

NWRC College Development Plan 2019-20

Building Social & Economic Strength
in our Community



north west
regional college

Derry-Londonderry • Limavady • Strabane



Foreword



North West Regional College is central to the socio-economic development of the city, district and region, and is committed to supporting the NI Programme for government and the Industrial Strategy in the North West.

The College is a Non-Departmental Public Body (NDPB) of the Department for the Economy, with responsibility for the delivery of professional and technical curriculum whilst also supporting the innovation agenda for business and industry.

Within all our campuses in Derry-Londonderry, Limavady and Strabane, our staff along with our Governing Body are focused on supporting our young people and adults in gaining skills for employment. I continue to thank them for that work. We as a regional College are committed to working with our own Civic, Business, Education and Community partners in the region to develop programmes and interventions that make a positive impact on people's lives. Our Business Support Centre (BSC) is at the forefront of innovation and training support for our small and medium enterprises, and works with relevant agencies in the search for more Foreign Direct Investment for the region. We are supporting through our pre-employment academies companies such as FinTrU, Alchemy Technology Services, Dankse and Bemis.

We all have a role to play in keeping more of our young people and adults in this region through study and employment opportunities. That is why the College is focused on supporting new and better jobs.

Work continues on our regional specialisms through our "Innovation Hubs", "Foodovation", (Artisan Food Centre) "DIAL" (Design Innovation for Assisted Living) and our "Product Development Centre" in Limavady. These first step innovation centres continue to work in parallel with the Ulster University, Letterkenny Institute of Technology and other technological partners to create a cohesive innovation landscape across this city region.

The College will continue striving to support social inclusion. We will work with our community partners to help more of our people develop skills; thereby strengthening the economy of our city region, as part of our dual mandate of economic development and social inclusion. We are supporting regional initiatives such as City Deal. Despite the many external challenges facing this city region, we are confident that the priorities set by this College in the next period of our plan will contribute to the socio and economic wellbeing of our people through building hope, confidence and prosperity for all.

A handwritten signature in black ink that reads "Leo Murphy". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Leo Murphy, Principal & Chief Executive

North West Regional College

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Executive Summary

North West Regional College (NWRC) was established in August 2007 following the merger of the North West Institute of Further and Higher Education and Limavady College of Further and Higher Education.

As the main provider of professional and technical education and training in the North West, NWRC plays a central role in up-skilling and re-skilling the population through the delivery of an economically focussed curriculum from Level 0 to Level 6.

NWRC have strong partnerships with our civic, business and community including schools and we employ 552 FTEs across five campuses. We have an annual turnover of £36m and to date NWRC have invested over £20m in College estate to provide industry standard learning and teaching environments. Our purpose is 'Making Lives Better' for our students, our businesses, our community and our staff and our vision is to improve the life chances of everyone, no matter how 'hard to reach'. Our values are collaboration, innovation, integrity and respect and we have signed up to and remain committed to fulfilling the FE Sector Corporate Plan 2018-2021 which sets out the FE sector's shared purpose, values and vision.

NWRC operates in a very challenging socio-economic environment, which is still impacted by the economic downturn. Despite the fact that unemployment is falling and our economy is growing, we have the highest claimant count and the highest rates of economic inactivity in NI within our city and region and five out of the top ten most deprived super output areas (SOAs) are within our catchment area. A high percentage of our working age population hold no qualifications. However, despite our socio-economic challenges, we have a strong education sector in the North West and our students achieve above the NI average at GCSE and at 'A' level.

NWRC is committed to supporting the ongoing programme of curriculum reform in NI and will continue to ensure that we provide relevant and well-structured progression pathways from Level 0 – Level 6 as part of our curriculum offer. Designated as the 'Hub' for the FE Sector in Health and Social Care, we will lead on curriculum development from Level 1 – Level 5 in this vocational area.

Our College is one of two 'STEM Assured' accredited Colleges in NI and we are a lead College in Creative and Cultural Skills also. Recently, our Careers Academy Team won a prestigious Association of Colleges Beacon Award for 'Careers Education and Guidance'.

This College Development Plan 2019/20 has adopted an outcome based accountability approach to the planning process and supports as well as contributes to, a number of key government strategies and policies including the draft Programme for Government (PfG), Economy 2030: An Industrial Strategy for NI, the NI Skills Barometer and Further Education means Success, the NI strategy for the FE sector.

NWRC also plays a central role in the delivery of Local Government Community Planning in both DCSDC and CCG. The College is a strategic partner with DCSDC and other key stakeholders in City Deal for the Derry~Londonderry City Region. The College, in support of DCSDC, is committed to the further expansion of Apprenticeships to include Higher Level Apprenticeships (HLAs) and the College also playing a leading role in realising the ambition to become a UNESCO Learning City.

NWRC's role in supporting the widening access and participation agenda in the city and region is widely recognised and as a College, we remain committed to providing a curriculum that supports the participation of learners with learning difficulties and disabilities, those from under-represented groups in society and those who are not in employment, education or training (NEETS). The College has a long and successful working relationship with HMP Magilligan and the curriculum offer there continues to broaden and expand.

Our Business Support Centre, which manages economic engagement and economic development, is central to supporting businesses with skill acquisition and innovation awareness to assist them to move up the skills and innovation escalator. NWRC currently has three Innovation Centres – Foodovation, Product Design Centre and a Design Innovation for Assisted Living (DIAL) Centre with a fourth Innovative VAR Centre – Immersive Lab proposed. These innovation centres are industry facing and link with curriculum through applied research, idea generation, prototype development and proof of concept.

Despite the challenges that BREXIT may bring, NWRC remains an outward and forward looking College that is internationally connected across Europe and beyond.





Section 1:

Our Purpose and Strategic Context

NWRC: Our purpose, strategy and strategic context

The aim of Further Education (FE) is to strengthen and enhance the skills profile of Northern Ireland by addressing the skills deficit and so underpinning the creation of a successful regional economy. Its core purpose is to link individuals to work, assisting them in finding a job, keeping a job and getting a better job. FE also assists businesses to innovate and grow, so increasing competitiveness across the region. Whilst FE delivers successfully at all skills levels it has a particular role in providing a bridge to mainstream education for those furthest away from the labour market, helping to create opportunity for all.

NWRC is a non-departmental public body of the Department for the Economy. It is one of six Regional Colleges in Northern Ireland and covers the geographical area of Derry City & Strabane District Council and the Limavady district in Causeway Coast & Glens Council. As an arm's length body of the Department, the College is responsible for delivering further and higher education and apprenticeship training to the people in the city and region. The College also provides an important dual role of supporting economic engagement and working with partners in the area of social inclusion.

NWRC's purpose is to Make Lives Better. We do this by working with and for our students, businesses, the community and our staff to create more jobs, better skills for work and a great place to live and work – inside and outside of the College. This strategy is summarised in **Figure 1** below:



Figure 1

Our Vision

To improve the life chances of everyone,
no matter how 'hard to reach'

Our Mission

We provide quality education that supports the
creation of more jobs and fosters a culture of
lifelong learning for work.

Our Objectives

Making Lives Better for:

1. **Our Students** by enhancing their professional and technical skills and creating tools that enable modern learning (Report Card 1)
2. **Our Businesses** by delivering skills and support that increases productivity and innovation (Report Card 2)
3. **Our Community** by stimulating greater social and economic strength in our region (Report Cards 3)
4. **Our Staff** by valuing, developing and supporting them.



As one of the biggest employers in the North West the College impacts on the social and economic wellbeing of the region by creating better skills, better jobs and better lives through the provision of high-quality education, skills and training.

The College is committed to meeting the Investors in People Standard for high performance through people. Therefore, the five objectives within the College strategy have been mapped to the IIP themes and standards [Figure 2].

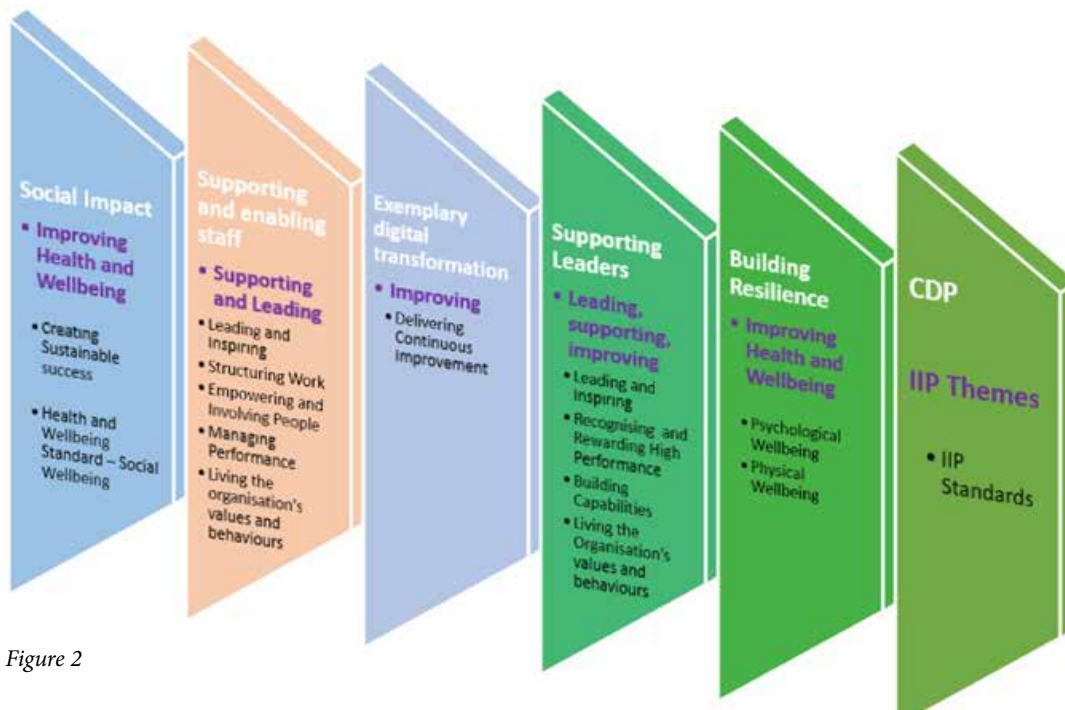


Figure 2

Supporting *More Jobs and Better Skills for Work* as well as contributing to making our region and our College a *Great Place to Live and Work* will result in NWRC making a contribution to fulfilling the objective of Programme for Government (PfG) [*improving wellbeing for all by tackling disadvantage and driving economic growth*]; the Industrial Strategy for NI (ISNI) [*to be a globally competitive economy that works for everyone*]; and *Further Education Means Success (FEMS)* [*Colleges will be recognised locally, nationally and internationally for high quality, economically relevant education and training...*].

NWRC has signed up to and is committed to fulfilling the FE Sector Corporate Plan 2018-2021. This Corporate Plan sets out the sector's shared purpose, values and vision. The Plan embodies our commitment to working effectively together, providing skills solutions that meet current and emerging economic demand while at the same time creating better skills, better jobs and better lives for our people through high quality, accessible and relevant education, skills and training, which tackles disadvantage and drives economic growth.

College Development Plan (CDP) 2019/ 2020

Article 20 of the Further Education (Northern Ireland) Order 1997 requires that each College should prepare a College Development Plan (CDP). This CDP is our business plan for 2018/19 and it has been submitted to the Department for the Economy (DfE) to fulfil our statutory requirement.

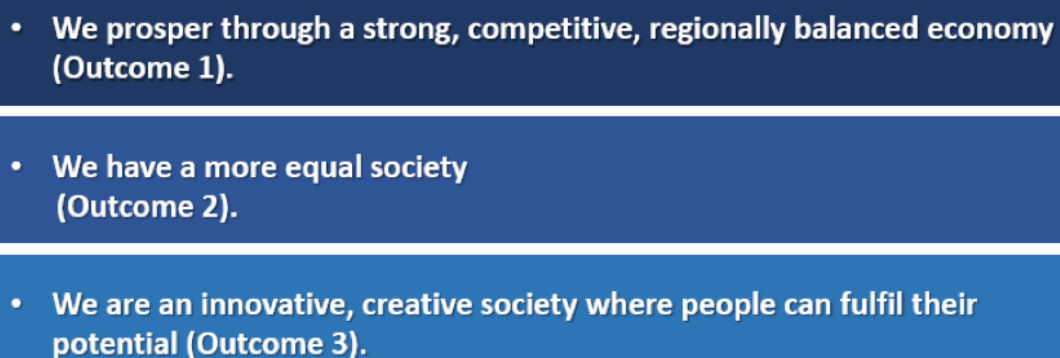
1.1 NWRC: Our Strategic Context

This College Development Plan not only supports and contributes to a number of key government strategies and policies, it takes cognisance of our current baseline position and has adopted an Outcome Based Accountability (OBA) approach to the planning process. There is a direct correlation between the ambitions of the Northern Ireland Executive and NWRC's mission to provide quality education that supports the creation of more jobs and fosters a culture of lifelong learning for work.

1.2 Northern Ireland Programme for Government (PfG) 2021

The highest level strategic document of the NI Executive, the NI draft Programme for Government (PfG) sets out the economic and social priorities for Northern Ireland until 2021. It seeks to improve wellbeing for all by tackling disadvantage and driving economic growth.

Our CDP contributes to 3 of the Programme for Government's 12 outcomes:

- 
- **We prosper through a strong, competitive, regionally balanced economy (Outcome 1).**
 - **We have a more equal society (Outcome 2).**
 - **We are an innovative, creative society where people can fulfil their potential (Outcome 3).**

1.3 Economy 2030: An Industrial Strategy for Northern Ireland

The NI Industrial Strategy which aims to deliver on 80,000 new jobs in a globally competitive economy that works for everyone by 2030, underpins the Draft Programme for Government. NWRC commits to delivering on the following Pillars through our student, staff, business and community objectives:

- Enhancing education, skills and employability (Pillar 2);
- Driving inclusive, sustainable growth (Pillar 3)
- Succeeding in global markets (Pillar 4).

1.4 The Northern Ireland Strategy for Further Education: Further Education Means Success (FEMS)

The Northern Ireland Strategy for Further Education: Further Education Means Success (FEMS) promotes the vision that Colleges will be recognised locally, nationally and internationally for high quality, economically relevant education and training. This strategy is being delivered through nine themes:

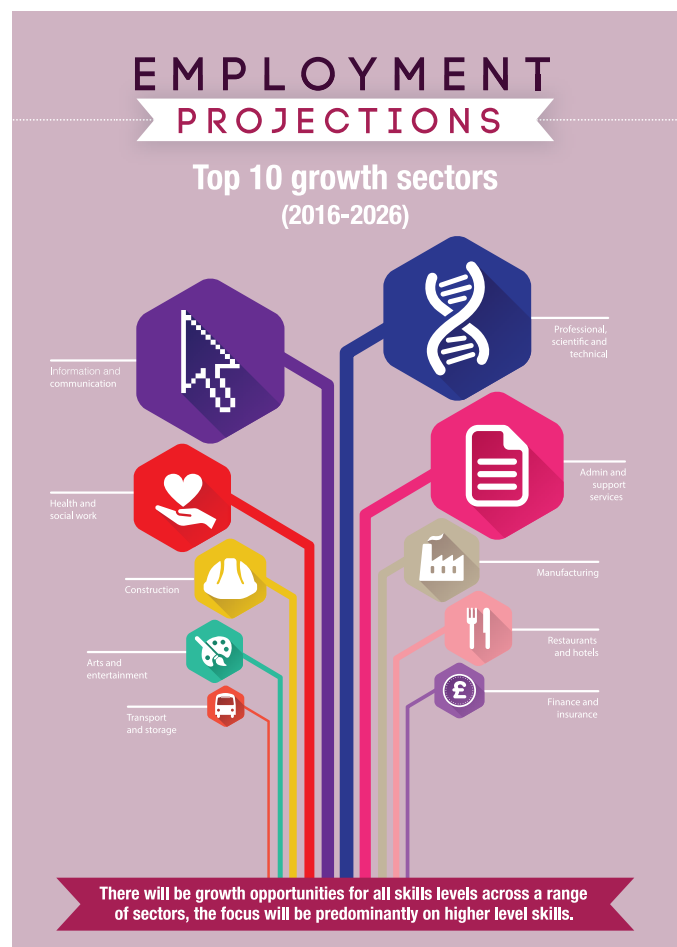
1. Economic development (Theme 1)
2. Social inclusion (Theme 2)
3. Curriculum delivery (Theme 3)
4. Excellence (Theme 4)
5. College partnerships (Theme 5)
6. Governance (Theme 6)
7. Funding model and college sustainability (Theme 7)
8. International dimension (Theme 8)
9. Promoting the Further Education sector (Theme 9)

The Further Education Means Success Strategy recognises the critical role that the FE Colleges play in skills development and the importance of providing professional and technical education and training pathways that enable our people to overcome social disadvantage to reach their full potential and contribute to rebuilding and rebalancing the NI economy.

NWRC works closely with the wider FE sector and other key stakeholders in the development and implementation of the FE Means Success Strategy and our CDP contributes to all nine themes through our student, our staff, our business and our community objectives.

Through our CDP, we also take cognisance of the **NI Skills Barometer** (right) ensuring that this forecast information informs curriculum planning so as to meet the skills needs of the NI economy locally as well as regionally.

None of this could be delivered without our staff and we have included a specific objective and key targets for making lives better for them too.



1.5 Local Authority Community Plans

NWRC continues to play a central role in delivery of Local Government Community Planning. We are active members of Community Planning partnerships in both Derry City and Strabane District Council (DCSDC) and in Causeway Coast and Glens (CCG).

Sitting alongside the council, statutory bodies, agencies and the wider community, including the community and voluntary sector we are central to the implementation of a shared plan for promoting better outcomes for everyone.



1.6 NWRC: A Strategic Partner in City Deal for the Derry – Londonderry City Region

The Outline Bid Proposal for City Deal sets out our collective ambition of how a partnership with Government will contribute to national growth in the Derry ~ Londonderry City Region and Northern Ireland. It is the mechanism to unlock our investment opportunities and to deliver on the priorities of the Inclusive Strategic Growth Plan to bring about lasting change in terms of the growth of the entire region.

DCSDC in partnership with NWRC and other key stakeholders has identified the investment priorities with the greatest economic impact and prioritised these opportunities:

- Investment in **innovation** is at the core of our proposal to grow our economy and ensure that our City Region is positioned to maximise the opportunities of the 4th industrial age.
- Investment in our **digital infrastructure** is critical to leveraging and the scaling up of our innovation assets and creating the conditions for growing our private sector into the future.
- Investment in our **enabling infrastructure** and the regeneration of our City and Town centres, central riverfront and A2 road economic corridor will remove existing barriers to growth currently constraining the development of our key strategic sites and will support the development of our Strabane Campus.
- Investment in **regional infrastructure** through the major road upgrades of the A5 and A6 will ensure that our businesses are not hindered by weak uncompetitive regional infrastructure.

1.7 Our City Region: A UNESCO Learning City

Derry / Londonderry continues to have an aspiration to become a UNESCO Learning City – a city which mobilises its resources in every sector to promote inclusive learning from basic to higher education. NWRC in support of our local regional council, commits to playing a leading role in realising this ambition.





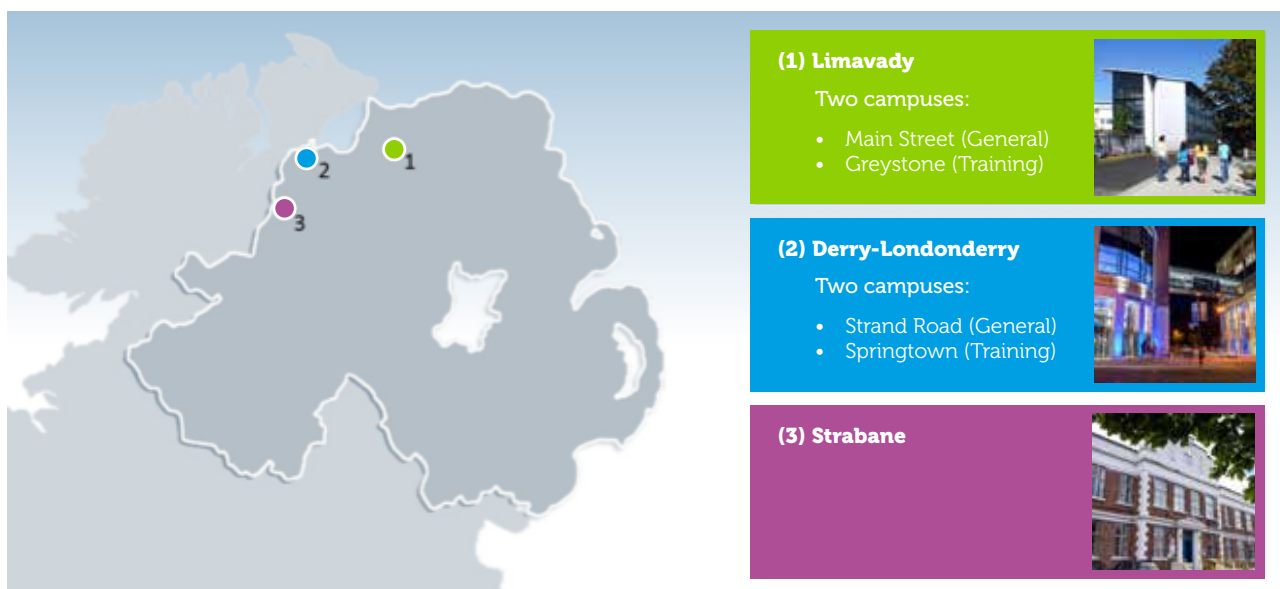
Section 2:

Our College Overview

An overview of North West Regional College

North West Regional College was established in August 2007 following the merger of the North West Institute of Further and Higher Education and Limavady College of Further and Higher Education. It has campuses in Derry - Londonderry, Limavady and Strabane.

Our confidence in our ability to deliver in the future is based on our track record.



