



Middlesbrough College



Middlesbrough College Annual Accountability Statement 2024-2025

**NORTHERN
SKILLS**


Middlesbrough
College Group

TTE

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MIDDLESBROUGH COLLEGE ACCOUNTABILITY STATEMENT

2024-2025 ACADEMIC YEAR

PURPOSE

Middlesbrough College has a rich history dating back to the early 1900's when local industrialists first established a training centre to ensure employers had access to the skills they needed for industrial growth at that time. Fast forward to our more recent past and the College today is made up of six previously independent organisations, each with their own proud legacy. Those organisations are Longlands College, Kirby College, Marton Sixth Form, Acklam Sixth Form, NECC training company and TTE engineering training company.

The college group now includes:

- Middlesbrough College
- Northern Skills (the apprenticeships and training arm of Middlesbrough College)
- TTE

As the largest further Education College in Teesside, the College relocated to Middlehaven in 2008 to ensure students from across the wider conurbation could have greater access to the wide range of regionally significant technical and professional specialisms. With regular insight and input from local employers, alongside careful and frequent mapping against our regional economy, the College offers courses from Entry Level to Level 6 that support every sector of the economy including through:

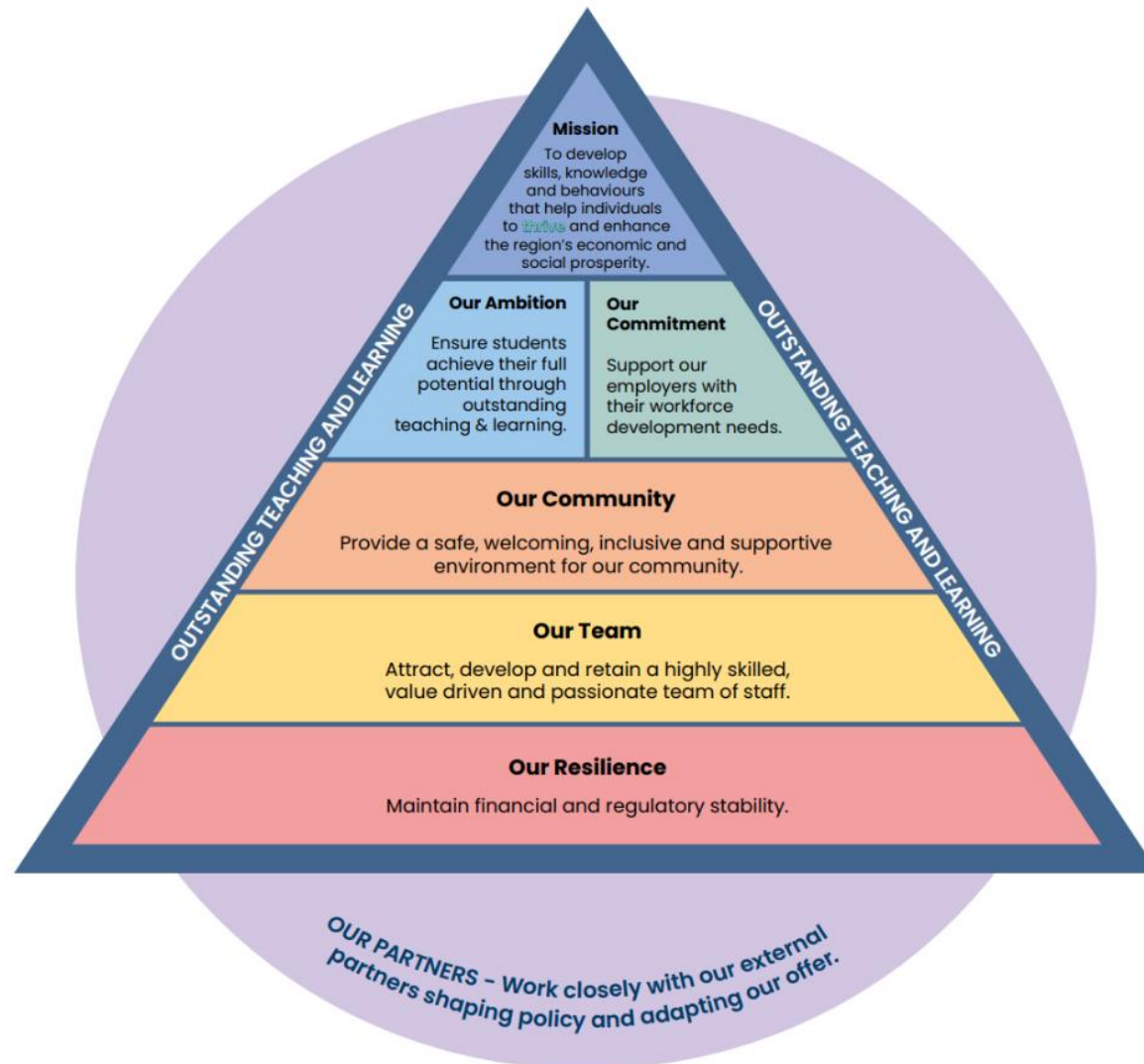
- A Levels
- T Levels
- Vocational Courses
- Apprenticeships
- Adult courses
- Higher Education courses

