



education
training
collective



ANNUAL ACCOUNTABILITY STATEMENT

2023-2024



Submitted on 31st May 2023



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1. THE Etc.'s VISION, PURPOSE, VALUES AND TONE OF VOICE

This Accountability Statement for the academic year 2023-2024 sets out how the Education Training Collective (the Etc.) responds to local, regional and national skills priorities to support young people and adults to gain the skills they need in order to progress into meaningful, rewarding jobs and careers. It describes how the Etc. works with stakeholders to do so and concludes with a number of outcome targets for areas of curriculum we intend to develop for the coming year.

Fundamental to the Etc.'s accountability to its stakeholders are the group's Vision, Purpose, Values and Tone of Voice:

VISION:

ONE Etc. – fuelling ambition and driving success in a resurgent Teesside and beyond.

PURPOSE:

The Education Training Collective inspires and equips our people, communities and businesses with the skills, experience and ambition to grasp opportunities, locally and nationally, boosting prosperity and transforming life chances.

VALUES:

- High performing, but with heart.
- Confident with absolute focus on success.
- Raising aspiration and ambition, improving opportunities and life chances.
- Proud to serve our students, communities, and businesses.

TONE OF VOICE:

We are not brash, showy or arrogant, we are present and can be relied upon when needed. We don't make claims that we can't uphold, we do celebrate the successes of students, staff and our communities. We are quietly confident – we talk in a friendly voice, one that wants to help, and has a casual, polite manner. No big claims, no jargon, but a smart, self-assured tone of voice that connects with people and offers support.

2. CONTEXT AND PLACE

Serving the boroughs of Stockton-on-Tees and Redcar and Cleveland in the Tees Valley, the Education Training Collective is a college group consisting of two further education colleges, (Redcar and Cleveland College and Stockton Riverside College), a sixth form college (Bede Sixth Form), and an engineering training provider (NETA).

The Tees Valley is a polycentric City Region across five local authority areas (Darlington, Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees). It is home to approximately 670,000 people, around half of whom live in the two boroughs served by the Etc.

Many Tees Valley residents are not achieving their economic potential; unemployment is high at 5.1%, compared with 3.7% nationally. 73.4% of the working age population are in employment, compared to 78.4% nationally. 26.6% (108,200 residents) are economically inactive and of those, 33.7% are long-term sick compared with 25.5% nationally.

Source: ONS Annual Population Survey 2021

A greater proportion of the Tees Valley workforce is employed in lower-level, low-wage occupations than nationally, e.g. 21% employed in Process Plant and Machine Operatives or Elementary Occupations compared to 15% nationally, whilst 39% are employed in higher paid, higher skilled occupations compared to 51.4% nationally. The greatest proportion of the Tees Valley workforce, 17%, is employed in the health sector compared to 15% regionally and 13% nationally.

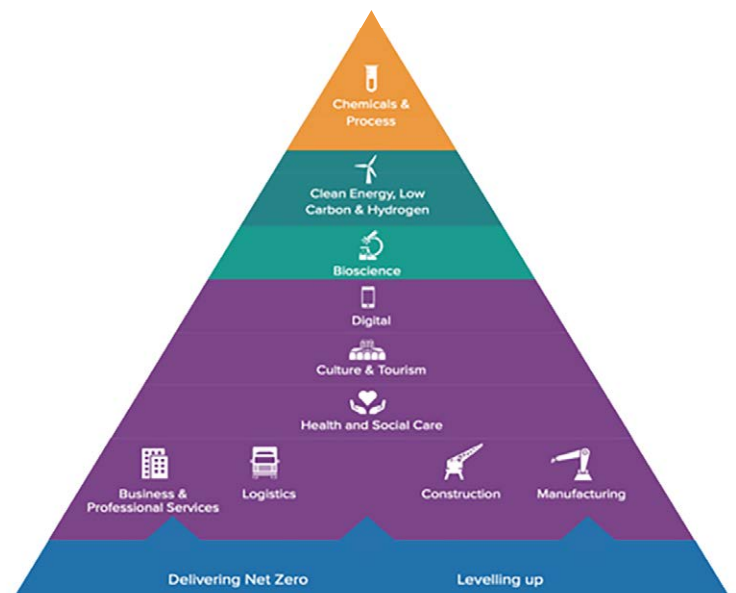
Source: SOC 2010 major groups 1-3, ONS Annual Population Survey 2021

