

## Northampton College Annual Accountability Statement 2023/2024 Academic Year

### 1. Purpose

The College's purpose is to support students and employers through outstanding education, training and skills development, to ensure their economic and social success.

The College's strategic curriculum intent is set out in 'Putting Skills into Focus', the College's strategic plan for 2023-2026, which is defined at the corporate level through our mission and vision:

#### **Mission**

To enhance the lives of our students and other customers, maximising their potential through learning.

#### **Values**

- Strive to always be excellent
- Respect and support each other
- Put students at the heart of our college
- Ensure the wellbeing of staff and students, build resilience, and celebrate differences
- Make sure employer needs are at the heart of our plans
- Be a positive influence in our community

The strategic aims outlined below have been taken from the plan which was approved by the corporation in January 2023.

- Quality teaching and learning to develop knowledge, skills and behaviours
- Be an outstanding learning organisation
- Be the college in the community - drive productivity and skills to grow the economy
- To remain financially secure (ESFA Outstanding)

## **2. Background**

The College has a curriculum map that spans a wide range of subjects from Entry Level to Level 5, including programmes for students with learning difficulties and or disabilities, to those on higher education (HE) courses. The College also offers a wide range of training programmes for small and large employers.

The curriculum map is regularly reviewed and is based on employer feedback to ensure it matches the ambitions and demands of Northamptonshire's employers. The curriculum offer will further develop to reflect the national drive for skills development, technical and professional qualifications, T Levels in sectors of regional importance, and a focus on apprenticeship opportunities for young people.

Digital Skills form a large part of the curriculum and students are supported to realise the powerful effect that using technology can have within their learning. Within their core qualification, students develop vital skills in maths and English as they are the foundation for other skills to be built upon. All students that do not have a grade 4 (C) or higher in these subjects at GCSE level are supported until they achieve these important qualifications.

The Corporation seeks assurances that the College curriculum offered is carefully considered and researched to meet the needs and requirements of the community, national and regional skills priorities, and any specific requirements of local students, employers and stakeholders.

The strategic plan is reviewed annually and KPIs are measured and refreshed on a regular basis as part of the business planning process. The College's strategic intent is tested routinely with local partners and periodically through Ofsted Inspection. The accountability statement will be evaluated in line with the strategic plan and the College will devise a roadmap to meet the priorities identified in the LSIP.

In analysing the South East Midlands job vacancies posted in the previous year in comparison to the curriculum offer, there continues to be a close correlation with the provision that the College offers. Examples of recent initiatives to help meet local, regional and national skills needs include the creation of a £4.75million Advanced Construction Engineering (ACE) Centre and £6.3million Digital Academy at Booth Lane, new provision in international supply chain logistics and a revised strategy to further develop the performance of GCSE maths and English.

## **3. Context and place**

Northamptonshire is part of the government's South Midlands Growth Area and is covered by the South East Midlands Local Enterprise Partnership (SEMLEP). It is home to a high number of small and micro businesses with 86% of businesses falling into this category, which is in line with national figures (85%).

Northamptonshire is located within the Oxford Cambridge Arc and has the potential to be a beneficiary of investment and economic growth relating to the presence of the Arc. The county has a diverse economy that continues to grow and attract new investment. It is a major hub for financial services, logistics and advanced manufacturing.

Northamptonshire continues to enjoy one of the fastest growing populations and highest employment rates in the country, reflecting the vibrancy of the local economy and its status as one of the most desirable areas to live. It is perfectly positioned at the heart of the country and acts as the crossroads of the rail and road network, providing a premier location for inward and local investors.

Northampton College is a general further education (GFE) college in the East Midlands region, with over 9,000 students across a range of academic levels studying full and part-time programmes. It operates from a main campus on the outskirts of Northampton in a densely populated, predominantly working-class suburb; a town centre campus which has an ESOL offer to support refugees as they develop lines of sight to building careers, and a third smaller campus in the more rural town of Daventry.