- We have maintained our student success rate at 84% over the last 2 years
- We have invested over £20m in College estate in recent years to provide industry standard learning and teaching environments
- We are one of only two 'STEM Assured' accredited Colleges in NI, a recognition of our commitment to innovation and industry related education
- We are one of the lead Colleges in Creative and Cultural Skills
- We hold 'Investors in People' accreditation as well as the 'Matrix' quality standard
- Over 10,000 adults and young people successfully learn with us enabling them to progress to further and higher levels of study or work
- We are the only Regional College to have had 5 World Skills attendees
- We competed successfully in local and national competitions **[Figure 4]**
- Our students are positive about their experience with us

As the main provider of professional and technical education and training in the North West, the College plays a central role in up-skilling and re-skilling the population, through the delivery of a broad range of courses, leading to qualifications across all levels from entry level to Level 6. One of our key strengths as a College is that our provision is accessible to a wide variety of learners in terms of level, subject area and the age group of learners.

Our College employs 795 people across five campuses (552 FTE) and has an annual turnover of £36m. The industry standard learning and teaching facilities on our campuses provide aspirational environments for learning and we continue to be well placed to take on the challenge of enhancing the skills set of the population of the city and region.

To continue to deliver on our vision, it will be important that the College is able to attract and retain highly skilled staff. The HR Strategy, which is based on 'Success through People', ensures appropriate support mechanisms are in place to allow staff to excel in their area of expertise. One key aspect of this will be the development and maintenance of a College community whose skills and expertise is compatible with the changing demands of the wider educational, industrial and economic environment.

Our confidence in our ability to deliver in the future is based on our track record.

- We have a student retention rate of 92% and a student achievement rate of 89%
- We have invested over £20m in College estate in recent years to provide industry standard learning and teaching environments.
- We are one of only two 'STEM Assured' accredited Colleges in NI, a recognition of our commitment to innovation and industry related education.
- We are one of the lead Colleges in NI in Creative and Cultural Skills.
- We hold 'Investors in People' accreditation as well as the 'Matrix' quality standard.
- We are the only Regional College to have had 3 World Skills attendees.
- We competed successfully in local and national competitions **[Figure 4]**
- We won the AoC Beacon Award for 'Careers Education and Guidance' in 2019 in respect of the quality services provided by our Careers Academy.
- We were a finalist in the DANI Awards in the category of 'Best Use of Immersive Technology' in respect of the quality of Teaching & Enhanced Learning (TEL) support for curriculum.
- We continually promote equality of opportunity offering an inclusive, supportive and safe learning environment for our students.
- We have an Academy of Excellence focused on maintaining and improving the skills base of staff.
- Our students are positive about their experience with us.

Key Impact:

89% of students achieved a qualification in 2017/18



Key Impact:

In the period 2015/16 – 2017/18, 35,542 adults and young people studied with us

Key Impact:

In the period 2015/16 – 2017/18, we generated 44,149 enrolments

Higher Level Apprentice of the Year - Sarah Gillespie (NWRC)

Sarah's Story:

"I left school to study Pharmacy but after a few years of locum work around the country I felt that I wanted a change. I took a job working in a lab to give me time to consider my options and it was while working here that I heard about I.T. Apprenticeship opportunities with NWRC and Fujitsu. I completed my level 3 Apprenticeship last year and I've been able to move into a P/T foundation degree in Software Engineering which I will complete in 2020.

"I've gained a lot of new knowledge and skills throughout the course which is really helping me with my day to day work, and it means that if I have any problems with work I have the support of North West Regional College to come and ask questions."



COLLEGE 18/19 ACHIEVEMENTS














	Award
HLA Accounting	Student Anne Monagle recieved the Top Marks in Ireland in ATI course 
Travel & Tourism	Student Katherine Wilkinson named NI Travel & Tourism Student of the year 
Performing Arts	Carie Logue-Houston was highly commended as NI Creative & Cultural Skills Tutor of the year 
Health	Student Caitlin Hasson a recipient of the JP McManus Scholarship, receiving a £5.5k bursary 
Construction	Students Derek Kelly & Graeme Black shortlisted for the Plant & CE Awards 
Hospitality	Opening of Barista Coffee Bar at Strand Road Campus 
Early Years	Foundation Degree graduate Aine McFadden shortlisted for British Education Awards 
Music	Ethan Kelly - NI CCS Creative Student of the Year 
HLA Software Development	Sarah Gillespie - Won HLA of the Year 

Figure 4

COLLEGE 18/19 ACHIEVEMENTS



Award	
Erasmus	The College received an additional £1.3m worth of Erasmus funding 
Business Support	Launch of regions first ever 'Product Design Centre' at Greysone Campus 
Estate - Springtown	£6.5m redevelopment funding secured from Department for Economy 
International	Signing of MoU with Community College Philadelphia and Dalian Vocation & Technical College 
International	The College received commended status from AoC Beacon Awards for the British Council International Award 
TELS	TELS curriculum project shortlisted for DANI Awards 
Careers	NWRC won the Association of Colleges Beacon Award for The Careers and Enterprise Company Careers Education and Guidance Award 2019 
Assured Skills Academies	6 x Assured Skills Academies delivered- Danske, Alchemy, FinTru 
STEM	US Navcomm Bursary Scholarships presented to four 4 STEM students across college 
STEM	College retains its STEM Assured status - 4 year status 
STEM	SSE Airtricity Bursaries presented to 18 students (£45k) 



Anne Monagle, NWRC being presented with a special award by Accounting Technicians Ireland President, Johnny Mc Elhinney for achieving the top grade in the ATI Diploma across the Island of Ireland.

2.1 Our City and Region: Socio-Economic Context

North West Regional College operates in a very challenging socio-economic environment and ten years on, is still impacted by the economic downturn. If the city and region within which the College is located is to prosper then we need to continue in our dual mandate of helping to develop a strong, competitive, regionally balanced economy and supporting social inclusion.

If our city and region is to have more people working in better jobs, then we need to continue to take cognisance of the scale of the challenges around systematic long-term unemployment and disengagement from the skills escalator and ensure that we continue to provide a balanced curriculum and an economic support service across the urban and rural districts that we serve.

Derry City and Strabane District Council (DCSDC) area comprises the second largest city in Northern Ireland and the fourth largest city on the Island of Ireland. Derry ~ Londonderry is the 'Capital of the North West' and straddles a significant national jurisdictional border into Donegal in the Republic of Ireland.

Our City and region serves over 350,000 people with an urban population in excess of 100,000 and covers two NI regional councils.

- Derry City & Strabane District Council
- Causeway Coast & Glens Council (Limavady District)



Through the Widening Access Participation Plan (WAPP) the College ensures the most disadvantaged in our community is engaged and supported with a view to improving how they can contribute to society.



2.2 NWRC: An Educational Partner across Jurisdictional Areas in the NW City Region

The North West Strategic Growth Partnership is led by Derry City and Strabane District Council and Donegal County Council and supported by the International Centre for Local and Regional Development (ICLRD) in conjunction with and supported by The Executive Office and The Irish Government.

In February 2018, The North West Strategic Growth Partnership, in partnership with the Ulster University, Letterkenny Institute for Technology (LYIT), North West Regional College (NWRC) and Donegal Education and Training Board (ETB), announced a new agreement in education, training and innovation for the North West City region with the signing of a Memorandum of Understanding (MoU) between the education sector providers on both sides of the border. The MoU is the result of years of successful collaborative working amongst the education sector providers in the North West City and region and it aims to improve access to further and higher level education and training for students living and studying in the North West City region.

In October 2018, this cross border education partnership was awarded a €250,000 fund boost by the Dublin Government for the further promotion of cross-border education in the North West City and Region.

Our City and region is also recognised in the RoI 2040 Plan given our close proximity to Donegal and also our close working relationship and partnerships with civic, economic, community and education partners across borders.



NWRC Principal and CEO, Leo Murphy (front row, right) signs off on a Memorandum of Understanding (MoU) between education sector providers on both sides of the border in the North West City Region.

2.3 Our City and Region: Recent Successes

- Unemployment has fallen and our economy is growing.
- We are young – in DCSDC 22% are under 16 years and in CCG 20% are under 16 years.
- 34% of the population in DCSDC are under the age of 25 – we are one of the most youthful city regions in Ireland, the UK and Europe.
- Our population has increased by 4% between 2001- 2015.
- We are building more houses and our houses are worth more.
- We are investing in parks, play areas, greenways and leisure facilities across the City and region.
- We are more attractive to visit

We are young!

In 2016 **22%** were aged **under 16**



34% are under the age of **25**



We are one of the most youthful City Regions in Ireland, the UK and Europe.

Our population has increased by



between 2001 % 2016.

We are projected to need

12,000



Additional households between now & 2037.

We are becoming healthier.
Life expectancy at birth has improved over the past decade

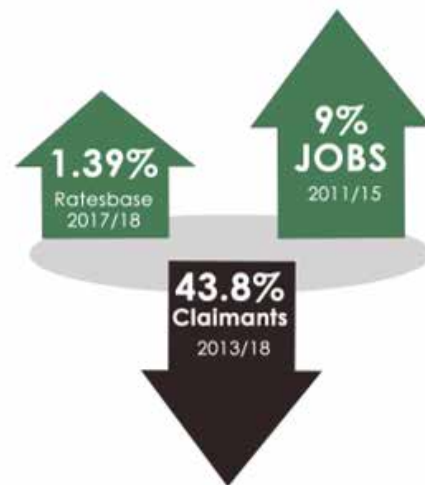


Males up 3.3 Years



Females up 2.7 Years

from 2001/03 to 2014/16.



Unemployment has fallen and our economy is growing

1.18% & 1.6% growth in domestic & non-domestic rate base respectively in 2017/18, indicating that our business & residential sectors are seeing degrees of growth.

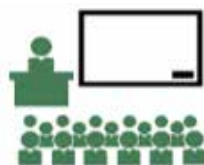
Jobs increased 6.3% from 2011-2015

2011: **50,469**

2016: **54,986**

There was a **43.8% decrease** in claimants between April 2013 to April 2018.

We are learning and improving



The % of school leavers who have achieved at least **5 GCSE Grades A*-C incl. Maths & English** has increased (76.4% in 2013/14 to 82.3% in 2016/2017).

The % of school leavers who have achieved at least **2+ A-levels** increased (55.5% in 2013/14 to 58.4% in 2016/17).

NI has the best performing education system for primary mathematics in Europe and the 6th best in the world (according to a major US survey).

We are consistently the top **performing region of the UK** at GCSE and A-level examinations.

We are innovating...

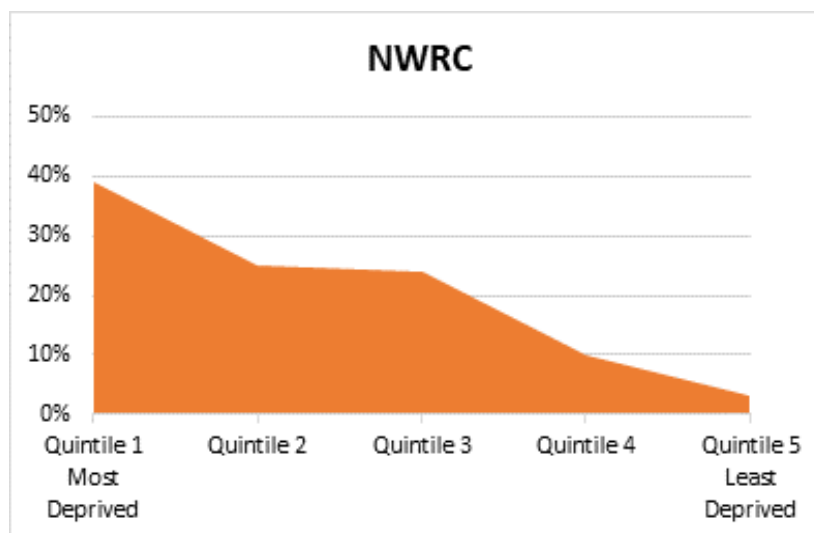
Ulster University (UU) is one of the top ten entrepreneurial universities in the UK. £42m is invested in research and innovation programmes each year.

Ulster University is ranked in the **top 3%** of universities in the world.

2.4 Our City and Region: Remaining Challenges¹

Despite the fact that unemployment has fallen and our economy is growing our city and region continues to face multiple challenges;

- The highest claimant count in NI and high levels of unemployment.
- 25% of those claiming long term unemployment benefit in Derry City and Strabane District Council (DCSDC) were young people under the age of 25 years, 6% higher than the NI average 19%.
- The lowest rates of employment amongst the working age population in NI are within our catchment area.
- In DCSDC, 56.8% of the working age population are in employment against an NI average of 69%.
- In Causeway Coast and Glens Council (CCG), 61% of the working age population are in employment against an NI average of 69%.
- The highest rates of economic inactivity amongst the working age population in NI are within our catchment area
- 37.0% of the working age population in DCSDC are economically inactive, **the highest rate of economic inactivity in NI**
- In CCG 33.9% of the working age population are economically inactive **representing the second highest rate of economic inactivity in NI against an NI average of 27.7%.**
- The impact of BREXIT
- 5 out of the top 10 most deprived Super Output Areas (SOAs) are in the NWRC catchment area according to the NIMDM data 2017.
- 39% of our regulated enrolments reside within Quintile 1, the most deprived areas in NI.
- 64% of our regulated enrolments reside within Quintile 1 and 2.



Enrolments
39% from Q1
64% from Q1 and Q2

¹ Data Source: LGD Statistician and NIMDM17 <https://www.nisra.gov.uk/publications/nimdm17-results>

2.5 Our City and Region: NWRC impact on the Qualifications Baseline

Within our catchment area, a high percentage of our working age population have no qualifications.

- The percentage of the working age population with no qualifications in the DCSDC area reduced by 6.2% in 2017 to 17.3% against an NI average of 16.5%.
- In 2017, the percentage of the working age population with no qualifications in the CCG area reduced marginally 0.6% to 16.1% again against an NI average of 16.5%.

Achievement of Qualifications below NVQ Level 4

If we consider the proportion of the workforce who have achieved below NVQ Level 4 qualifications across our catchment area, the picture is varied.

- In 2015, 50.7% of the working age population in DCSDC held qualifications below NVQ Level 4, this was below the NI average of 53.6%. However, by 2017 this had improved by 4.7%, with 55.4% of the working age population holding qualifications below NVQ Level 4, now 4.2% above the NI average.
- In the same period, in CCG, the percentage of the working age population who held qualifications below NVQ Level 4 has dropped by 3.9% from 59.9% in 2015 to 56% in 2017, but remained 4.8 % above the NI average.

Achievement of Qualifications above NVQ Level 4

- The percentage of working age people in DCSDC area who are qualified at NVQ L4 and above decreased in the period 2015-2017 by 0.8% and remained below the NI average by 5%.
- In CCG, the percentage of working age people qualified at NVQ L4 and above increased by 6% from 21.9% to 27.9% in the same period, but remained below the NI average of 32.3%.

Achievement at NVQ Level 4 and above in both LGDs is below the NI average and we continue to take cognisance of this in our curriculum planning.

Key Impact:

In 2017, the % of the working age population in DCSDC and in CCG Council Area who held no qualifications reduced.

Key Impact:

The % of the working age population in CCG Council Area who held qualifications above NVQ L4 increased by 6% in the period 2015 – 2017

Key Impact:

In 2017, the % of the working age population in DCSDC Area who held qualifications below NVQ L4 improved to 4.2% above the NI average.

2.4 Our City and Region: We are learning and improving together

Despite our socio-economic challenges, we have;

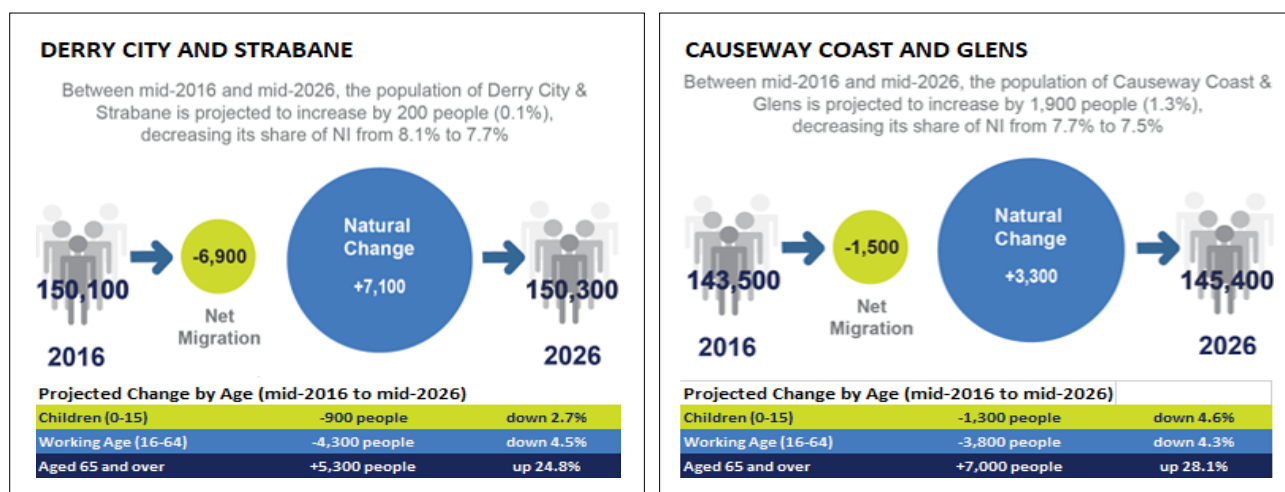
- A strong education sector, 58.4% of students with 2+ A-levels (above the NI average) and 82.3% of students achieve 5+ GCSEs (above the NI average).
- A large regional acute research hospital (Altnagelvin) supporting our students by providing work placement and research opportunities.
- We are an innovating city and region with 3 Innovation Hubs based at NWRC.
- We have a local university ranked as one of the top ten entrepreneurial universities in the UK
- Excellent quality of life, easy commute, affordable, easy access to natural assets.
- £2.3bn GVA
- 63,200 Workplace Employment

2.7 NWRC: A positive and successful story

Despite the very challenging socio-economic environment in the city and region, NWRC sits at the heart of the professional and technical education system and continues to play a key role in providing individuals within our catchment area with the ability to upskill / reskill and move across sectors as economic needs change.

In determining our future curriculum offer, cognisance must not only be taken of our strategic priorities to generate a strong and vibrant economy as set out in the 'FE means Success' Strategy but also of our requirement to address educational disadvantage and levels of deprivation by delivering on the outcomes and indicators of the draft Programme for Government (PfG) and also the pillars in the draft Industrial Strategy for Northern Ireland against a falling demography of 16 years olds in the North West City region until at least 2022.

To address the changes required in Curriculum it is imperative that staff are highly skilled and have opportunities to continually upskill to meet the changing needs. The NWRC Academy of Excellence offers excellent opportunities for staff to upskill by undertaking innovative and bespoke accredited programmes developed by in-house experts. Available courses are annually reviewed to ensure they meet the needs of staff to deliver on organisational objectives.



2.8 In the period 2016/17 – 2017/18, other notable successes;

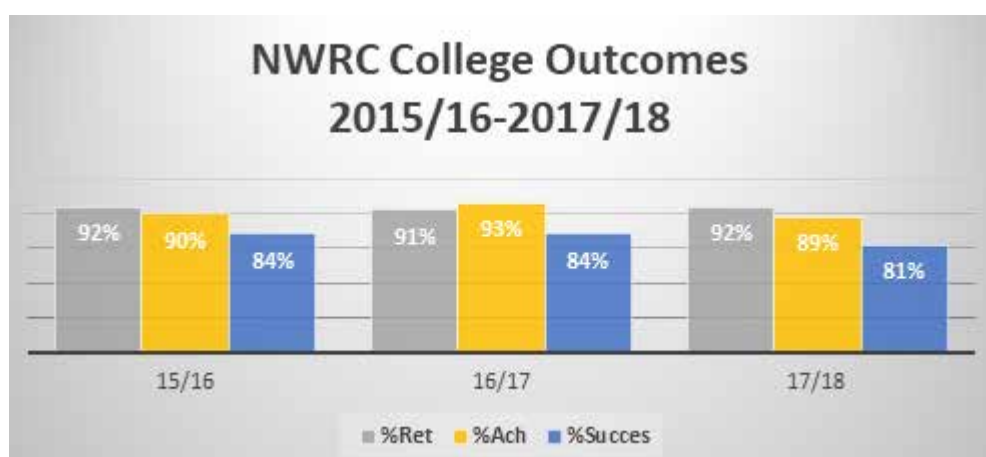
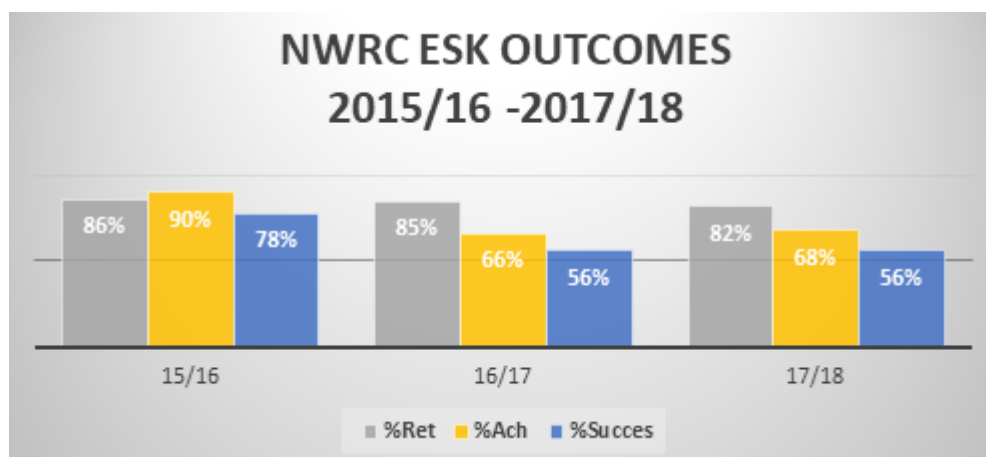
- Achievement of qualifications below NVQ Level 4 in NWRC increased by 1%.
- Enrolment in Broad STEM areas at 34% was 7% above the NI FE Sector average

In the period 2017/2018:

- Our Overall College Retention rate was 92%
- Our overall College Achievement rate was 89%
- Our overall College Success rate was 81%.
- Achievement of Essential Skills qualifications improved marginally by 2% from 66% in 2016/17 to 68% in 2017/18.
- Success rates in Essential Skills remained at 56% in 2017/18.