Between December 2022 and February 2023, Middlesbrough College consulted with over 200 civic, community, education, and employer partners on a proposed, refreshed strategic plan which more closely aligned to emerging local skills priority themes. The feedback from these consultation events were incorporated into a revised Strategic Plan 2023-2025 which was published in March 2023. Whilst our strategic plan sets out high level priorities over multiple years, our core curriculum is reviewed each year, with this annual accountability agreement sitting alongside our strategic plan and outlining specific targets and priorities for the following academic year.

STRATEGIC PLAN

Our Strategic Plan 2023-2025 articulates our dual purpose through our Mission with six underpinning strategic priorities as follows:

Mission: To develop skills, knowledge and behaviours that help individuals to thrive and enhance the region's economic and social prosperity.

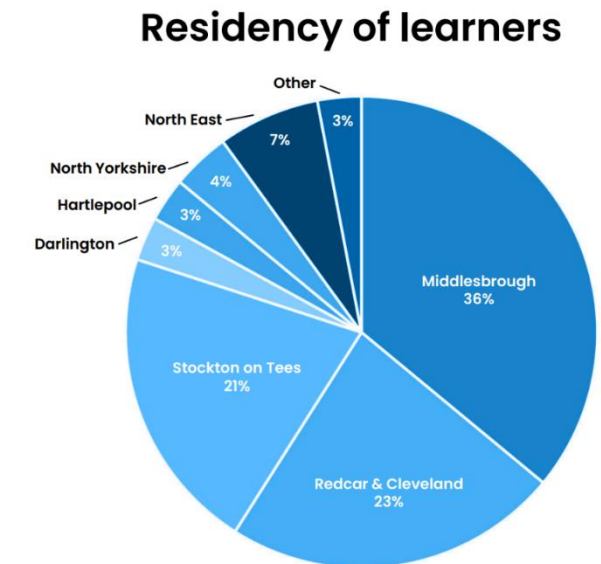
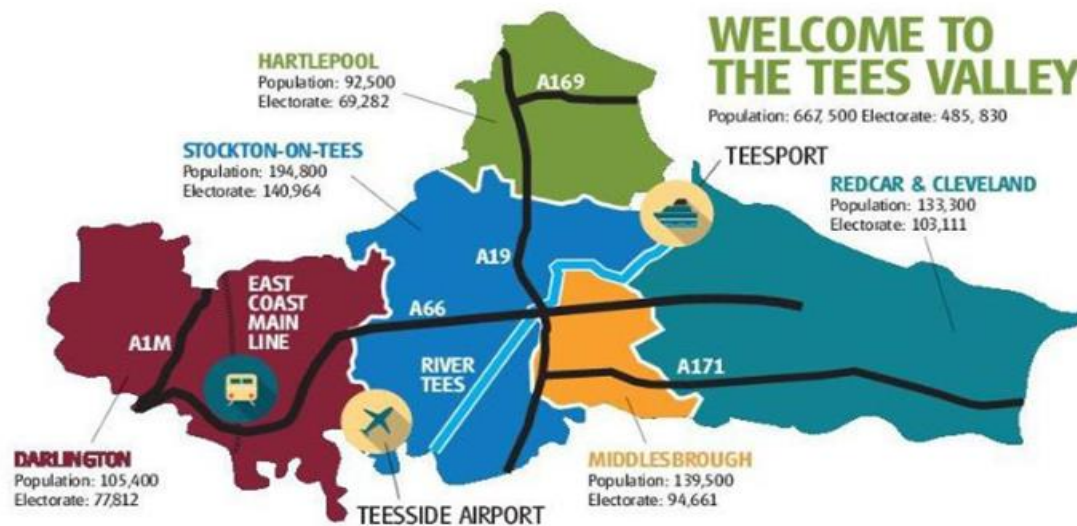


THE TEES VALLEY

Middlesbrough College's main campus is located in Middlehaven, in the heart of the Tees Valley. The Tees Valley is served by a Mayoral Combined Authority, with adult skills de-volution powers and with the geographic area also matching the LSIP Tees Valley boundary.

Whilst almost 90% of the college's students reside in the five Tees Valley local authorities, Northern Skills (the apprenticeship and training arm of the college), offers a regional apprenticeship and training service from a mix of small permanent and temporary sub regional offices in Newcastle, Durham, Sunderland, Darlington, York, and Ripon. As an active member of the North East Institutes of Technology we work closely with others to ensure a regional and collaborative approach is in place to develop higher technical skills, and TTE (due to relocate from an industrial site 3 miles away to our main campus next year) offers highly specialist engineering training to UK and International companies and employees alongside a local offer of apprenticeships and study programmes.