The College has sustained impressive financial results and its turnover has grown to £32million which has enabled it to maintain ESFA outstanding financial status.

Over a period of seven years to 2019, student outcomes as measured in national performance tables continually improved with our ranking position rising from the lower quartile position to being a top 10 college in the National Achievement Rate Tables (NART). Such data was suspended during the pandemic, however recent publication of performance data for 2021/22 illustrates that Northampton College has sustained its position as a top 10 college with a position rank of 7<sup>th</sup> for 16-18 education and training and a position rank of 7<sup>th</sup> for adult provision.

The College has significant strengths in health and social care, engineering, creative industries, construction, catering and digital with an overall pass rate of 97%. Highly effective careers advice and guidance ensures the large majority of students (94%) progress to further study or employment.

The College's Schools Liaison team 'Futures' works closely with schools, sixth forms, academies, and alternative education providers across Northamptonshire to provide students with careers education, information, advice, and guidance to meet the eight requirements of the Gatsby benchmarks outlined below.

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education.

Students join Northampton College from over 180 different schools, travelling from as far as Market Harborough and Brackley to attend. Most students come from the core area of Northampton and Wellingborough. Over recent years, the performance of pupils in year 11 has improved, as indicated by the level of attainment and the Ofsted grading of key feeder schools.

The percentage of the population in Northamptonshire qualified to Level 3 is 54% which is lower than the rest of Great Britain at 62%. The College is aiming to increase this percentage so that it is in line with the national average.

In terms of prior attainment in GCSE English and Maths, at the start of the 2021/22 academic year 24% of students joined without a grade 4 or better in both subjects compared to 23% nationally in GFE colleges. 54% joined the College with a grade 4 or better in both subjects compared to 57% across the GFE sector, indicating slightly lower levels of performance from our feeder schools.

The Northampton local authority ranks 105 out of 317 in the country for deprivation. In the Index of Multiple Deprivation, 23.3% of Lower Super Output Areas (LSOAs) in Northampton were in the highest 20% of deprivation nationally. North Northamptonshire towns Corby, Wellingborough and Kettering all fall within the top 20% of the most deprived areas in England. This is reflected in the high percentage of young people accessing the College bursary (36%) and free school meals (14%).

#### **4. Approach to developing the plan**

Northampton College is continuing to work closely with a range of key stakeholders to develop the annual accountability statement and achieve its strategic objectives. These include:

- West Northamptonshire Council
- North Northamptonshire Council
- Northamptonshire Chamber of Commerce
- The University of Northampton
- Strategically important employers e.g., Cosworth, Dr Martens, Ilmor Engineering, Church's Shoes, Taylor Wimpey
- Business representative groups and networks
- Schools
- South East Midlands Colleges and wider college groups
- Local MPs and councillors
- The Careers & Enterprise Company
- Jobcentre Plus

The Principal sits on the board at SEMLEP and chairs the Skills Advisory Panel which has been devised to promote collaboration, prioritise employment and skills, and lead on collaborative funding bids to drive regional economic recovery and growth.

This enables the sharing of good practice in careers education and ensures that the College is up to date with economic developments in the region. The increasing partnerships with Northamptonshire employers can be seen in the expanding range of visits and speakers that are increasingly embedded in curriculum areas.

The College continues to be an active member of the Association of Colleges (AoC) and the Principal chairs two AoC National Policy Groups. She is also a member of the Curriculum Strategy Group, working closely with the Department for Education (DfE) officials to reform education policy and steer the FE/SEND sector through many legislative changes.

The College is part of a pro-active group of colleges that acts as a voice for the county's Further Education sector. A recent example of this close collaboration includes a Strategic Development Fund (SDF) project which focuses on key priority areas including health and care, digital, logistics, sustainability, and future technologies to meet the needs of the LSIP. The project provides funding to support changes in teaching facilities and provision, enabling the College to meet the needs of employers and support local innovation and economic growth. The project has enabled staff to develop new training methods/technologies to support teaching and learning, and there is a strong focus on enhancing students' digital and transferable skills using VR equipment. Outreach projects such as 'Ignite the Spark' have engaged local secondary schools and helped to raise awareness about careers and jobs in priority areas such as logistics.

