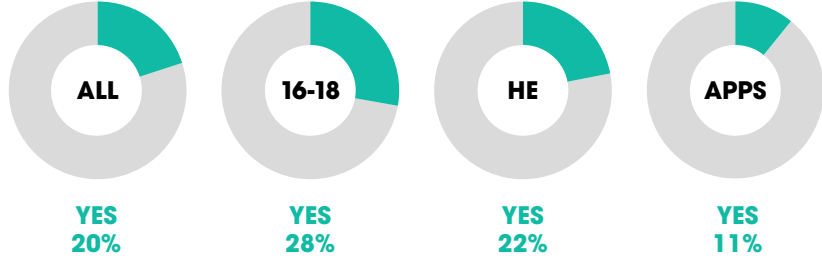


31% Increase in 16-18 learners in a full-time STEM subject

We work with **2000** employers



Students with a declared learning difficulty/disability



Progression L2-L3

30% 20/21 → **33%** 21/22 → **36%** 22/23



95% of our learners would recommend Nottingham College as a place to study
95.1% of learners are satisfied with their course
95% of learners feel safe at college



16-19 study programme



Nottingham College draws the majority of its income from the funding it receives to support 16-18-year-olds in full-time education or training, some 57% of its annual income. With around 7000 students on a 16-19 study programme, this is a growing area for the college, having seen numbers rise by 10% in the last year.

The majority of Nottingham College's 16-18-year-old students are school leavers studying at level 1 or 2, with rising numbers joining the college at entry and foundation level too.

Around 50% of our 16-18 full-time students live in Nottingham City, with around 40% coming from the wider county and the remaining 10% coming from Derbyshire, Leicestershire, Rutland and parts of Lincolnshire.

Throughout 2022/23 and into 23/24 significant investment has been made to enhance our curriculum, through new equipment and IT infrastructure. In addition, new projects to expand and improve our estate will have significant impact on the quality of the student experience at many of our sites, including the City Hub, 25 Stoney Street, Basford and High Pavement.

Provision type	Enrolled students	Proportion of 16-19 student population
Entry/SLDD/Foundation Learning and Level 1	907	13%
Level 2	3158	45%
Level 3	2949	42%

Helping young people become

FUTURE READY

Our onsite careers service is highly regarded. The number of students supported by the careers guidance team has increased year on year with 6701 IAG interventions completed in 22/23, which is a 17% increase on 2021-22 (5559). In a recent external careers survey, 75% of Nottingham college students stated they had decided on their after-college plans and 51% of students surveyed said they had engaged with a career professional or teacher about careers at college, compared to the whole of the East Midlands where this is only 43%. During the 2022/23 academic year, the college's careers team ran more than 30 events, engaging over 5000 students across the year. Over 130 employers engaged with students during 2022/23 from a wide range of sectors, including the Creative Quarter, Hair & Beauty suppliers, Media industries, Ideagen, EON and Nottinghamshire Police.

AI in classroom delivery

Immersive rooms, class avatars, virtual teaching assistants – just some of the innovations available to students to take their learning to the next level. Whether a student is a construction trainee working at considerable height, or a vehicle technician spraying a car door, or even a trainee nurse working with medical equipment on a hospital ward, all of these experiences can be replicated in a virtual environment, providing accessible but simulated working experiences to students, on a scale not achievable in the past.



The technology available to students will not only enhance and improve their learning experience, but their performance in their studies, improvements in their grades and their ability to secure a job in the career they choose. Nottingham College has invested in a team of learning technology coaches, and AI specialists, to roll out a suite of digital innovations to students across the college to begin the process of transforming our curriculum.

Key Achievements

Prioritising investment

- We have invested in our people, with £1.1m being invested into our curriculum management structure, injecting resource and specialism and including investment in leadership and management for English and maths delivery, helping to drive up attendance, engagement and outcomes for students.
- Six new learning technology coaches represent another significant investment in digital innovation in the classroom. Our coaches work directly with teachers, supporting curriculum innovation to enhance the teaching and learning experience in the classroom as well as virtually.
- Our Beacon Award for mental health and wellbeing services, awarded in February 2023, acknowledged the expansion of our student wellbeing network which, in 2022/23, provided direct wellbeing support to nearly 4500 students through targeted one to one and group wellbeing initiatives.
- Circa £1.7m was invested in classroom IT infrastructure in 22/23 to support teaching and learning and so far, circa £1.6m in 23/24.