This accountability statement therefore references the Tees Valley LSIP primarily, although cognisance is also given to findings within the other northeastern LSIPs.



TEES VALLEY CONTEXT

Tees Valley ranks as the second most deprived Local Enterprise Partnership (LEP) area in England with all five Tees Valley districts ranking in the most deprived 15% of local authorities nationally. When comparing the Tees Valley local authorities, the employment rate is lowest in Middlesbrough at 64%. Tees Valley has some of the country's highest economic inactivity rates with 25.4% of the working age population in Tees Valley being economically inactive in June 2020 compared to 20.3% nationally. Youth unemployment whilst at a historic low, remains an issue with a higher-than-average number of 16-24-year olds unemployed and claiming benefits. In addition, a high and recently increasing number of 16-17-year-olds are NEET (Not in Education, Employment or Training) with cost of living pressures placing greater pressure on these families.

Tees Valley has a higher percentage of 16–34-year-old residents starting an apprenticeship than nationally and apprenticeship achievement rates are consistently higher than national. However, apprenticeship starts are half what they were five years ago (55% lower) compared to a 45% drop nationally. The percentage of graduates in employment 15 months after graduating matches the national rate. However graduate retention is an issue, with only 41% of Tees Valley graduates finding employment within the Tees Valley 15 months after graduating. Over a quarter of graduates (28%) were working in non-graduate roles, potentially displacing those with lower-level skills into unemployment. This is largely due to the Tees Valley having a lower percentage of professional level jobs available compared to nationally (37% compared to 42%) and the median gross annual full-time wage in Tees Valley is lower than nationally (£28,080 compared to £31,770). 73% of graduates from Higher Education Institutions (HEIs) in Tees Valley remain employed within the North East region 5 years after graduation. Lack of qualifications is a significant barrier to employment.

The percentage of Tees Valley residents with no qualifications (11%) is higher than national rates (7%) and the second highest of any SAP area. The Tees Valley has seen increasing numbers of asylum seekers seeking local authority support. At September 2022, over 2000 required support – one of the highest rates in the country. The Tees Valley is an area of skills devolution and as such the College receives its Adult Education funding through our local Mayoral Combined Authority and work closely with them to meet adult skills needs.

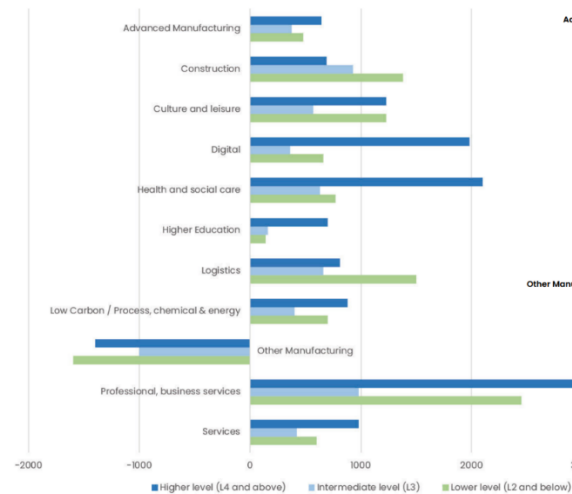
TEES VALLEY ECONOMY

Tees Valley has a conterminous, fully integrated Combined Authority, covering 300 square miles, with a population of around 676,000. The region has a number of traditional industries, some of which have declined over time, resulting in job losses for many Tees Valley residents. However, many industries have successfully evolved and repositioned themselves in the economy - alongside emerging new growth sectors. Tees Valley has significant sectoral strength and relatively high employment in higher productivity sectors such as Chemical & Process, Clean Energy, Low Carbon & Hydrogen and Advanced Manufacturing. Construction sub-sectors including civil engineering and specialised construction together with Logistics sub-sectors such as road freight transport are also well represented. Health and Social Care is one of the largest sectors for employment in Tees Valley, and there are also high volumes of jobs in public administration, defence, education, and IT. We have emerging strengths in Digital and Business & Professional Services. Tees Valley has a wide range of extensive development sites, opportunities and financial incentives including the Mayoral South Tees Development Corporation Teesworks the UK's largest industrial development zone and first Mayoral Development Corporation outside of Greater London.

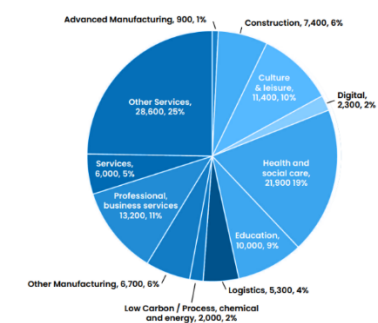
Teesworks has recently been named the UK's largest Freeport, with the potential to create 18,000 high-skilled, good-quality jobs supporting the offshore wind, clean energy, chemicals and processing, and advanced manufacturing sectors. Also, at the heart of the Teesworks site, Net Zero Teesside will be the UK's first carbon capture utilisation and storage facility (CCUS).