## **5. Contribution to National, Regional and Local priorities**

The College plays a key role in helping to support employers and learners by providing high-quality professional and technical training that supports local, regional, and national labour market needs and skills gaps. These sectors include construction, engineering, and manufacturing, digital and technology, health and social care, business and finance, creative industries, and logistics.

The College invests heavily in understanding the labour market and uses a range of tools and intelligence to identify current and future demand, ensuring its provision is aligned to community need, local employment opportunities and supports regional and national priorities where relevant.

Over the course of the 2023/24 academic year, the College will work with the Chamber of Commerce, employers, and other stakeholders as they develop the Local Skills Improvement Plan (LSIP) to ensure more businesses are engaged, there is more shared strategic thinking, and local provision is reflective of emerging skills needs. To date the development of the LSIP has identified eight draft priorities which include:

- 1) Better reach and support for businesses
- 2) Soft skills and readiness for work

- 3) Raising awareness of existing provision
- 4) Accessibility and training opportunities
- 5) Develop new initiatives to engage with employers
- 6) Engage with niche sectors
- 7) Initiatives to stimulate continuing and more regular engagement with employers
- 8) Resources and specialism around a green and sustainable agenda

These LSIP priorities align with the College's strategic aims and objectives below and will feature in the following commerce and industry areas:

- Engineering
- Electrical
- Manufacturing
- Leadership and Management
- Project Management
- Software Development
- Marketing and Digital
- Communication
- Construction Skilled Trades
- Business and Data Analysts
- Education, teachers, teaching assistants
- Customer Service, Business Admin and Financial Planning
- Health and Care
- Logistics and Transportation

## 6. College strategic aims and objectives

College strategic aims and objectives	Impact and/or contribution towards national, regional and local priorities for learning and skills	
<p>1. Provide support and improve outcomes for all students through the School of Academic and Vocational Support (SAVS) and Student Services</p>	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• New strategy established during the pandemic to support students whose full-time study programmes were disrupted by COVID-19.</li> <li>• Acceleration classes and support include providing initial assessments to ascertain which students need extra support to help them catch up, comprehension and tuition groups, mentoring and support sessions.</li> <li>• The induction process for new students was revised in September 2022 to ensure students are aware of the support available.</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>• Students have developed confidence, self-esteem, and resilience as evidenced by very strong retention rates.</li> <li>• Students are more prepared for future employment.</li> <li>• Development of students' knowledge, skills and behaviours.</li> <li>• Maintained position as top ten college in the National Achievement Rate Tables (NART).</li> </ul>
<p>2. Improve progress for all students studying maths and English and increase the number who achieve a grade 4 or better in GCSEs.</p>	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Revised strategy to further develop the performance of GCSE maths and English.</li> <li>• All students undertake diagnostic assessment during induction to identify a package of support/intervention required.</li> <li>• BRAG rating the progress of all maths and English students at key assessment points.</li> <li>• Use of Century Tech and other EdTech tools to support in-class and independent learning.</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>• The development of students' maths and English skills will help improve employability skills to better succeed in the workplace.</li> </ul>