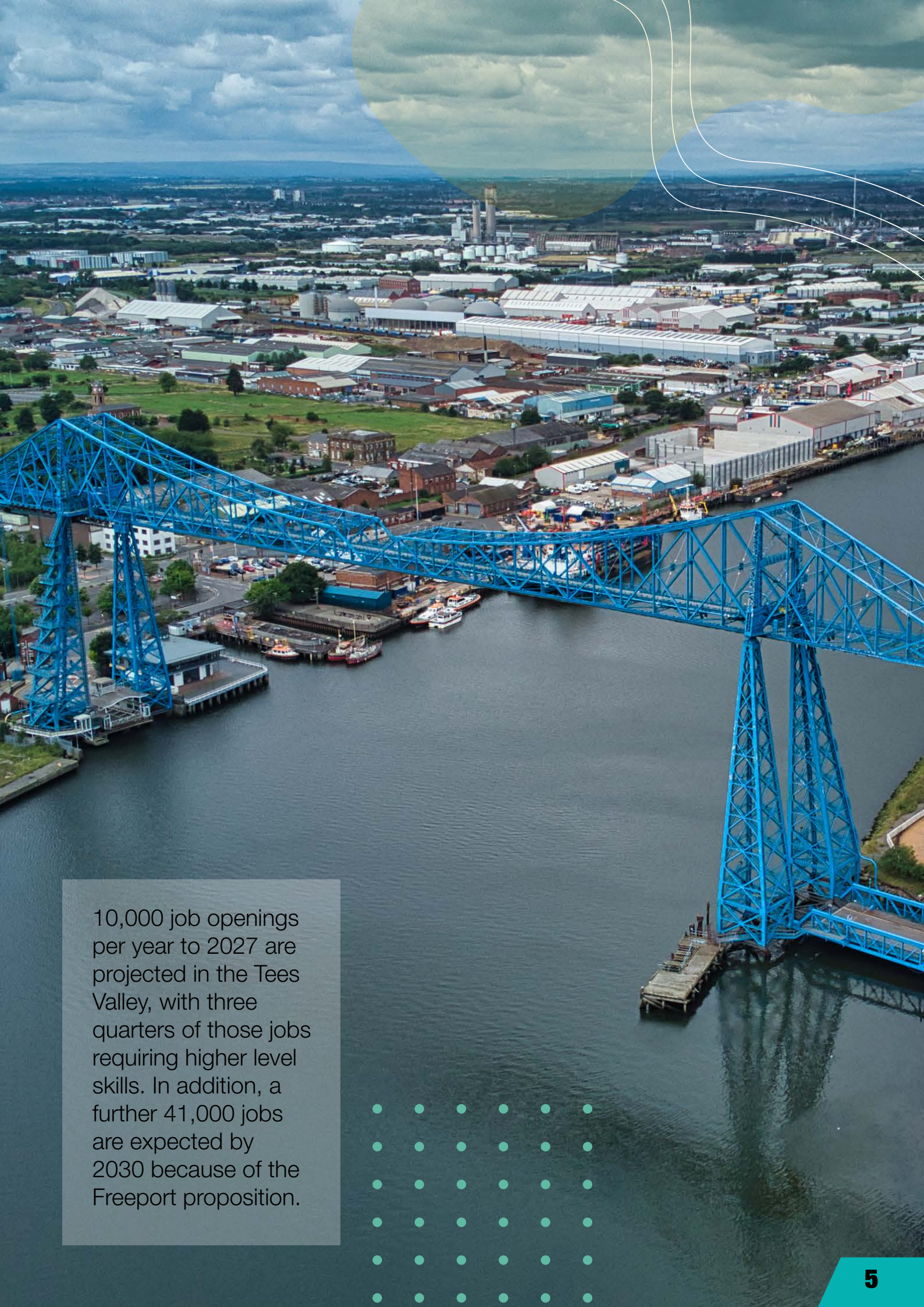
2.1 SKILLS DEMAND

10,000 job openings per year to 2027 are projected in the Tees Valley, with three quarters of those jobs requiring higher level skills. In addition, a further 41,000 jobs are expected by 2030 because of the Freeport proposition.

However, there is low demand currently for graduate level skills. Over a quarter of Tees Valley graduates are currently working in non-graduate roles. This may result in people with no qualifications being further displaced from the labour market. Replacement jobs will be across a range of levels, including entry level jobs offered as part-time opportunities and apprenticeships.

The Tees Valley Employment and Skills Strategy 2022 sets out the future skills priorities for Tees Valley, aligned to the growth sectors and significant economic opportunities across the area.





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The Tees Valley Employment and Skills Strategy also identifies the region's key sector strengths and assets as:

- Home to the UK's largest Freeport with potential to create more than 41,000 jobs. This includes 16,000 jobs between 2021 – 25, largely in offshore wind and a further 25,000 jobs after 2025, predominantly in life sciences and advanced manufacturing.
- Leading the development of hydrogen transport solutions as the National Hydrogen Transport Hub.
- The UK's largest Carbon Capture, Utilisation and Storage project, Net Zero Teesside, will be located on Teesworks.
- Attracting significant private sector investment e.g. BP will create the UK's largest 'blue' hydrogen production facility in the region; SeAH Wind Ltd has plans for a £300m offshore wind factory, and Circular Fuels Ltd plans to open a renewable waste to gas facility, creating hundreds of jobs.
- FUJIFILM Diosynth Biotechnologies was selected to manufacture the Covid-19 Novavax vaccine in Billingham.
- The relocation of major Government departments to Darlington with 750 jobs at Treasury North and 500 jobs at the Department for International Trade.

Source: The Tees Valley Employment and Skills Strategy: 2022 and beyond.

The Etc. recruits a large proportion of learners from areas of high social and economic deprivation. An outstanding student experience is central to the group's ethos, and improving life chances is a core Value. Colleagues are proud to serve students and communities and are aspirational and ambitious about enabling access to well-paid careers in our area of significant future potential.



2.1 OUR LOCAL FOCUS AND SPECIALISMS

The Etc.'s curriculum aims to provide people of all ages with the knowledge, skills and behaviours they need to thrive and flourish. It is carefully designed to meet local, regional and national need. In short, we aim to fuel ambition and enable success, with particular significance on priorities identified in the Tees Valley Local Skills Improvement Plan (LSIP).

Redcar and Cleveland College serves communities hit by high levels of unemployment since the demise of the Redcar steel industry in 2016. 26% of adults are economically inactive and until recently Redcar and Cleveland had one of the highest 16-18 NEET populations of the Northeast. Unemployment is high at +2.3% above the national rate.

The College offers a broad curriculum including construction, public service and the wider service industries. Health and Science, Early Years, Engineering and Gas are the first set of T levels, this year. Provision to support High Needs and students with Social Emotional Mental Health have been a priority for the College, driven by a local need.

Through investment derived from Strategic Development Funds, Town Deal Funds and

sponsorship from international companies the College is developing a pioneering curriculum around renewable energy production and domestic retrofitting. Working with global and national employers, such as bp, GE, Northern Gas Networks and Sembcorp, it has made use of capital grants to build a Clean Energy Education Hub set to launch in May 2023. On the College estate, which is adjacent to the 'Teesworks' brownfield site (cited as a 'Net Zero Hotspot' and 'Hydrogen Super-place') a curriculum is in development which will see delivery in, amongst other things, Carbon Capture Technologies, Hydrogen Awareness, Wind Turbine, PV installation, and the development of retrofit training for the domestic market.

Stockton Riverside College serves an area where 35.3% of young people are identified as 'disadvantaged' against a national average of 31.0%. The College focuses on supporting students aged 14 upwards from a wide range of backgrounds through high quality academic and vocational programmes for young people, adults, apprenticeships and provision for students with high needs. The student experience is at the heart of the College's ethos. In partnership with the Local Authority, the College provides an alternative offer to mainstream college, including those who have chosen to be electively home educated, at its dedicated **Skills Academy**.





THE SKILLS ACADEMY



STOCKTON RIVERSIDE COLLEGE

Stockton Riverside College has a comprehensive curriculum, and some long-established specialisms. Examples include the performing arts, with its own 'Academy of Performing and Technical Arts', which offers courses in Art & Design, Fashion and Clothing, Film and TV, Creative Games, Media and Animation, Musical Theatre, and Performing Arts. With its proximity to the Tees and Port of Middlesbrough, logistics is a growing area of specialism, and working with a range of employers, such as PD Ports, through its 'Tees Valley Logistics Academy' the College provides funded and commercial programmes in rail, HGV, warehousing and supply chain management, and a range of apprenticeships. Running alongside this are a suite of shipping qualifications, accredited by the Chartered Institute of Shipping, and the College is the second biggest provider of shipping qualifications outside of the Port of London. The delivery of Health and Health Associated programmes is also a key specialism, and the College offers a range of courses from Level 1 to Level 5, including T Level pathways in Health and Science. The Etc. is one of the largest deliverers of the Prince's Trust Team Programme in the Northeast, and since 2000 has supported

over 4,000 young people on programmes at the College and community locations across the Northeast.

