



Accountability Statement and Curriculum Strategy

2025/26





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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Purpose

Nottingham College exists to unlock potential through learning, providing education and training that empowers our region's residents to secure rewarding careers and contribute to economic growth. Our strategic priorities, as outlined in our Strategic Plan 2023-2026, focus on developing a responsive curriculum that aligns with regional skills needs while ensuring all students are future ready.

Since publishing our Strategic Plan, we've made significant progress in addressing skills gaps identified through our Local Needs Duty review. We've witnessed encouraging growth in student numbers across key sectors, with a 14% increase in STEM-related enrolments and expanded provision in construction, digital and healthcare. Our Ofsted-rated "Outstanding" residential apprenticeship programme and award-winning ESOL provision demonstrate our commitment to excellence.

Significant developments include the completion of our new Construction Skills Centre and specialist SEND Gateway facility at our Basford campus, enhancing our capacity to deliver in high-demand areas. We've also established ourselves as a Microsoft digital innovation pioneer and secured partnerships with major employers including East Midlands Airport, Notts County FC, and Halfords.

Our approach to the Local Needs Duty has informed a comprehensive review of our curriculum offer. Through extensive engagement with employers, stakeholders and learners, we've gained valuable insights into the evolving skills landscape of our region. This has led to targeted investments in areas of growing demand while ensuring our provision remains accessible to all communities, particularly those facing significant socioeconomic challenges.

Our commitment to achieve a stronger alignment between further education provision and local employment needs informs our curriculum planning process, ensuring we take an evidenced-based approach that is collaborative, and focused on improvement by looking back as well as looking forward. We produce a live curriculum lens document annually that provides the direct link between our chosen curricula and evidenced local need, to drive scrutiny and challenge throughout our curriculum planning process. This cumulates in a Curriculum Gateway process, that sets measurable curriculum development aims by faculty area.

The relationship between our strategic plan and this Accountability Statement is symbiotic. While our strategic plan sets the long-term vision and strategic priorities for 2023-2026, this Accountability Statement outlines the specific commitments, actions and outcomes we will deliver in 2025/26 to progress towards those objectives. It represents our annual pledge to stakeholders, detailing how we're responding to identified needs and priorities.

The formation of the East Midlands Mayoral Combined County Authority (EMCCA) presents new opportunities for collaborative approaches to skills development. As a college, we've positioned ourselves as a key strategic partner, contributing to regional conversations about skills, employment and economic regeneration. Our strong presence on the LSIP steering group enables us to influence regional skills strategies while ensuring our curriculum continues to adapt to emerging economic priorities.

This Accountability Statement directly responds to priorities identified in our Local Needs Duty review and links to our strategic plan through a shared focus on developing essential skills, addressing regional skills gaps, and enhancing productivity. It outlines specific actions we're taking to meet these needs, working collaboratively with partners across the East Midlands County Combined Authority/D2N2 region to drive prosperity for all our communities.

As we navigate the changing skills landscape, we remain committed to our core purpose of improving the life chances of our learners while supporting the economic vitality of our region. This statement represents our ongoing commitment to accountability, transparency and continuous improvement in service of our communities.



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

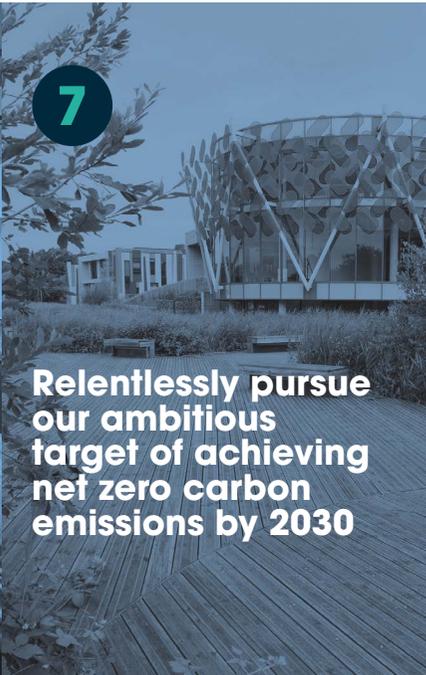
OUR STRATEGIC PRIORITIES

[View our Strategic Plan](#)