Key Impact:

Progression to Employment, Education and Training for our FT students improved by a further 8% from 85% in 2016/17 to 93% in 2017/18



2.9 NWRC: Delivering Skills through our Economically Relevant Curriculum

The NI economy will rebalance in the next decade in an attempt to build a strong and vibrant private sector and create new jobs and opportunities for wealth creation. The role of NWRC will be crucial in helping to achieve that goal through the delivery of a strong economically focussed and skills based curriculum.

Working in partnership with our local regional councils, the College is committed to addressing the skills deficit in our city and region. Our LGDs through their Community Plans recognise that the stock of skills possessed by the working age population is insufficient to meet the present and future needs of employers in the city and region.

The College is represented at a senior level on the Education and Skills Delivery Partnership (ESDP). The members of this partnership which includes Council, College, Schools, UU, Industry and Government take the lead responsibility for delivering on the Education and Skills Actions and Outcomes included in the Community Plan.

In NWRC, we recognise that the development of skills must be managed to ensure that the skills output matches the future needs of employers and society, especially in the area of technology transfer. NWRC is engaged in the ongoing development of a learner centred curriculum that is focussed on skills development. We are proud of our long history of providing curricular choice and opportunities for all. This delivery is supported by a committed staff who regularly engage in CPD to keep them economically focused and relevant.

Through our professional and technical curriculum, offered at level 1 and above we are supporting the rebalancing and rebuilding of the Northern Ireland economy. Our curriculum within all professional and technical areas is broad, diverse and tailored to meet the education and training needs of the relevant sectors. Our curriculum plan has been informed by our strategic priorities as well as a number of other key DfE strategies and publications.

The FE Sector faces a period of significant change over the next few years and these changes will consequently impact on NWRC. The “FE Means Success” Strategy that is underpinned by the new Youth Training and Apprenticeships Strategies set out ambitious plans to transform the FE sector in NI.

NWRC is committed to supporting the ongoing curriculum reform programme and will ensure that we continue to provide relevant and well-structured progression pathways from Level 0 – 6 as part of our curriculum offer. (Appendix 1) Our curriculum progression pathways should allow students to progress upwards or alternatively move across from one pathway to another depending on their personal circumstances and employment status. The College will continue to review the range of academic, professional and technical courses to ensure that they sit within our curriculum progression pathways.

Through robust internal and external evaluation and audit processes, our curriculum has been determined as fit for purpose and our learners continue to sit at the heart of everything that we do.

An Inspection of our Work Based Learning (WBL) provision undertaken by the Education and Training Inspectorate (ETI) in November 2017 reported².

"The very good quality of strategic leadership, particularly the senior management team who articulate clearly a vision and shared ambition for excellence which is demonstrated by the ongoing development of well-considered initiatives and strategies to bring about sustained improvement in the quality of the provision."

"The very good standards achieved by most of the trainees and apprentices in the development of their professional and technical skills and underpinning knowledge, which they can apply confidently in the work place."

Following a review of our Higher Education provision in March 2018, the QAA Review Team formed the following round judgements about the higher education provision at North West Regional College;

- There can be **confidence** that academic standards are reliable, meet UK requirements and are reasonably comparable with standards set and achieved in other providers in the UK.
- There can be **confidence** that the quality of the student academic experience meets baseline regulatory requirements.



Our HLA provision underwent an evaluation in April 2018, 17 key strengths and 5 areas for improvement were identified including 2 areas of best practice.



Our college economic engagement continues to be outward facing and is unlocking the potential of the city and region to create prosperity. Major curriculum reform to NI's professional and technical education and training frameworks is underway and the College recognises the key role that it has to play if we are to realise the vision that the FE sector will be recognised locally, regionally and internationally for high quality and economically relevant education and training provision.

Key Impact:

Areas of best practice:

The Role of the
Business Support Centre –
Support for SMEs

The Hospitality, Travel
& Tourism provision



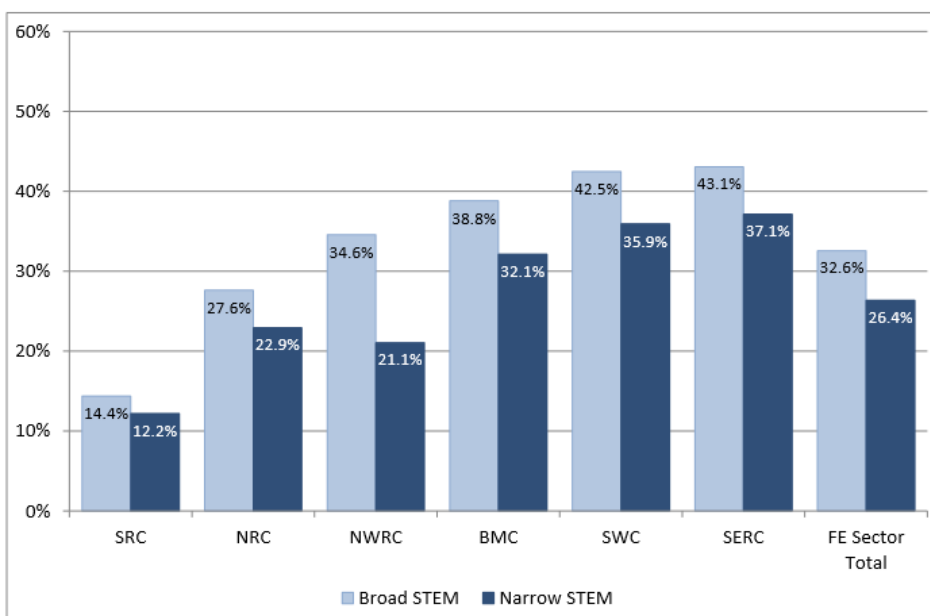
²Inspection Report published 14 December 2017 <https://www.etini.gov.uk/publications/training-success-and-apprenticeshipsni-provision-north-west-regional-college>

2.10 Our City and Region: Priority Growth Sectors

We are committed to the further development and expansion of professional and technical programmes in the priority skills areas including our STEM / STEAM provision. This is central to our College curriculum plan and also to local Council Community Plans.

In the period 2015/16 – 2017/18, we generated 8,981 enrolments in the priority skills areas.

In 2017/2018, 34.6% of HE enrolments in NWRC were in 'Broad' STEM subjects and this was higher than the FE sector average by 2% (Appendix 2)



Proportion of HE Enrolments by STEM Indicators and FE College 2017/18

The Draft Industrial Strategy for Northern Ireland – Economy 2030, identifies the following priority sectors for growth;

- Financial, Business and Professional Services
- Life and Health Sciences
- Digital and Creative Technologies
- Agri-Food
- Advanced Manufacturing, Materials and Engineering
- Construction and Materials Handling



In 2018/19, enrolment onto AppNI programmes in NWRC exceeded the College target of 364 by 8%

2.11 NWRC: Building an Apprenticeship City and Region through our unique relationship with Derry City and Strabane District Council (DCSDC)

Supportive of the DCSDC's commitments to building an Apprenticeship city and region, NWRC is committed to the further expansion of Apprenticeships to include Higher Level Apprenticeships (HLAs). Working with the Department for the Economy and other Regional Colleges through the curriculum reform project, we played our part in informing the design and delivery of the new system of learning for traineeships and apprenticeships.

- DCSDC have committed £40K to support the promotion of Apprenticeships in our city and region and they also funded a pre-employment Academy in 'welding' delivered in NWRC to help meet the skills shortage in this Industry.
- NWRC is represented at a senior level on the Education and Skills Delivery Partnership (ESDP). The members of this partnership take the lead responsibility for delivering on the Education and Skills Actions and Outcomes included in the DCSDC Community Plan.

The College is also represented on the Education and Skills Delivery Partnership 3 sub-groups;

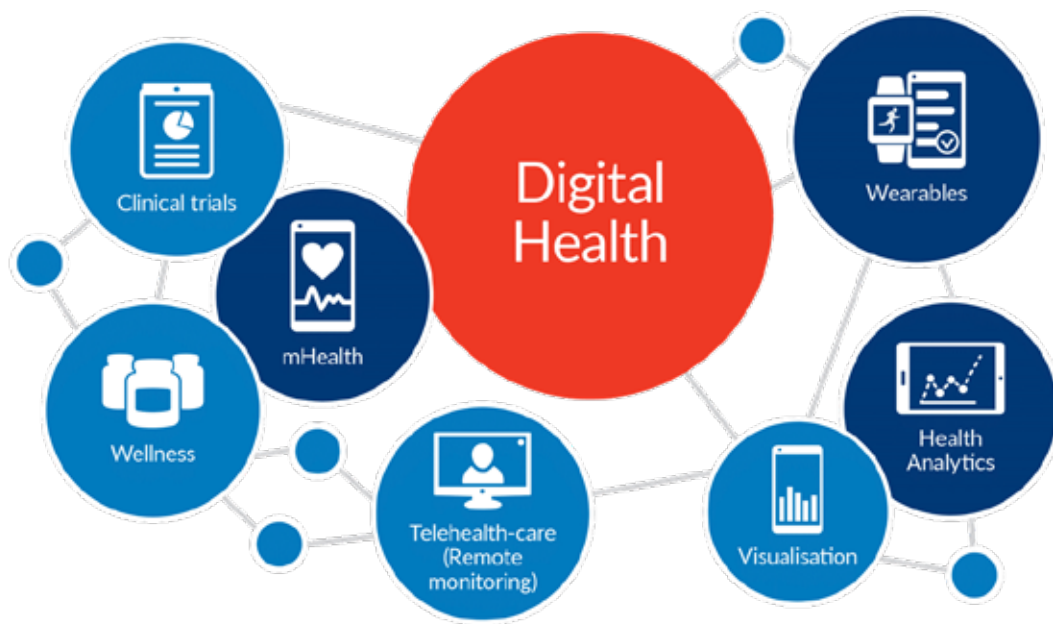
- Hospitality & Tourism
- Digital & Creative Technologies
- Engineering Collaboration Network

2.12 NWRC: Designated Health and Social Care Hub for the FE Sector

NWRC is the recognised curriculum leader in Health and Social Care. The College has been designated as the Health & Social Care 'Hub' for the Further Education sector in Northern Ireland. As the leadership College for NI, we lead the HSC sector in curriculum development for Health & Social Care (HSC) from level 1 to 5.

The college is committed to achieving the objectives set out in the curriculum hub 2/3 year action plan as approved by the DfE. The priority areas of the action plan include the:

- Development of curriculum opportunities that support progression and economic relevance and maximise digital pedagogy. Regional forums have been set up for staff who are delivering on new specification, BTEC Level 3 and Level 4, to share experiences, design curriculum resources and assessments.
- Facilitating CPD opportunities for FE staff, driving professional currency through national and international knowledge sharing and up skilling to support delivery of e-learning and blended learning.
- Economic Engagement with sectoral providers, developing and signposting specialist provision within FE to meet industry needs. Now that the Curriculum hub is established the sectoral partnership will be aligned within it.
- Communication: The Hub will be the primary contact for DfE and all other government departments, public bodies supporting inward sectoral investment and supporting skills development initiatives and workforce up-skilling.



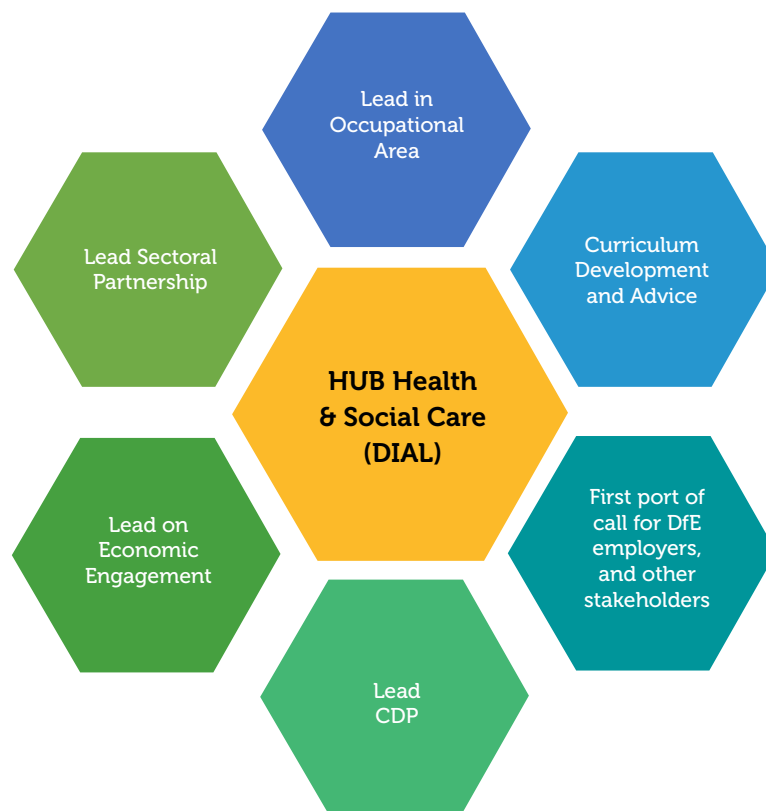
Designation as a Curriculum HUB in HSC is an important initiative not only for our College but also for our city and region as it links well with other strategic assets such as;

- Regional hospital at Altnagelvin
- C-TRIC
- Nursing Assessment Centre (UU Magee)
- Design and Innovation in Assistive Living Centre (DIAL) at NWRC

AND

- Proposed **Graduate Medical School at UU Magee**
- Cognitive Analytics Research Lab Ulster University's Cognitive Analytics Research Lab (CARL) is a cutting edge cognitive analytics research centre bringing together businesses, government and advanced research expertise.





There is now a momentum in the city and region around health excellence as a strategic economic competence.

Design and Innovation in Assistive Living Centre (DIAL) at NWRC Strand Road Campus



2.13 Supporting Innovation with our Education Partners: University of Ulster, Magee

Cognitive Analytics Research Lab (CARL)

A new Cognitive Analytics Research Lab (CARL) planned for development at UU Magee and fully supported by NWRC will deliver world-class cognitive analytics research capability, attracting significant local and international industry engagement as well as Foreign Direct Investment to the region.

CARL will grow over the next 5 years to become a 200 person world-leading centre of excellence in Cognitive Analytics. NWRC will continue to work with UU, Magee to develop curriculum and expertise to support this innovative work. CARL is unique in that it is conceived and built from the ground up through collaborative consultation with industry and civic stakeholders including NWRC with a strong focus on economic and societal impact.

The key focus for the centre will be application of research in Cognitive Analytics in a number of domain areas including (but not limited to):

- Health
- Financial Technology
- Advanced Manufacturing
- Media
- Energy
- Civic Society and Public Policy



Centre for Engineering and Renewable Energies (CERE)

Opened in September 2013, The Centre for Engineering and Renewable Energy (CERE) at the Ulster University Magee Campus offers a range of courses in engineering which provide a progression pathway for students from NWRC.

The courses cover all aspects of Renewable Energy and Mechanical and Manufacturing and Electrical and Electronic Engineering. The development of local industry in the City and Region has become a driving force for curriculum developments at NWRC progressing onto UU, Magee with the intention to develop the local talent to service the ever-increasing need for capable engineers. The region has a wealth of small and large engineering firms operating across the spectrum of engineering technology with traditional and next generation techniques in use.



The skills learned on the courses on offer in both NWRC and UU, Magee and the placement therein will equip the students to transfer directly to positions in industry, with job roles ranging from designer to manufacturing engineer and project manager to installation and service directors.

Our Curriculum: Promoting Social Inclusion

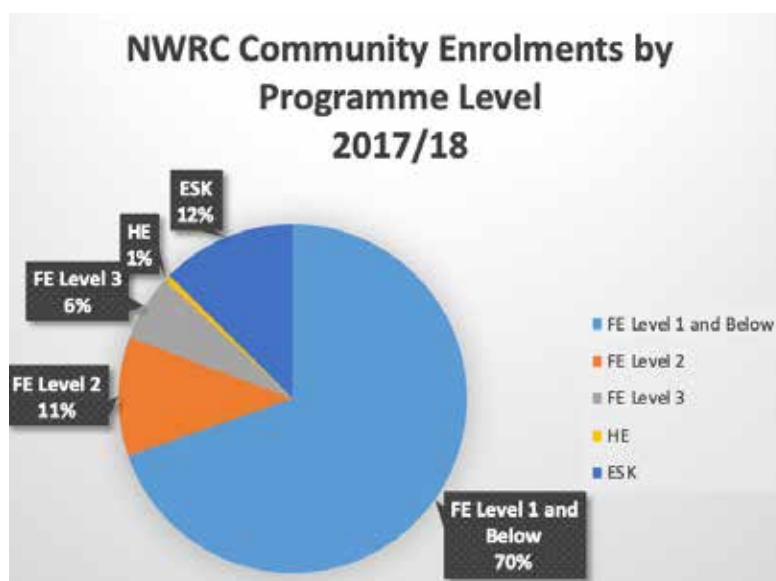
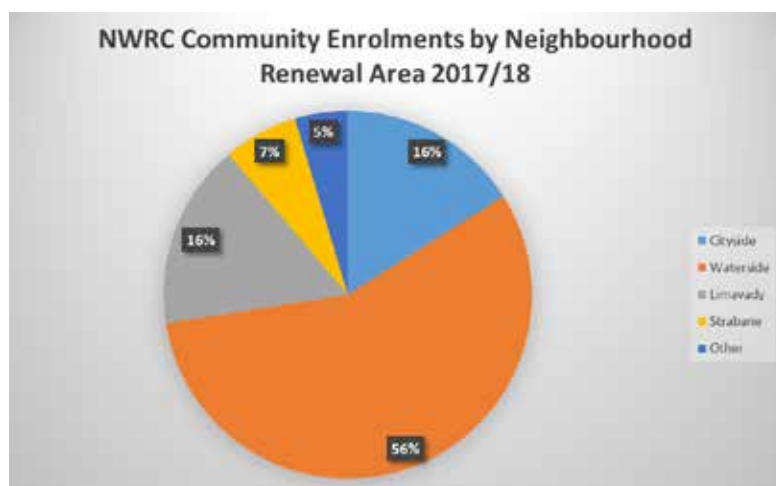
Our College's role in supporting the widening access and participation agenda in the City region is widely recognised and we remain committed to providing a curriculum that supports the participation of learners with learning difficulties and disabilities, those from under-represented groups in society and those not in employment, education or training (NEETs).

The College continues to work in partnership with the Prince's Trust to offer the highly successful TEAM programme across all three College campuses.



Prince's Trust TEAM Presentation

NWRC now has a core team of five staff working across the city and region to drive up community engagement in our professional and technical programmes.



What our Community Partners say about us

"We are indebted to the Tutors from NWRC who give their time and support to teach Essential Skills Programmes in our Centre. They help each individual achieve and also gain confidence to move forward in life. Many of these individuals come to the classes with a range of personal issues and the Centre along with the Tutors work to improve their overall confidence levels to help them deal effectively with their issues"

Perpetula Foley
Coordinator
Strabane Community Unemployed Group

"I feel that I have developed and progressed beyond my expectations, learning literacy has really given me confidence to go on and sign up for more classes. The tutor was so helpful and patient with me."

Karen Brown
Essential Skills Literacy participant
The Glens Community Association
Limavady

NWRC ensure, where reasonable, further and higher education is fully accessible to disabled people. To achieve this, it is necessary to make 'reasonable adjustments' so that people with disabilities or a learning difficulty do not suffer less favourable treatment for a reason related to their disability. The College fulfil this obligation by making funding available to support students with a learning difficulty and/or a disability (SLDD).

Specific KPIs are in place to ensure that support provided is timely in order for the student to receive the appropriate intervention to achieve and maximise their potential. Services are provided to increase accessibility and develops students' skills in order for them to achieve their potential. SLDD learners are provided with support from pre-entry through to success.

What our Student say about us

"The Learning Link has given me the confidence I need to keep progressing in my education."

"The Learning Link really understands my complex needs and provide me with a brilliant Support Worker who has helped me stick with my course."

2.15 NWRC: Transitions between Schools and Colleges

Each student progressing from school has an individual transition plan and this formal document is shared with the internal College transition team.

Learning Link work closely with the in-College Transition team. The College offers transition programmes at each of its main Campuses. All of these courses smooth the transitions process for students between their schools and our College.

We also hold an annual 'orientation day' to enable Transition students to settle into life at the College; this takes place mid-August to give sufficient time prior to the start of the academic year to allow students to feel comfortable with their new horizons, yet close enough to the start of the academic year that important so that relevant information is retained by the students.

We work closely with the EDIT/EOTAS programme and have established an annual tour of the College for these students (these are students who, without a gentle introduction and orientation of our College, may not enter Further Education).

Careers conventions and school visits are attended across the North West allowing us to network with individuals from various educational bodies which, in turn, allows us to develop a strong working relationship. In terms of SLDD we present to students from local feeder Special Schools, once a year, to encourage their students to attend our College with the aim of smoothening transition for these students.

2.16 NWRC: Progression pathways for Students with a Learning Difficulty and/or Disability (SLDD)

Progression pathways ensure that every student has a clear developmental pathway and is not repeating any previously undertaken qualifications or similar levels of qualifications in line with the circular guidance. Learning support staff discuss the "pathway and/or progression route from initial enrolment and post course progression plan" for all Additional Support Fund (ASF) Basic and ASF Discrete student that receives an Assessment of Need. The SLDDs are actively involved in this discussion and are subject to continuous assessment by the learning support staff at the College, to ensure that their chosen pathway is being progressed towards. (Appendix 1)

Both ASF Basic students and ASF Discrete students have progressed, in recent years, to a wide range of different areas of employment and Higher Education. Popular areas of employment for SLDD students upon departure from the College include: hospitality, I.T., sports, craft trades, hair & beauty, business, workskills. For example, a current member of the office-based learning support team at the College is formerly an ASF Basic student of the College; a member of the support worker team at the College is also formerly an ASF Basic student of the College. Our SLDDs' reviews detail clear progression throughout their time at the College with a satisfying absence of any names languishing in a continuous cycle of education without progression.

For SLDDs (mainly ASF Discrete SLDDs who may display more extensive needs) the College links in with Disability Action regarding the 'Job Match' scheme. We currently have a range of students in the process of the 'Job Match' programme.