This includes:

£51k on an immersive room at Basford
£20k on nursing ward IT/AV at City Hub
£0.8m on 238 smart boards across the college
£2.5m on approx. 3,500 devices for students, teachers & professional staff
£50k on digital licencing for AI and innovative technologies.

- An estates programme delivered £1.1m of improvements to our 25 Stoney Street site in 22/23, with a further £1.6m investment in the campus in 23/24, with improvements in classrooms, reception and art gallery space. In addition, a new, simulated adult care ward was built within our City Hub campus with investment through the T Level Implementation Fund, offering a real working environment for those training to progress into the sector.

Delivering outcomes for students

- Our students enjoy college life. In our term 1 student survey for 23/24, 95% of students stated they were satisfied with the college and the course they are studying. In the same survey, 95% of students stated they would recommend the college as a place of study.
- Progression is improving. 36% of those completing a level 2 programme progressed to a full-time level 3 programme in 22/23, up from 31% the year before. For those leaving and progressing into further study or employment, 89% of 16-19-year-old college leavers recorded a positive destination (22/23 completers). Progression onto university is improving, with 84% of level 3 college leavers securing a university place in 22/23, up 25% on the year before.
- Our work to support young people in care is improving with our 22/23 achievement rate for young people in care up 4.6% to 73.1%. In the same year the gap between cared for and non-cared for young people decreased to 3.4%, from 9.8% the previous year.
- 12% of the college's students are of African heritage in 22/23. This is 8.8% higher than the Nottingham City demographic of 3.2%, demonstrating a positive representation from this population. Black / African / Caribbean / Black British students achieved 5.3% higher than their peers in the college and 4.6% above national achievement rates.

Responding to skills needs and achieving growth

- The college saw its highest number of 16-19 enrolments ever, with a 12% growth in student numbers enrolling in 23/24, from 22/23. The college grew in core sectors including health and social care, engineering, electrical, construction, science and more. This has led to in-year growth funding being secured and a financial forecast that sets us on a course for continued development and growth next year.
- The number of students joining us on a STEM related subject rose by 36% in 22/23, and a further 31% in 23/24. We are responding well to the changing needs of our local and regional economy, ensuring our students are equipped with the skills needed to secure a job in growing sectors.
- The college improved internal student progression from 22/23 into 23/24 and improved conversion of new applicants by 2%. Conversion from application to enrolment is key to unlocking future growth.



19+ adult learners



Nottingham College caters for some 20,000 or so adult learners every year, across a vast and diverse curriculum covering distance/e-learning provision, ESOL, sub-contracted and AEB funded, as well as through its commercial course offering. The college has the largest Adult Education Budget (AEB) in the D2N2 region, of more than £15m a year, reflective not just of the high number of students we attract but also of the type of provision our students access. We serve adults with little or no qualifications, right through to senior professionals looking to retrain or upskill to support their career development. Our community and ESOL provision serves a richly diverse adult population and is successful thanks to an established network of partners, all invested in supporting adults to gain qualifications and life skills to help them develop and grow. Through collaboration and partnership we also deliver on key projects such as Multiply, Skills Bootcamps and Free Courses for Jobs.

Provision type	Number of enrolments
Full-time in college	1000
Part-time in college	2300
Community	2400
ESOL	4200
e-learning	2600
Sub-contracted	3600

It's never too late to learn. Esther Ariyo-Oni, after studying Health and Social Care, then a Pre-Access to Nursing and Midwifery course, along with maths and English at Nottingham College, has now taken up a position as Mental Health Nurse at Birmingham Newman University. She is also currently completing her placement at Reaside Clinic in Birmingham.

"The college experience was a giant stride for me," Esther reflects. "It laid down the foundation for everything I'm doing now. The outstanding teaching I received from Vickie Jackson, in particular, gave me a real edge in my university studies."

Esther further stated. "I wouldn't have been able to achieve this much without the strong foundation laid by Nottingham College. This has opened doors for me to further my education and pursue exciting career opportunities."



Multiply scheme on offer to local adults looking to improve maths skills

In 22/23 the college became a partner with Nottingham City Council to deliver the Government's Multiply initiative. A free numeracy course for adults aged over 19, the courses have been designed to improve a range of maths skills, build confidence and progress onto a formal maths qualification if desired.

The course caters for those already in employment but without a GCSE maths at C or above, and through innovative teaching methods, incorporates everyday topics and maths problems and builds knowledge and understanding.