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

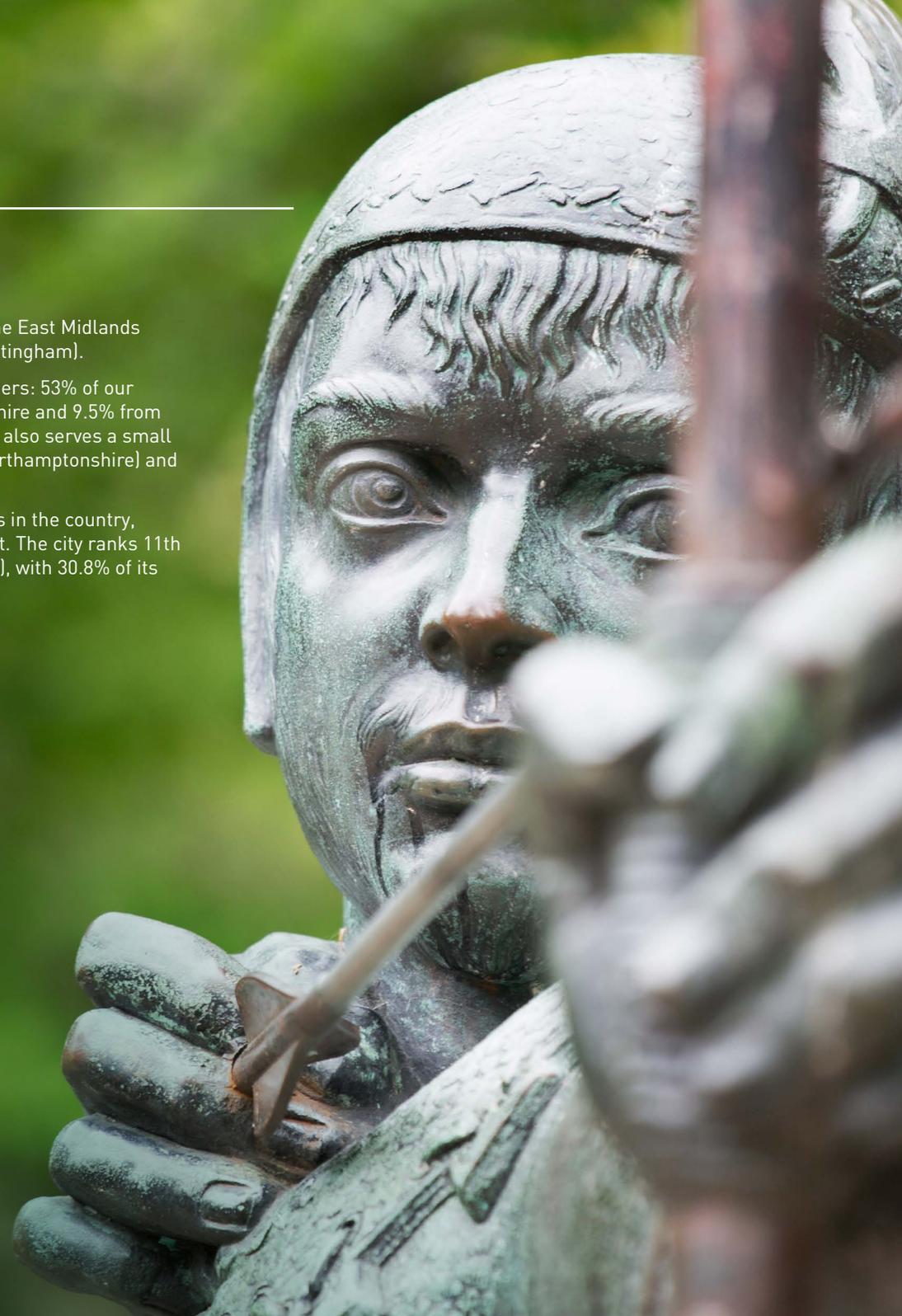
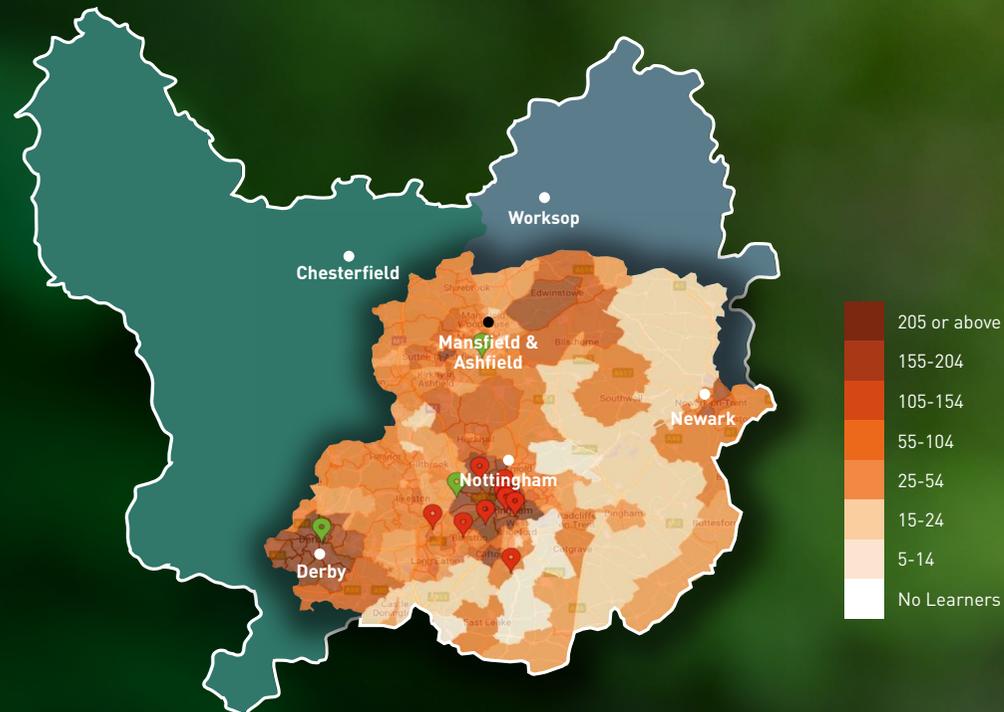
Context and Place

The Communities We Serve

The communities we serve are the City of Nottingham and surrounding County areas within the East Midlands Combined County Authority / LSIP area of D2N2 (Derbyshire, Derby, Nottinghamshire and Nottingham).