NETA training in Stockton is an employer-driven organisation. Leaders and managers work closely with employers to develop training, which helps to build a safe, professional, and qualified workforce. As noted above, higher level skills training is a priority in the Tees Valley and NETA is well-placed to work with stakeholders to meet this increasing skills demand for the region. With over 40 years' experience in training for the engineering sector, NETA has an enviable reputation for quality courses, tailored specifically for industry. This includes a wide range of commercial courses including, Gas Safety, CompEx, Scaffolding and many more. This is complemented by a variety of specialist Engineering study programmes and apprenticeships including pipefitting, electrical, mechanical, instrumentation and more. With increased industry demand for apprenticeships, NETA has expanded its scaffolding training to the Material Processing Institute, directly adjacent to Teesworks where significant large-scale construction is beginning.



NETA TRAINING



BEDE SIXTH FORM COLLEGE

Recently, NETA has expanded operations to Redcar and Cleveland College to support the development of commercial training and higher-level engineering skills, in line with the regional forecast for emerging low carbon economy job roles. The Etc.'s estates strategy plans for a replacement, dedicated training facility for NETA's entire operations to be built at Stockton Riverside College – making its specialist curriculum more readily accessible, in central Stockton.

Located in Billingham, **Bede Sixth Form College** provides A-Level, vocational courses, apprenticeship training, and higher education courses for over seven hundred learners. It is a TASS accredited college, with a dedicated sports centre, hosting a FIFA 1 accredited 3G pitch, situated on its site. Through its Institute of Sport and Education, around 350 students per year benefit from high-standard training and coaching. Due to the work in this area Bede was shortlisted for an Educate North Award. Bede has become accredited by the ECFA (English Colleges Football Association) which has grown 16-19 women's football provision across the group. Complementing its significant academic and sporting specialism, Bede is developing a

growing cohort of adult returners to education and apprentices, namely through training in the professional services, another projected area of skills demand; training includes Law, Leadership and Management.

In May 2022 Ofsted undertook a full Ofsted inspection of the Etc., with a judgement of 'Good' for overall effectiveness made, underpinned by 'Outstanding' judgements for Leadership and Management, Education for Young People, Personal Development and Behaviour and Attitudes (see Supporting documentation section). Inspectors made particular note of the Etc.'s responsiveness to its communities and local needs, stating, "Leaders and managers have a clear rationale for the curriculum they offer across the group. Students and apprentices benefit from useful and relevant training in their local communities which meets the needs of employers and the priorities of the local enterprise partnership."

(Education Training Collective Ofsted Report, 23 May 2022).



3. THE Etc. STRUCTURE AND OPERATIONS

3.1 ONE Etc.

The Etc.'s five delivery venues are very different; each has a unique offer within the group, with its own network of key stakeholders and employers, partnerships and community links. Individual college leadership teams are empowered and accountable for ensuring their part of the group flourishes. But the Etc. has unified governance structures, an executive leadership team, shared services and resources, group-wide communities of practice and expectations of common entitlements across colleges, and the group comes together as **'One Etc.'** A culture exists where 'the whole is greater than the sum of its parts' and that through leveraging the power of the collective, we will achieve more. The notion of 'One Etc.' is now the title of the Etc.'s main internal communications publication, and it is central to the group's culture and its new Strategic Plan. It is widely used language internally and is influencing the group's reputation amongst stakeholders, positioning the group as a pan-Teesside provider.

3.2 GOVERNANCE

Governors are strategically chosen to bring specific skills into the group, and our Corporation members bring a wide range of skills and expertise, including business, industry, finance and education expertise (primary, secondary and FE). Through our committee structure and make-up, governors are able to scrutinise all aspects of the group's work closely. Governors are extremely knowledgeable about the strengths and weaknesses in the group and provide highly effective challenge to leaders. Passionate about the region and its future, they provide insight, networks and steer for the group's leaders.

3.3 INFRASTRUCTURE

The Etc. continues to invest in its **capital resources** through an ambitious capital programme. In addition to the Clean Energy Education Hub at Redcar and Cleveland College (£2.46m funded through Redcar Town Deal), a further £3.1m, predominantly funded by DfE, has been invested in specialist facilities at the College for the delivery of T Levels. Both projects have been completed this year. Bede College, benefitting from £2.4m DfE investment, is being expanded to accommodate an additional two hundred learner spaces ahead of the 2023-24 academic year. Investment in Health & Social Care, Childcare, Motor Vehicle will also be completed at the Stockton Riverside College campus over the summer of 2023 to enhance the learning experience and provide improved delivery spaces for T Levels. Higher Level Skills (including Higher Education) provision will also be enhanced.

As described above further funding has been secured to develop a sustainable estate for NETA (£4.5m from Thornaby Town Deal), with project options being developed to secure additional DfE funding.

As 'One Etc.' **central services** are core to seamless operations across the group, enabling colleges and delivery teams to focus on the provision of quality learning experiences. They include Finance, Estates, IT and Learning Resource Services, Information Services, Exams & Assessment, Human Resources, Catering, Marketing, Business Development, Executive and Curriculum Administration Services, Cross College Learning Support, and Student Support and Wellbeing.

The Etc.'s robust **Business Planning and Performance Review** process (see Supporting documentation section) provides a clear focus on national, regional and local priorities embedded through all departments; the process enables the monitoring and evaluation of performance to drive and deliver change. The Etc. approach is non-traditional – placing decision making in the hands of those best-placed to make those decisions, namely budget holders, rather than a traditional centralised model. Built upon the firm foundations of empowerment and accountability, the strength of the model has been evidenced by external inspections and consistently positive financial performance. Managing public funding prudently, deriving maximum benefit, underpins all decision making. For 2021-22, the Education Skills Funding Agency assessed the group's financial health as 'Good'.



4. APPROACH TO DELIVERING THE ACCOUNTABILITY STATEMENT

A wide variety of stakeholders have considerable input into the Group's curriculum. Consequently, it encompasses opportunities and experiences for students to develop a range of employability skills to enable progression, and the strength of these relationships ensures the group is accountable to its communities and is delivering education and training that meets skills demand for the region.