Improving household budgeting, helping parents support their own children with maths homework, and helping to solve maths problems as they appear at work, across a whole range of job roles, are just some of the benefits of a Multiply course. The short courses on offer cover a range of topics from understanding mortgages and pensions, budgeting and cost of living, financial planning for self-employment and helping with primary or secondary school maths homework.

The college received £200K to deliver Multiply throughout 23/24 and 24/25 and is working with individuals and employers to deliver the programme to those eligible.



19+ adult learners

Key Achievements

Nurturing excellence and best practice

- Our adult ESOL provision has been held up as a beacon of best practice by Ofsted, who used our provision to spotlight the delivery of outstanding ESOL provision to colleges nationally. The individualised learning on offer, the breadth and scale of provision and the high achievement rates ensures this continues to be an area of specialism for the college.
- Our ESOL Service Manager, Fiona Vale, was awarded the Public Sector Award at Nottingham City Council's annual Nottingham Awards 2023, for her exceptional support to our ESOL communities. Fiona manages the BEGIN service, working across multiple agencies to ensure those seeking education to support the development of English as a second language, in order to unlock other training and qualifications, receive the right support and advice to progress with the college.
- More than 250 students completing an ESOL programme in 22/23 have progressed onto our ESOL+ programme that launched in 23/24. This provides pathways onto courses in automotive, science, health and social care and early years, art and design and hair, aswell as bespoke programmes covering volunteering, employability and customer service skills. This successful project will lead to further growth in 24/25.
- Our ESOL provision has expanded significantly over the last few years. Enrolments have risen 22% between 22/23 and 23/24 and, when compared to 21/22, adult ESOL enrolments has risen by more than 50%.

Delivering outcomes for students

- The vast majority of our adult students, studying on either a full or part-time programme, stay with us, with student retention at 92.1%. With an adult achievement rate of 86.3% our students show commitment to their studies and achieve well.
- Adult ESOL achievement in 22/23 was nearly 6% above national achievement rates at 94.1%. This high rate of achievement has been sustained over a four-year period.
- Our adult community provision attains consistently high achievement across all demographics including gender, ethnicity and learning difficulties over a four-year period (female: 98.2%, male: 98.3%, learning difficulty: 99.2%, overall achievement: 98.3%).

Responding to skills needs and achieving growth

- Achieving 103% of our adult education budget (AEB) in 22/23 unlocked an additional £450K in funding and delivered an additional 3500 enrolments overall.
- The success of the ESOL Plus programme, which launched in 23/24, has seen more than 100 ESOL adult students apply to full-time programmes, including Functional Skills Maths and English, Motor Vehicle and Science.
- Our ESOL provision has expanded significantly over the last few years. Enrolments have risen 22% between 22/23 and 23/24 and, when compared to 21/22, adult ESOL enrolments has risen by more than 50%.
- Our outstanding community provision responds directly to local need and operates across 22 community venues across Nottingham and Nottinghamshire, taking learning out into neighbourhoods and breaking down barriers to access.



Higher Education



Nottingham College's Higher Education provides local people with a route to HE study that ensures they can receive enhanced support, smaller class sizes, a nurturing and supportive learning environment, some familiar surroundings, for those progressing from FE, and a more affordable alternative to a larger university. With established partnerships with Nottingham Trent University, Pearson and more recently The Open University, our offer extends to more than 45 HE pathways, from level 4 through to level 6. We also support more than 35 students through an established sub-contracting partnership with Expressions Performing Arts.

With HE earmarked for growth, our course options continue to evolve, with new degree pathways emerging in sport, criminology, construction, journalism, games production, healthcare, performing arts and business.

OfS investment in our HE provision improves our responsiveness to skills need

In 2022/23, the college was able to expand its science offer at HE level and improve the quality of its technical offer as a result of nearly £1.2m of OfS investment in our laboratory equipment and facilities. Industry standard equipment supporting our delivery of biology, chemistry, dentistry and forensics included 3D printing technology for dental implants, diagnostic and testing equipment for forensic science, CAD/CAM technology for dentistry, and hundreds of thousands more was invested in specialist software, high-end computers and analytical and testing kits enhance and expand our level 4 and level 5 science offer in line with skills demands locally. A further £785K was invested by the OfS in our engineering offer, again at level 4 and 5 to expand and enhance our offering in robotics and mechatronics.