Within D2N2, our locality is defined by looking primarily at the travel to learn patterns of learners: 53% of our learners are from within the City of Nottingham, with a further 31% from South of Nottinghamshire and 9.5% from the North. 6% of learners travel from across South, West and East Derbyshire and the college also serves a small number of learners from the wider East Midlands region (Leicestershire, Lincolnshire and Northamptonshire) and national locations through online and work-based learning.

Nottingham College operates within one of the most challenging socioeconomic environments in the country, serving communities that face multiple, interconnected barriers to education and employment. The city ranks 11th in the Indices of Deprivation and 6th in the Income Deprivation Affecting Children Index (IDACI), with 30.8% of its Lower Super Output Areas falling within the top 10% most deprived nationally.



The economic landscape presents significant challenges, with Nottingham having one of the lowest employment rates among UK cities, with just 59% of working-age residents currently employed. This economic deprivation is reflected in our recruitment patterns. In 2023/24, 26% of our 16-18 cohort and 32% of our adult learners resided in Band 1 deprivation areas (the highest national level of deprivation): significantly higher than the city averages of 16% and 13% respectively.

The pattern is similar at Band 2 (the second highest level of deprivation) where we recruited 18% of our overall 16-18 cohort (22% adult) against a city resident average of 14% (13% adult). The trend is reversed at the other end of the scale, with 6% of our 16-18 students from a Band 10 area (the lowest level of deprivation) against a city average of 12% (4% of our adult cohort against a city average of 12%). This demonstrates the importance of our mission to unlock potential through learning as we support the most economically disadvantaged communities and provide a vital second chance for our students.

School educational attainment data reveals concerning trends that directly impact our offer. The city's average Attainment 8 score of 42.5 falls significantly below the national average of 46.3, with only 57.3% of pupils achieving grade 4 or above in both English and Maths GCSEs, compared to 65.1% nationally. This attainment gap widens at higher grades, with just 35.6% achieving grade 5 or above in both subjects versus 45.3% nationally. The Progress 8 score of -0.23 indicates that pupils are falling further behind during their secondary education.

Nottingham has a higher proportion of school-age children with SEND (15.7%) compared to the national average (11.9%). This is reflected in our 2023/24 enrolment of 3,810 students with identified support needs, including 177 high-needs students and 300 with Education, Health and Care Plans (EHCPs)—numbers that continue to grow annually, having increased by 24% since 2020/21. Mental health presents another significant challenge, with 33% of Nottingham's population living with mental health conditions—translating to over 110,000 people aged over 16 and more than 5,000 children aged 5-16. The city experiences higher than national average rates of suicide, self-harm, and substance abuse-related hospital admissions.

Our ESOL provision serves 1,617 learners, including 269 at pre-entry level, with 86% of our full-time 16-18 ESOL students classified as 'looked after' or 'leaving care'. This represents a crucial support system for some of the most vulnerable young people in our community.

These challenges are compounded by broader workforce issues, with only 35.4% of Nottingham's working-age population holding higher-level qualifications (compared to 42.8% nationally), while 10.9% have no qualifications (versus 6.6% nationally). This skills gap directly impacts economic opportunities and social mobility within our communities.

This complex landscape of deprivation, educational underachievement, health challenges, and skills deficits places Nottingham College at the heart of vital social and economic development work in our region. Our role extends beyond education to encompass social mobility, community regeneration, and economic development.



Overview of our Local Economy

Nottingham sits at the heart of the East Midlands Combined County Authority (EMCCA) region, which encompasses Derbyshire, Nottinghamshire, Derby, and Nottingham. With a combined regional economy worth approximately £50.5 billion GVA in 2024, Nottingham contributes significantly as the economic and cultural hub of the D2N2 sub-region.