<p>3. Secure growth in the recruitment of students (all ages) with a particular focus on key priority areas driven by local, regional and national needs.</p>	<p><b><u>PRIORITY AREA - CONSTRUCTION</u></b></p> <ul style="list-style-type: none"> <li>• Continue to review and tailor provision in response to employer demand.</li> <li>• Support local industry to adapt to modern and sustainable methods of construction.</li> </ul>	
	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• £4.75M Advanced Construction Engineering (ACE) Centre opened in September 2018 (with an extension officially opened on 21 October 2022).</li> <li>• Qualifications from Entry Level to Level 3 with a T Level in Design, Surveying and Planning for Construction coming onstream in September 2023.</li> <li>• Innovative curriculum design e.g., Painting, Decorating and Interior Design, Carpentry and Set Design.</li> <li>• New sustainable classroom being built in 2022/2023 incorporating a number of environmentally friendly resources such as a green roof, solar panels, and hot water systems creating an exciting learning resource where students can embrace the green revolution as part of their studies.</li> <li>• Castle Climate Control, Cawleys Waste and Resource Management, The Green Cabin Company and Hippo Products are just some of the companies teaming up for 'The Green House Project'.</li> <li>• Innovative employer engagement and strong partnerships with local construction companies including Taylor Wimpey, Euro Brickwork and Maintenance Ltd, Carmac, Castle Climate Control.</li> <li>• Curriculum team with industry experience – well placed as dual professionals to ensure the college's study programmes and apprenticeships match the ambitions and demands of the county's employers.</li> <li>• Women in Construction Week – the College plays an active role in promoting this important campaign and is committed</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>• Over the last three years (2019/20 – 2021/22), there has been a significant increase in the number of people (all ages) taking courses in construction.</li> <li>• 97% pass rate (all ages) in 2021/22 against a national average of 86%.</li> <li>• Progression pipeline - for students progressing into industry or onto apprenticeships to meet local, regional, and national skills needs with employers such as Balfour Beatty, Northampton Partnership Homes, Taylor Wimpey, NME and Metcalfe Decorators having gained the skills needed for the most up-to-date construction and engineering technologies.</li> <li>• Increased number of employer partners offering apprenticeships and work placements.</li> <li>• Large number of apprentices with NME (local electrical installations employer)</li> </ul>



	<p>to working with its employer partners to encourage more women into the sector.</p> <ul style="list-style-type: none"> <li>• The Big Rig - a stimulating task that involves students working together to install a solar powered water system on a large scaffold platform.</li> <li>• Strategic Development Fund (SDF) – project to develop new training methods/technologies (lean air source heat pumps) to meet a priority identified in the LSIP.</li> </ul>	
	<p style="text-align: center;"><b><u>PRIORITY AREA - HEALTH AND SOCIAL CARE</u></b></p> <ul style="list-style-type: none"> <li>• Align provision to growing local demand through understanding the challenges arising through increased digitisation in the sector.</li> <li>• Diversify offer to address high vacancy rates for nurses and carers.</li> </ul>	
	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Full range of courses for young people including T Level in Health/Adult Nursing.</li> <li>• Access course in Health Professions and Medical Science for adults looking to progress to university.</li> <li>• As part of their course, students complete several VR units - this immersive experience is designed to help students build effective communication skills, navigate difficult conversations with patients and understand more about topics such as mental health.</li> <li>• The College recently renovated some of its existing facilities to create a hospital ward giving students the opportunity to gain experience in a real-life setting.</li> <li>• Health and social care students were given the opportunity to hear from Three Shires Hospital and The University of Bedfordshire about future opportunities.</li> <li>• The College is working closely with the NHS and other local healthcare providers to ensure students leave college with the skills required by the sector.</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>• Over the last three years (2019/20 – 2021/22), there has been a 34% increase (492) in the number of students (all ages) taking courses in health, public services, and care.</li> <li>• 99% pass rate (all ages) in 2021/22 against a national average of 90%.</li> <li>• 85% of students in this area progress to higher education and 15% find jobs within the industry.</li> </ul>