There are strong relationships with both **Stockton-on-Tees** and **Redcar and Cleveland Borough Councils**. The Etc. collaborates on a range of adult learning initiatives and shares venues for delivery, increasingly making use of councils' high-street Employment Hubs. The Etc. leads the skills strand of both Town Deal Boards (Redcar and Stockton), and our reputation for student support has seen a significant increase in commissioned places for High Need students – a 70% increase since 2018. Redcar and Cleveland Borough Council, working with Sport England, enabled the building of a new all-weather pitch at Redcar and Cleveland College. The Etc. takes clear direction on local and regional priorities through its continual dialogue and commissioning by the **Tees Valley Combined Authority** and delivers a range of bespoke, employer-led programmes and Bootcamps for adults wishing to retrain. The Etc. has engaged with the **Northeast England Chamber of Commerce** through the drafting process of the Tees Valley Local Skills Improvement Plan (LSIP). Set to be published in the autumn, the areas of focus and the initial findings from employer interviews have been taken into consideration in drawing together this Accountability Statement.

Local employers are consulted with extensively, and the group has well-established employer boards convening employers in logistics, health, and renewable energy.

The group is a significant partner within the **Teesside University College Partnership**, collaborating to deliver a range of higher education programmes, which it hopes to expand on to grow higher level apprenticeship provision and modular training.

There are four other **FE Colleges** in The Tees Valley. Darlington College, Hartlepool College, Middlesbrough College, and the further education arm of the Northern School of Art. Collectively, the five colleges form the 'FE Plus', a group meeting regularly to share practice, form bidding consortia, and engage with local authorities and Employer Representative Bodies. In addition, FE Plus works as a single interface for communication purposes with the Tees Valley Combined Authority. The strength of our partnership work is best evidenced in Etc.'s leadership of the Teesworks Skills Academy, and the subsequent successful Strategic Development Fund rounds, which included all Tees Valley GFE Colleges. In the coming year the FE Plus will be submitting a significant bid to the Local Skills Improvement Fund (LSIF), led by Darlington College. Following the successful appointment of the Etc. as the licensed Retrofit Academy for the Tees Valley, the coming year will see strategic collaboration, and sharing of practice and innovation with partner colleges of Education Partnership North East. This will ensure a regional approach develops much-needed, specialist training in Construction, Retrofit and MMC.

Consultation with **local schools** has gone from strength to strength. Our student recruitment teams carry out more than 350 school visits per year across over 50 schools, and through SDF funding and partnership with bp and STEM Learning's 'Enthuse Partnership', we are giving specific insight and guidance for school staff and pupils around the wealth of careers Net Zero will bring locally.



5. HOW THE Etc. RESPONDS TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

5.1 THE Etc. STRATEGIC PLAN 2023-26

At a Corporation Strategic Conference in February 2023, governors and group leaders embarked upon the drawing up of the Education Training Collective's Strategic Plan 2023 – 2026, currently being drafted, to be launched in September 2023. They began by considering regional priorities and identifying strategic choices. To frame thinking, guest speakers provided expert advice. They included local business leader Sharon Lane, of Tees Components, who gave a Tees Valley view, John McCabe of the Northeast England Chamber of Commerce, who gave a regional view, and Henri Murrison of the Northern Powerhouse Partnership, who gave a national view. After subsequent consultative workshops with governors, senior leaders, managers and the entire staff body, six overarching Group Strategic Objectives have been identified:

SO1: To transform opportunities for our learners, communities, and businesses by harnessing the power of our Group, delivering as 'One Etc'.

SO2: To lead the way in delivering on future regional and national learning and economic priorities, including the transition to net zero and growing digitisation, based on the Etc.'s reputation as a trusted education provider.

SO3: To create long-term strategic partnerships, providing new opportunities for our communities and businesses, and delivering social mobility for all our learners.

SO4: To develop and enhance our exceptional education and training offer, designed with our employers, learners, and stakeholders.

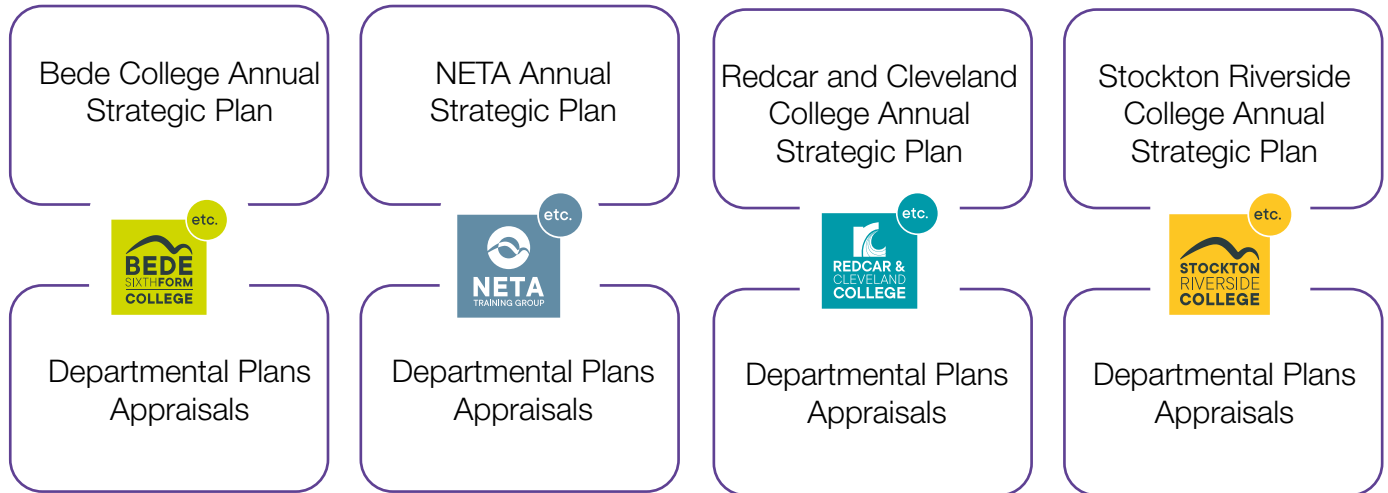
SO5: To meet the skills needs of key industries and local people by creating engaging learning environments reflecting the real world of work.

SO6: To lead ground-breaking approaches to developing our people, ensuring we retain and attract the best staff talent at the heart of the Etc. offer.