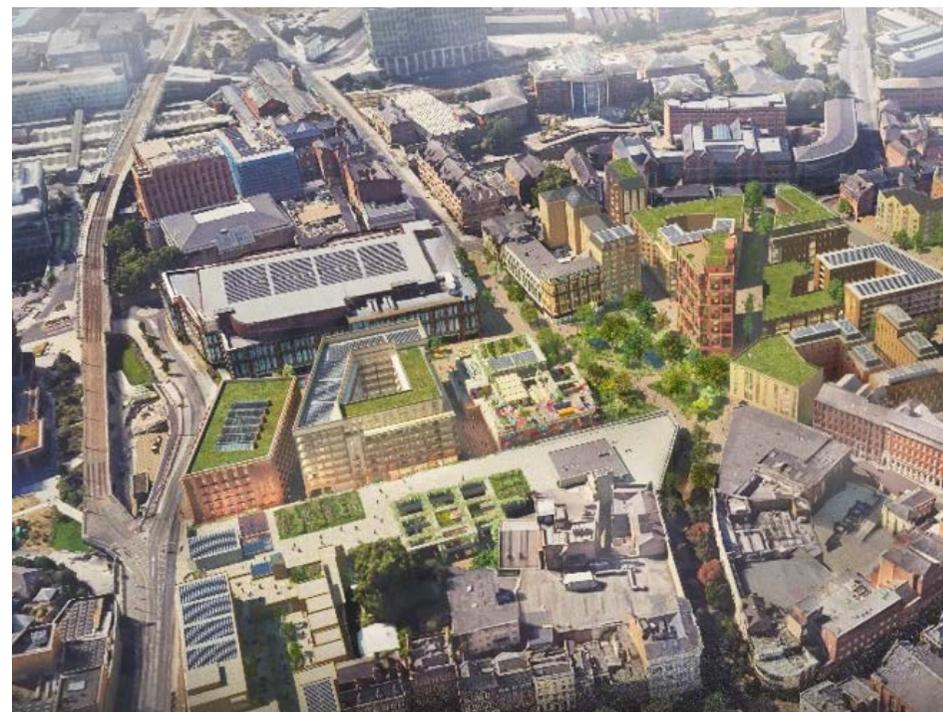
Nottingham's economy is worth approximately £11 billion and is characterised by a diverse industrial base. The city's economy is home to the headquarters of major businesses such as Boots, Experian, E.ON, Capital One, and Games Workshop. Numerous innovative businesses have formed and thrived in Nottingham including 200 Degrees Coffee, Unidays, Sygnature Discovery, Promethium Particles, Ekko Sense, and Impression. The creative and digital sector is an area of growing specialisation, providing jobs and visitor spending while enhancing the city's attractiveness for workers.

Manufacturing remains a cornerstone of the regional economy, accounting for 11.8% of all jobs in EMCCA compared to just 7% nationally. The D2N2 area has the highest number of manufacturing jobs of all LSIP areas and the second highest manufacturing GVA (£8.4 billion in 2019). Within Nottingham, emerging specialisms in creative and digital industries and life sciences are becoming increasingly important, with notable clusters developing in e-sports and bioscience.

The region is set to benefit from two major economic initiatives. The East Midlands Freeport (the UK's only inland freeport) offers relaxed customs rules designed to attract national and international investment, while the new East Midlands Investment Zone will provide £160 million investment over ten years, with £3.2 million invested annually in skills and innovation, particularly targeting the low carbon energy and sustainable construction sectors. These initiatives are expected to drive significant job creation and economic growth across the region.

However, challenges persist. Nottingham's productivity per worker (£47,740) falls below the UK average (£55,465), contributing to lower household earnings. The unemployment rate in Nottingham (5%) exceeds the UK average (4.3%), alongside a high rate of economic inactivity at 32% compared to 21.5% nationally. Median pay in Nottingham (£22,250) is approximately 20% less than the UK average (£27,750), and the city has the third lowest household income of all local authorities in England.

Looking forward, several major regeneration projects offer substantial economic opportunities, including the Island Quarter, Broad Marsh, and Castle Meadow campus developments. Nottingham is also positioned to capitalise on the green economy, having led local action to deliver net-zero, with ambitious plans to be the UK's first carbon-neutral city by 2028.



The Broad Marsh redevelopment has reached a milestone with Homes England's acquisition from Nottingham City Council, heralding transformative change for the city centre. This government-backed project will deliver 1,000 new homes, 20,000 square metres of mixed-use space, and generate 2,000 full-time jobs, bolstering the local economy. For our construction provision, this presents valuable opportunities for work placements, apprenticeships and industry partnerships to enrich our curriculum with practical experience. The project's extended timeline provides a sustainable pipeline for our students, enabling us to develop specialised training in traditional trades, sustainable practices and the digital technologies essential for this ambitious city-centre transformation'

Approach to Developing the Annual Accountability Statement

To understand local need and develop our accountability statement and curriculum plan, we actively engaged strategic and key partners across the region and the county. The college currently understands local economic and demographic need through the following strategic partnerships:

- The East Midlands County Combined Authority (we actively contribute to the Skills and Employment Committee and the Inclusive Growth Commission)
- Local Skills Improvement Plan (LSIP) – the college is an active member and major contributor, representing the skills sector in Nottingham and Nottinghamshire
- The Nottingham Growth Board (our Principal is the lead for skills)
- Local Authorities (Nottingham City and Nottinghamshire County Councils)
- Confederation of British Industry (CBI) – the college’s Director of Strategic Development and Projects is a regional counsellor
- The D2N2 Colleges Group and Chief Executives Forum
- The Freeport Skills Group
- Nottingham’s Employment and Skills Taskforce
- East Midlands Innovation Zone Skills Sprint Group (the college is the FE representative for the Nottingham and Nottinghamshire areas)
- East Midlands Chamber of Commerce
- The Midlands Net Zero Hub
- Tomorrow’s Nottingham University Hospitals / Universities for Nottingham Civic Partnership
- The Nottingham Innovation Zone working group
- The D2N2 Public Sector Compact
- Careers and employability partners (e.g. The Futures Group and The Careers and Enterprise Company)
- Universities for Nottingham Collaboration