2.17 NWRC: Safeguarding Policies and Practices

The College Safeguarding Policy is built upon a foundation of 'zero tolerance' of harm to all children, young people, adults at risk of harm and adults in need of protection. The safeguarding policy and procedure is in line with legislation, government guidance and focuses on promoting best practise throughout the College. The designated Safeguarding staff complete safeguarding training every two years and all College staff complete safeguarding refresher training every 3 years.

2.17 NWRC: Safeguarding Policies and Practices

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Examples of Best Practice:

The Safeguarding Officer and Deputy Safeguarding Officer work in partnership with the 16+ Leaving and Aftercare Team supporting young people from care backgrounds and also receive referrals from CAMS (Child and Adult Mental Health Services) when the young person is due to turn 18 and come to the end of their support service. The Safeguarding Team are continuing to promote the Elephant in the Room Campaign, to encourage students to talk about their emotions.

The Safeguarding Team have arranged a variety of workshops on Sexual Health Education, Consent, Health and Social Care and Children's Care Learning and Development.

2.18 Student Services

Student services provides 'a team around the student' support intervention service across all campuses aimed at supporting students who are struggling with their studies to overcome the barriers they face to their education and training. The support team are made up of staff from:

- Widening access
- Safeguarding
- Careers
- Learning Support
- Student Finance
- Students Union
- Student Health & Wellbeing.

We come together for the common purpose of improving the success of the student.

Key Impact:

95% of students are seen within 2 days of referral for all support services

2.19 Promoting Social Inclusion: NWRC Magilligan

Our college has a long and successful working relationship with HM Prison Magilligan initially through Limavady College (pre-merger). This relationship was further cemented in 2015 when the Department of Justice outsourced it's education provision to NWRC. This contract, initially for one year has subsequently been extended to 2020.

The College curriculum offer in HMP Magilligan continues to expand and now includes a wide range of economically relevant professional and technical programmes aimed at promoting social inclusion.

These programmes include:

- Art & Design
- Barbering
- Carpentry & Joinery
- Creative Writing
- CSR
- Employability
- Environmental Management
- Essential Skills Literacy, Numeracy and ICT
- ESOL
- Food Hygiene
- Furniture Making
- Horticulture
- ICT Systems Support
- Irish
- Painting and Decorating
- Plastering
- Tiling
- Welding & Fabrication



Planned new Curriculum provision for 2019/20 (subject to funding)

- Business Information Modelling
- Dry-Lining
- Food Nutrition
- Hospitality & Catering
- Virtual Reality

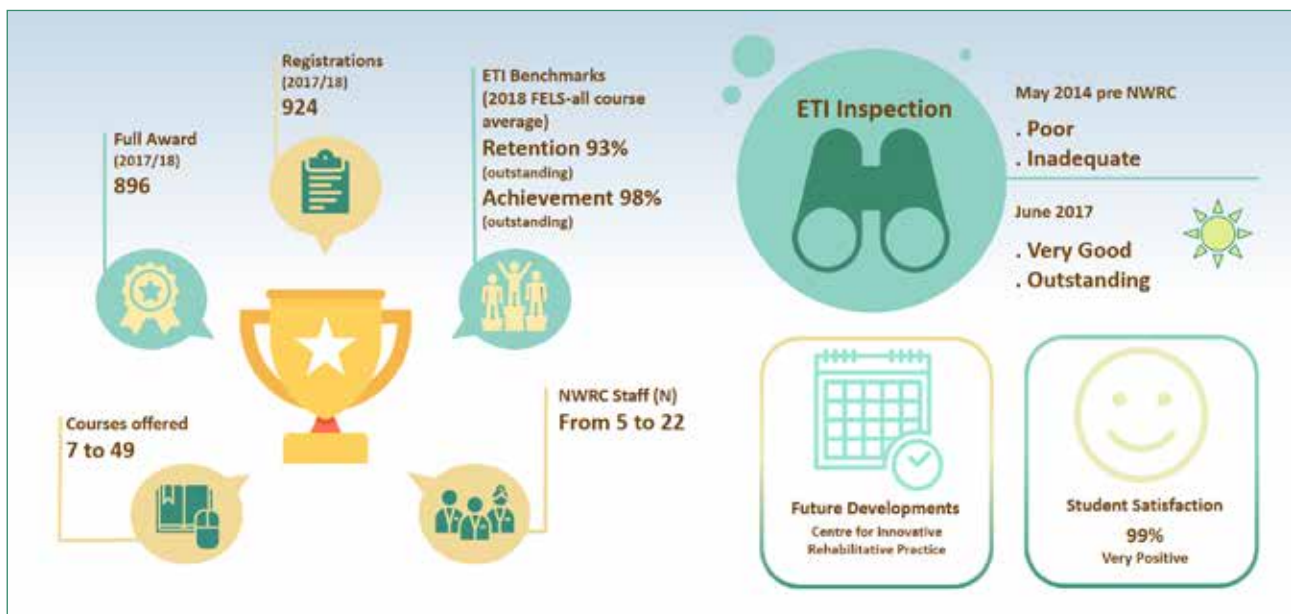


Magilligan Staff Awards

Through our professional and technical curriculum offer in HMP Magilligan, we aim to;

- Promote social inclusion by providing individuals with the skills they need to unlock their potential, gain employment and become assets to their communities.
- Support the vision of prisons as learning environments with education at their heart.

In addition to the curriculum offering, students at Magilligan receive support from our Careers Academy and Widening Access and Participation Officer to develop the soft skills associated with employment to support students approaching their release date. This work is invaluable as it prepares students for life outside the Prison and if employment is secured, has the potential to change the often repeated pattern of offending behaviour.



An extremely positive ETI inspection report (2017) indicated that significant progress has been made in a relatively short period of time:

“...progress had been made in many areas, most significantly in improving the opportunities for men to improve their skills, employability and self-confidence. Rehabilitation is now truly at the heart of what the prison was delivering”
(HMP Inspector of Prisons)

The positive outcome of the ETI Inspection provided encouragement for the next stage of curriculum development at HMP Magilligan which includes plans for an Employability Hub, an Enterprise Zone and a Business Incubation Centre alongside the establishment of a Centre for Innovative Rehabilitative Practice.

2.20 Marketing

The primary purpose of the Marketing and Public Relations team at NWRC is to profile College curriculum and services to a wide range of prospective clients and stakeholders, resulting in application to College curriculum across all College campuses, curriculum departments, and modes of attendance.

This is undertaken annually using activities and campaigns within five main functional area:

- Publications
- Media & Public Relations
- Advertising
- Events & Liaison
- Online & Social Media

Key Impact:

The College's main Instagram following has increased by almost 500% since August 2018.

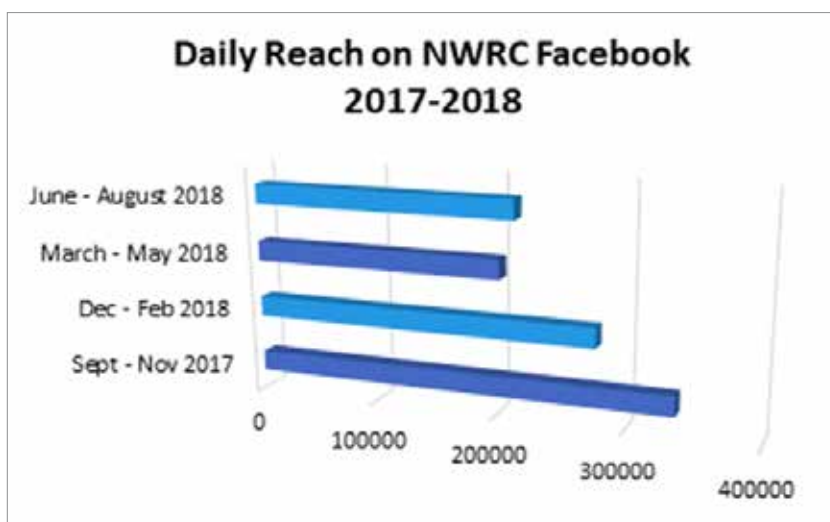
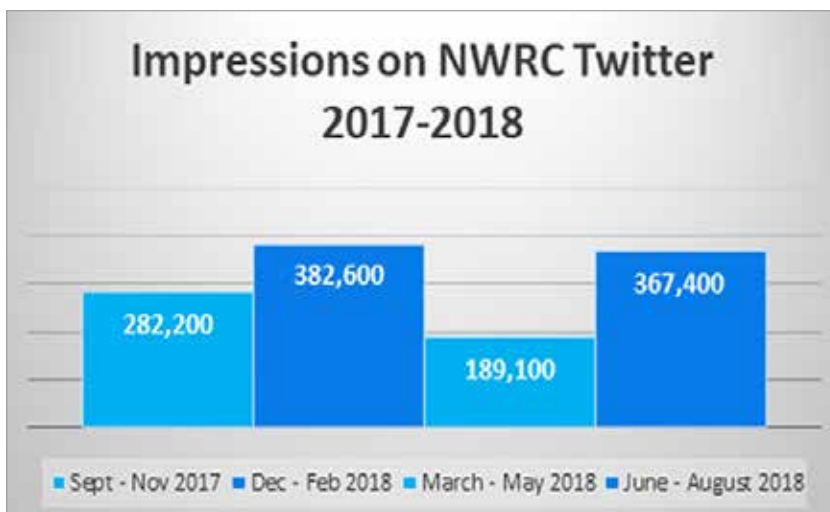
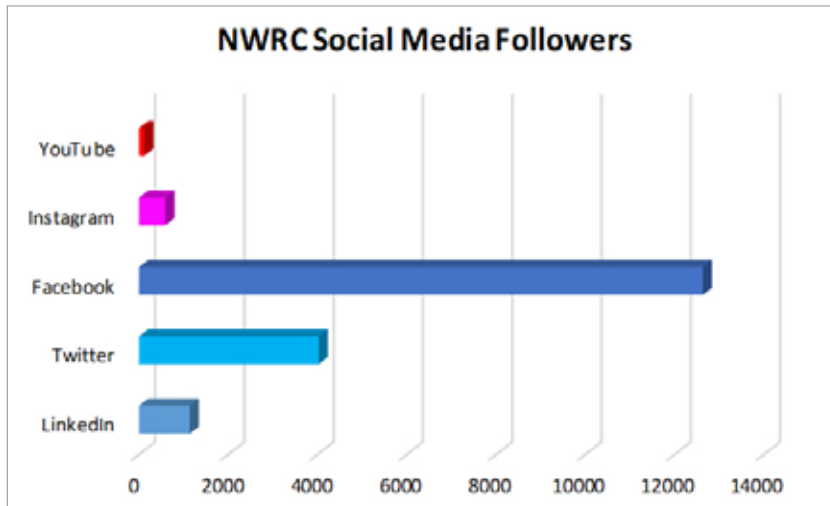
The team is committed to supporting the College's strategic aims and objectives through extended performance in traditional activity, and through the exploration of additional innovative techniques. This commitment is set within the context of a changing market, particularly in the area of full-time student recruitment, which has witnessed increased competitiveness as a result of extended vocational provision from schools and independent training providers.

In the area of supporting and attracting student transition from secondary or grammar to further education, the College undertakes a range of awareness raising activities for prospective applicants, with particular target emphasis on school-leavers who are completing either Year 12, Year 14, or Leaving Cert qualifications. Over 50 School Liaison Visits are undertaken by the College (co-ordinated by a partnership delivery involving the Careers Team and the Marketing & PR team), as well as exhibition attendance at a number of local and regional Career Guidance Conventions.

Most of these are 'recruitment' based activities (School Liaison and Open Day), and are undertaken from November to May. The team also co-ordinates curriculum events and projects, especially when members of the public are involved or prospective students are invited to take part.

All promotional events are awareness building driven, and contribute to the image and profile of the College. All promotional and recruitment events (internal and external) are scheduled by a College events calendar which is coordinated by the Marketing & PR team and made available to view via the College website.

NWRC Social Media



2.21 Digital Technology Supporting Excellence in NWRC

As a College, we harness digital technologies to help us to continue to play our part in achieving those elements of the Programme for Government that will take forward our city and region. Our learners are increasingly adept at using technology in their lives outside College. We have invested significantly in helping them to also use technology effectively in College life. We must continue with this work regionally, as part of the wider FE sector and locally to develop our staff skills, investing in digital infrastructure and signposting digital tools, resources and good practices.

The effective use of digital technologies in NWRC has had many positive implications, in particular providing a highly engaging learning and teaching environment for our staff and our students. It has also nurtured our students' digital skills so that they can prosper in their future lives, in further learning or in employment. Information Services have a strategy in place to support the transformation of the digital and technological landscape in the College.

The Technology Enhanced Learning (TELS) team continue to explore and embed immersive technology to support excellence in curriculum delivery whilst the IT Services and MIS team are committed to the implementation of the Systems Technology and Services (STS) sector project which will replace the current QL suite of applications around student and course management. These three project teams combine to create a synergy to add value to the delivery of curriculum, enhance back office College systems and provide a state of the art communications platform. (Appendix 3)



Panel discussions at the 'Women in STEM & Digital Technologies' Conference held on Friday 22 March 2019 at NWRC

2.22 NWRC Partnerships in delivering for our City and Region

In supporting the aims and objectives of the draft Programme for Government and the NI Industrial Strategy, we want to build on our partnerships so that we continue to deliver a curriculum which provides a comprehensive range of professional and technical education and training opportunities to fulfil the needs of the entire student population, business, industry and the community including schools whilst providing quality and cultural diversity for all.



2.23 NWRC: An Internationally Connected College

With innovation, entrepreneurship and creativity at the forefront of the NI Programme for Government and included in local LGD Community Plans across the city and region, the College is well-placed as a key partner playing a pivotal role in generating a strong and vibrant economy in terms of education and training.

NWRC is an outward and forward looking College that is internationally connected.



We are committed to European and International collaboration, working with a wide range of partners, leading to the development of long lasting relationships and a proven record of accomplishment in the delivery of education and training.

The College was successful in securing over €1m in Erasmus+ funding in 2017 and a further €1.3m this year to support international engagement



European Partner Countries

New Partnerships in China and the USA

We continue to develop international partnerships having signed Memorandums of Understanding (MOUs) with Dalian Vocational & Technical College in China in October 2018 and with the Department for Community & Economic Development in Pennsylvania and also the Community College of Philadelphia in the United States in November 2018.



NCUK International Foundation Year

Aimed at attracting international students, the College along with our partner, Foyle International, will promote and deliver the Northern Consortium UK (NCUK) International Foundation Year programme.

NCUK is owned by a group of UK universities and specialises in providing pre-entry university courses for international students.



On successful completion of the programme students may apply for direct entry to a number of affiliated universities. This is a new and exciting area of curriculum development for the College. The intensive one-year programme will provide a business route for students, with a separate science route planned to follow. Foyle International will deliver the English Language element of the course.

2.24 Innovation Impact of NWRC

The Business Support Centre, established in 2012 manages economic engagement and economic development and, fully supported by curriculum, is central to supporting businesses with entry level skills and innovation awareness interventions assisting them in moving up the skills and innovation escalator.



2015

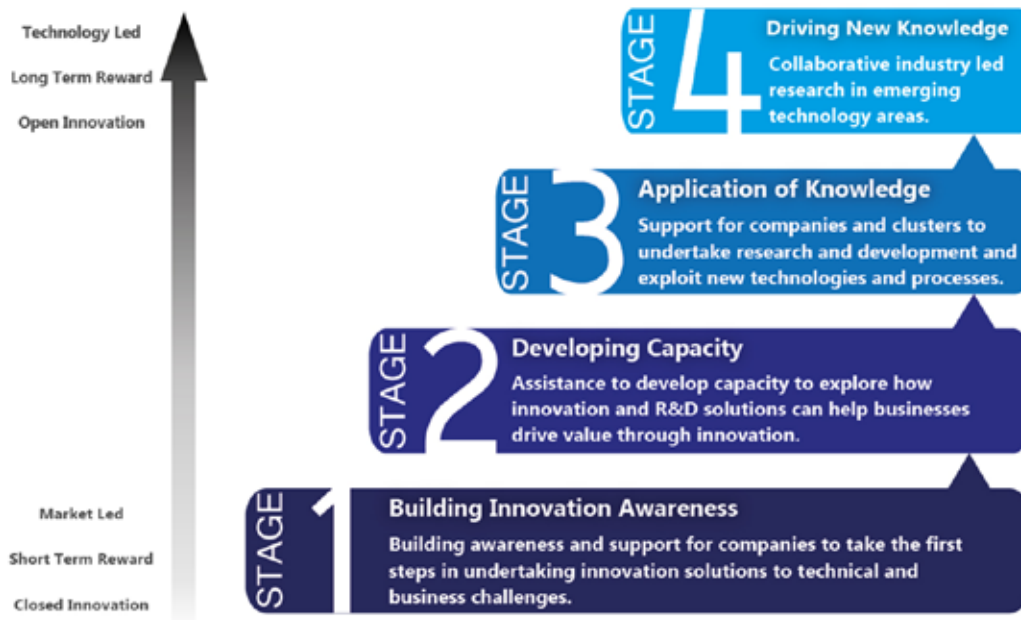
- 4 staff linked to BSC
- Innovation income £170K
- Skills revenue £9K
- No academies
- 1 Innovation Voucher in 5 years
- 0 Fusions for 3 years
- 0 KTPs before
- Ad-hoc approach to supporting businesses



2019

- 25 staff linked to BSC
- £780k innovation income
- 25 innovation vouchers annually
- 26 Fusions
- 1 KTP
- 3 Innovation Centres Foodovation, PDC & DIAL
- £325,000 accredited up-skilling support provided across a diverse range of SME's
- 532 employee's up-skilled to Level 2 + through Skills Focus
- Assured Skills Academies – Engineering, Financial Services, IT and Insurance Technology
- 637 high value jobs created

Skills and Innovation Escalator



NWRC: Expanding the North West Region's Fintech Sector through the delivery of Assured Skills Academies





- ✓ Innovation industry facing conducting applied research
- ✓ Develop innovation and training capacity
- ✓ Linked to teaching and learning for student and curriculum development
- ✓ Regional industry standard, based on NWRC areas of specialism



First step innovation centres provide support to students, staff, entrepreneurs, industry and the community.

- Information about new technologies and technology demonstrations
- Access to state-of-the-art equipment and skills
- Assisting early-stage entrepreneurs, micro and SMEs
- Idea generation, prototype development and proof of concept
- Conducting industry r&D and linking back to curriculum

NWRC Innovation Centres

Foodovation Centre

- Menu Development and Recipe Engineering
- New Product Development and Taste Panels
- Operational and Process Improvement
- H.A.C.C.P. and Food Safety
- Packaging Design and Food Labelling
- Diet and Nutrition
- Winner of the **NI Year of Food and Drink Awards 2016**



Product Design Centre

- Ideas generation and concept development
- 2D and 3D CAD Designs
- Finite Element Analysis (FEA), Design for Manufacture & Assembly (DFMA) and Fluid Dynamic Analysis
- Access to rapid prototypers and 3D printers
- Developing proof of concept prototypes
- Intellectual Property (IP) advice



Design Innovation for Assisted Living (DIAL) Centre

- SMART home environment demonstrating a wide range of assistive technologies
- Promoting inter-sector collaboration, driving innovation for health
- Upskilling for domiciliary care workforce, family caregivers and allied health staff
- Specialism in dementia and end of life care
- Industry health care product demos



VAR Centre - Immersive LAB (Proposed)

- Virtual and Augmented Reality
- NWRC is lead UK College in Creative and Cultural Skills
- Mixed reality content development
- Meshing of programming and creatives
- Project based learning
- VAR application development for other sectors (e.g. healthcare and engineering)

2.25 BREXIT

In September 2017, the Department commissioned a planning exercise to ensure that Policy and Service areas within the responsibility of DfE had taken account of the implications of leaving the European Union without a deal on 29 March 2019. This exercise continues to evolve and the College continues to develop and enact contingency plans where appropriate as we move closer to 29 March 2019.

The Department provided similar guidance to all Arm's Length Bodies and sought assurance in October 2018 that appropriate impact analyses had been conducted and that solutions and plans to identify issues were in place. NWRC replied to this request highlighting the particular issues faced by the College - particularly given the proximity of two of our campuses to the border with the Republic of Ireland (ROI).

The College is fully aware that the UK Government's stated primary aim is to ensure that the UK leaves the EU on 29th March 2019 with a negotiated deal which will honour the result of the referendum.

Leaving the EU brings into focus a number of potentially challenging issues and implications. ROI enrolments each year are in excess of 1,600 creating significant income from Department funding and student fees, approximately 100 staff (12.5%) are from ROI and 15% of all job applications are from outside Northern Ireland. This reflects the region we live in, a cross-jurisdictional area. An exit agreement that does not minimise or reduce these issues or a No Deal exit will have a significant adverse impact on the College. (ROI enrolments in 2017/18 generated in excess of £3.2m income to the College)

As the risk of the UK exiting the EU without a deal remains, continuing preparation for a 'no deal' scenario is imperative. The College is playing an active part within the EU Exit Working Group and is leading on one of the work streams – 'Cross Border and International Students'.

The College has drafted a Risk/Issues register and has developed a Day 1 Planning template.

The Risks/Issues identified include:

- | | |
|------------------------|---|
| 1. People: | - Mutual Recognition of Professional Qualifications
- Migration, Access to Skills and the EU Settlement Scheme
- Employment Law |
| 2. EU Suppliers | |
| 3. Data Transfer | |
| 4. Energy Supply | |
| 5. Student Enrolments: | - Student Finance
- Department Funding
- Student Fee Income |
| 6. Travel to the EU | |
| 7. European Funding: | - ESF
- Staff/Student Motilities |



Section 3:

Budget

Budget 2019/20

NWRC's indicative budget for 2019/20 is £26,711k.

The College will aim to deliver 16,610 enrols and to live within the indicative budget notified to the College on 5 June 2019.