On top of this, the college was successful in two rounds of HE Skills Injection Fund bidding which saw £186K awarded to help the development of our computing and construction level 4 and 5 offer and more recently £700K was awarded to help us diversify our HE offer in green technologies, across our engineering, digital, healthcare and construction faculties.

This investment paves the way for new course development and growth in 2024/25.



	Age		Gender		Local/national		
	18-23	24+	M	F	Nottingham Nottinghamshire	East Midlands	Other
22/23	60%	40%	47%	53%	83%	96%	4%
23/24	54%	46%	44%	56%	81%	93%	7%

Higher Education

Key Achievements

Investing in our offer

- The assistant principal for HE is a new role introduced in 22/23 and is spearheading our relationships with partner HE institutions, and driving curriculum developments and new courses which are being validated through a strengthening partnership with The Open University.
- The college has attracted well over £2m in dedicated HE investment through the Office for Students (OfS), with £1.2m invested in our science laboratories and highend investigative and diagnostic lab equipment.
- In 22/23 we opened our Digital Media Centre, offering industry-standard learning environment for those on our Journalism, Film and Digital Broadcasting degrees.
- A further £600K+ was invested in robotics and mechatronics equipment and software in our engineering workshops and a further £380K has been awarded to help us develop new provision in modern methods of construction and computing, both of which have new courses launched for 24/25.

Delivering outcomes for students

- Securing a Teaching Excellence Framework (TEF) bronze award for the quality of our higher education provision is a national accolade that affirms the college's approach to supporting teacher development and TLA for our HE provision.
- In 2023 the college also secured a silver rating for student outcomes, demonstrating the effectiveness of our provision in supporting our students to achieve and move on with their studies or into employment.
- Student achievement continues to rise. Our achievement rate for our NTU accredited provision for 22/23 was 89% for level 4, 95% for level 5 and 97% for level 6 – a great set of results acknowledged by our partners at Nottingham Trent University.
- Satisfaction also remains high. We have seen a significant increase in student satisfaction through the responses to the 2023 National Student Survey. Response rates are high at 82%, against a national response rate of 71.5% and, where there are comparable questions, the college's satisfaction rate has improved across all areas.

Responding to local need and delivering growth

- Our student numbers grew in 23/24 by 6%, back to 21/22 levels and in the face of a dip nationally. Securing this upward trajectory sets us on course for ambitious growth for 24/25 and beyond.
- Our HE courses are highly responsive to student demand and to skills demands locally. Since 21/22, we've seen a 26% increase in the number of HE students studying in a STEM subject. This growth is thanks to continued development of our science, engineering, electrical, and digital HE curriculum.
- The college's approach to widening participation is strong. 61% of all Nottingham College HE students are from PLOAR3 quintile 1 and 2 postcode areas. These are the areas that are least likely to participate in higher education. Furthermore, 34% of students are in quintile 1 alone; these are the areas least likely to participate in HE nationally.
- The college's HE student body is diverse and reflective of the local community; 28% are from a BME background, 57% are considered mature students being 21+, and 26% declared a disability or learning difficulty.



Apprenticeships



Nottingham College delivers 11% of all apprenticeships in Nottingham and through the most recent Ofsted inspection our apprenticeships provision was judged to be good. Our 1000 or so apprentices are employed across a diverse range of sectors, from engineering to creative, from hospitality through to automotive, and hair and beauty through to the science and healthcare sectors. We offer over 60 Apprenticeship standards, one of the most flexible and responsive menus of choice available to local employers.

Apprenticeships post-Covid have been challenging for many providers, seeking to regain position following Covid, adapting to the changing delivery models and growing into emerging markets. For Nottingham College, despite losing some key contracts after Covid, we've regained our position and have seen a slight growth (1%) in market share in Nottingham since 19/20.

Our prominence and market share outside of Nottingham, into the D2N2 sub-region remains a challenge and our overall size, as one of the largest colleges in the UK, is not reflected in our apprenticeship learner numbers.

Apprenticeship Numbers	Male	Female	16-18	19+	D2N2	Out of Area
2022-23	57.5%	42.5%	45%	55%	60%	40%

Nottingham College Apprenticeship Awards

Now in their third year, and launched first in 2022, the Nottingham Apprenticeship Awards continue to go from strength to strength with employer sponsors, hundreds of nominations and a grand venue to play host to the proceedings. Categories include SME Employer and Large Employer of the Year, Apprentice Champion of the Year, Tutor of the Year as well as numerous categories for apprentices themselves.