This strategic level engagement is supported through direct consultation with employers through our sector aligned Industry Advisory Boards, attendance at local forums and through ongoing training needs analysis via our dedicated employer engagement team to understand the knowledge, skills and behaviours required to drive up productivity and meet skills gaps. To ensure a responsive offer, we actively co-design curricula with employers, allowing for locally bespoke delivery mapped to current and emerging need. Ofsted identified that “Leaders engage widely with other education institutions, local government and local employers to understand local and regional skills priorities and needs. This proactive approach means that the college has a reputation for being a responsive and trusted partner within the local and regional skills offer.” (Ofsted, 2023)

We have and will continue to work with key local partners who have a presence across our defined local area to review and refine our collective offer. Engagement will focus on the main General Further Education Colleges of Vision West Notts College, Derby College, RNN Group, Chesterfield College and Newark College, relative to where our learners travel from. In addition, we will consult with Nottingham Trent University and the University of Nottingham to design seamless progression routes into higher technical and academic study.

We work collaboratively with representatives from these organisations on key local strategic forums such as the LSIP Steering Group, the East Midlands Investment Zone Skills Sprint Group, the Freeport Skills Group and a new FE Youth Guarantee Working Group. Through these collaborations, we agree strategies to align provision, reduce duplication and create seamless pathways for students through the local skills ecosystem.

This work will include engaging these partners to identify geographic areas of economic clustering to carry out a root and branch analysis of the skills offer across the various institutions and how we can collectively meet the needs of our sub-region. We will continue to act as a key contributor to educational partnerships and initiatives across the region, sharing best practice, resources and skills, and actively support local and regional groups and forums.

Alignment to Regional and Local Priorities

Nottingham College's curriculum offering has been strategically developed to align with the skills needs and priorities identified in key regional strategic documents: the Derbyshire & Nottinghamshire Local Skills Improvement Plan (LSIP), the East Midlands Combined County Authority (EMCCA) ASF Strategic Skills Plan, and Nottingham's Economic Plan for Growth 2024-2030.

Digital Skills

The LSIP highlights significant digital skills shortages, noting that 'employers are finding it challenging to locate employees with the right digital skills'. Our Computing, IT and Esports provision includes Digital T Levels, Higher Technical Qualifications, and specialist courses in programming languages identified in the LSIP as regional priorities. This aligns with Nottingham's Economic Plan for Growth, which identifies Digital and Creative Industries as a key sector where the city aims to 'build on existing strengths in fintech, data science, knowledge intensive businesses, gaming, and film and TV production'.

Net Zero

The LSIP identifies 'an increasing demand for skills essential for achieving Net Zero carbon emissions', specifically in 'energy efficiency and low-carbon transition'. We have recently opened a new Green Skills Centre at our Basford campus and have invested funding at our Ruddington national automotive training centre to create a new decarbonised offer. We offer sustainability related courses such as Air Source Heat Pump Systems and Electric/Hybrid and Hydrogen Vehicle courses. This provision supports Nottingham's ambition to be carbon neutral by 2028 as stated in the Economic Plan for Growth, and addresses the EMCCA Strategic Skills Plan's focus on 'sectors which support progress towards net zero, green skills, sustainability and resilience to climate change'.

Essential and Transferable Skills

The LSIP identifies "work readiness and soft skills" as a significant concern. Nottingham College addresses this through programmes in Business Administration, Customer Service, and Employability Skills. This directly supports the EMCCA Strategic Skills Plan's priority to "raise skills levels throughout the city, ensuring that all our residents have the opportunity to access employment."

Addressing Economic Inactivity

The EMCCA ASF Strategic Skills Plan identifies higher than average economic inactivity (31.2% compared to 21.5% nationally) as a key challenge. Our Foundation Learning programmes, Supported Learning pathways, and Entry Level provision across vocational areas provide accessible entry points to education and employment, supporting the EMCCA's goal to "reduce inequality, promote social mobility and allow people to achieve their potential."

Supporting Growth Sectors

Nottingham's Economic Plan for Growth identifies key growth sectors including Creative and Digital, Health and Life Sciences, and Advanced Manufacturing. Our curriculum offers comprehensive pathways in each:

- Health and Life Sciences: Our extensive Health and Social Care provision (from Entry Level to Level 6) and Science pathways, including Laboratory Technician apprenticeships and HTQs, support the city's ambition to "leverage the life science and healthcare hubs."
- Advanced Manufacturing: Our Engineering and Manufacturing programmes, including multiple T Levels and HTQs, address the significant concentration in manufacturing (11.8% of employment compared to 7% nationally) highlighted in the EMCCA ASF Strategic Skills Plan.

Building Skills Pathways

Our curriculum facilitates clear progression from entry-level to higher technical qualifications, supporting the "skills pathways" approach emphasised in both the LSIP and Nottingham's Economic Plan. The LSIP places "significant emphasis on unlocking the potential of LSIPs to create pathways for entry-level 'Level 1' skills that lead to higher-level skills", which is reflected in our provision spanning Entry Level to Level 6 across key sectors.



