

etc.

education  
training  
collective



# ANNUAL ACCOUNTABILITY STATEMENT

2025-2026



Submitted on 30<sup>th</sup> June 2025

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

This Accountability Statement for the academic year 2025-2026 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 nine strategic goals connected to curriculum development for the coming year.

Fundamental to the Etc.'s accountability is the group's Strategic Plan 2023-26, which sets out our Vision, Purpose and six Strategic Objectives:

## 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:

**Our Tone of Voice is directly influenced by our Values.**

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.





## GROUP STRATEGIC OBJECTIVES 2023-26

The Etc. Strategic Plan 2023-26 describes how we will achieve our Vision by focusing on six overarching Group Strategic Objectives. Each objective is based on a clear rationale, reflecting our analysis of the key issues, challenges and opportunities facing us in the future.

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.

Covering all group functions, an Annual Operational Plan with measurable targets is set for each single year with the aim of progressing the group towards the above Strategic Objectives. It is regularly reviewed by the Senior Management Team and Corporation, with a barometer-style dashboard to show completion. Strategic goals set in this Annual Accountability Statement are embedded within the Annual Operational Plan.



## 2. OUR CONTEXT AND SPECIALISMS

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 College), and an engineering training provider (NETA). Managed through Bede Sixth Form, it also operates a small training provider (Innersummit) which specialises in Professional Services courses and apprenticeships, and the Etc. also provides alternative provision for young people, through a partnership with Stockton Borough Council, at the Skills Academy.

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 699,000 people, around half of whom live in the two boroughs served by the Etc.

According to the Tees Valley Combined Authority (TVCA), 61% of residents are of working age. The Northeast has a particularly high rate of 16–17-year-olds 'Not in Education Employment or Training' (NEET) at 5% (compared to 3.5% nationally). There is also a higher claimant rate for 18–21-year-olds, and through 2025 and 2026, the Tees Valley will pilot a 'Youth Guarantee Trailblazer' project, as part of the government's 'Get Britain Working' initiative.

Although more people are economically active in the Tees Valley compared to elsewhere in the North-East, at 76.9% and 74.7% respectively, many Tees Valley residents are not achieving their economic potential; compared to the whole nation and not the North-East, economic data highlights some underlying weaknesses in the Tees Valley economy which underlines the extent

of the challenges the area faces. For example, of the 23.1% residents who are economically inactive (21.2% nationally), 36.1% are so due to ill-health and this compares unfavourably nationally where the figure is 26.9%. 19.2% of Tees Valley households are workless compared to 13.9% nationally and 17.6% of Tees Valley children are in workless households; this compares to 10.3% nationally.

*Source: ONS Annual Population Survey 2023*

While there have been modest improvements in the proportion of higher-skilled employment in the Tees Valley, the region continues to face challenges in aligning its occupational structure with national trends. Data indicates that while the proportion of workers in higher-skilled occupations (SOC 1–3) in the Tees Valley has increased from 42.4% in 2022 to 44.8% in 2024, it still lags behind the national average of 53.4%. Conversely, the percentage of workers in lower-skilled occupations (SOC 8–9) has decreased slightly from 20.6% to 18.7% in 2024 yet remains higher than the national figure of 14.3%. Human health and social work remain the largest employment sectors in the Tees Valley, followed by wholesale and retail trade.

*Source: SOC major groups, ONS Annual Population Survey 2022*

Work by Lancaster University's Work Foundation into insecure work found nearly one in four (24%) workers in the Tees Valley are in severely insecure work, compared to the national average of 19.8%. It has the highest level of severely insecure work out of all the City Regions and has a higher incidence of low paid work relative to England.