Underpinning the plan will be an Annual Operational Plan with measurable targets for a single year, to progress the group towards its Strategic Objectives. Sitting underneath the Operational Plan, each college will derive its own set of strategic objectives, stated within an Annual College Strategic Plan. Progress against the Group Operational Plan, College Strategic Plans and ergo the Etc. Strategic Plan will be monitored at Corporation level, and the Business Planning and Performance Review Cycle. The strategic planning structure can be illustrated on the next page:

STRATEGIC PLAN 2023-26

ANNUAL OPERATIONAL PLAN



5.2 MEETING NATIONAL, REGIONAL AND LOCAL PRIORITIES

Based on high volumes of job vacancies, the Government has established the following national priorities:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

The Tees Valley LSIP has set out the following priority sectors and cross cutting themes as most significant for the Tees Valley:

- Green Energy / Net Zero (to include Construction and Green Energy / Net Zero Manufacturing)
- Health and Social Care
- Professional Services
- Transferable Skills (to include Digital and Business / Development Skills)

The group is well-placed to deliver on these priorities and has well-established and growing education and training across them. But there are ambitions to increase contribution further and the Etc. is aligning curriculum offer to priority sectors through T levels, Apprenticeships, Free Courses for Jobs, Skills Bootcamps, and higher-level qualifications. The table below shows the 2022-23 volumes of provision and the planned volumes for the coming year, demonstrating our growth in some of the key priority areas:

National Priority	% learners on related programmes 2022/23	% of learners on planned related programmes 2023/34	Notes
Construction	16.2%	15.5%	
Manufacturing & Engineering	13.5%	15.8%	Driven by Clean Energy Education Hub
Digital and Technology	2.6%	2.9%	
Health and Social Care	14.6%	15.0%	
Haulage and Logistics	2.9%	2.8%	
Science and Mathematics	6.0%	5.8%	
Additional Local Priorities			
Green Energy Net Zero	NA	1.0%	Driven by Clean Energy Education Hub
Professional Services, including Business	4.3%	4.5%	

As can be seen, the largest areas of training provided by the Etc., namely construction, manufacturing and engineering, and health and social care, relate directly to areas of national and regional focus. The volume of construction delivery remains the same as previous years, however related retrofit skills are a key focus, and new provision in that area is recognised in the 'Green Net Zero' category. In thinking to the year ahead, as detailed in Section 5, strategic objectives have been drawn up which both consolidate and develop further training in those areas, as well as seeking to expand the group's specialisms further in logistics, green energy and the professional services.

Headline employer feedback from circa 1,400 Tees Valley employers, interviewed for the LSIP, places strong emphasis on the need for a workforce with better communication skills and digital literacy– across sectors. Responding to this, the Etc. aims to integrate and embed the development of these transferable skills to a greater degree, within work contexts, across all appropriate programmes in the coming year.



5.3 CASE STUDIES

Redcar and Cleveland College leaders utilised Strategic Development Funding to create the Clean Energy Education Hub - a specialist industrial training facility, designed to meet the current and emerging skills needs of the clean energy sector, including offshore wind, renewables, and hydrogen.

The facility, located at Redcar and Cleveland College is unique, and will deliver a range of courses for young people aged 16-18, including apprenticeships, industrial programmes and an HE offer, alongside courses for the existing workforce, enabling them to adapt current skills and develop new skills to support the adoption of clean energies for commercial, industrial and domestic use. The Tees Valley Mayor recently stated, “the investment in facilities at RCC are exactly what the Tees Valley needs for the future jobs and industries.”





Stockton Riverside College's bespoke employer-led programme (BELP) offer is ambitious and innovative, designed to give unemployed members of the community, and students from disadvantaged areas, the opportunity to gain the knowledge, skills and cultural capital they need to succeed in life. For example, working with the NHS, the college devised new programmes for Facilities Assistants, Portering and Sterile Service Department Assistants to help fill a skills gap in these areas, and a Rail Academy was created to support skills development in the rail industry.

An agreement with Network Rail has led to the creation of a Rail Academy, and all students who complete the course have a guaranteed interview. A Local Advisory Board (LAB) for logistics has been set up to meet six times across the year. The College hosts the meetings and plays an active role in support the LAB's skills and training priorities. The LAB has representation from Career Ready, Stockton Borough Council, Tees Valley Combined Authority (TVCA) and numerous employers. A Shipping Academy, also led by the College, helps develop skills for those wishing to develop careers with Port Authorities.

NETA Training works with 962 businesses, of which 65 provide apprenticeship sponsorship. NETA Engineering chairs an employer forum to ensure the curriculum developed on site aligns closely to the requirements of the local skills workforce. For example, the co-creation and endorsement of a new NETA Behaviours for the Workplace Certificate of competence had considerable industry input.

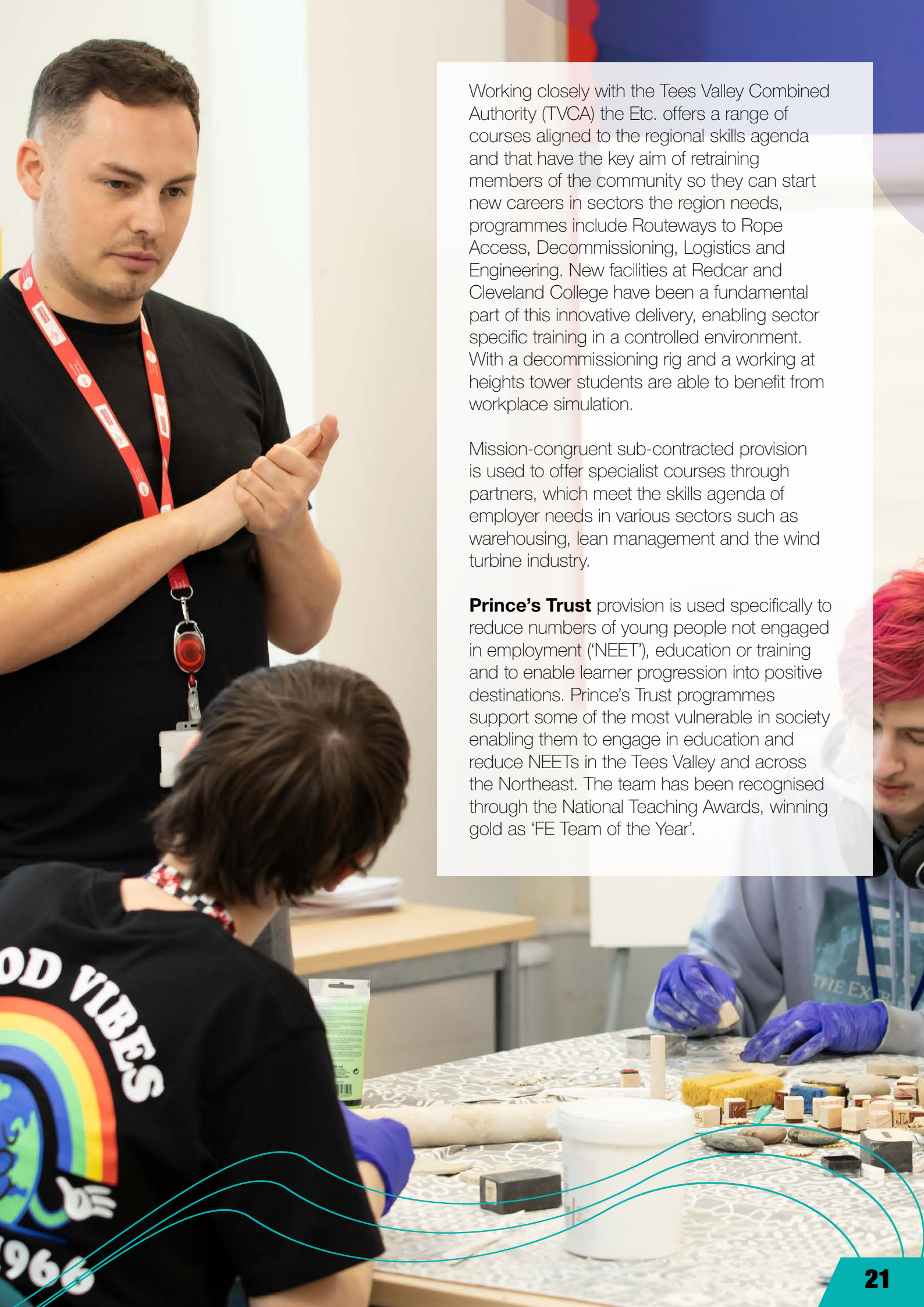
Many of our courses provide accredited qualifications through awarding organisations, some of which are tailored to specific customer requirements, which enhances the industry focussed drive that is evident at NETA. As one of the UK's leading training providers for the access and scaffolding industry, NETA Training fully supports the national and regional training requirements of this growth sector. NETA has also been a leader in the creation of Sector Based Work Academies (SBWA) in scaffolding and welding, in conjunction with several local employers. This initiative has led to 100% achievement of all candidates and the successful employment (43% positive outcome) of some of the long term unemployed in the Tees Valley area.