Additional jobs by qualification level 2016 – 2026



Replacement demand by sector 2016 – 2026



Sectors for growth

Over half of the new jobs created will require higher level technical, science and digital skills. 45% of these are considered to be in more senior and managerial roles.

High growth is anticipated in:

- Advanced manufacturing
- Process, chemicals and energy
- Logistics
- Health and biologies
- Digital and creative
- Culture and leisure
- Business and professional services

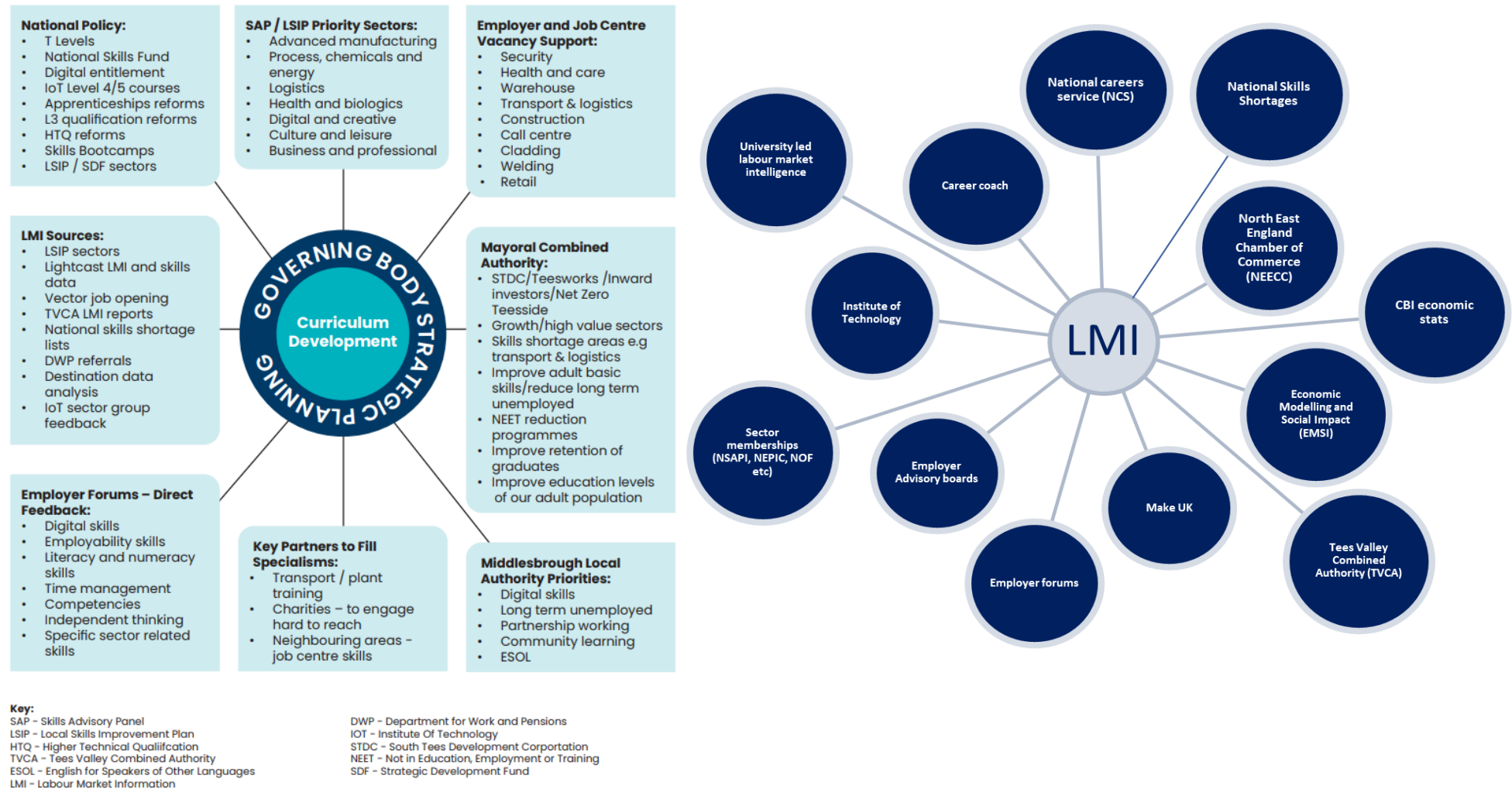
High Volume Employment

46% of replacement jobs will be across a range of levels, including entry level jobs offered as part-time opportunities and apprenticeships. High volume replacement is expected in:

- Public administration, defence and education
- IT, media and other service industries
- Production industries
- Professional and business services
- Healthcare