Section 4:

Educational Outcomes and Performance Measures

Report Card 1 Qualifications and Skills

Report Card 2 Business and Employers

Report Card 3 Social Inclusion: Addressing Economic Inactivity

Report Card 1

Qualifications and Skills

NWRC College Report Card 2019

Defined Service Users: Students

Outcome: We prosper through a strong, competitive regionally balanced economy

Outcome: We have more people working in better jobs

Indicator: Economic Inactivity

Indicator: The proportion of the workforce in employment qualified to level 1 and above, level 2 and above, level 3 and above, and level 4 and above.

Indicator: Employment rate by Council area

Performance Measures

NWRC: Our Socio-Economic Context

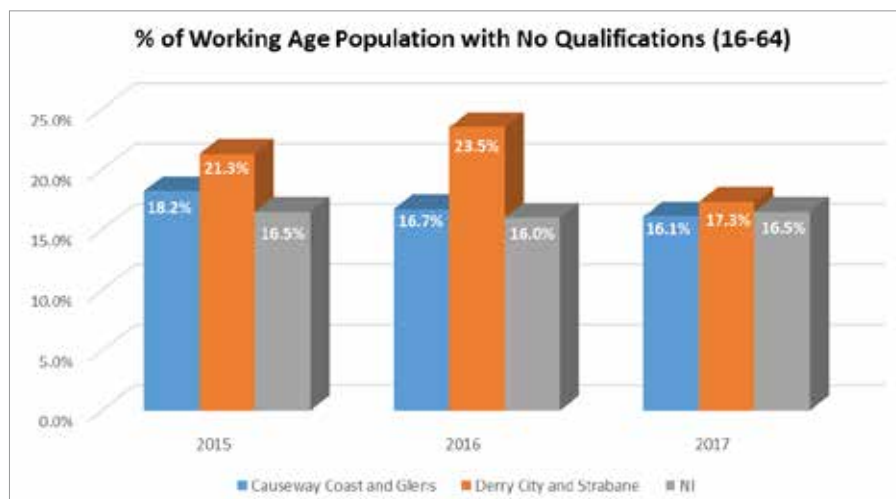


Figure 1.1 Data Source: LGD
Statistician provided by NISRA

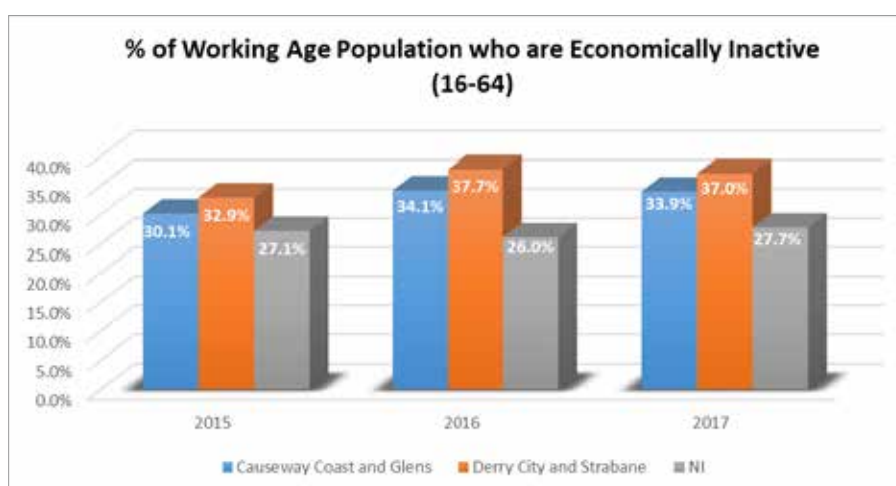


Figure 1.2 Data Source: LGD
Statistician provided by NISRA

Data captured for all of CCG Council Area

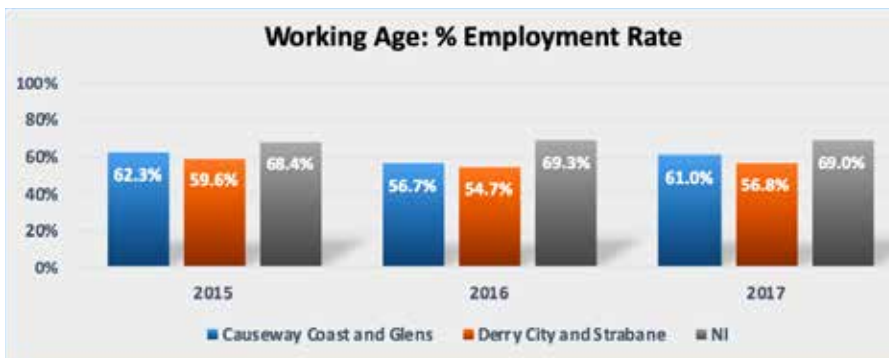


Figure 1.3 Source: Labour Force Survey, provided by NISR

% of working age population by educational achievement (16-64 years), 2017

District Council	Total 16 - 64 population ('000s)	Achieved NVQ Level 4 and above ¹ (16 - 64)	Achieved below NVQ Level 4 (16 - 64)	No qualifications (16 - 64)
Antrim and Newtownabbey	90	33.6%	54.7%	11.6%
Ards and North Down	100	34.7%	50.3%	14.9%
Armagh City, Banbridge and Craigavon	129	30.5%	54.4%	15.0%
Belfast	221	35.2%	46.0%	18.8%
Causeway Coast and Glens	82	27.9%	56.0%	16.1%
Derry City and Strabane	93	27.3%	55.4%	17.3%
Fermanagh and Omagh	73	31.6%	52.2%	16.1%
Lisburn and Castlereagh	91	40.7%	49.6%	9.7%
Mid and East Antrim	89	30.4%	54.0%	15.6%
Mid Ulster	89	31.7%	48.6%	19.7%
Newry, Mourne and Down	116	28.9%	49.0%	22.1%
NI	1,171	32.3%	51.2%	16.5%

Figure 1.4 Source: Labour Force Survey

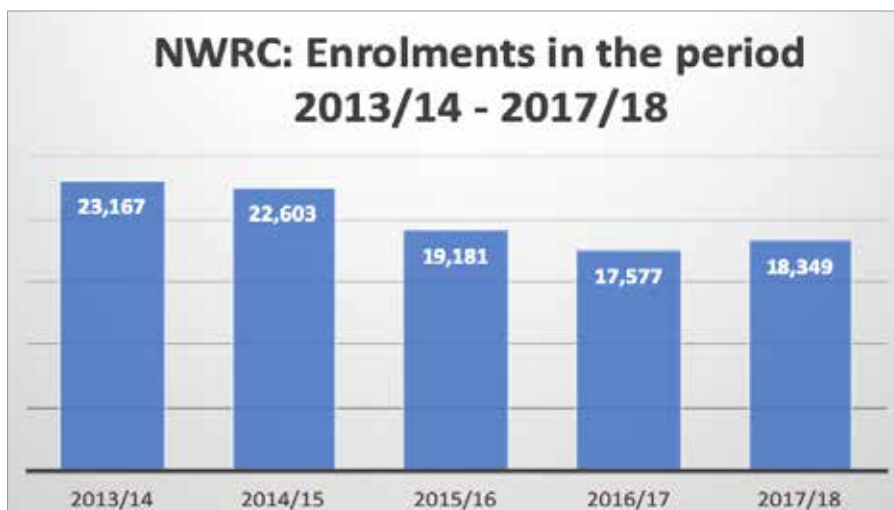


Figure 1.5a CDR Return 2017/18

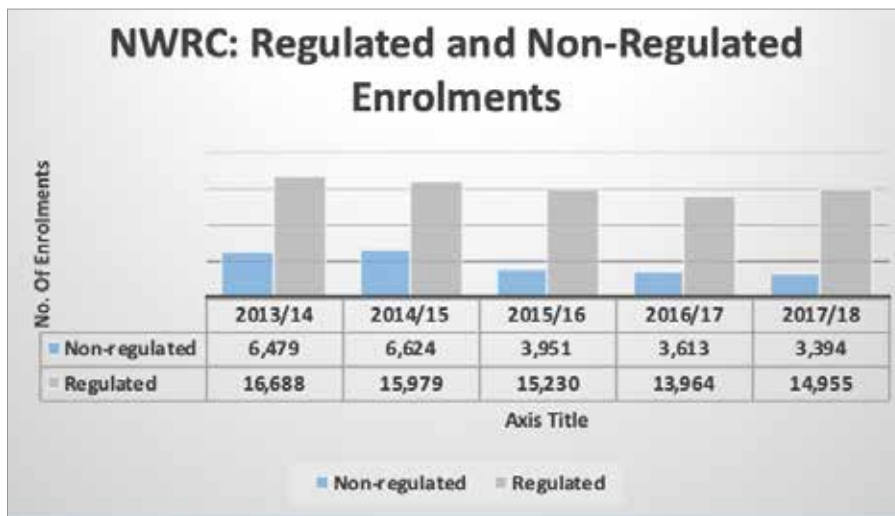


Figure 1.5b CDR Return 2017/18

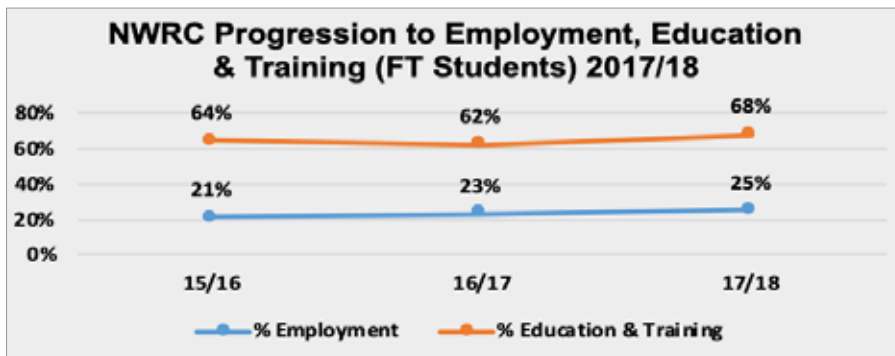


Figure 1.6a CDR Return 2017/18

Destination of NWRC Students	2015/16	2016/17	2017/18
Unknown	9%	11%	5%
Other	3%	2%	1%
Unemployed	3%	2%	1%

Figure 1.6b CDR Return 2017/18

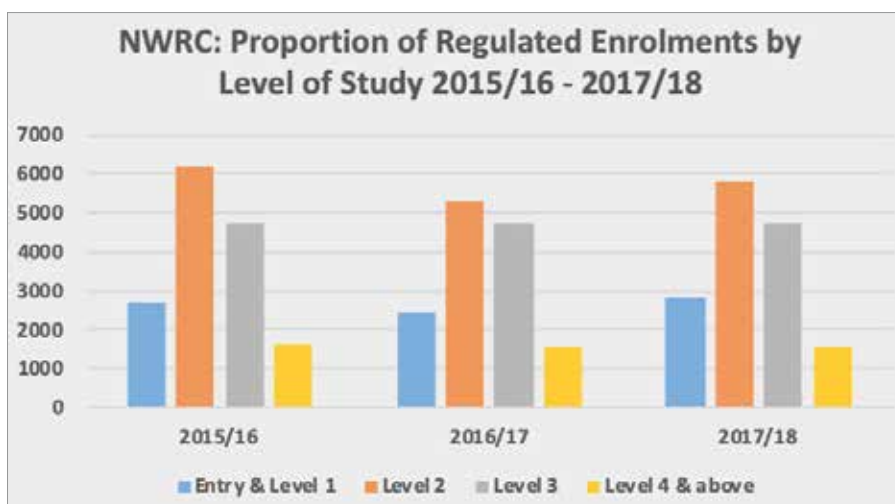


Figure 1.7 CDR Return

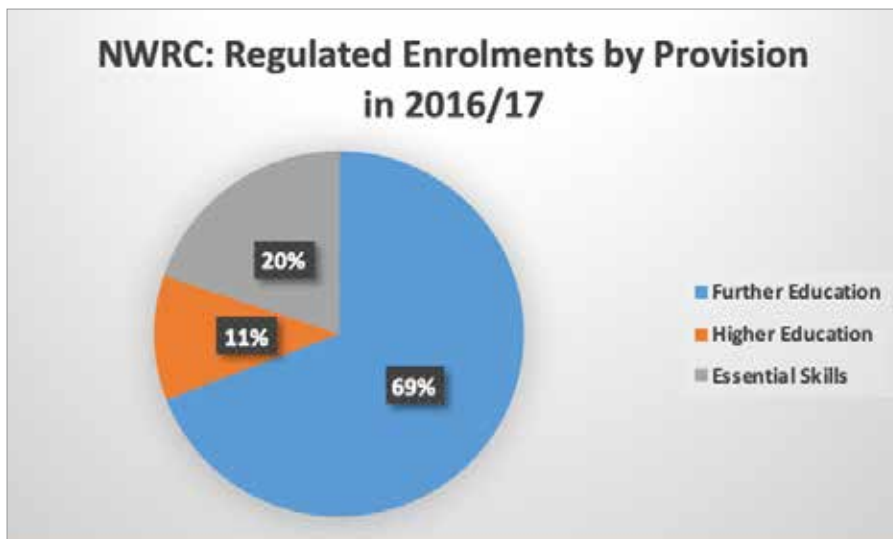


Figure 1.8 CDR Return 2017/18

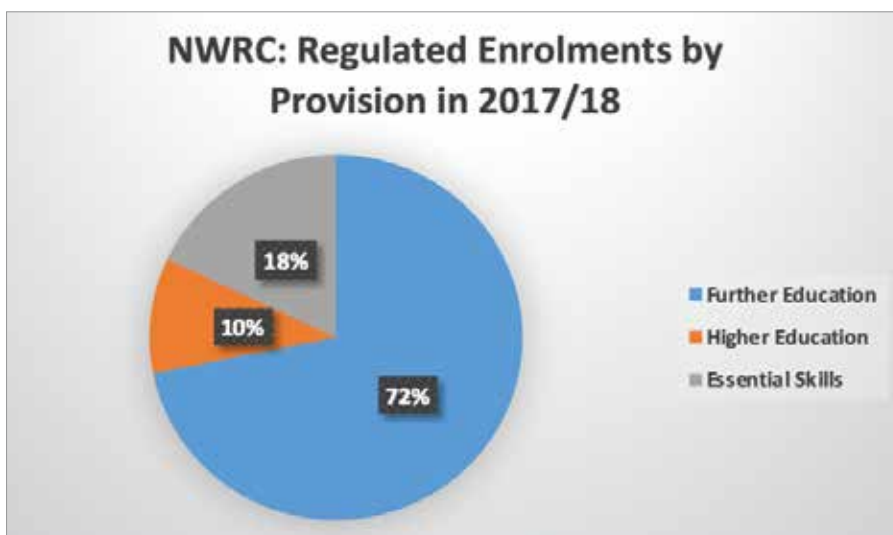


Figure 1.9 CDR Return 2017/18

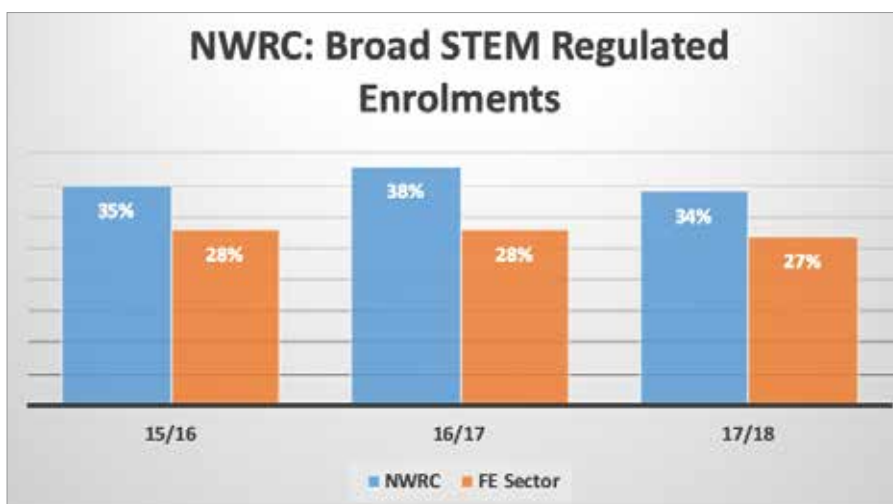


Figure 1.10 CDR Return 2017/18

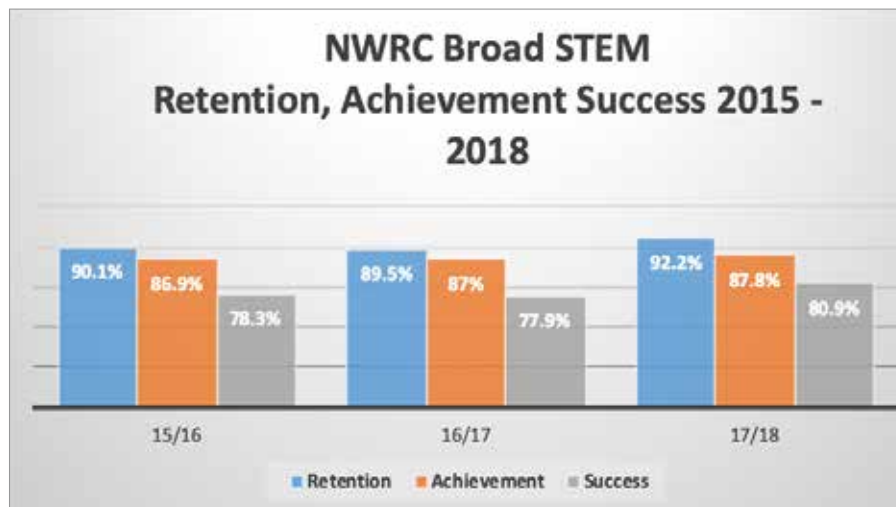


Figure 1.11 CDR Return 2017/18

Distinct Student Activity on Full Time Programmes 2017/18 and 2018/19

2017/18	Individual Students	with SMOA 22 (additionality)	bundled provision SMOA 20/21	bundled provision SMOA 20/21 with SMOA 22
FT FE	3177	991	66	15
FT HE	697	26	0	0
TFS	291	44	0	0
APPNI	318	2	0	0

Figure 1.12a 2017/18 – Source: CDR

2018/19	Individual Students	with SMOA 22 (additionality)	bundled provision SMOA 20/21	bundled provision SMOA 20/21 with SMOA 22
FT FE	3029	1272	66	16
FT HE	591	120	0	0
TFS	266	28	0	0
APPNI	412	3	0	0

Figure 1.12b 2018/19 – Source: CDR

STORY BEHIND THE BASELINE

City and Region: Socio-Economic Baseline

Highest Economic Inactivity and Employment rates in NI



It is well documented that NWRC continues to operate in a very challenging socio-economic environment which continues to be severely impacted by the economic downturn. Our College catchment area faces multiple challenges including:

- The highest percentage of claimants in NI and the highest rates of economic inactivity amongst the working age population in NI (Fig.1.1).
- The claimant count in Derry City and Strabane District Council (DCSDC) is the highest in NI at 4.9% (2.4% above the NI average in January 2019).
- In Limavady, the claimant count rate is the 2nd highest in NI at 3.7%, also above the NI average by 1.2%
- Employment rates across both DCSDC and CCG are the lowest in NI at 56.8% and 61% respectively against an NI average of 69%
- 5 out of the top 10 most deprived SOAs are in the NWRC catchment area according to the NIMDM data 2017
- 39% of our regulated enrolments reside within Quintile 1, the most deprived areas in NI and 64% reside in Quintile 1 and 2 (Report Card 3, Fig.3.1)
- In 2017, 56.8% of the working age population in the DCSDC area were in employment (NI average 69%). This is an improvement of 2.1% on the previous year (Fig. 1.3)
- In 2017, 61.0% of the working age population in the CCG area were in employment (NI average 69%). This is an improvement of 4.3% on the previous year (Fig 1.3)

Key Impact:

Employment Rates within our catchment area are improving

Key Impact:

The % of the working age population with no qualifications within our catchment area is reducing.

Our City and Region: Qualifications Baseline

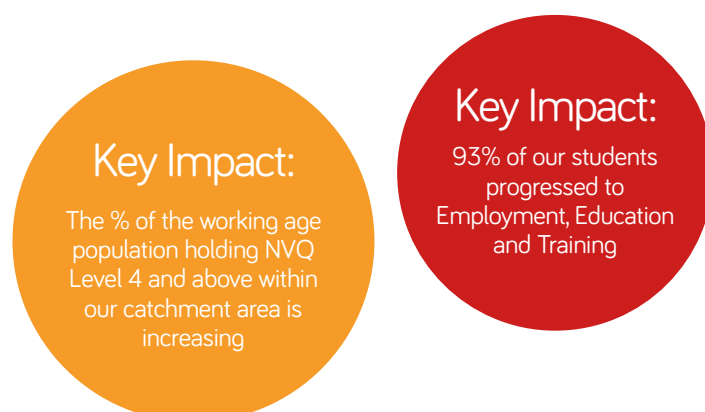
In 2017;

- 17.3% of the working age population in DCSDC had no qualifications (NI average 16.5%). This was a reduction of 6.2% on the previous year (Fig. 1.2)
- 16.1% of the working age population in CCG had no qualifications (NI average 16.5%). This too, was a reduction of 0.6% on the previous year (Fig. 1.2)
- 55.4% of the working age population in DCSDC had achieved below NVQ Level 4, **an improvement of 4.3% on the previous year and above the NI average (51.2%) for the first time in 3 years.** (Fig. 1.4)
- More people held qualification below NVQ L4 in DCSDC area in 2017. (Fig 1.4)
- 56% of the working age population in CCG had achieved below NVQ Level 4, 5.6% fewer than the previous year and above the NI average of 51.2% (Fig. 1.4)
- The % of the working age population in DCSDC area qualified at NVQ L4 and above increased by 1.9% in 2017 to 27.3% but remained below the NI average of 32.3% (Fig. 1.4)
- The % of the working age population in CCG area qualified at NVQ L4 and above **increased significantly by 6.2% in 2017 to 27.9% but remained below the NI average of 32.3%** (Fig. 1.4)
- Fewer of the working age population in CCG held lower levels of qualifications (below NVQ L4) and more held higher qualifications (above NVQ L4) in 2017 (Fig 1.4)
- Achievement at NVQ Level 4 and above in both LGDs remains below the NI average.