Our next awards will take place in May 2024.



Multicultural Construction Apprentice of the Year

One of our adult apprentices, Tracy Fearon, was awarded a national award through the Multicultural Apprenticeship Awards, recognising her achievements and her inspiring journey as a female electrical apprentice.

The Multicultural Apprenticeship Awards spotlights talent and diversity within multicultural communities through the celebration of those working hard to overcome adversity to achieve their goals through apprenticeships.

Tracy wanted to be a plumber from a young age but found the lack of women in the industry made it difficult. After attending a careers fair at the college for her son, Tracy's passion for construction and engineering grew. Inspired by a conversation with another female trade apprentice, she applied for and secured an electrical apprenticeship opportunity at Nottingham City Council, within their Housing Services department.

Throughout her apprenticeship, Tracy has been a strong advocate for apprenticeships, actively participating as a speaker at apprenticeship events, careers fairs and women in construction events. Her dedication, perseverance, and talent has inspired others to secure apprenticeships.

Tracy was nominated by her apprenticeship advisor as she also recognised her resilience as a mother and as a mature student balancing family life and work commitments.

Apprenticeships

Key Achievements

Creating conditions for growth and success

- Securing funding through the Local Skills Improvement Fund (LSIF) in 23/24 will provide capacity for development and growth of our apprenticeship offer, particularly in engineering, green skills and computing / ICT. This funding ensures that we can continue to invest in curriculum design, resources and equipment and innovate in delivery models to reach new audiences and expand our customer network.
- Securing an outstanding grade for our residential apprenticeships provision in early 2024 acknowledges our specialist knowledge, facilities, assessors, technical team and wrap around support services available to around 400 of our apprentices. This achievement provides a fantastic foundation for improvement across our wider apprenticeship offer.

Improving links with employers

- Established in late 22/23, our industry advisory boards are going from strength to strength and solidify connections between employers and our curriculum, strengthening relationships, improving responsiveness, and endorsing the curriculum strategy as it develops throughout 23/24 and into 24/25.
- Employer satisfaction with the service is rated as good, compiled via the Digital Apprenticeship Service survey of employers. This provides validation of our approach to managing employer links and how we engage with them whilst apprentices are on programme. We aim for ambitious improvement in this area to secure a satisfaction score of outstanding.
- A restructured team now ensures we have specialist and dedicated employer engagement support for each of our key economic sectors, and a newly established recruitment team that services the needs of employers across the full breadth of our provision, including apprenticeships, HE and commercial.

Going for growth

- The recruitment and delivery teams have been reshaped to focus on key growth areas. Achieving our growth targets will be made possible through increased focus to these key sectors including local automotive, construction, engineering, health and science, creative, digital and lifestyle, and business. Detailed sales and marketing action plans will ensure these sectors are effectively targeted and our provision gains prominence and credibility quickly.
- Training and development of our employer engagement team has established a consultative selling model which is strengthening relationships with key accounts and new businesses, broadening our reach and providing access to new and emerging opportunities within our local and regional employer market.

Commercially responsive provision

With a growing reputation as a proactive and collaborative strategic partner, we have been able to nurture a number of relationships which have enhanced our curriculum offer and placed the college in a strong position to respond effectively to regional opportunities made possible through initiatives including Levelling Up, SDF (Strategic Development Fund), LSIF (Local Skills Improvement Fund) and more.

We partner directly with employers in the development and delivery of bespoke commercial programmes, workforce development initiatives and joint ventures and we have leveraged investment to ensure our curriculum evolves to meet the skills needs of our local and regional employers now, and in the future too.