APPROACH TO DEVELOPING THE ANNUAL ACCOUNTABILITY STATEMENT

Middlesbrough College plans curriculum through analysing labour market intelligence (LMI) alongside listening to feedback from a network of important stakeholders as set out below:



STRATEGIC INVESTMENTS

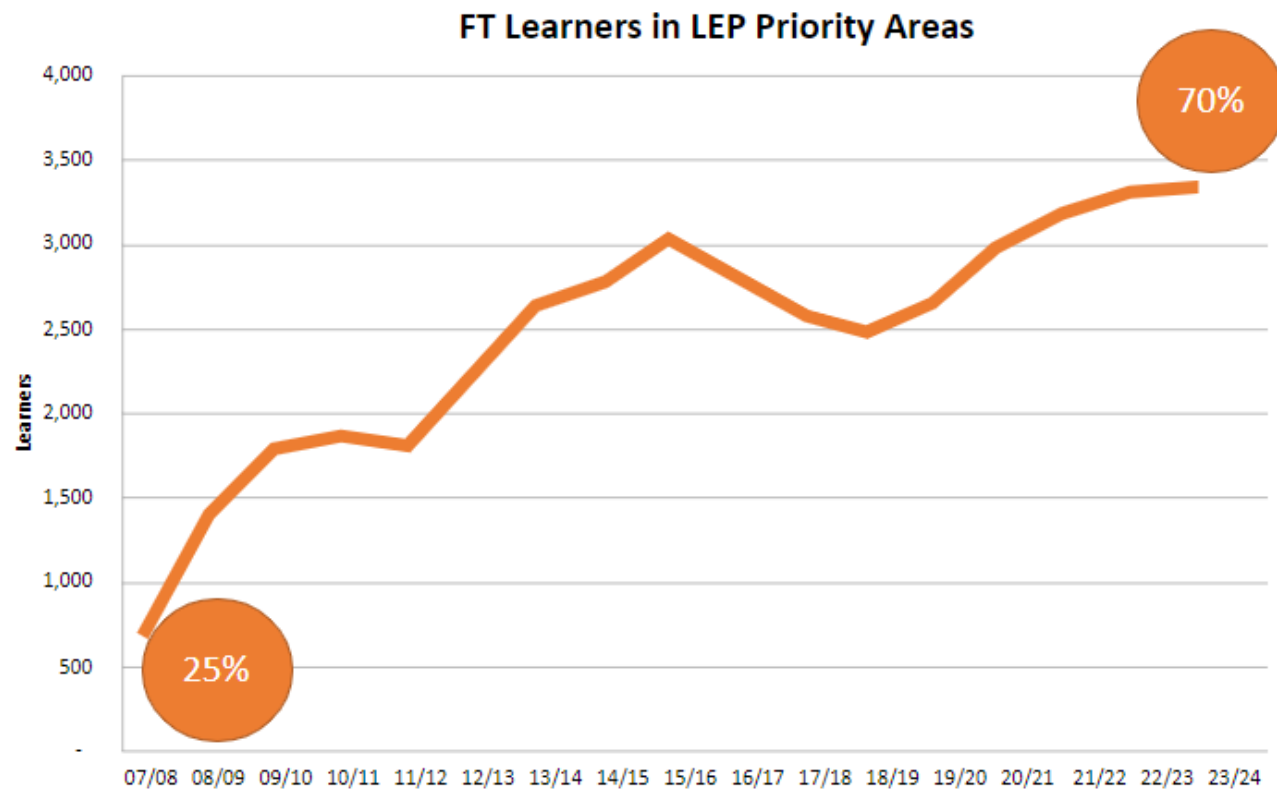
In recent years, the College has responded to economic needs through making the following strategic developments:

- A £20m investment in STEM facilities (2015) and subjects; such that now 70% of our school leavers are studying in 'priority' sectors rising from one quarter since our move to Middlehaven
- The acquisition of a respected apprenticeship training company (NECC training) covering complementary sectors and a wider geographic reach across the North East of England – creating Northern Skills, the apprenticeship and training arm of the College (2016) which focuses on technical and professional apprenticeship training including dentistry, accountancy, engineering and digital.
- Becoming an active partner in the North East Institute of Technology collaboration (2019) – developing higher technical qualifications to meet local needs.
- Utilising devolved flexibilities to develop new and improved bespoke employer led provision (BELPs) through our new adult and community learning centre (2019)
- Transferring TTE, a strategically important specialist engineering training provider into the group (being adjacent to a new Freeport) (2020)
- Delivering T Levels from 2021
- Supporting Freeport inward investors, through a collaboration with local providers as part of the Teesworks Skills Academy consortium (2021)
- Working in partnership with our employer representative body (ERB) to develop a Trailblazer LSIP and delivering associated Strategic Development Fund projects (SDF) (2021-22)
- Investing in skills shortage areas, opening T Level digital & construction centres in 2022
- Opening a new £12m TTE technical training centre in 2024 – with expansions into new green technologies.
- Acquisition of a new adult centre (100 Russell Street) utilising Levelling Up Partnership Funding to secure a long-term future for our adult learners. (2024)