NWRC: Qualifications Baseline

Despite the very challenging socio-economic environment in the city and region, NWRC continues to sit at the heart of the professional and technical education system and continues to play a key role in providing individuals within our catchment area with the opportunity to upskill / reskill and move across sectors as economic needs change. In determining our future curriculum offer, cognisance must not only be taken of our strategic priorities to generate a strong and vibrant economy but also of our requirement to address educational disadvantage and levels of deprivation.

- Progression to employment, education and training for our FT students improved by a further 8% from 85% in 2016/17 to 93% 2017/18 (Fig. 1.6a and 1.6b)



NWRC: Enrolments

Since 2013/14, enrolments have decreased in each of the six FE Colleges. During the period 2013/14 - 2016/17, enrolments in NWRC decreased by 20.8%. Since 2017/18, enrolments in NWRC have increased again by 4.4% to 18,349 (Fig 1.5a). The majority of enrolments in NWRC were on regulated courses during this period and followed the FE sector trend by increasing year on year.

NWRC: In 2017/18 -

- We generated 18,349 enrolments.(Fig 1.5a)
- 18.5% of enrolments were non-regulated (3,394) and 81.5% of enrolments were regulated (14,955) (Fig 1.5b)
- 19% of regulated enrolments were L1 or below, 39% were at Level 2, 31.8% were at Level 3 and 10.2% were at Level 4 or above. (Fig 1.7)
- 72% of regulated enrolments were in Further Education (FE) an increase of 3% on 2016/17. (Fig 1.8 and 1.9)
- 10% of regulated enrolments were in Higher Education (HE) a decrease of 1% on 2016/17. (Fig 1.8 and 1.9)
- 18% of regulated enrolments were in Essential Skills (ESK) a decrease of 2% on 2016/17. (Fig 1.8 and 1.9)

Broad STEM

- Enrolments in Broad STEM subjects continues to remain above the NI FE Sector average by 7% in 2017/18. (Fig 1.10)
- Retention improved by 2.7% in 2017/18 to 92.2% which was higher than the sector average of 90.3% for Broad STEM (Fig 1.11)
- Achievement improved by 0.8% in 2017/18 to 87.8% which was higher than the sector average of 85.3% for Broad STEM (Fig 1.11)
- Success improved by 3% to 80.9% in 2017/18 which was higher than the sector average of 77% for Broad STEM (Fig 1.11)

The overarching goal of the NI Industrial Strategy is to improve the economic competitiveness of the NI economy through a number of key pillars. In order to continue to play our part, we need to continue to promote and expand our professional and technical curriculum across the priority skills areas. As we plan future curriculum development across the six broad sectors identified, it would be useful if we had more detail about what is defined within these areas centrally to assist our strategic planning i.e. knowing that there are 400 additional jobs estimated in Engineering and Technology in NI does not really help analysis in the NWRC catchment area.

Despite this strong curriculum offer in the priority skills areas, we recognise that we have a strategic responsibility to deliver for all of the people in our city and region. If we are to impact positively on the lives of our people and help to reduce economic inactivity and unemployment, we need to provide opportunities for all including those furthest from the workplace to gain qualifications from Level 1 upwards.

The primary focus of the NI Programme for Government is the economy; this correlates with the requirement for quality education and skills training, improving the skills level of the population and increasing the number of people working in good jobs. Therefore, NWRC must continue to provide opportunities for the people of the city and region to retrain, develop new skills and diversify in order to change career. NWRC will continue to play a key role in providing individuals with the ability to upskill/reskill and move across sectors as economic needs change within the North West City Region.

Distinct Student Activity on Full Time Programmes 2017/18 and 2018/19

Although this activity has shown decline from 2017/18 to 2018/19 generally there has been an increase in students enrolling to APPNI programmes. (Fig. 1.12a and Fig. 1.12b)

Who are our partners that will help us to do better?	Department for the Economy, Invest NI, Employers, Local Government, Government Agencies, Education Authority and Post Primary Schools
What works to do better? - Low cost - No cost	<p>In the next year, this is what we are going to do:</p> <ul style="list-style-type: none"> • Enhance participation and achievement in the Broad STEM areas within the city and region in line with Community Plan ambitions. • Roll out an outreach curriculum offer in partnership with Neighbourhood Renewal Areas (NRAs) aimed at increasing participation in Level 1 and Level 2 qualifications as a first step on the skills escalator. • Continue to collaborate with the FE Sector, DfE, Employers and our LGDs to further develop and deliver economically relevant apprenticeships including HLAs in range of different areas • Continue to participate in Sectoral Partnerships aimed at developing new curriculum. • Lead the FE Sector as the designated HUB for Health and Social Care. • Further develop and expand the partnership arrangement with LYIT. • Maintain a highly qualified teaching staff. • Provide ongoing staff training to ensure industry level standards are being taught. • Promote innovative and creative learning and teaching strategies including PBL techniques to develop employability skills.
What do we propose to do?	<p>In the academic year September 2019 – 31 August 2020; We will generate a total of 16,610 enrolments and deliver 85% of our curriculum as accredited qualifications.</p> <ul style="list-style-type: none"> • 85% of our learners will continue to progress to employment or further study [We do not currently collect this data 6 months post qualification].

Summary Educational Report Card (Excluding Essential Skills)

19/20		TFS % of provisio Enrols n		Youth Traineeship % of provisio Enrols n		FE % of provisio Enrols n		Apprenticeship % of provisio Enrols n		HE % of provisio Enrols n		All % of provisio Enrols n		PSA % of provision	
Level 0-1	FT	83	29%			122	5%					205	6%	35%	
	PT	344	93%			3,030	32%					3,374	32%	58%	
	Total	427	65%			3,152	27%					3,579	25%	56%	
Level 2	FT	202	71%	0	0%	498	21%	180	37%			880	24%	75%	
	PT	27	7%	0	0%	2,996	31%	0	0%			3,023	28%	60%	
	Total	229	35%	0	0%	3,494	29%	180	31%			3,903	27%	63%	
Level 3	FT	0	0%	0	0%	1,719	73%	309	63%			2,028	55%	44%	
	PT	0	0%	0	0%	3,524	37%	0	0%			3,524	33%	31%	
	Total	0	0%	0	0%	5,243	44%	309	53%			5,552	39%	36%	
Level 4-8 Total	FT									597	100%	597	16%	54%	
	PT							91	100%	618	100%	709	7%	51%	
	Total							91	16%	1,215	100%	1,306	9%	53%	
Levels 0-8 Total	FT	285	8%	0	0%	2,339	63%	489	13%	597	16%	3,710	100%	53%	
	PT	371	3%	0	0%	9,550	90%	91	1%	618	6%	10,630	100%	49%	
	Total	656	5%	0	0%	11,889	83%	580	4%	1,215	8%	14,340	100%	50%	

Essential Skills	19/20					
	Enrols	TFS	Youth Traineeship	FE	Apprenticeship	All
Age under 16		0	0	0	0	0
>=16 and <20		584	0	1028	7	1619
Age 20 and over		11	0	631	8	650
Total		595	0	1659	15	2269

Report Card 2

Business and Employers

NWRC College Report Card 2019

Defined Service Users: Businesses

Outcome: We prosper through a strong, competitive, regionally balanced economy.

Outcome: We are an innovative, creative society where people can fulfil their potential

Indicator: Rate of Innovation Activity (% of companies engaging in innovation activity)

Performance Measures

NWRC Business Support Centre Industry Innovation & Skills Engagement				
	2015/16	2016/17	2017/18	2018/19
Skills Focus	87	149	313	325
InnovateUs (No of projects)	96	77	60	67
Innovation Vouchers	5	19	28	29
KTP (InnovateUK)	0	1	1	1
Fusion (InterTrade Ireland)	2	15	15	26
Assured Skills/Other	-	-	-	17
Total No of Businesses	190	261	415	465

Figure 2.1 Source: Business Support Centre, NWRC

NWRC Business Support Centre Industry Skills Engagement - Employee Numbers				
	2015/16	2016/17	2017/18	2018/19
Assured Skills (Academies)	0	0	16	214
Council Skills Partnerships (e.g. KickStartIT, Welding etc)	0	20	35	26
Higher Level Apprenticeships (HLAs)	38	44	28	60
Skills Focus Employees	193	470	503	550
Total	231	534	582	850

Figure 2.2 Source: Business Support Centre, NWRC

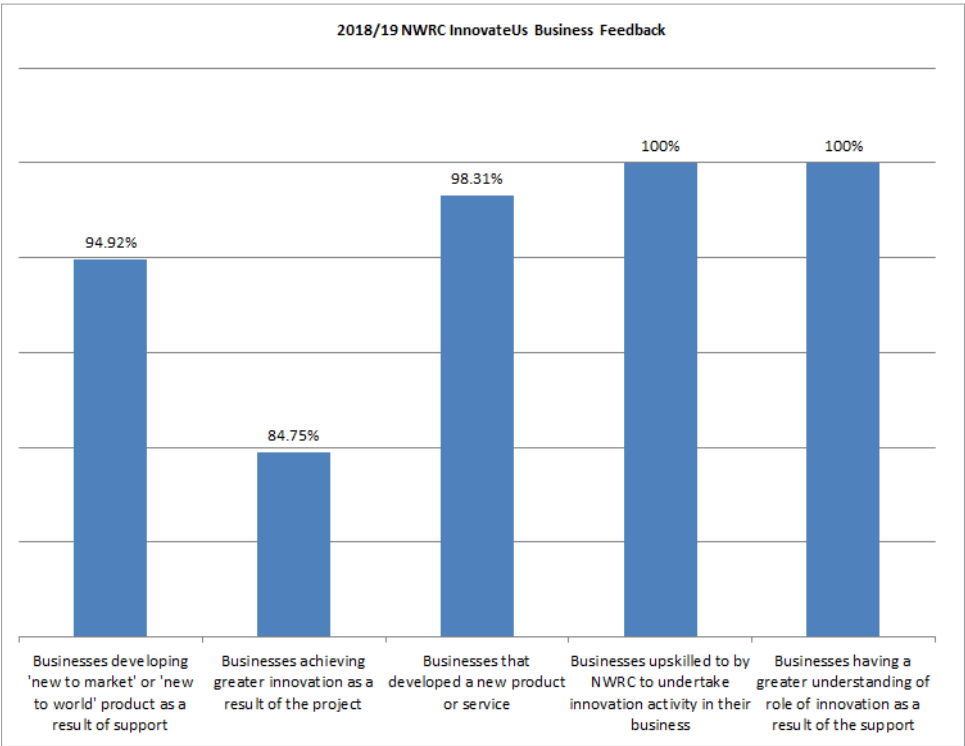


Figure 2.3 Source: Business Support Centre, NWRC

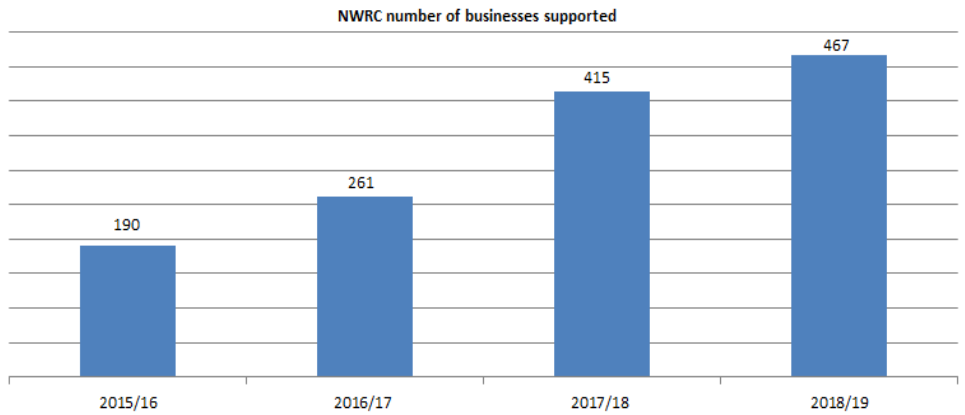


Figure 2.4 Source: Business Support Centre, NWRC

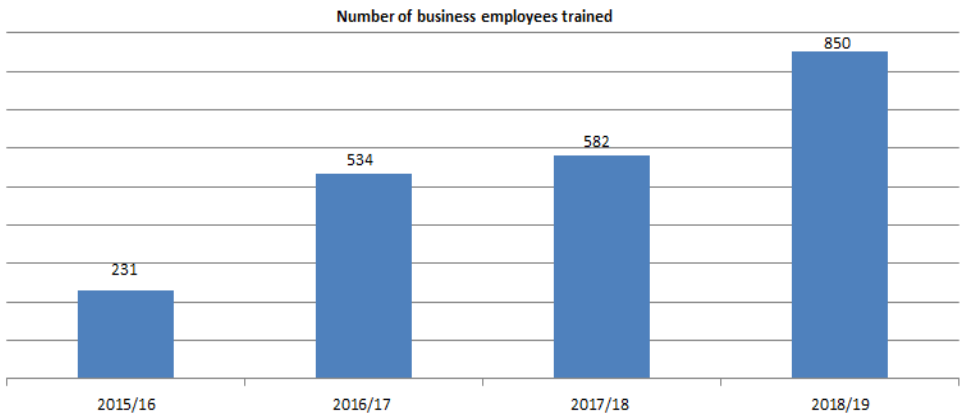


Figure 2.5 Source: Business Support Centre, NWRC

Business sectors of companies supported by NWRC BSC via Innovation Programmes (InnovateUs and Innovation Vouchers)

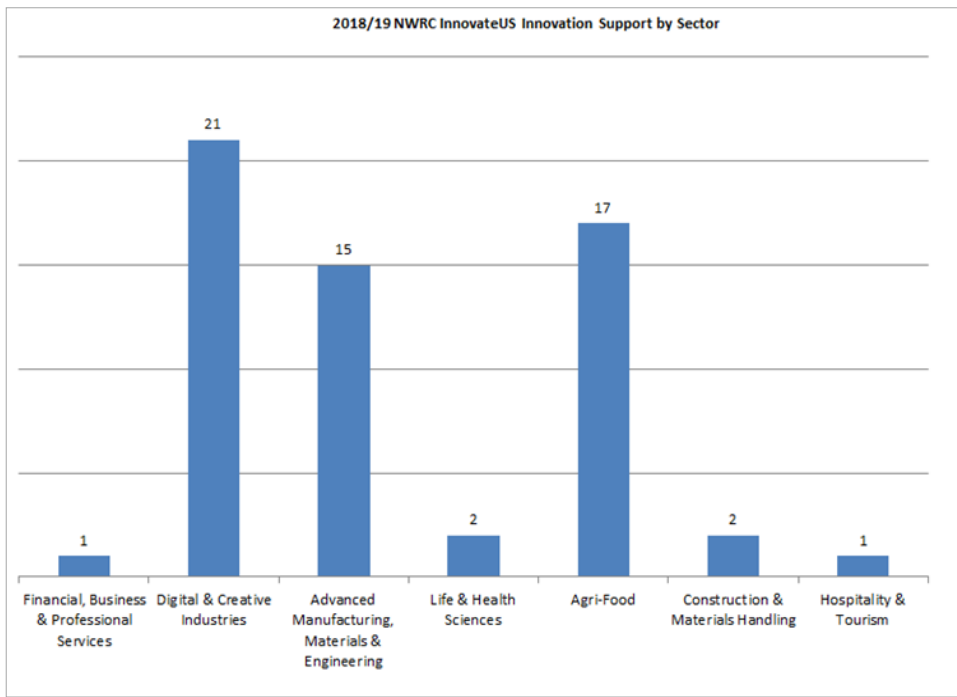


Figure 2.6 Source: Business Support Centre, NWRC

STORY BEHIND THE BASELINE

- 4,945 VAT and/or PAYE registered businesses within the Derry City and Strabane District Council (DCSDC) area.
- 1,773 farm based, leaving 3,172 businesses (providing 54,990 jobs) eligible for DfE support through NWRC.
- 1,500 such businesses in the Limavady borough area of The Causeway Coast and Glens Council.
- A net total of 4,672 businesses available for support.

SME's in Northern Ireland and the North West are continually challenged with a global market and the need to upskill staff and develop innovative products to target a wider market. The NI Executive's Programme for Government and Innovation Strategy highlights the number one priority of "growing a sustainable economy and investing in the future". It suggested that this had to be achieved by encouraging innovation and development, growing the private sector, and creating a better educated and more highly skilled workforce. Businesses require a tailored flexible approach to growing their business, whether it is through up-skilling of their existing workforce or assisting businesses to develop new and innovative products to diversify and grow their business to target new clients. In response to this the NWRC has had to respond and adapt to the needs of businesses.

The NWRC has established the College Business Support Centre, which now employs 25 staff, to respond to the needs of employers in an attempt to grow the private sector through skills and innovation support. A measure of the success of this has been that the NWRC has engaged with 467 (figure 2.1) businesses for innovation and skills support in the past year with 850 (figure 2.2) staff receiving qualifications in 2018/19 and more than 125 small and medium enterprise staff receiving tailored innovation support, many of which are new to innovation. The College have therefore engaged with approximately 9% of the businesses in the NW catchment region.

The NWRC Business Support Centre has strategically positioned itself within the business and community sector to ensure it plays a key integral role in the decision-making and planning process in regards to local economic development. The BSC utilises a range of mechanisms to scan the external environment to ensure the support offered aligns to emerging trends in respect of future skills and innovation needs. The BSC has supported FinTrU, Alchemy Technologies and Danske Bank over the past year via the Assured Skills Academy programme to create high value job opportunities in the North West.

Through working in partnership with local economic development parties, the NWRC is delivered a number of skills interventions aimed at bridging skills gaps in a response to challenges faced by local companies in accessing skilled expertise. The North West Welding Academy and the Kick Start IT projects have both provided locally unemployed individuals with the opportunity to re-skill into key priority growth sectors. Further opportunities such as the hospitality sector are being investigated. Creating employment opportunities for those who have become detached from the labour market with little or no qualifications and tackling the high rate of economic inactivity has been a key priority for the BSC.

The NWRC support is attempting to assist in rebalancing the economy by stimulating innovation, R&D and creativity; improving workforce skills and employability; improving its ability to compete with the global economy; and encouraging business growth, with focus on STEM and priority skills sectors. The College is analysing the needs of the North West economy, assessing the skills barometer and identifying the current skills gaps, the emerging skills gaps and where they are likely to emerge over the longer term for the North West region. Examples of this have been the NWRC's £500K investment in the Foodovation Centre and £400K investment in a Product Design Centre (PDC) in Limavady to assist entrepreneurs and SMEs to develop new products for the market with the underlying skills of how to repeat this. The NWRC has also recently invested almost £1 million in the Design Innovation for Assisted Living (DIAL) Centre, which aligns to the NWRC's Health and Care Hub.

NWRC Employer Engagement through Work Based Learning Provision

WBL Occupancy Figures				
	TFS	App NI	HLA	Total
1/3/15	353	151	0	504
1/3/16	327	206	36	569
1/3/17	206	241	64	511
1/3/18	237	296	64	597

Figure 2.7 Source: NWRC TMS/CDR

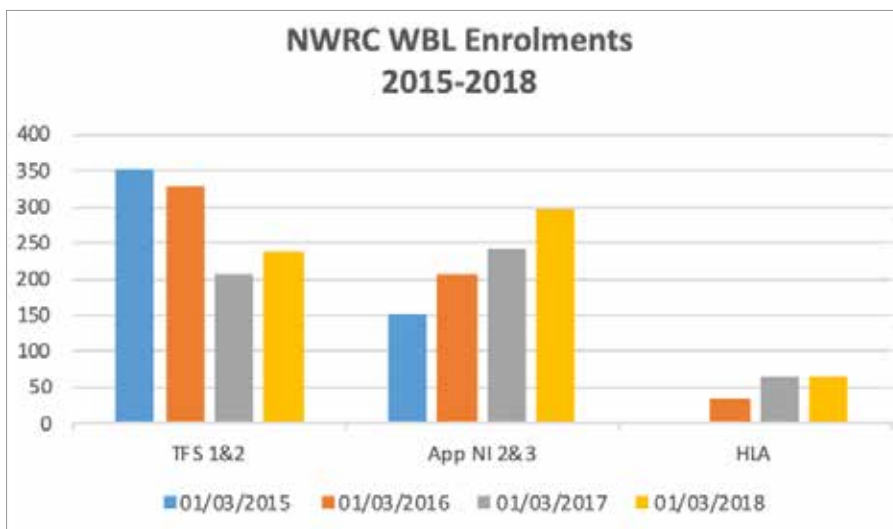


Figure 1.8 Source: NWRC TMS/CDR

- We have increased enrolments in ApprenticeshipNI by 96% in the period 2015 – 2018.
- We have increased occupancy onto HLA programmes by 78% in the period 2016 – 2018 with plans in place to maintain or further grow in 2019/20.
- Enrolment onto TFS programmes has declined by 33%. This is mainly due to increasing competition from Post Primary schools and also declining demography.

The total number of businesses engaged with in 2017/18 through TFS, APPNI and HLA = 623.