Alignment to National Priorities

Our work actively contributes to the Government's five missions for Britain:

- **Secure the highest sustained growth in the G7:** We partner with over 3,000 local employers, deliver 2,000 apprenticeships annually, and provide 10,000 qualifications to apprentices and adult students each year, supporting progression into employment, upskilling and reskilling.
- **Make Britain a clean energy superpower:** We offer specialist training in green technologies, deliver the national Carbon Literacy Programme, and have established a dedicated Green Skills Centre. Our curriculum in sustainable construction, hydrogen fuel cell technology, and electric vehicles supports the transition to net zero.
- **Build an NHS fit for the future:** We work closely with local NHS Trusts on training programmes ranging from T levels to apprenticeships, offering specialist provision in laboratory science, dental technology and community pharmacy while supporting the Nottingham University Hospital Trust's development plans.
- **Make Britain's streets safe:** We take a multi-agency approach with partners including the Violence Reduction Partnership and local police to educate and support young people, while our expanded entry and Level 1 programme offers educational opportunities for those at risk of turning to crime.
- **Break down barriers to opportunity:** Our HE provision serves disadvantaged communities with over two-thirds of younger HE students coming from the lowest participation areas. Our ESOL provision and supported internship programmes create pathways for the most disadvantaged into education and employment.

Nottingham College is actively supporting the UK's modern industrial strategy by aligning its curriculum with the priority growth sectors identified in the Invest 2035 plan. The college offers comprehensive training across advanced manufacturing, digital technologies, creative industries, and life sciences sectors through programmes such as T Levels in Digital Support and Security, Laboratory Science, and Healthcare Science. Additionally, the college has developed specialised courses in green technology and sustainable practices, supporting the clean energy industries priority sector with offerings including a Heat Pump Systems qualification and Electric/Hybrid Vehicle training. This strategic curriculum development addresses the skills mismatch highlighted in both the Industrial Strategy and Skills England report.

To tackle the technical skills gap and persistent shortages identified in the Skills England report, we deliver targeted provision in electrical, mechanical, and manufacturing areas through our extensive engineering and construction programmes. The college offers pathways from entry level through to degree level, ensuring accessible progression routes for learners. Our collaborative approach with employers facilitates work placements and apprenticeships that develop industry-relevant skills. The college's provision of higher technical qualifications at levels 4 and 5 directly addresses the higher technical skills gap highlighted in the Skills England report, where only 4% of people attain these qualifications by age 25 compared to significantly higher rates internationally. Through these strategic educational offerings, Nottingham College is contributing significantly to building the skilled workforce needed for the UK's future economic growth.



Annual Objectives 2025/26

Strategic Priority	Actions	Alignment with Local and National Skills Priorities
<p>Enhance pride in our college and strengthen our reputation as a trusted and collaborative partner</p>	<p>Our Curriculum</p> <p>Digital</p> <p>Aim 1: To introduce new courses and pathways within the Digital sector that better serve the current needs of the industry and skill shortages, including Coding and AI, delivering student growth within this area of 10%.</p> <p>Objectives:</p> <ul style="list-style-type: none"> By September 2025, introduce and enrol a minimum of 60 students across three new T Levels: Data Technician (1), Digital Production, Design and Development (2), and Digital Support Services (3). Design and validate a ESOL plus Digital course for delivery from September 2025 focused on essential digital skills, with an emphasis on an introduction and application of AI, aiming for 30-40 adult and 16-19 students. Design and offer a full-time entry-level course for Digital, for a September 2025 start, with a minimum of 12 students enrolled, allowing young people, including the most disadvantaged and with learning needs to develop key AI and essential digital skills. Design and launch an Adult Skills Fund (ASF) level 1 and 2 programmes covering software development in Coding, JavaScript, SQL, AI and Azure by January 2026, with an adult student target of 50. Implement three new Pearson Level 2 technical qualifications for September 2025 with an aim of 70 students enrolled across the following three courses: Technical Networking and Cyber Security, Technical data Management and Digital Technology and Application, meeting current skills needs in the industry. <hr/> <p>Health and Social Care and Science</p> <p>Aim 2: Ensure that our Health and Social Care offer supports the future workforce into employment and addresses skills shortages in the area, including digital skills.</p> <p>Objectives:</p> <ul style="list-style-type: none"> By December 2025, pilot an employer-led digital module within at least two H&SC groups, incorporating real-world NHS case studies and digital tools including AI. Offer the T Level in Laboratory Science from September 2025 with a minimum of 15 students enrolling, which supports life sciences national priority and the regional need within Bioscience in D2N2. <p>Aim 3: Increase the number of students studying Life Sciences related subjects and the Science routes available for students to study, which reflect national and regional priorities.</p> <p>Objectives:</p> <ul style="list-style-type: none"> Increase Life Sciences related A Level student numbers by 5% compared to 24/25. Introduce a Geology A Level offer with a minimum of 12 students for September 2025 start, meeting the needs of the growing mineral industry in the East Midlands. 	<p>LSIP:</p> <ul style="list-style-type: none"> Manufacturing is a significant sector in the region, with advanced engineering and automotive industries being important drivers of employment Derbyshire and Nottinghamshire have a significantly higher concentration of advanced engineering and manufacturing jobs than the national average The Healthcare sector is facing skills shortages, particularly in areas such as nursing and social care Bridge the skills gap in digital technologies and adapt to the fourth industrial revolution Harmonise digital skills across existing programmes, map existing digital skills offerings, and address gaps in provision Develop an employer-driven competency framework for essential and transferable skills Build an infrastructure to capture and record live progress towards essential skills and competencies across vocational disciplines <p>National Priorities:</p> <ul style="list-style-type: none"> Advanced Manufacturing Digital and Technology Health and Social Care Science and Life Sciences Construction and Green Skills <p>LSIP: Deliver employer-provided partnered provision: Establish strategic relationships and partnerships between employers and training providers to ensure relevant course content and work placements.</p> <p>The Bio-Science industry is significant in Nottingham. Mineral industry is a growth area for the East Midlands (EMMCA).</p> <p>Demographic: provide low level adult courses that upskill disadvantaged adults and support them to find work.</p>