Bede Sixth Form College has forged strong links with the National Horizons Centre and Fujifilm where fourteen students took part in work experience, gaining industry specific skills. Two students gained successful apprenticeships as a result of their involvement in this programme. A Chemists into Industry project develops problem solving skills directly related to the chemical industry. Here staff have developed strong relationships with local industry including Mitsubishi. Students complete real world projects and then present their findings to chemists. A focus on aligning the sixth form curriculum to regional skills needs can also be seen through the preparation work already done for the delivery of Health and Science T levels in the College's Health Care and Laboratory Science.





Working closely with the Tees Valley Combined Authority (TVCA) the Etc. offers a range of courses aligned to the regional skills agenda and that have the key aim of retraining members of the community so they can start new careers in sectors the region needs, programmes include Routeways to Rope Access, Decommissioning, Logistics and Engineering. New facilities at Redcar and Cleveland College have been a fundamental part of this innovative delivery, enabling sector specific training in a controlled environment. With a decommissioning rig and a working at heights tower students are able to benefit from workplace simulation.

Mission-congruent sub-contracted provision is used to offer specialist courses through partners, which meet the skills agenda of employer needs in various sectors such as warehousing, lean management and the wind turbine industry.

Prince's Trust provision is used specifically to reduce numbers of young people not engaged in employment ('NEET'), education or training and to enable learner progression into positive destinations. Prince's Trust programmes support some of the most vulnerable in society enabling them to engage in education and reduce NEETs in the Tees Valley and across the Northeast. The team has been recognised through the National Teaching Awards, winning gold as 'FE Team of the Year'.

6. STRATEGIC GOALS FOR 2023-24 AND ASSOCIATED TARGETS

Furthering our commitment to meeting skills priorities, in 2023-24 the Etc. has set itself the following objectives to develop and grow in targeted areas:

23-24 Objective	Activity	Impact
1. Develop a domestic retrofit provision, as the Tees Valley's Retrofit Academy	Recruit and deliver to funded and commercial programmes in gas, plumbing, solar PV installation, heat pump installation and more at Redcar in 2023-24	Train at least 100 starts on new energy retro-fitting related courses in 2023-24, creating a skills pipeline through our relationships with significant local housing trusts such as Beyond Housing and Thirteen Group
2. Secure growth in Health and Life Sciences provision by better adapting to needs of employers	<p>Develop T-Levels in Ancillary Health and Laboratory Technician at Bede for September 2024</p> <p>Develop a Sports Nutrition Apprenticeship standard, and Sports HTQ with Teesside University at Bede for September 2024</p> <p>Working with employers, expand the range of BELP programmes at Stockton to include Health Practitioner, Digital Health and Community Care in 2023-24.</p>	<p>A new laboratory installed at Bede, through our partnership with FujiFilm, together with work experience at FujiFilm in 2023-24 and industrial placements secured for 2024 T Levels</p> <p>New partnership programmes planned with Teesside University and recruited to for September 2024</p> <p>At least 50 adults retrain on new health-related BELPs in 2023-24, benefiting from our strong relationships with North and South NHS Trusts</p>
3. Bring a ground-breaking, pioneering Clean Energy Education Hub to Teesside, training people of all ages and skill levels in Low Carbon / Net zero	Following the launch of the Clean Energy Education Hub (CEEH) develop and recruit to programmes training in Hydrogen Awareness, Carbon Capture, Engineering for the Renewable Energy Sector and Wind Turbine, including Electrical and Blade Composite Overlay at Redcar.	At least 200 starts on Net Zero related programmes at the Clean Energy Education Hub, including new bp scholarships, and GE Teesside Renewable Energy Apprentices in 2023-24, benefiting from employer relationships with bp, GE, Northern Gas Networks and Sembcorp
4. Secure growth in Applied Digital skills for specific industry sectors	With potential support from the Local Skills Improvement Fund (LSIF), develop a training portfolio of Digital Skills for specific industry contexts – namely Construction and Engineering at Stockton	A successful award from LSIF, and at least 30 adults acquire specific industry digital skills new construction and engineering related BELPs in 2023-24