*Source: SOC major groups, ONS Annual Population Survey 2024*



## 2.1 SKILLS DEMAND

The English Devolution Bill 2024 requires devolved areas to produce a Local Growth Plan, and the TVCA Cabinet approved the high-level Local Growth Plan priorities in December 2024. The Local Growth Plan is expected in the summer of 2025, and the priority industry areas targeted to bring about growth in GVA are broken down as follows:

- Globally Competitive: Modern Industrial Technology i.e. Chemical, Clean Energy, Life Sciences
- Enabling: Advanced Manufacturing
- Growing: Digital, Creative
- Everyday Economy: Construction, Professional Services, Health and Social Care

As can be seen from the diagram, the largest proportions of job growth are predicted to be in Health, Digital, Chemical, Clean Energy and Life Sciences.

**TEES VALLEY**

## Appendix 1

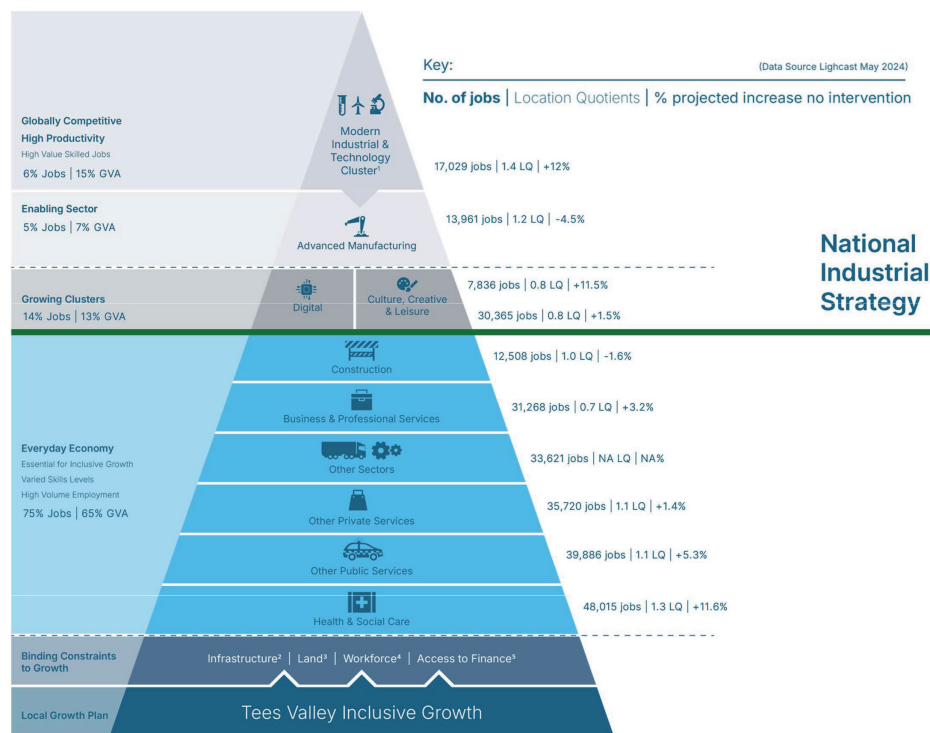
### Tees Valley Local Growth Plan:

#### Strategic Planning Framework

- 1 Cluster includes Chemical & Processing, Clean Energy, Bio Manufacturing & Life Sciences.
- 2 Infrastructure includes planning, transport, highways, energy, resilience, digital, housing and quality of place.
- 3 Land includes availability and viability.
- 4 Workforce includes education and skills.
- 5 Access to Finance includes SMEs and inward investment.

**TEES VALLEY**

Anything is possible



Source: Tees Valley Local Growth Plan Update, February 2025



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 begun assembly in a £300m offshore wind factory, and Circular Fuels Ltd plans to open a renewable waste to gas facility, creating hundreds of jobs.
- 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 – 47% of its 16-18 current year's intake live in IMD One (most deprived) postcode areas. This compares with 31% nationally. An outstanding student experience is central to the group's ethos, and improving opportunity and life chances is a core Value. Colleagues are proud to serve students and communities, fuelling ambition, driving success and enabling access to well-paid careers in our area of significant future potential, and therefore aligning our provision to local, regional and national priorities is an integral part of our curriculum planning.