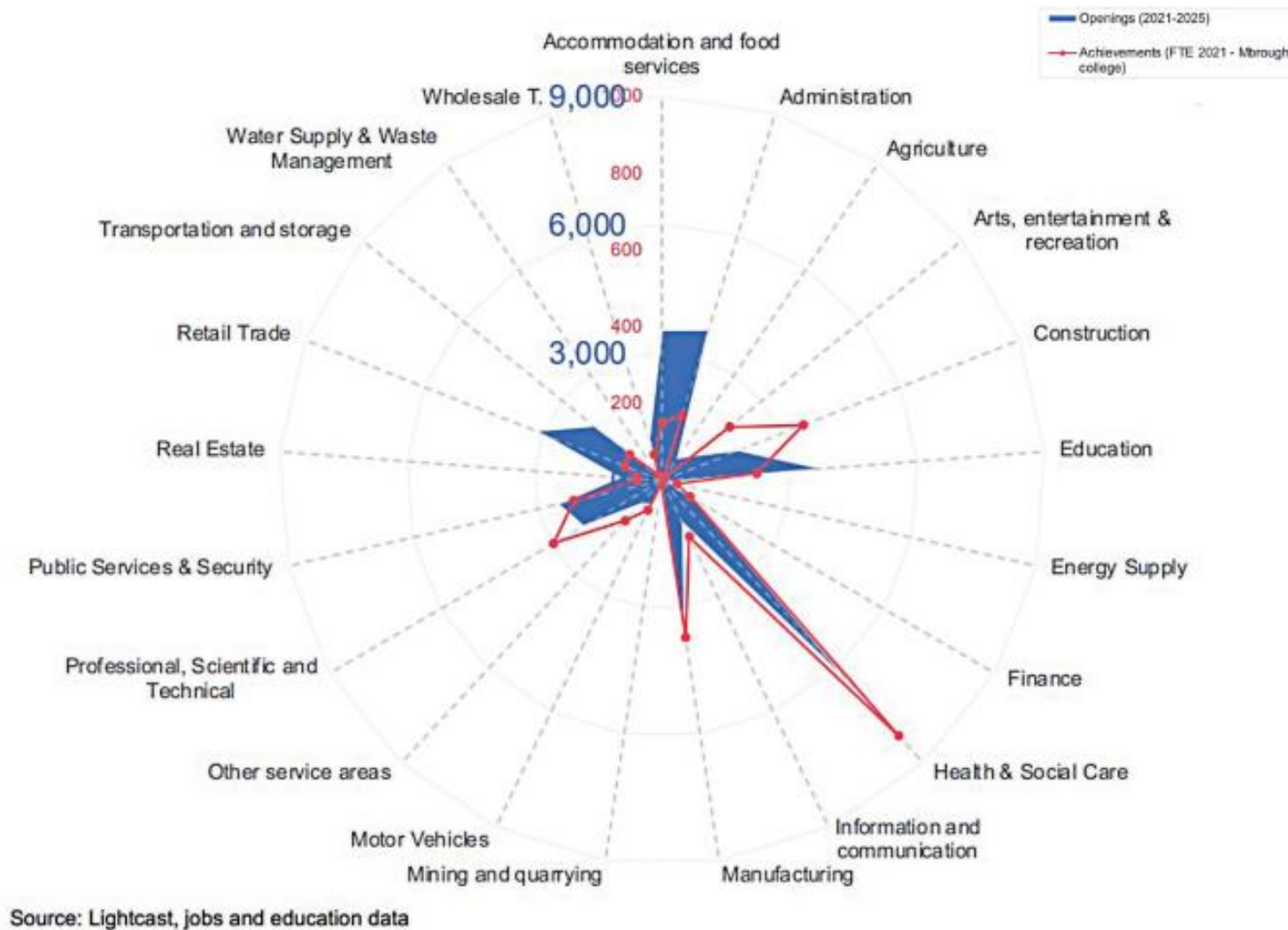
The North East England Chamber of Commerce developed the Tees Valley Local Skills Improvement Plan (LSIP) in 2023 and the college, in collaboration with others locally, has prepared an investment plan (LSIF) in conjunction with levelling up funding, to directly respond to LSIP priorities. Our investments are ongoing and include:

- Health care innovation suite
- Electric Vehicle Workshop
- Construction retrofit centre.
- SEN facilities
- Sub arc welding equipment to support inward investor.

These strategic investments have shifted our school leaver provision such that upon relocation to Middlehaven in 2008 only around one quarter of our school leavers were studying in LEP priority sectors and in the current year, almost 70% are doing so.