<p>5. Prepare for regional growth in demand for training in the Professional Services</p>	<p>Recruit to a Mentoring apprenticeship standard at Bede with in-work apprentices employed across a variety of industries and settings</p> <p>With potential support from the LSIF, create bite-sized, accredited training in Mentoring for the workplace, at Bede</p> <p>Grow leadership and management training and other professional services, through synergies with a local specialist training provider at Bede</p>	<p>At least 50 new starts on Professional Services programmes at Bede in 2023-24</p>
<p>6. Respond to LSIP employer feedback on greater requirement for 'softer' skills in the workplace, and provide wider opportunities for adult re-trainers</p>	<p>With potential support from the LSIF, design BELPs and Bootcamps incorporating maths, English, digital and team leading for the professional services and health sectors at Stockton.</p>	<p>A successful award through the LSIF, leading to a wider re-training portfolio for adult retrainers in 4 'softer' skills areas, with 50 new starts in 2023-24</p>
<p>7. Plan for growth in demand for Logistics and Haulage training</p>	<p>With potential support from the LSIF develop programmes for the Tees Valley Logistics Academy at Stockton, and develop the Logistics Employer Board to service the Freeport</p>	<p>A successful award through the LSIF, leading to a wider training portfolio in aspects of port operations, benefiting from our strong relationships with PD Ports, AV Dawson and others, with 50 new starts in 2023-24</p>
<p>8. Work with disadvantaged groups, facilitating progression into well-paid, meaningful jobs</p>	<p>Continued development of Bespoke Employer Led programmes to help those furthest away from the labour market into jobs, integrating job-related communication and digital skills</p> <p>Grow Prince's Trust through a new North of Tyne contract</p> <p>Grow ESOL provision and supported internships</p> <p>Expand Etc.'s careers engagement in primary and secondary schools, promoting careers in green energy and health</p>	<p>A demonstrable increase by year 2023-24 in disadvantaged people moving into jobs</p> <p>Careers engagement provided across 55 schools in 2023-24 specifically promoting careers in health and clean energy</p>
<p>9. Deliver the Etc.'s ambitious Estates Strategy</p>	<p>Completion of improvement works at Stockton</p> <p>Successful launches and new programmes delivered in Bede Annexe and CEEH at Redcar</p> <p>A funding solution secured for the NETA relocation to Stockton Riverside College</p>	<p>Successful operations in the Bede Annexe, CEEH, and specialist T level and HE areas throughout 2023-24</p> <p>A funding package in place, and work begun in 2023-24 on new NETA building , with completion ready for September 2024</p>

7. CORPORATION STATEMENT AND WEBSITE LINK

On behalf of the Education Training Collective Corporation, it is hereby confirmed that the college plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at its meeting on 18th of May 2023.

The Accountability Statement will be published on the college's website on 1st September 2023, for the start of the new academic year and will be accessed from the following link:

<https://www.the-etc.ac.uk/about/>



Chair of Corporation



Chief Executive Officer and Group Principal

Dated: 18th May 2023



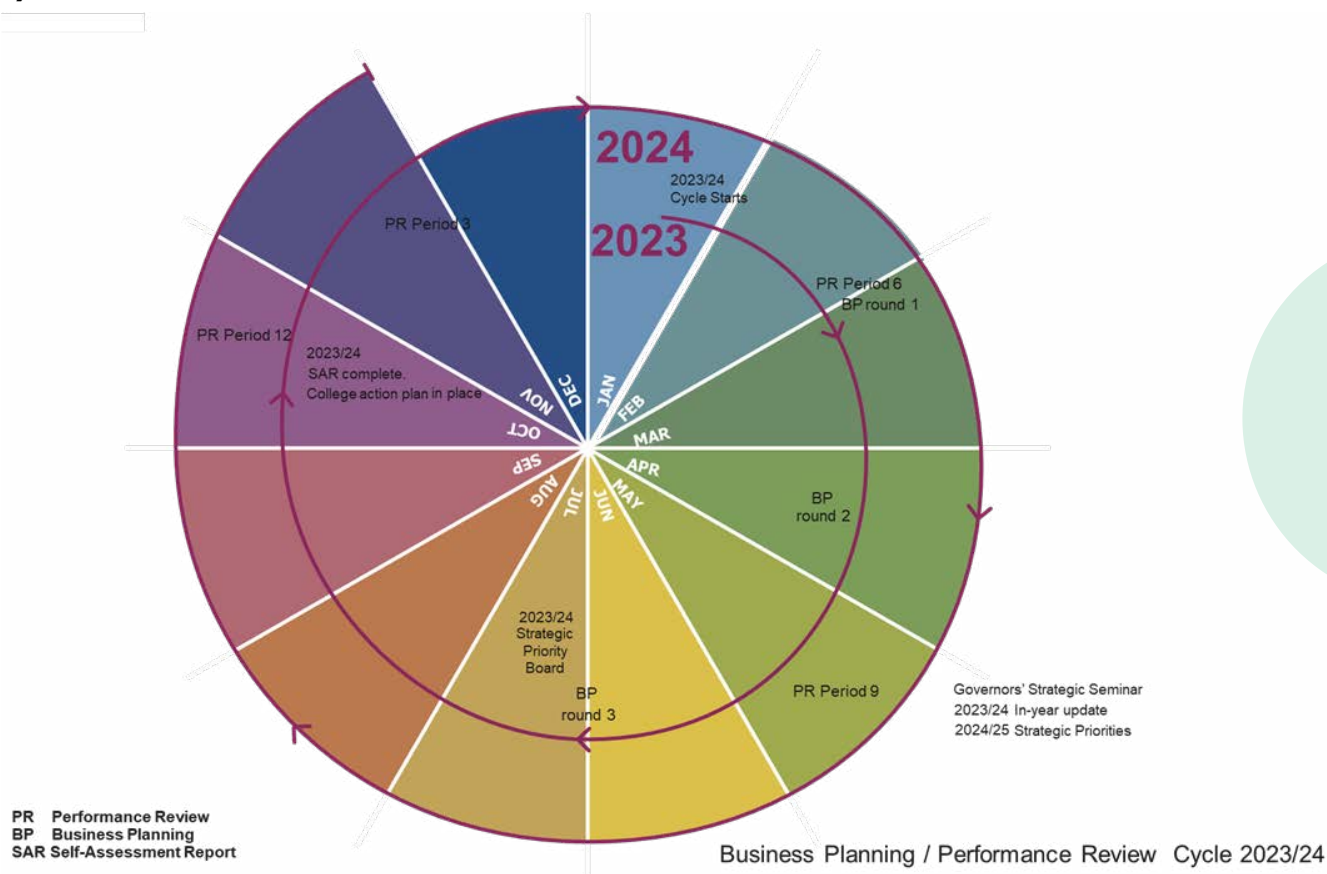
8. SUPPORTING DOCUMENTATION

A) 2021-22 PERFORMANCE DASHBOARD AND 2022-24 TARGETS

Outcomes					
Education & Training Overall					
Overall Retention (16-18)	94.1%	91.0%	93.0%	93.3%	94%
Overall Retention (19+)	97.3%	94.7%	96.9%	97%	97.3%
Overall Achievement (16-18)	89.2%	83.4%	86.7%	87%	87.3%
Overall Achievement (19+)	93.4%	89.9%	92.9%	93%	93.4%
Overall Attendance (16-18)	86.2%	N/A	86.4%	88%	90%
Overall Attendance (19+)	83.9%	N/A	84.5%	87%	90%
Study programme English & Maths Attendance (16-18)	74.0%	N/A	78.2%	85%	88%
Entry and Level 1					
Retention (16-18)	93.7%	91.7%	91.5%	92%	92.5%
Retention (19+)	98.4%	96.5%	98.6%	98.7%	98.9%
Achievement (16-18)	85.0%	82.8%	83.7%	84%	84.8%
Achievement (19+)	95.2%	92.0%	95.5%	95.6%	95.8%
Attendance (16-18)	77.3%	N/A	82.6%	85%	85.5%
Attendance (19+)	81.5%	N/A	85.2%	86%	86.5%
Level 2					
Retention (16-18)	91.6%	90.6%	92.3%	92.4%	92.6%
Retention (19+)	96.5%	93.1%	95.7%	95.8%	96%
Achievement (16-18)	87.5%	82.8%	85.5%	85.8%	86%
Achievement (19+)	92.4%	88.1%	91.5%	92%	92.2%
Attendance (16-18)	81.1%	N/A	83.1%	85%	87%
Attendance (19+)	85.1%	N/A	84.4%	86%	88%
Level 3					
Retention (16-18)	95.7%	90.8%	93.9%	94%	94.3%
Retention (19+)	95.8%	87.9%	90.0%	90.3%	90.7%
Achievement (16-18)	92.9%	85.5%	88.7%	89%	89.5%
Achievement (19+)	88.4%	80.9%	82.4%	82.8%	83.8%
A Level Achievement rate (16-18)	98.9%	83.8%	96.1%	98%	86%
AS Level Achievement rate (16-18)	92.4%	70.5%	82.9%	89%	N/A
A Level High Grades (16-18) Grades A* to C	86.0%	N/A	71.0%	75%	%
AS Level High Grades (16-18) Grades A* to C	69.6%	N/A	53.6%	70%	N/A
High Grades (16-18) Grades A* to C/DS/D*/D*D*/*	48.9%	N/A	57.9%	58%	59%
Attendance (16-18)	90.2%	N/A	88.4%	90%	90%
Attendance (19+)	84.0%	N/A	83.9%	84%	84.5%
Level H					
Overall Retention	83.7%	84.4%	88.0%	88.5%	89%

Overall Achievement	76.3%	71.2%	64.0%	70%	72%
English and maths					
GCSE English High Grades (16-18)	44.0%	22.7%	23.3%	27%	30%
GCSE Maths High Grades (16-18)	32.4%	15.3%	18.3%	20%	25%
Basic Skills English Ach. Rate (16-18)	76.4%	66.6%	73.7%	74%	75%
Basic Skills Maths Ach. Rate (16-18)	73.2%	65.6%	72.2%	73.5%	75%
Apprentices					
Apprentices overall Achievement Rate	62.4%	66.7%	57.0%	68%	70%
Apprentices timely Achievement Rate	58.4%	59.9%	58.8%	62%	65%
Learner Surveys					
Average satisfaction rating for quality of education (Learner Survey 2)	93%	N/A	93%	94%	94%
Average satisfaction rating for behaviour & attitudes (Learner Survey 2)	94%	N/A	95%	95%	95%
Average satisfaction rating for personal development (Learner Survey 2)	96%	N/A	94%	95%	96%
% agree College listens to their views (Learner Survey 2)	94%	N/A	92%	94%	95%
Staff Surveys					
% who agree their performance against priorities/targets gets regularly reviewed (annual staff survey)	90%	N/A	93%	94%	94%
% who feel that their area continuously improves their service/provision (annual staff survey)	97%	N/A	96%	97%	97%
% who would recommend the College as a good place to work (annual staff survey)	96%	N/A	93%	94%	95%
% who contribute to the departmental Self Assessment Report (SAR)	92%	N/A	93%	94%	95%
Sustained Destinations					
Education & Training % of destinations to be known (All)	97.4%	N/A	TBC	97.6%	%
Apprenticeships % of destinations to be known (All)	99.7%	N/A	TBC	100%	100%
Education & Training % of known destinations to be positive (All)	88.1%	N/A	TBC	88.5%	86%
Apprenticeships % of known destinations to be positive (All)	99.7%	N/A	TBC	100%	100%

B) BUSINESS PLANNING / PERFORMANCE REVIEW CYCLE 2023/24



C) OFSTED INSPECTION REPORT 2022 [HERE](#)

E) TEES VALLEY STRATEGIC ECONOMIC PLAN 2016-2026 [HERE](#)

D) ANNUAL REPORT AND FINANCIAL STATEMENT, FOR YEAR ENDED JULY 2022 [HERE](#)

F) TEES VALLEY TRAILBLAZER LOCAL SKILLS IMPROVEMENT PLAN 2022 [HERE](#)




Key to acronyms used in the Annual Accountability Statement:

ONS	Office for National Statistics
SOC	Standard Occupational Classification
NEET	Not in Education, Employment or Training
PV	Photovoltaics
CompEx	Competency in Explosive atmospheres
HGV	Heavy Goods Vehicles
TASS	Talented Athlete Scholarship Scheme
3G	Third generation (astro turf pitch)
Ofsted	Office for Standards in Education
DfE	Department for Education
FE	Further Education
GFE	General Further Education




SDF	Strategic Development Fund
STEM	Science, Technology, Engineering, Maths
LSIP	Local Skills Improvement Plan
HE	Higher Education
RCC	Redcar and Cleveland College
NHS	National Health Service
HTQ	Higher Technical Qualification
BELP	Bespoke Employer Led Programme
LSIF	Local Skills Improvement Fund
ESOL	English for Speakers of Other Languages
CEEH	Clean Energy Education Hub
HE	Higher Education

SOCIAL MEDIA




BEDE SIXTH FORM COLLEGE

-  [Bedesixthformcollege](#)
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NETA TRAINING GROUP

-  [@NETA.Training](#)
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STOCKTON RIVERSIDE COLLEGE

-  [stocktonriversidecollege](#)
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-  [@srcinfo](#)

REDCAR AND CLEVELAND COLLEGE

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