Key Impact:

Participation in Work Based Learning Programmes has increased by 18.5% in the period 2015-2018

Who are our partners that will help us to do better?	Businesses/Employers, Department for the Economy, Invest NI, Councils (DC&SDC and CC&G), Chambers of Commerce and Business Sector organisations																												
What works to do better? - Low cost - No cost	<p>The NWRC BSC will improve its marketing to further promote the positive benefit that the support has delivered to date. The BSC has recruited a marketing member of staff to promote its successes in supporting industry. NWRC has also actively participated in the "Let's do business" brand campaign that is involving all FE Colleges to raise the profile of the FE sector and the support services on offer to industry and this is expected to continue. The College is looking to increase the pull through with businesses from InnovateUs to other programmes such as Innovation Vouchers and Knowledge Transfer Partnerships to enhance innovation escalation opportunities for businesses.</p> <p>The Training Unit and BSC in partnership with Curriculum Departmental Management Teams, will continue to promote WBL provision across the City and region to ensure we maximise enrolment onto Work Based Learning programmes to include TfS, AppNI and HLAs.</p>																												
What do we propose to do?	<p>We will engage with approximately 226 businesses to deliver bespoke training that reskills and upskills their workforce via programmes such as Skills Focus, Assured Skills and other academies (such as in partnership with Councils).</p> <p>We will engage with a further 120 businesses and assist them to innovate and diversify. We will deliver support to more than 120 businesses with innovation support through various interventions such as Innovate Us, Innovation Vouchers, KTP and Fusion. The main target for the InnovateUs programme is to deliver £300K of support in 2019/20. We will engage with over 608 employers through our WBL provision in 2019/20.</p> <table border="1"> <thead> <tr> <th colspan="2">NWRC Business Support Centre Industry <i>Innovation & Skills</i> Engagement for 2019/20</th></tr> <tr> <th></th><th>2018/19</th></tr> </thead> <tbody> <tr> <td>Skills support to businesses</td><td>220</td></tr> <tr> <td>InnovateUs (No of projects)</td><td>70</td></tr> <tr> <td>Innovation Vouchers</td><td>25</td></tr> <tr> <td>KTP (InnovateUK)</td><td>1</td></tr> <tr> <td>Fusion (InterTrade Ireland)</td><td>24</td></tr> <tr> <td>Assured Skills (Academies)</td><td>6</td></tr> <tr> <td>Total No of Businesses</td><td>346</td></tr> </tbody> </table> <p>We will enrol:</p> <table border="1"> <thead> <tr> <th>WBL Programme</th><th>Target Occupancy</th></tr> </thead> <tbody> <tr> <td>TfS</td><td>285</td></tr> <tr> <td>AppNI</td><td>489</td></tr> <tr> <td>HLA</td><td>91</td></tr> <tr> <td>Total</td><td>865</td></tr> </tbody> </table>	NWRC Business Support Centre Industry <i>Innovation & Skills</i> Engagement for 2019/20			2018/19	Skills support to businesses	220	InnovateUs (No of projects)	70	Innovation Vouchers	25	KTP (InnovateUK)	1	Fusion (InterTrade Ireland)	24	Assured Skills (Academies)	6	Total No of Businesses	346	WBL Programme	Target Occupancy	TfS	285	AppNI	489	HLA	91	Total	865
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Report Card 3

Social Inclusion: Addressing Economic Inactivity

Report Card 3: Social Inclusion

NWRC College Report Card 2019

Defined Service Users: Our Students

Outcome: We have a more equal society.

Outcome: We have more people working in better jobs

Indicator: Gap between % non-FSME school leavers and % FSME school leavers

Indicator: Employment rate by Council area (Report Card 1)

Indicator: Employment rate of 16-64 year olds by deprivation quintile

Indicator: Economic inactivity rate excluding students

Indicator: % care leavers who, aged 19, were in education, training or employment

Performance Measures

Proportion of regulated enrolments by deprivation quintiles and FE Colleges in 2017/18





Enrolments

39% from Q1

64% from Q1 and Q2





Figure 3.1 Six FE Colleges**

Data Source: DfE publication "Further Education Activity in NI 2013/14 to 2017/18"

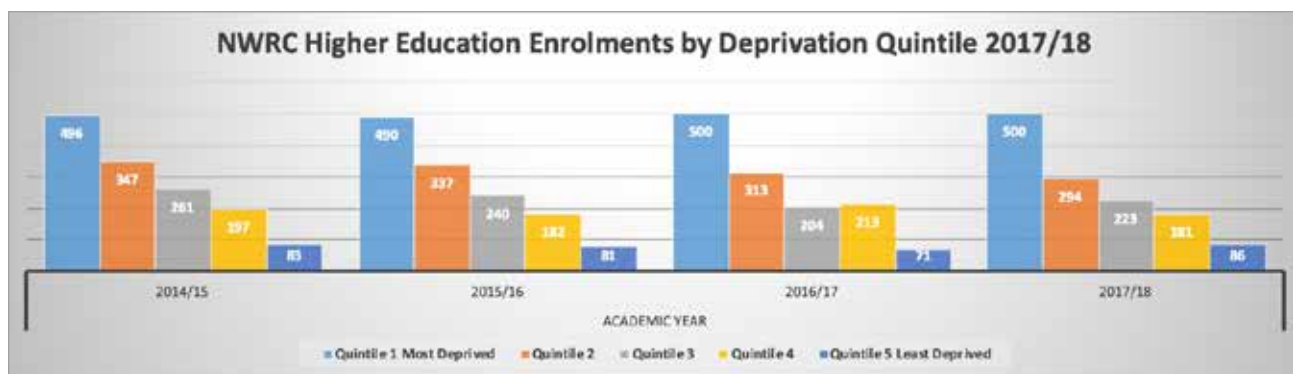


Figure 3.2 Data Source: DfE publication "Further Education Activity in NI 2013/14 to 2017/18"

Proportion of HE Enrolments in NWRC by deprivation quintile 2017/18						
HE Enrol (excludes ROI)	Quintile 1	Quintile 2	Quintile 3	Quintile 4	Quintile 5	Unknown
	37.9%	22.3%	16.9%	13.7%	6.5%	2.7%

Figure 3.3 Data Source: DfE publication "Further Education Activity in NI 2013/14 to 2017/18"

NWRC Outcomes by Deprivation Quintile 2017/2018			
Deprivation Quintile	Retention Rate	Achievement Rate	Success Rate
Quintile 1 Most Deprived	87%	80%	69%
Quintile 2	91%	85%	77%
Quintile 3	92%	90%	83%
Quintile 4	90%	84%	75%
Quintile 5 Least Deprived	91%	84%	76%
Unknown	90%	85%	76%
College Average	89%	84%	75%
Sector Average	90%	85%	77%

Figure 3.4 Data Source: DfE publication "Further Education Activity in NI 2013/14 to 2017/18"

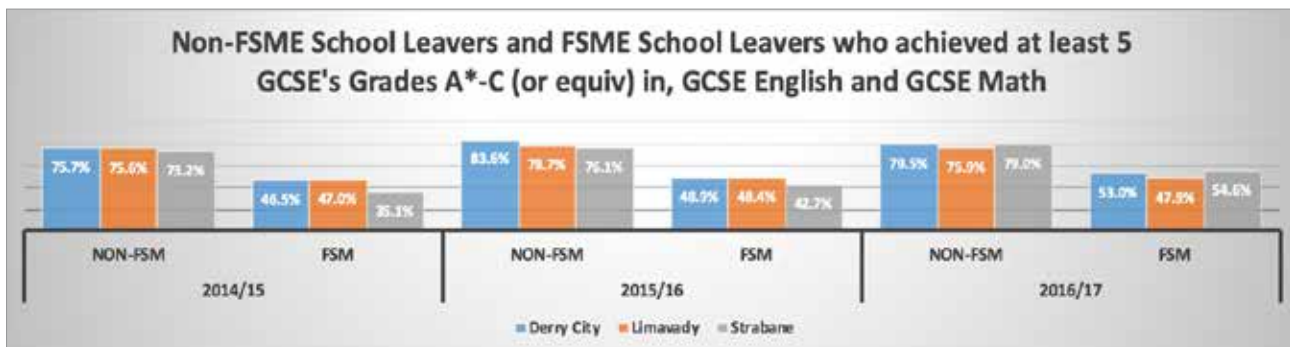


Figure 3.5 Data Source: NISRA

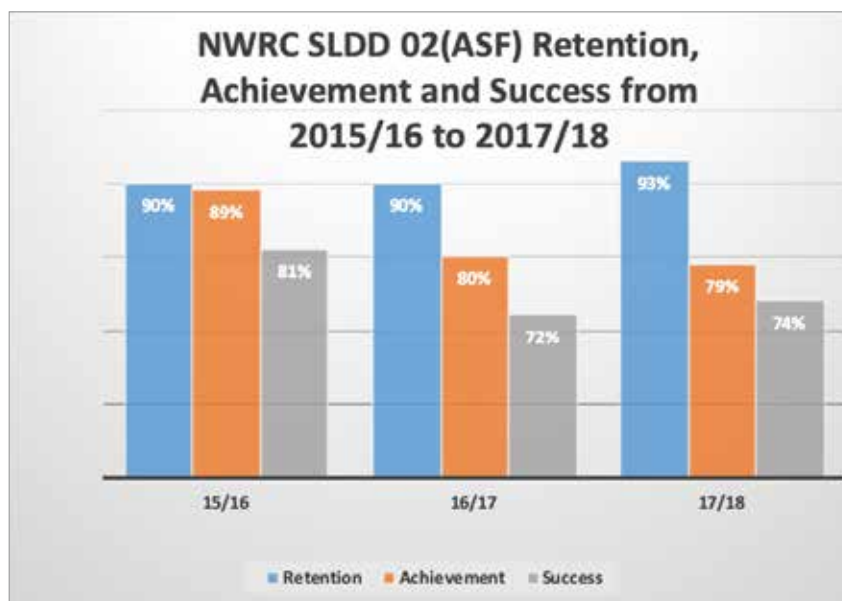


Figure 3.6 Data Source: NISRA

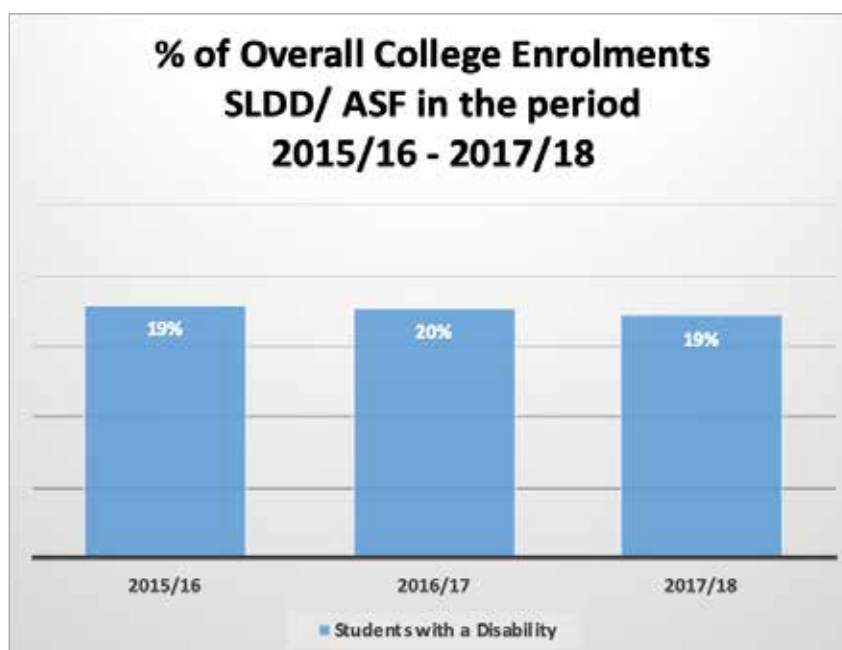


Figure 3.7 Data Source: NISRA

Prince's Trust TEAM Outcomes			
	%Ret	%Ach	%Success
14/15	80%	88%	70%
16/17	98%	78%	76%
17/18	90%	83%	75%

Figure 3.8 Data Source: NWRC CDR

NWRC WAPP Enrolment Targets			
Groups	Academic Year		
	2019/20	2020/21	2021/22
Quintile 1	497	498	499
Students with Disability	101	102	103
Students in receipt of DSA	26	27	28
Young Males from Q1	91	92	93
Adult Learners	661	662	663
Students from Care Background	11	12	13

Figure 3.9 Data Source: NWRC CDR

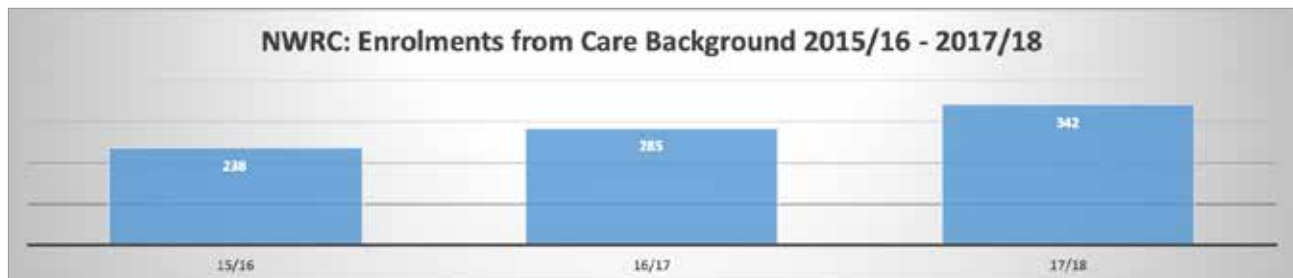


Figure 3.10 Data Source: NWRC CDR

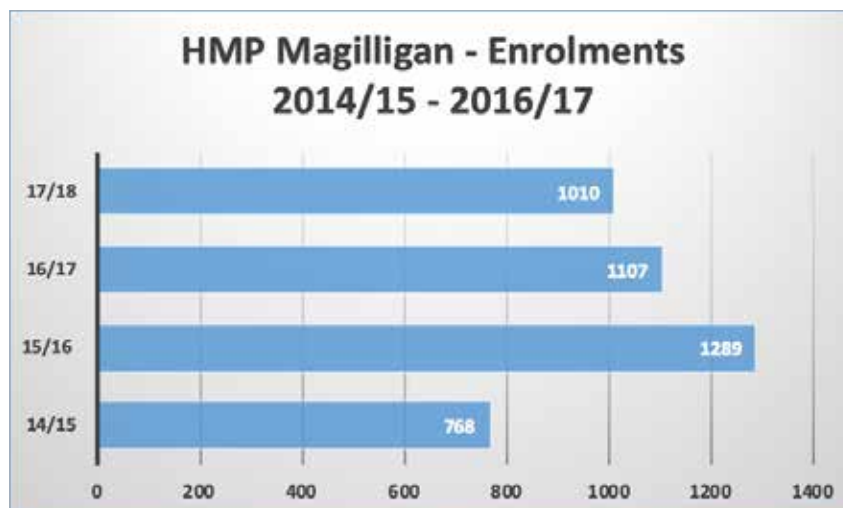


Figure 3.11 Data Source: NISRA

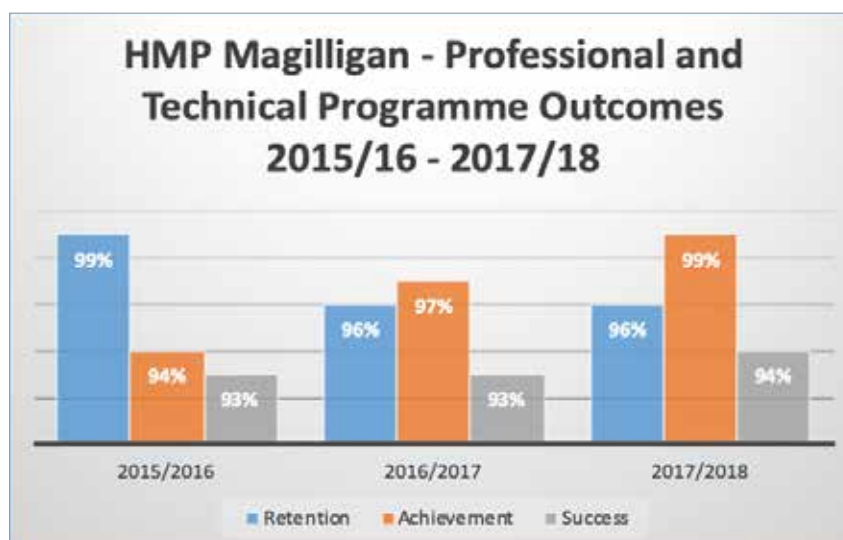


Figure 3.12 Data Source: NISRA

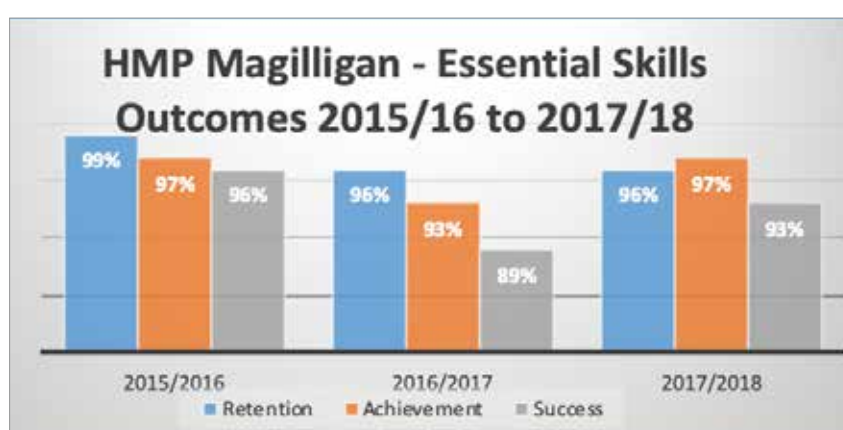


Figure 3.13 Data Source: NISRA

NWRC Community Outreach Enrolments by Programme Level 2015/16 – 2017/18			
	2015/16	2016/17	2017/18
FE Level 1 and Below	2732	2157	1886
FE Level 2	699	365	299
FE Level 3	279	225	167
HE	51	28	16
ESK	427	383	339
Grand Total	4188	3158	2707

Figure 3.14 Data Source: NISRA

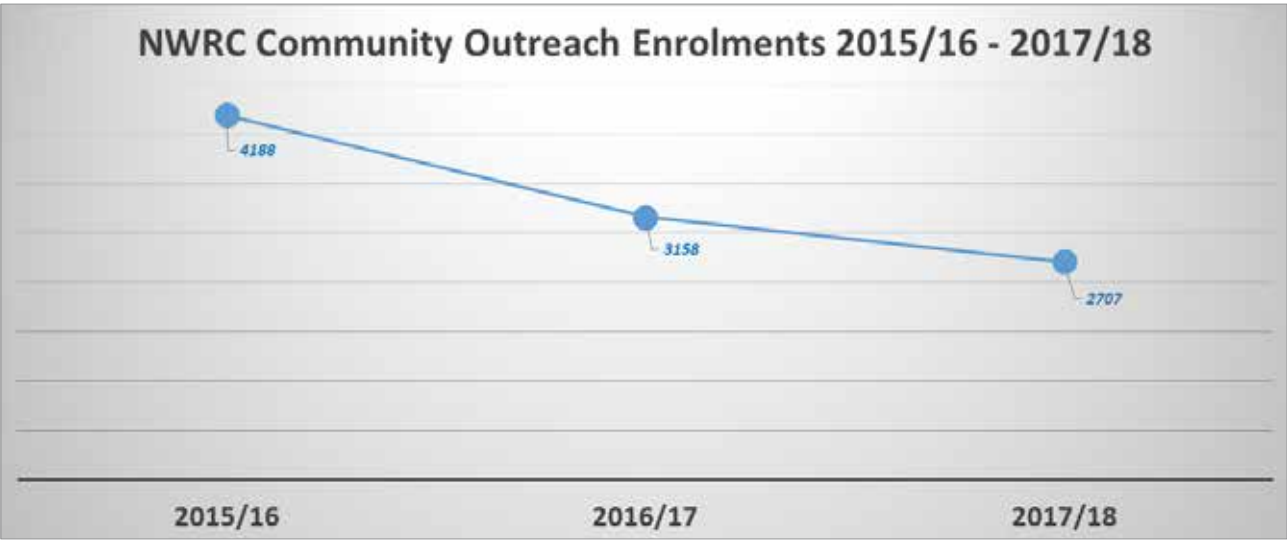


Figure 3.15 Data Source: NWRC CDR

Economically Inactive Rates 2017 (16-64 exc. Students)	
DCSDC	23.7%
CCG	25.1%
NI Average	20.1%

Figure 3.16 Data Source: NISRA

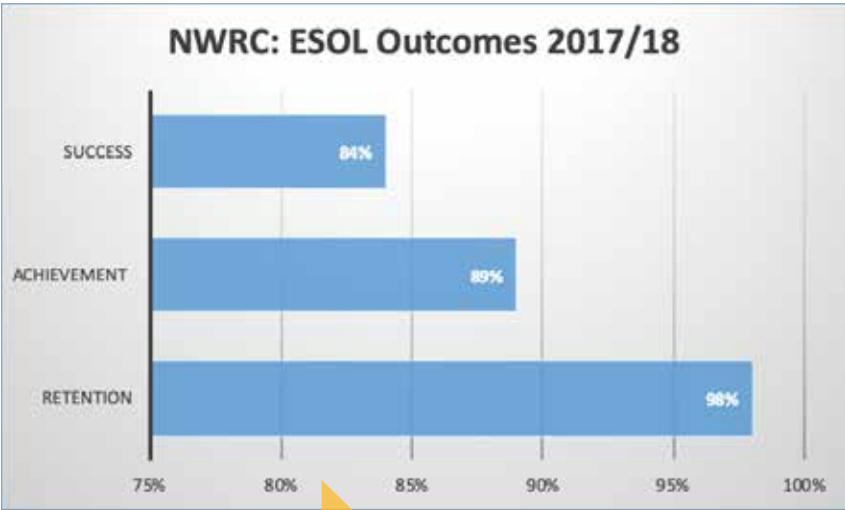


Figure 3.17 Data Source: NWRC CDR

ESOL

In 2017/18, there were 46 enrolments in ESOL.