Key achievements and outcomes

- The launch of our own motorbike repair offer, through a new partnership with the Superbike Factory in 2022, has seen the introduction of onsite delivery and an increase in student numbers as a result. This diversification of our automotive offer has been a successful venture and offers opportunity for further growth in 2023/24 and beyond.
- Our long-standing partnership with Aston Martin means that the training for all Aston Martin body repair engineers, based across the globe, is developed and delivered from Ruddington or at Aston Martin sites all over the world.
- The successful delivery of SDF 1 and 2 ensured we were able to turn over £2m of investment into an expanded commercial or employer responsive offer across dental technology, laboratory and pharmaceutical services, automotive, engineering, construction, green tech and digital services.
- A new partnership with Rail Futures saw the college enter the rail industries market for the first time, with a bespoke programme delivered at the Nottingham Railway Heritage Museum, targeting the unemployed, or those wishing to retrain, with bespoke training to engage them in rail careers.
- A new partnership with East Midlands Airport was cemented in the summer of 2023 and a new programme, designed to engage unemployed people with career opportunities at the airport, was launched in late 2023. This partnership is set to see more than 200 people a year participate in a tailored programme delivered onsite at the airport.
- The outcome of our LSIF bid in late 2023 means that the college will take its share of more than £6m to develop a new Green Skills Centre, as well as a range of new tailored programmes targeting skills development in key sectors including digital services and engineering. This bid was led by the college and unlocks the potential of our Ruddington site to become a regional hub for green skills training in advance of devolution.

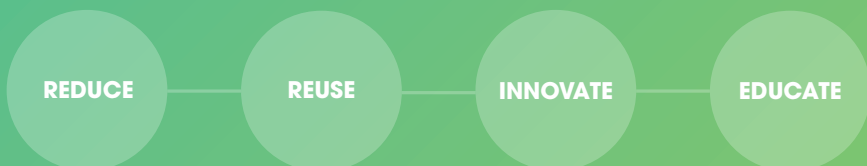
New opportunities

- Through an emerging new partnership with Nottingham City Council we are spearheading a project to develop a number of sector based work academies, also in partnership with the DWP. Closer links with the City Council mean that opportunities to gain access to key development projects through Section 106 agreements are also in the pipeline.
- The East Midlands Freeport (EMF) was announced as a successful Freeport bid by the UK Government in March 2021. Straddling three East Midlands' counties, the freeport features East Midlands Airport, the Ratcliffe-on-Soar Power Station site and the East Midlands Intermodal Park (South Derbyshire). Opportunities for bidding are opened up under the Government's investment zone programme and through the newly created East Midlands Combined Authority.
- Through our work with the IMI (Institute of the Motor Industry) and their tech safe scheme, we are further expanding our Electric Vehicle, ADAS and FGAS offer to grow our local commercial market, as well as further expand our national and international commercial relationships with Aston Martin, Bentley and others.
- Further partnership work, founded on the successful roll out of our new East Midlands Airport course offering in late 2023, could see us become the airport's chosen training provider for the East Midlands, creating numerous opportunities and an expansion into support for other affiliated East Midlands Freeport organisations too.
- A growing demand for rail training across D2N2, in part enhanced by the Integrated Rail Plan, means that our first foray into rail sector training can strengthen and grow into 2024/25, in line with local demand.
- Strengthened partnerships with Rushcliffe Borough Council could pave the way for new opportunities with Nottinghamshire County Council. Their involvement as a key partner of the proposed East Midlands Development Corporation (EMDC) and the new proposed International Centre for Zero Carbon, planned for the Ratcliffe-on-Soar site, offers a significant opportunity for the college.
- New and emerging partnerships with our large local employers including the Police and Fire Service, Nottingham City Transport, Capital One, Conygar, Boots and Nottingham University Hospitals Trust are set to strengthen throughout 24/25 and deliver new opportunities not just for apprenticeships but commercial provision too. Partnerships such as these are crucial in delivering against our target of securing £3m of additional commercial income by 2026.

ZERO

Our journey to becoming carbon zero

Nottingham has serious sustainability ambitions for the city and as a college we share these ambitions. As a large employer, occupying a sizeable estate, we must set an example for responsible environmental management and we have a duty to raise environmental awareness among our staff and learners.



Since our baseline year 2019/20

Reduced water consumption by
70,000 LITRES
per year

Zero waste sent to landfill

Drastically reduced our single use plastic offer in our refectories

Introduced a greater range of meat free options across our catering provision

700
TREES PLANTED

Partnered with a new Green Energy Supplier for our electricity supply

NEW for 2024/25 we will

- Launch a new Green Skills Centre for Nottingham thanks to the LSIF through which we will share a grant of some £6.6m to invest in green skills delivery.
- Deliver £3m of improvements to our Adams and Highfields campuses as part of our ongoing estates decarbonisation programme.
- Open two, new ultra low carbon buildings at our Basford site to house a new construction skills centre and a new centre for students with learning disabilities and/or difficulties.

Since our baseline year 2019/20 we have reduced our carbon emissions by **33%**, some **1 100 tonnes**.

2019/20

2025

2030

ZERO