	<b><u>PRIORITY AREA - DIGITAL</u></b>	
	<ul style="list-style-type: none"> <li>• Continue to work with employer partners to recognise the potential of the digital services sector and the impact that increased demand for digital skills has across our core employment sectors.</li> <li>• Ensure curriculum offer is aligned to local progression pathways to ensure students can achieve the higher technical skills required to thrive in the digital world.</li> </ul>	
	<b>COLLEGE RESPONSE</b> <ul style="list-style-type: none"> <li>• £6.3M Digital Academy opened in November 2021 to meet increasing employer demand.</li> <li>• Innovative curriculum design e.g., AR/VR, Esports.</li> <li>• The College was highlighted as a Centre of Excellence by examining body UAL who visited the new facilities to promote the Esports course to other centres.</li> <li>• Staff skills development through the Edtech Development team.</li> <li>• Digital skills programme for students on lower-level courses.</li> <li>• The College hosted a Global Games Jam event in its Digital Academy enabling students to take part in the world’s largest game creation event.</li> <li>• Games Design students took part in a client-led project for Wincanton to develop a virtual reality forklift simulation.</li> <li>• £1.6M investment in digital and EdTech capabilities including cameras, SMART boards, and laptops/Chromebooks.</li> <li>• Dedicated AR/VR space with virtual reality headsets.</li> <li>• Employer led provision with qualifications from Level 1 to 5 (HNC/HND).</li> <li>• Expanding provision with new T Level in Digital Support Services being offered from 2023.</li> <li>• Online and distance learning courses for adults aged 19+.</li> </ul>	<b>IMPACT</b> <ul style="list-style-type: none"> <li>• Over the last three years (2019/20 – 2021/22), there has been a 19% increase (62) in the number of people (all ages) taking courses in IT.</li> <li>• 99% pass rate (all ages) in 2021/22 against a national average of 90%.</li> </ul>

	<ul style="list-style-type: none"> <li>Strategic Development Fund (SDF) – project to develop new training methods/technologies (VR headsets/Bodyswaps) to meet a priority identified in the LSIP.</li> </ul>	
	<b><u>PRIORITY AREA - ENGINEERING AND MANUFACTURING</u></b>	
	<ul style="list-style-type: none"> <li>Support industry in adapting to new, clean technologies (e.g., decarbonisation of transport) and review progression pathways to create viable routes to higher technical skills.</li> </ul>	
<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>Full range of courses for young people from Level 1 to Level 5 (HNC/D) with new provision for adults 19+ in Electric/Hybrid Vehicle Maintenance and Repair.</li> <li>Central focus on STEM - innovative curriculum design relating to sustainability and the Green Agenda.</li> <li>Engineering students took part in F1 in Schools – a worldwide multi-disciplinary challenge in which teams use CAD/CAM software to design, analyse, manufacture, test and then race miniature compressed air powered cars.</li> <li>Secured sponsorship and support for F1 in Schools from local employers including Barclays, Cosworth, Alcon Engineering, Arnold Plastics, Metrol Springs and Sytner JLR.</li> <li>Took part in STEAM Northants – an event organised by The University of Northampton designed to showcase the vast array of STEAM (science, technology, engineering, arts and maths) subjects and careers available to young people.</li> <li>The College purchased eight 3D printers for students to use as part of their course.</li> <li>Auto Spares, a recycling company based in Wellingborough, gifted the College two 2008 Polos and one 2001 Fiat Punto, with the market value of each vehicle rounding up to £1,000.</li> <li>LKQ Euro Car Parts made a generous donation of bumpers, starter motors, turbos, fan belts and steering racks.</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>Over the last three years (2019/20 – 2021/22), there has been an increase in the number of people (all ages) taking courses in engineering and manufacturing.</li> <li>97% pass rate (all ages) in 2021/22 against a national average of 87%.</li> <li>Established partnerships for apprenticeship delivery with Avara Foods, Cosworth, and Dr Martens.</li> </ul>	