Additionally, we periodically commission an external company to map our curriculum to job openings across our local area. The map below was completed in 2022 and highlights a close map across technical and professional areas:



CONTRIBUTION TO NATIONAL, REGIONAL, LOCAL PRIORITIES

Ofsted has recently awarded the college a **STRONG** rating for our contribution to meeting skills needs. They cited our advisory boards, employer, community, civic and education partnerships as strong and as having a direct and positive impact on our provision and our student outcomes. Examples of changes we have and are making to our provision over recent years include:

Provision removed or reduced	Reasons
Sub-contracting with one Tees Valley based partner	Poor job outcomes
Reduced distance learning provision	Low Tees Valley Priority
Paused beauty apprenticeships	Concern over poor student outcomes
Provision added, adapted or in development	
Develop a range of bespoke employer led provision (BEP) including cladding, security, care, retail,	Employer demand, Tees Valley priority
Thrive personal development programme including soft skills assessments	LSIP employer feedback
ESOL adapted to offer a fast track employability route	Tees Valley MCA request
Developed (and developing)bootcamps in welding, teaching, EV and HV	Employer and government priority
Introduce Multiply numeracy programmes	Government priority
HTQ development	Institute of Technology / government priority
Digital basic skills training	Local student and employer demand
Developed face to face retrofit qualifications	In response to LSIP employers and IoT stakeholders
Launched a new adult retrain offer in health and social care and childcare	Local employment priorities
Develop adult upskill course in welding	To support SeaH wind inward investor
Invest in high voltage training	To support local employers
Incorporate Carbon Capture and storage specialisms into new TTE	To support Net Zero Teesside
Incorporate Excel into business programmes	In response to LSIP
Developed a new NEET provision following withdrawal of ESF funding	In response to local need

The college set 12 targets in its 2023/24 accountability agreement, and progress against these has been reported to governing body meetings throughout the year. All but one target is on track to be achieved at the time of writing, with the college falling slightly short of its T level student numbers during the year. Progress against last year's accountability agreement targets can be found in Appendix 1.

ACCOUNTABILITY AGREEMENT TARGETS FOR 2024/25

PROVISION TYPE OVERALL VOLUMES PLANNED FOR ACADEMIC YEAR 2024/25	PRIORITY	TARGET 2024/25	Sector priorities								Source of Priority: N (National) R (Regional) L (Local) LS (LSIP)
			Construction	Green energy & Manufacturing	Digital	Haulage & Logistics	Business & Professional	Health and Social care	Science and Maths	Soft skills / social priorities	
16-19 SCHOOL LEAVERS (4,636)	Ensure we maintain a high proportion of our school leavers studying in priority sectors and grow T level achievements year on year	Over 70% of learners studying in Tees Valley priority sectors	Y	Y	Y		Y	Y	Y		N/R/L/LS
		>550 T level students	Y	Y	Y		Y	Y			N
	Enhanced Thrive programme: <ul style="list-style-type: none"> skills competitions competency development a tailored progression support pathway resulting in improved employability/next steps	Maintain >90% positive destinations of leavers	Y	Y	Y		Y	Y	Y	Y	N/R/L/LS
	Introduce new centre to reengage those not in education, employment, or training (NEETs)	>80 in-year 16-19 NEETs reengaged								Y	L

PROVISION TYPE OVERALL VOLUMES PLANNED FOR ACADEMIC YEAR 2024 / 2025	PRIORITY	TARGET 2024/25	Sector priorities								Source of Priority: N (National) R (Regional) L (Local) LS (LSIP)
			Construction	Green energy & Manufacturing	Digital	Haulage & Logistics	Business & Professional	Health and Social care	Science and Maths	Soft skills / social priorities	
ADULT PROGRAMMES (3700)	Respond to the Department for Work and Pensions (DWP) requests through increasing the number of people participating in bespoke employer led provision (BEP) in skills gaps areas such as logistics, green energy, retrofit, ground works, welding	Enrol >800 learners on BELPs Ensure a high proportion of adults positively progress (>70%)	Y	Y	Y	Y		Y		Y	N / R / L / LS
	Expand Skills Bootcamps and Free courses for jobs offer <ul style="list-style-type: none"> Welding Construction/Retrofit Electrical Vehicle Renewables – Offshore Health and Social Care Teaching 	Enrol >100 students on skills bootcamps + Project S bootcamps + 150 (Minimum 250 total) Enrol > 150 students on FCFJ	Y	Y	Y	Y	Y	Y	Y	Y	N / R / L / LS
APPRENTICES (1600)	Maintain high quality apprenticeship outcomes	Over 70% achievement rate	Y	Y	Y		Y	Y	Y	Y	N / R / L / LS
HIGHER EDUCATION (590)	Develop higher technical qualifications (HTQ)	Deliver HTQs to >160 students	Y		Y			Y			N
HIGH NEEDS STUDENTS (160)	Increase supported internships	10% increase in supported internships								Y	L

LOCAL NEEDS DUTY

Ofsted inspected the college in February 2024 and awarded a STRONG judgment for meeting local economic needs stating:

Leaders and managers engage very effectively with key stakeholders to understand the skills needs of the local, regional, and national economy, and plan their curriculum accordingly. They collaborate closely with combined authorities and local councils in Teesside and surrounding areas to ensure that the college's priorities across all types of provision are aligned precisely with their stakeholders strategic goals. As a result of this engagement and wider interactions with their stakeholders, such as the Department for work and Pensions, community groups and charities, leaders ensure that those furthest away from employment and training are fully supported to develop their readiness for work.