Strategic Priority	Actions	Alignment with Local and National Skills Priorities
<p>Enhance pride in our college and strengthen our reputation as a trusted and collaborative partner</p>	<p>Advanced Manufacturing and Engineering</p> <p>Aim 4: Integrate key new Manufacturing and Engineering skills into the curriculum, such as robotics, coding and sustainable practices.</p> <p>Objectives:</p> <ul style="list-style-type: none"> For September 2025 level 2 courses will include CNC coding, and the level 1 courses will be rewritten with robotic and electronic content included, ensuring circa 150 students have industry ready knowledge and skills, which they did not gain last year. Develop a Sustainable Engineering module/unit and embed it into level 3 and T Level study programmes for September 2025 delivery, providing new additional knowledge to circa 100 students. <p>Green Skills</p> <p>Aim 5: Develop a green skills curriculum offer that meets the needs of national priorities and regional employers, to ensure the future workforce develops the key green skills to support the local net zero ambition.</p> <p>Objectives:</p> <ul style="list-style-type: none"> Design and offer a new adult skills fund / commercial offer in air source heat pumps or Solar PV for 25/26 academic year to a minimum of 30 students. Embed additional content of green skills technologies and/or retrofit qualification into Entry Level, Level 1 and Level 2 construction programmes, providing additional knowledge to circa 400 students. Launch a new adult offer in Level 2 Retrofit for October 2025 and January 2026 enrolment, with student target of 40 (2 x 20 cohorts). 	
<p>Invest in and reward our people, develop their skills and recognise their success</p>	<p>Our People</p> <p>Aim 6: Facilitate opportunities for curriculum staff to upskill and develop new knowledge, relevant to their industry area</p> <p>Objectives:</p> <ul style="list-style-type: none"> 80% of vocational/technical teachers to undertake a minimum of 3 days' industry related experience in the 2025/26 academic year By July 2026, ensure that 100% of Health & Social Care faculty staff complete at least one CPD session on emerging NHS digital technologies, such as AI in healthcare and electronic patient records, to enhance digital competency and curriculum delivery. By May 2026, deliver at least one out of the three industry-focused upskilling sessions to science staff (14 staff) on the application of science in clean energy, with input from external employers and partners. By May 2026 at least one of the three upskilling CPD sessions delivered to Engineering staff (15) will be on new automations and advanced manufacturing techniques. 	<p>Staff are aware of new emerging industry needs and can deliver the skills needed for today and the future, as mapped out in the LSIP.</p> <p>Keep upskilling in emerging industries such as digital, green skills and advanced manufacturing.</p>

Strategic Priority	Actions	Alignment with Local and National Skills Priorities
<p>Ensure all our learners are in good hands, with highly effective and supportive learner facing services</p>	<p>Our Learners</p> <p>Aim 7: Provide students with industry experiences, so that they are well informed about their opportunities and are better prepared to progress into employment or further learning.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • From destination data collected, at least 80% of our students progress into a positive destination. • 70% of our students complete 30 hours or more of work placement and/or experience of work. • Provide employer insights and career advice to A Levels students, to encourage employment as much as university. Each A Level student to receive a minimum of two employer exposure activities on their course. 	<p>Ensuring students are gaining the transferable and soft skills in work ready related activities, such as communication and problem solving as set out in the LSIP.</p> <p>They are supported well to progress to their next step.</p> <p>The college has a good output that sees our students positively contribute to Regional Industry and Society.</p>
<p>Enhance pride in our college and strengthen our reputation as a trusted and collaborative partner</p>	<p>Our Stakeholders</p> <p>Aim 8: Work with key stakeholders and long-established partners to provide industry-informed curriculum, providing collaboration opportunities with regional stakeholders to meet regional and national priorities.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • 70% or more of departments will have 1 or more Industry Advisory Board meetings that inform curriculum and strengthen collaboration with partners and employers between July 2025 and May 2026. • Work with partners to create and deliver a programme that meets the needs of the youth guarantee trailblazer, with the course running in the 25/26 academic year, with a minimum of 30 students. • Work with key partners to introduce a logistics and warehousing offer in 25/26, considering the freeport and investment zone creating more new jobs, with a target of 30 students enrolled, majority being adults. • Develop a level 6 Bachelors in Engineering Top Up for September 25 in collaboration with our HE partner supporting the high level skills need in the Engineering industry within the East Midlands, with a minimum target of 8 students. 	<p>Skills Act (2022): support young people and adults to develop the skills they need to get a good job and ensure a clearer focus on the delivery of outcomes</p> <p>Work collaboratively with stakeholders to better support young peoples' experience and progress.</p> <p>Work collaboratively with educational providers, not always competing but complementing.</p> <p>Meeting the logistics growth industry in the East Midlands.</p> <p>Work with HE partners to meet regional skill priorities.</p>