	<ul style="list-style-type: none"> <li>• The College has purchased an electric vehicle so that students and apprentices can develop relevant industry knowledge and skills.</li> <li>• A flourishing relationship with the British Footwear Association to support the redevelopment of Northampton’s historic boot and shoe industry which has resulted in the launch of a Footwear Manufacturing Apprenticeship.</li> <li>• Fablink donated an Audi A3 for Motor Vehicle students to work on as part of their course.</li> </ul>	
	<b><u>PRIORITY AREA - BUSINESS AND FINANCE</u></b>	
	<ul style="list-style-type: none"> <li>• Secure high quality industry placements and employers who will support learners to develop and prepare them for positive destinations.</li> </ul>	
	<b>COLLEGE RESPONSE</b> <ul style="list-style-type: none"> <li>• Courses for young people and adults from Level 1 to 5 (HNC/D) with pathways in marketing, events management, finance, and HR/Law.</li> <li>• Range of online and distance learning courses for adults aged 19+</li> <li>• T Level in Management and Administration added to curriculum offer from September 2023.</li> <li>• Full range of professional part-time courses in Accounting, HR and Leadership and Management.</li> <li>• New Level 3 Accounting Apprenticeship launched in 2022.</li> </ul>	<b>IMPACT</b> <ul style="list-style-type: none"> <li>• Over the last three years (2019/20 – 2021/22), there has been an increase in the number of people (all ages) taking courses in business.</li> <li>• 94% pass rate (all ages) in 2021/22 against a national average of 87%.</li> <li>• Good progression for professional programmes.</li> </ul>
	<b><u>PRIORITY AREA - LOGISTICS</u></b>	
<ul style="list-style-type: none"> <li>• Map progression routes to local provision and grow our offer in this area.</li> </ul>		
<b>COLLEGE RESPONSE</b> <ul style="list-style-type: none"> <li>• Provision at Level 2 (International Supply Chain and Logistics) launched in September 2022 with new provision at Level 3 coming onstream from September 2023.</li> </ul>	<b>IMPACT</b> <ul style="list-style-type: none"> <li>• Impact data in terms of outcomes available in May 2023.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Increased apprenticeship provision to meet the local skills needs in the logistics sector in areas such as accounting, team leading, business admin, customer service.</li> <li>• The College hosts a series of logistics themed events under its 'Ignite the Spark' initiative in conjunction with employer partners which aims to demystify the logistics sector, presenting it to young people as an exciting and viable career option.</li> <li>• Trip to Rotterdam to see STC International to widen students' knowledge.</li> <li>• Range of online and distance learning courses for adults aged 19+.</li> <li>• Developed strong links with Wincanton to help students learn more about supply chain logistics and innovation through visits and guest speakers etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Established partnership with DSV</li> </ul>
<p>4. Develop a curriculum in partnership with stakeholders that:</p> <ul style="list-style-type: none"> <li>• Anticipates local skills trends</li> <li>• Provides suitable and flexible training programmes</li> <li>• Creates an agile local skills system</li> <li>• Reflects emerging national education reform</li> <li>• Provides a pipeline of talent to shape the future skills landscape</li> <li>• Supports growth of opportunities in sectors of regional strategic importance as identified in emerging LSIP.</li> </ul>	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Working with governors, key employers, and other stakeholders (civic, education and community) to develop curriculum offer to ensure skills, knowledge and behaviours are in line with industry needs.</li> <li>• Contribute to meeting specific sector and occupational needs that have been identified by employers.</li> <li>• Employers delivering on specialist aspects of curriculum through masterclasses, endorsing assignments, providing project briefs and developing specific modules.</li> <li>• Align curriculum and develop progression with The University of Northampton so that students can access undergraduate programmes.</li> <li>• Securing meaningful work experience placements for all students through close links with employers.</li> <li>• Supporting students with progression, skills, and work experience activities (that include a focus on local skills needs) to help them make informed choices.</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>• Enable students to succeed in their chosen programme of study and contribute to meeting local and regional skills needs – 97% of students pass their qualifications and 94% progress to further study or employment.</li> <li>• Dedicated hours within study programme to develop core transferrable skills for all 16-19 students.</li> <li>• Opportunities derived from employer forums, breakfast meetings and regular dialogue with employers e.g. expanding apprenticeship offer, work</li> </ul>