Leaders are ambitious in their intent to provide education and training opportunities that respond to the needs of local, regional, and national employers. They gain a very secure understanding of the skills needs of employers through the extensive range of employer advisory boards to review and modify the curriculum, ensuring it delivers the skills needed for the local economy to grow.

Leaders and managers have developed strong partnerships with education leaders in local universities, colleges, and schools. They work together as a consortium to ensure the education offer is coherent and avoids unnecessary duplication.

Therefore the college's vocational, academic and technical curriculum is well informed by partnership input that ensure a strong contribution to meeting skills needs.

The college operates as part of a collaboration called FE+, which has been in place for around thirty years, and which includes all 5 of the Tees Valley GFE and specialist colleges. This collaboration meets at least monthly, rotating the position of Chair and related positions such as those offered to FE+ on the Mayoral Combined Authority skills committees. FE+ partners have collaborated on a range of ventures including successfully delivering two skills development funds (SDF) in local priority areas, supporting the development and implementation of the Tees Valley LSIP through the local skills improvement fund, working closely with inward investors and advising on skills policy with local and national stakeholders.

During Spring 2024, all five colleges mapped our provision against local labour market needs and carried out a full local curriculum review including an independently facilitated workshop involving members of all college corporations. Data presented at the review and the subsequent analysis highlight that the colleges' curriculum offer and outcomes for learners support the Tees Valley economy especially in the engineering/manufacturing, construction and healthcare sectors.

The review identified a number of areas that all Colleges can work on to enhance our response to local employer needs as follows:

<i>FE+ agreed actions to work on</i>
<i>Develop further employability skills in our young people while strengthening their confidence and resilience.</i>
<i>Improve digital skills of all of our students</i>
<i>Minimise impact of qualifications reform on level 3 numbers</i>
<i>Increase the numbers training in logistics, digital and professional skills</i>

CORPORATION STATEMENT

Middlesbrough College Corporation approved the content of this accountability statement at their meeting on the 11TH May 2024

Signed:



Rob Davies
Chairman of Governors



Zoe Lewis
Principal/Chief Executive



[Accountability statement on website](#)

[Tees Valley LSIP](#)

[Ofsted inspection report](#)

[FE+ curriculum review](#)

[TVCA Strategic Economic Plan](#)

[College strategic plan](#)

APPENDIX 1

PROVISION TYPE	PRIORITY	TARGET 23/24	SPRING 24 Update
16-19 SCHOOL LEAVERS (4,500)	Ensure we maintain a high proportion of our school leavers studying in priority sectors and grow T level achievements year on year	Over 65% of learners studying in Tees Valley priority sectors	75%
		450 T level students	433
	Enhanced Thrive programme: <ul style="list-style-type: none"> • skills competitions • competency development • a tailored progression support pathway resulting in improved employability/next steps 	Maintain >85% positive destinations of leavers	90.8% positive (22/23 leavers)
	Introduce new centre to reengage those not in education, employment, or training (NEETs)	50 in-year 16-19 NEETs reengaged	35 enrolled so far. Year End Forecast 73
ADULT PROGRAMMES (4000)	Respond to the Department for Work and Pensions (DWP) requests through increasing the number of people participating in bespoke employer led provision (BEP) in skills gaps areas such as logistics, green energy, retrofit, ground works, welding	Increase learners on BEP by 10% Ensure a high proportion of adults positively progress (>60%) [Last Year]	405 enrolled so far. Year End forecast 790 [22/23 - 656]
	Utilise devolution flexibilities to adapt English for speakers of other languages (ESOL) model to improve pace of progress of ESOL learners	Adapt ESOL programmes to include more wrap around support and double the hours of delivery per year	Complete all learners now receive 9 hours per week
	Expand Skills Bootcamps and Free courses for jobs offer	Double the number of learners on skills bootcamps	65 enrolled so far. Year end forecast 108 (22/23 - 16)
		Double the number of learners on free courses for jobs.	93 enrolled so far. Year end forecast 157 (22/23 72)
APPRENTICES (1600)	Maintain high quality apprenticeship outcomes	Over 70% achievement rate	On track for >70% achievement
HIGHER EDUCATION (600)	Develop higher technical qualifications (HTQ)	Deliver HTQs to 100 students	172 HTQ enrolments
HIGH NEEDS STUDENTS (120)	Increase supported internships	10% increase in supported internships	COMPLETE 10 learners enrolled which is a 11% increase on last year from 9