- The Retention rate was 98%
- The Achievement rate was 89%
- The Success rate was 84%

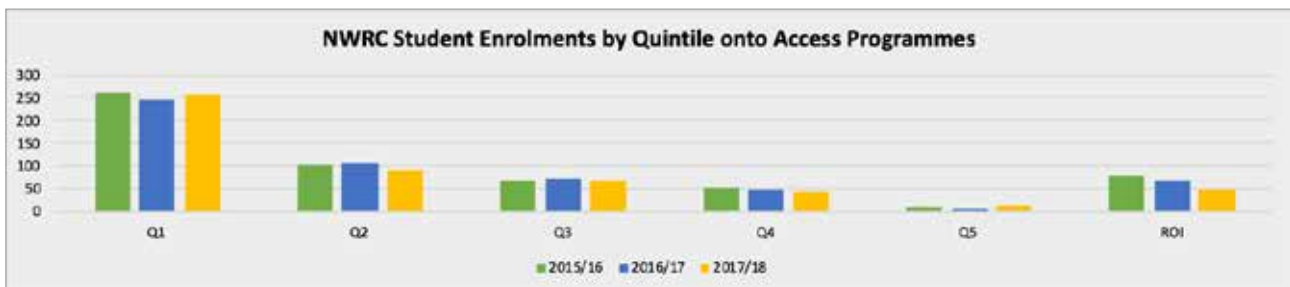


Figure 3.18 Source: NWRC CDR

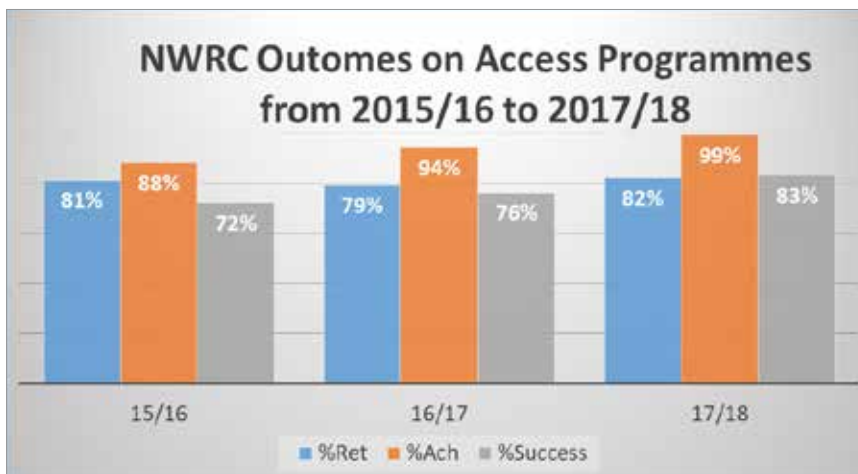


Figure 3.20 Source: NWRC CDR

NWRC Retention Analysis			
	16/17	17/18	18/19
College Reasons	298	306	176
Education Reasons	315	309	274
Employment Reasons	318	315	262
Other	139	156	77
Personal Reasons	490	434	333
Unknown	321	200	88

Figure 3.20 Source: NWRC CDR

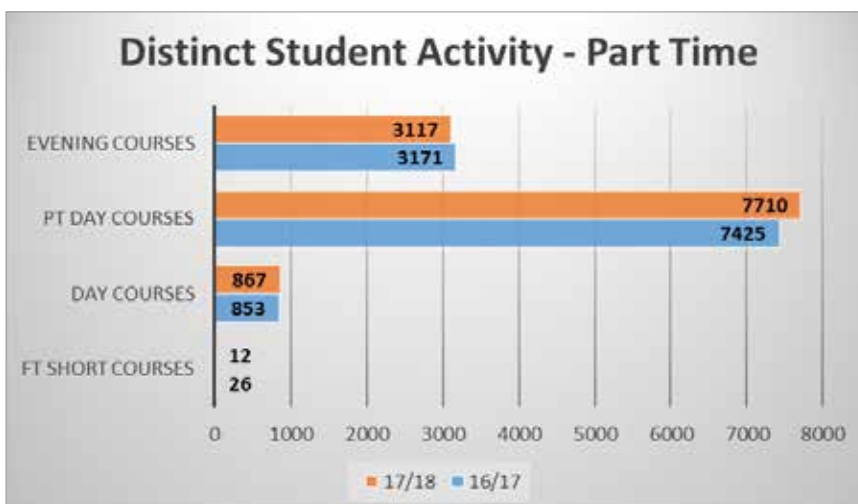


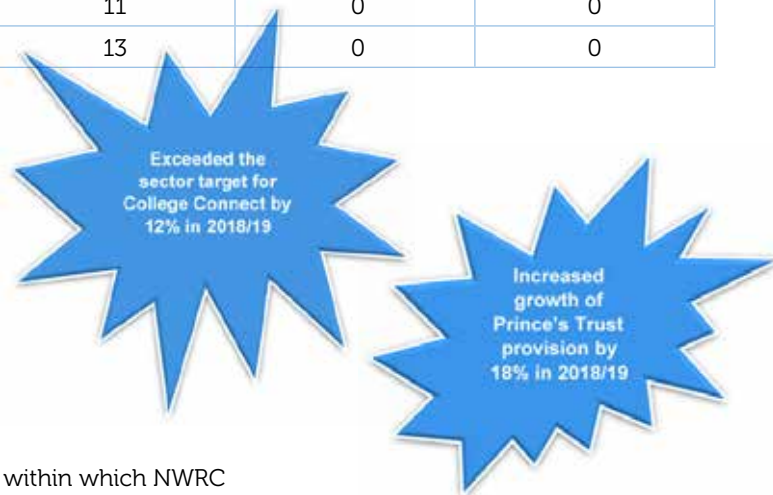
Figure 3.21 Distinct Student Activity
PT 2017/18 and 2018/19

Distinct Student Activity on Princes Trust and College Connect Programmes 2017/18 and 2018/19

2017/18	Individual Students	with SMOA 22 (additionality)	bundled provision SMOA 20/21	bundled provision SMOA 20/21 with SMOA 22
College Connect Courses	0	0	0	0
Prince's Trust	60	6	0	0

Figure 3.22a Data Source: CDR

2018/19	Individual Students	with SMOA 22 (additionality)	bundled provision SMOA 20/21	bundled provision SMOA 20/21 with SMOA 22
College Connect Courses	39	11	0	0
Prince's Trust	71	13	0	0

Figure 3.22a Data Source: CDR**STORY BEHIND THE BASELINE****City and Region: Socio-Economic Baseline**

The very challenging socio-economic environment within which NWRC operates has already been well documented in Report Card 1. Within our catchment area, we have;

- The highest rates of economic inactivity in NI (Fig 1.1 and Fig 3.16)
- The lowest employment rates in NI. (Fig 1.3)
- The highest claimant count in NI.
- 5 out of the top 10 most deprived SOAs in NI are within NWRC catchment area. (NI Multiple Deprivation Measures (NIMDM) 2017)

The Percentage of School Leavers in our City and Region who achieved 5 GCSEs grades A*-C or equivalent including English and Maths

In the 3-year period, from 2013/14 – 2015/16;

The contrast in achievement rates between those on Free School Meals (FSME) and those not on Free School Meals (Non- FSME) is significant and the trend is similar year on year.

- Each year, the percentage of Non-FSME school leavers who achieved at least 5 GCSEs grades A*-C or equivalent including English and Maths was significantly higher than the percentage who received from the FSME category. (Fig 3.5)

- In 2017/18, school leavers from Strabane, who had in previous years been lagging slightly behind school leavers in Derry ~ Londonderry and Limavady in terms of achievement, performed as well as or better than school leavers from Derry ~ Londonderry and Limavady (Fig 3.5).

This data further illustrates that school leavers coming from disadvantaged backgrounds can face significant barriers to education and often do not achieve as well at GCSE level as those from less disadvantaged backgrounds.

NWRC Baseline

Education plays a key role in determining a person's life chances and opportunities in terms of social and economic mobility. In order to give the people in our city and region the best opportunities that further and higher education can provide we must understand the barriers and challenges to engagement and commit to address these barriers to ensure that all of our students continue to achieve and experience success.

2016/2018 Enrolment Analysis:

- 39% of regulated enrolments in NWRC reside in Quintile 1, the most deprived areas (Fig 3.1)
- 62% of regulated enrolments in NWRC reside in Quintiles 1 and 2 (Fig 3.1)
- 3% of regulated enrolments in NWRC reside come from Quintile 5, the least deprived areas (Fig 3.1)
- Over 60% of our HE enrolments came from Quintile 1 and 2, mirroring the trend in previous years where our highest percentage of HE enrolments came from the lowest Quintiles (Fig 3.2 and 3.3)
- The highest number of enrolments onto our Access Programmes also came from Quintile 1 and 2 with a very low numbers enrolling onto our Access programmes from Quintiles 4 and 5. (Fig 3.18)
- Despite, the high volume of enrolments from the lower Quintiles onto Access programmes year on year, in 2017/18, retention improved by 3% to 82%; Achievement improved by 5% to 99% and Success improved by 7% to 83%. (Fig 3.19) This improvement can be attributed to the pastoral support that is put in place to support students who have multiple and often complex challenges to deal with in their lives.

Students from Quintile 2 achieve just as well as students from Quintile 4 and Quintile 5 in NWRC. However, there was a higher instance of students from Quintiles 1 withdrawing from their course and leaving NWRC with no qualifications (Figure 3.4). This further supports the view that NWRC needs to continue to provide very specific and targeted support to ensure that students from Quintile 1, with all of their background challenges, are assisted to remain on their programme and given an equal opportunity to succeed. By continuing to working in partnership with our LGDs and remaining committed to achieving their Community Planning ambitions, NWRC will continue to engage with the most disadvantaged in our city and region to help them overcome barriers to education through the provision of a community based professional and technical curriculum offer. NWRC will continue to link people to successful career pathways. Targeting disadvantaged communities and addressing barriers to education is key to widening access to the skills escalator and NWRC will continue to reach out to severely disadvantaged areas in the city and region.

By continuing to provide support to people to gain education, training and qualifications from Level 1 upwards, their opportunities for employment should increase in our city and region.

If NWRC can sustain the level of success achieved to date, especially for students who reside in the lower quintiles, this should impact positively on future employment rates and more importantly, assist in achieving the commitment to create 15,000 new jobs within the DCSDC Community Plan, impacting positively on employment rates, enabling more of our people to have better jobs and leading to a more equal society.

Key Impact:

89% of students achieved a qualification in 2017/18

Addressing Barriers

Young People from Care Backgrounds (Fig 3.10)

In 2017/18, we had 342 students enrolled from a care background. In meeting the needs of these young people we worked closely with a range of key stakeholders including the Health and Social Care Trusts, support agencies and parents / guardians where applicable. Specialist and targeted interventions were put in place by our curriculum teams, supported by our Student Services Team to ensure that these young people maximised their potential to achieve successfully and progress to higher levels of study.

Widening Access and Participation (WAP) Plan 2018/19 – 2021/22 (Fig 3.9)

Our Widening Access and Participation (WAP) Plan (2019/20 – 2021/22) outlines our continued commitment to promote inclusiveness and address barriers to engagement in our HE provision for those learners who are furthest from skills and training. Our WAPP targets for the next 3 years which are based on our historical enrolment trend for previous years, continue to target a high number of learners from Quintiles 1 as well as adult learners. This is further evidence of NWRC's commitment to targeting disadvantaged communities and addressing barriers to education in our city and region.

Prince's Trust TEAM (Fig 3.9)

Equally effective is our Prince's Trust TEAM programme in promoting social inclusion by targeting disengaged young people. This programme which re-started in 2014/15, achieved a retention rate of 90% in 2017/18 and improved achievement rates on the previous year by 5% to 83%. It is clear that the interventions delivered on this programme continue to have a positive impact and support participant achievement given the background challenges that many of these young people experience in their daily lives. Most of these participants progress onto higher level mainstream FE programmes in NWRC upon completion of their qualification.

SLDD/ASF (Figure 3.6 and 3.7)

In the period 2015/16 to 2017/18, SLDD / ASF enrolments followed a similar trend accounting for 19% - 20% of overall College enrolments in each of the three years. Targeting support at individuals who are identified as in need of additional learning support has had a positive impact. However, it is clear that more needs to be done to support these students to achieve. In 2017/18, retention improved by 3% to 93% for those identified as in need of additional support and success rates improved by 2% to 74%. However, achievement was 79%. Targeted intervention and timely support offered, through our College based Learning Support Unit, needs to continue to be promoted if we are to improve on achievement rates to date.

HMP Magilligan (Fig 3.11, 3.12 and 3.13)

The professional and technical curriculum offer at HMP Magilligan has expanded over the last 3 years with plans in place for further curriculum expansion in 2019/20. The decline in enrolments since 2015/16 is due in the main to the management of the prison population by NIPS. Students who would have completed Essential Skills qualifications in HMP Magilligan are now given an opportunity to complete in HMP Maghaberry instead. Despite the decline in enrolments, KPIs remain positive across both professional and technical programmes and also in Essential Skills. In 2017/18, overall Retention, Achievement & Success was outstanding on both professional and technical programmes and also in Essential Skills.

Promoting Education in the Community (Fig 3.14 and 3.15)

The removal of funding for hobby and leisure programmes into accredited skills provision and the dislocation of ESF funded projects in the city and region continue to impact significantly on our levels of engagement across the Neighbourhood Renewal Areas (NRAs). In the 3-year period 2015/16 – 2017/18, enrolments onto community education programmes declined by 35%. However, NWRC now has a core team of staff working across the city and region to drive up community engagement and as a result, the College is has seen an increase in community enrolments in 2018/19 to date, which is positive.

ESOL (Fig. 3.17)

Despite the relatively small number of enrolments onto the College's ESOL provision, we made a positive impact. Our KPIs were mainly positive with 98% of those studying retained on the programme and 89% of those retained achieving the qualification.

Retention (Fig.3.20)

The NWRC Retention Working Group (set up in 2017/18) continues to support and monitor student attendance in an effort to identify issues that may affect retention. NWRC Retention has improved and currently stands at 95%. Student services and the careers section have improved the support offered to students to help reduce withdrawals and support coaches were appointed in 2019 to aid this.

Reasons for leaving a course show that students leave mainly due to personal reasons, employment and education. With fewer unknown reasons being recorded in 2018/19 (Fig. 3.20).

Student Survey 2018/19



Source: NWRC Student Survey 2018/19

Who are our partners that will help us to do better?	Western Health and Social Care Trust, Jobs and Benefits Office, Department for the Economy, Local Government, Post Primary Schools, Education Authority, Community sector, NIPS, Prince's Trust.
What works to do better? - Low cost - No cost	In the next year, this is what we are going to do: <ul style="list-style-type: none"> • Work with key stakeholders and partner organisations to ensure specific and targeted support for students from Quintile 1 to improve retention and success • Provide Careers advice through our Careers Academy for students re-entering education and also for students progression from level 1 community based programmes. • Improve KPIs on Essential Skills and GCSE programmes • Reduce the gap in achievement between SLDD / ASF students (79%) and the College average (89%). • Reduce the gap in success between SLDD / ASF students (74%) and the College average (81%) • Reduce the gap in retention between Access programmes (82%) and the College average (92%). • Maintain Very Good or better outcomes on our HMP Magilligan programmes. • Further expand the professional and technical curriculum offer in HMP Magilligan. • Reduce the gap in success between Prince's Trust TEAM (75%) and the College average (81%). • Further expand the professional and technical curriculum offer in Community. • Maintain or improve enrolment onto College Connect programme.
What do we propose to do?	In the academic year September 2019 – 31 August 2020, we will; <ul style="list-style-type: none"> • Improve College overall retention to 93% • Improve retention of students from Quintile 1 by 1% to 88% • Improve success of students from Quintile 1 to 84% • Improve College overall success to at least 86% • Improve success in Literacy and Numeracy in line with the targets set in the College Strategy. • Meet the targets set in our Widening Access and Participation (WAP) Plan 2019/20 – 2021/22 • Improve achievement by 6% to 85% for SLDD / ASF students. • Improve success rates to 80% or better for SLDD/ ASF students. • Improve retention on Access programmes to at least 85%. • Maintain very good – outstanding KPIs on our HMP Magilligan provision. • Enrol 404 students in 2019/20 onto vocational programmes at HMP Magilligan. • Improve success rate on our Prince's Trust TEAM programme to at least 80%. • Enrol 80 students in 2019/20 onto Prince's Trust programmes (Fig. 3.21) • Enrol 2,604 students in 2019/20 onto Community programmes • Enrol 32 students in 2019/20 onto College Connect programme (Fig 3.21)



Appendices

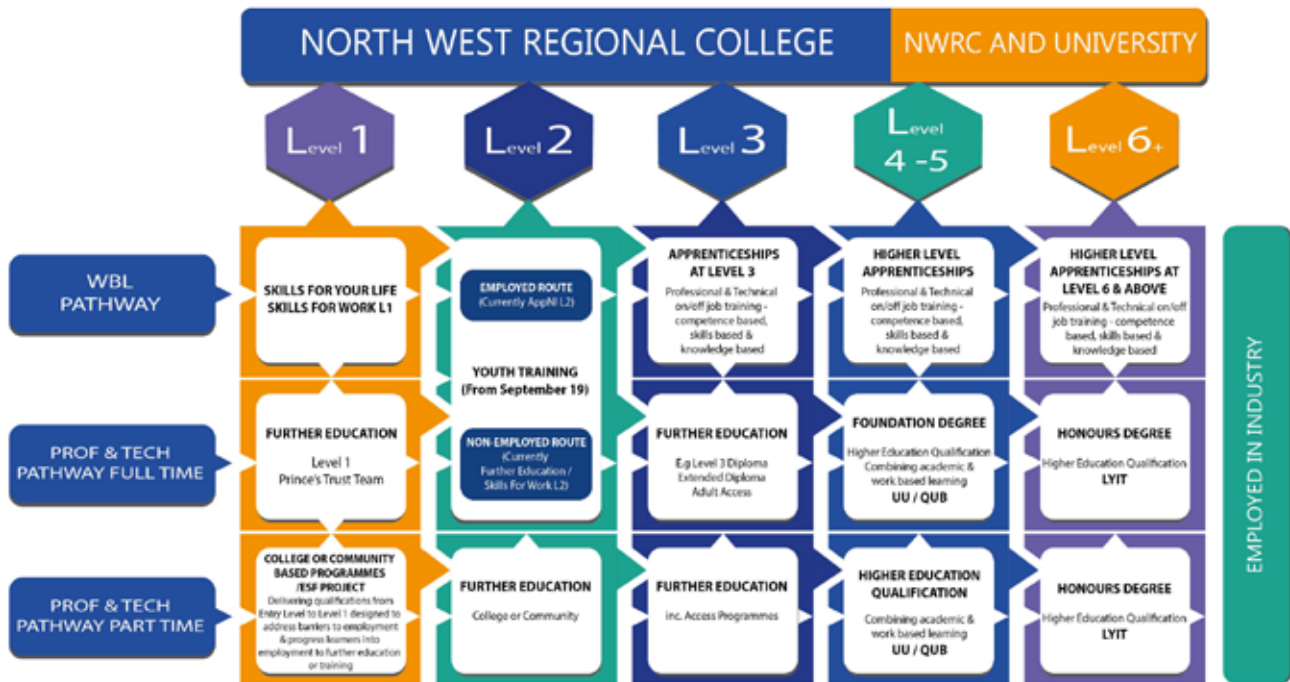
Appendix 1 Progression Pathways

Appendix 2 'Broad' and 'Narrow' STEM definitions

Appendix 3 Integration of LMS, VLE and Office 365 Resources

Appendix 1

NWRC Curriculum Levels and Progression Pathways



Appendix 2

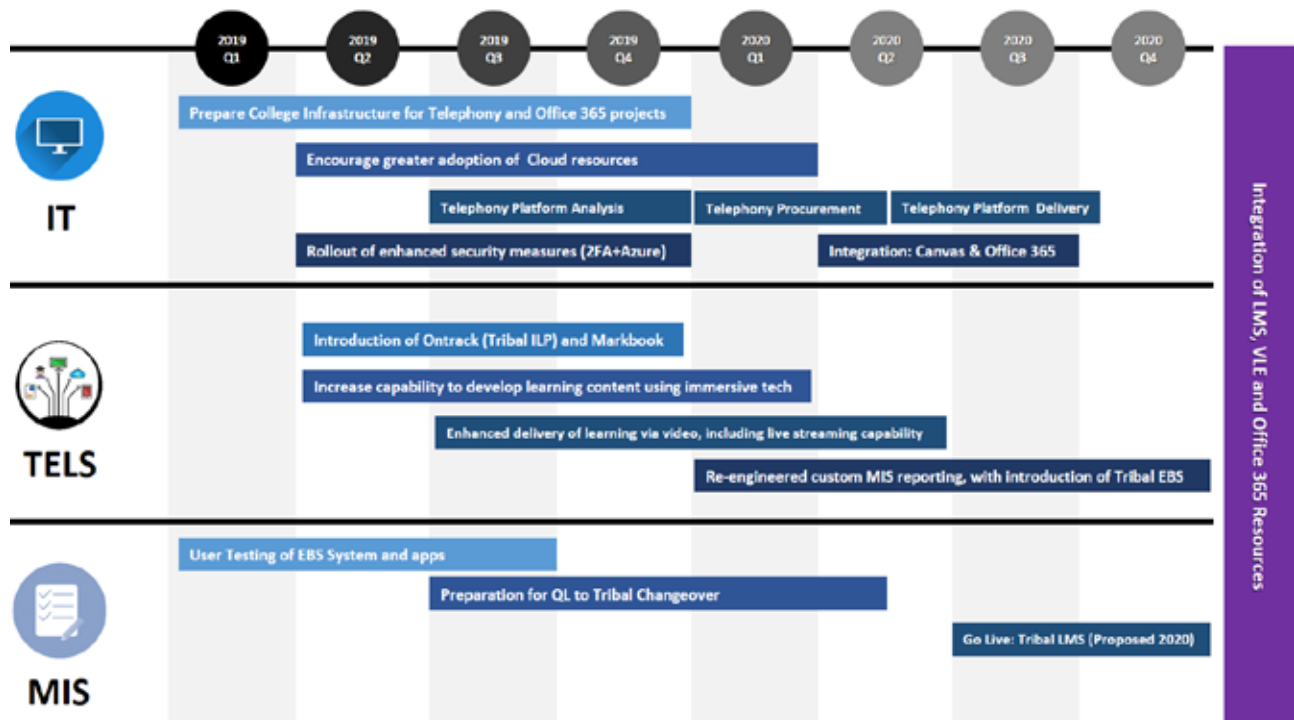
'Broad' and 'Narrow' STEM Definitions

STEM or 'Broad' STEM provision is identified as: 'Medicine, Dentistry and Allied Subjects'; 'Biological and Physical Sciences'; 'Agriculture; Mathematics and IT'; 'Engineering and Technology'; and 'Architecture, Building and Planning'.

A subset of this cohort is termed 'Narrow' STEM and is identified as: 'Biological and Physical Sciences'; 'Mathematics and IT'; and 'Engineering and Technology'.

Appendix 3

Integration of LMS, VLE and Office 365 Resources



Notes