	<ul style="list-style-type: none"> <li>• Continue to target activities to key sector areas.</li> <li>• Actively involved in the development of the LSIP through strong links with the Chamber of Commerce</li> <li>• Address local, regional, and national skills gaps identified through LSIP report.</li> <li>• Respond to reforms and defunding of Level 3 qualifications by adjusting the curriculum offer and seeking alternative qualifications to ensure a high-quality provision continues to be available for students.</li> </ul>	<p>experience placements, materials and equipment donated for students to use as part of their course, community based projects, sponsorship.</p> <ul style="list-style-type: none"> <li>• Monthly newsletter to employers up to date with training opportunities, changes to qualifications and delivery, apprenticeships, work placements, financial incentives etc.</li> </ul>
<p>5. Development in quality and scope of Apprenticeship provision to ensure sustained and consistent high levels of performance that are aligned to local priorities and specialisms. Increase apprenticeship starts in health and social care, engineering, construction, business and digital.</p>	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Continue to grow apprenticeship programme in key priority sectors to provide sustainable employment and support for employers and the economy.</li> <li>• Apprenticeship and curriculum teams will oversee quality improvements and drive growth, with a view to increasing the number of apprenticeships starts in September 2023 and improving overall achievement in line with national averages.</li> </ul>	<p><b>IMPACT</b></p> <ul style="list-style-type: none"> <li>• 77.68% first time pass rate in end point assessments and 94.2% total pass rate with 25.3% at distinction grade.</li> <li>• Northampton College apprentices EPA high grades are above EPAO averages.</li> <li>• 84% of apprentices gained promotion after achieving their apprenticeship.</li> <li>• 89% of apprentices remain in employment after completing their apprenticeship.</li> <li>• 86% of employers said apprentices developed skills relevant to their organisation.</li> <li>• Attendance for apprentices is high over the length of their apprenticeship at 90%.</li> </ul>

		<ul style="list-style-type: none"> <li>• Achievement for apprenticeship standards is in line with national averages.</li> <li>• 90% of apprentices said that their apprenticeship is helping to prepare them for their next steps.</li> <li>• Health and Social Care – 40 enrolled in 2021/22</li> <li>• Engineering – 101 enrolled in 2021/22</li> <li>• Construction – 37 enrolled in 2021/22</li> <li>• Business – 51 enrolled in 2021/22</li> </ul>
<p>6. Introduction of T Levels - ensure progress in line with action plan to be able to recruit and deliver the planned T Levels from September 2023.</p>	<p><b>COLLEGE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Current provision includes T Levels in Health/Adult Nursing (11 enrolments) and Education and Childcare (11 enrolments).</li> <li>• Student feedback via focus groups indicates high levels of satisfaction.</li> <li>• T levels in Business Management and Administration, Digital Support Services, Construction Design, Surveying and Planning being added to the curriculum in 2023.</li> <li>• Secure high-quality industry placements with employers to support learner development.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>IMPACT</b> T Level offer that provides students with qualifications to meet local skills needs.</li> <li>• Target 2023/24 – 92 new enrolments across all five T Levels (20 Business, 18 Construction, 18 Digital, 18 Childcare, 18 Health.)</li> <li>• Target 2024/25 – 138 new enrolments across all five T Levels (22 Business, 56 Construction, 20 Digital, 20 Childcare, 20 Health).</li> </ul>

## 7. Corporation statement

On behalf of the Northampton College Corporation, it is hereby confirmed that the College plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at their meeting on 11 May 2023.

The plan will be published on the College's website and can be accessed from the following link:

**Chair of Governors:**



**CEO and Principal/Accounting Officer:**



**Dated: 22 May 2023**

## 8. Other supporting information

[Ofsted report](#)

[LSIP report](#)

[Financial statement for the year ended 31 July 2022](#)

[Financial statement for the year ended 31 July 2021](#)

[Financial statement for the year ended 31 July 2020](#)