Local Needs Duty

Nottingham College delivers a comprehensive curriculum offer that responds to local skills needs and supports the economic prosperity and social wellbeing of our communities. Our provision spans a wide range of levels and delivery methods to ensure inclusivity and accessibility for all learners.

Type and Quantity of Provision

We deliver provision across the following key areas:

16-18 Full-time Study Programmes: With over 7,600 full-time students (2024/25), we offer pathways from Entry Level to Level 3 across academic and vocational disciplines, with 38% of students studying at Entry/Level 1, 24% at Level 2, and 38% at Level 3.

Adult Education: Serving over 15,500 adult learners (2023/24) through full-time, part-time, community-based, and online learning options, with 98% of provision targeted at learners within the D2N2 region.

Apprenticeships: Supporting approximately 2,000 apprentices (2023/24) across over 60 standards from Level 2 to Level 5, working with more than 3,000 employers.

Higher Education: Delivering education to 739 learners studying at Level 4 and above (2023/24), with 89.3% of graduates progressing into employment or further study.

ESOL Provision: Delivering to over 4,100 learners (2023/24), creating pathways to employment and further study for our diverse communities.

SEND Provision: Supporting over 4,600 students who have declared learning difficulties, disabilities or health problems (2023/24).

Sector Coverage

Our curriculum aligns to local and national priorities, with particular strengths in:

- Digital and Creative Industries (21% of students enrolled on STEM subjects in 2024/25)
- Advanced Manufacturing and Engineering
- Construction and the Built Environment
- Health, Public Services and Care
- Business and Professional Services

We have responded to economic needs by increasing provision in areas of high skills demand, with STEM subject enrolments rising by 14% in 2024/25, and developing specialist facilities such as our Construction Skills Centre and Green Skills Centre.

Collaborative Approach

We work collaboratively with employers, civic partners, and education providers across the region to ensure our provision meets local needs. Our leading role in the D2N2 steering group and partnerships with major employers, such as East Midlands Airport, Notts County FC, and the NHS, demonstrate our commitment to delivering skills that drive economic growth and prosperity for all communities in our region.



Key Conclusions and Outcomes from Local Needs Review

Our review of how well Nottingham College's provision meets local needs has identified both strengths and areas for development:

Key Conclusions

Nottingham College effectively serves the diverse economic and social needs of the region through a broad curriculum offer, with particular strengths in:

- **Strong alignment** to key economic sectors including construction, health and social care, engineering, creative and digital, and business services
- **Inclusive provision** that reflects our commitment to supporting social mobility, with targeted support for disadvantaged communities
- **Responsive curriculum development** informed by employer engagement through Industry Advisory Boards and partnership working

However, our review also identified areas where provision could be enhanced to better meet local needs:

- **Grow our digital provision** by expanding our digital curriculum offering, launching new courses across a range of digital disciplines and investing in our provision to address the critical digital skills gap identified by the LSIP
- **Continue to develop green skills provision** with a focus on retrofit, clean energy, hydrogen and sustainable technologies to support regional climate ambitions and create new employment opportunities
- **Embed net zero awareness and technical skills** into all relevant programmes to support the region's transition to a low carbon economy and position Nottingham as a centre for green growth
- **Prioritise staff industry upskilling** through targeted CPD programmes, industry secondments and enhanced professional development that ensures our teaching staff maintain current industry knowledge and skills, particularly in rapidly evolving sectors such as digital technology and green construction
- **Expand higher education provision** to strengthen progression pathways from Level 3 to higher level knowledge and skills
- **Strengthen external partnerships** that enhance student opportunities, particularly through growing relationships with anchor institutions like Nottingham University Hospitals, East Midlands Airport, and the region's sports clubs.

Through these actions, Nottingham College will continue to evolve its provision to meet local needs, support regional growth, and create opportunity for all communities across Nottingham and the wider D2N2 area.



Corporation Statement

On behalf of the Nottingham College corporation, it is hereby confirmed that the Corporation conducts reviews in line with the local needs duty, and as such results in the plan. The annual accountability statement sets out an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 12th May 2025.



Chair of Governors



Principal/Chief Executive and Accounting Officer

[View our Strategic Plan](#) 

Hyperlinks and Supporting Documentation

- ▶ **D2N2 LSIP Plan**
- ▶ **EM MCCA ASF Strategic Skills Plan**
- ▶ **Nottingham's Economic Plan for Growth**