## 2.1 OUR LOCAL FOCUS AND SPECIALISMS

The Etc. was inspected in March 2025 by His Majesty's Inspectorate, Ofsted, and was judged to be 'Outstanding' for overall effectiveness, and 'Strong' in responding to local skills needs.

'Leaders work exceptionally closely with stakeholders to understand fully the skills needs in the Tees Valley. In partnership with their stakeholders, they skilfully develop high-quality and ambitious curriculums that are clearly aligned to skills priorities. Leaders have responded particularly well to growth areas, such as renewable energy, health and social care and professional skills.' – The Education Training Collective Inspection Report March 2025

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), and other strategic documents.

**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.

However, since 2024, this has reduced from 6.1% to its current 5.4%. Unemployment is high at +2.3% above the national rate.

The College offers a broad curriculum including construction, public services and the wider service industries. Health and Science, Early Years, Engineering and Gas were the first set of T levels, in 2023/24. 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, Local Skills Improvement Funds and sponsorship from international companies the College is developing a pioneering curriculum around renewable energy production and domestic retro-fitting. Working with global and national employers, such as bp, GE, Parker Hannifin and Sembcorp, it made use of capital grants to build its Clean Energy Education Hub (CEEH), launched in May 2023. On the College estate, which is adjacent to the 'Teesworks' brown-field site (cited as a 'Net Zero Hotspot' and 'Hydrogen Super-place') a curriculum is growing which will see delivery in Carbon Capture Technologies, Hydrogen Fuelling, Hydrogen Safety, Wind Turbine, PV installation, and the development of retrofit training for the domestic market. An extension to the CEEH, the All Access Academy was completed in May 2025 and will be a nationally significant specialist training centre in scaffolding, access training and welding.





**Stockton Riverside College** serves an area where 35.3% of young people are identified as 'disadvantaged' against a national average of 31.0%. Currently, NEET rates in 2025 are at 7.2%, the highest in the Northeast, with Newcastle-Upon-Tyne close behind. 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**.

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, shipping and supply chain management, and a range of apprenticeships. 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 6, including T Level pathways in Health and Science. With the council's plans for a Care and Health Innovation Zone for the area around the College, complete with Teesside University's new Medical School, health and care provision is central to the College's development plans.

The Etc. is one of the largest deliverers of the King's Trust Team Programme in the Northeast, and since 2020 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 also operates from Redcar & Cleveland College supporting the development of commercial training and higher-level engineering skills, in line with the regional forecast for emerging low carbon economy job roles. For September 2027, a replacement, dedicated training facility for NETA's entire operations will be completed 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. 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 learners and apprentices training in the professional services, another projected area of skills demand; through its provision and the recently acquired **Innersummit**, training includes Law, Legal Services, Business and Leadership and Management.





## 4. APPROACH TO DELIVERING THE ACCOUNTABILITY STATEMENT

A wide variety of stakeholders have considerable input into the Etc.'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, making frequent 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. 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) and the areas of focus and findings from employer interviews have been taken into account in drawing up this Accountability Statement.

**Local employers** are consulted with extensively, and the group has well-established employer boards convening employers in renewable energy, health and logistics, and along with a local **Clean Energy Employer Forum**, the Etc. chairs the **National Energy Skills Consortium**. Etc. leaders are members of and regular contributors to business groups such as **Tees Business**.

The group is the largest college 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 Group, and the further education arm of the Northern School of Art. Collectively, the five colleges form the 'FE +', a group meeting regularly to share practice, form bidding consortia, and engage with local authorities and Employer Representative Bodies. In addition, FE + works as a single interface for communication purposes with the Tees Valley Combined Authority. The strength of our partnership work is best evidenced in the successful Strategic Development Fund and Local Skills Improvement Fund rounds, which included all Tees Valley GFE Colleges.

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 give specific insight and guidance for school staff and pupils around the wealth of careers Net Zero will bring locally. Senior staff members from the Etc. sit on a range of Strategic Education Partnerships across both boroughs.

## 5. CONTRIBUTION TO NATIONAL AND LOCAL NEEDS

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

- Advanced Manufacturing
- Creative Industries
- Defence
- Digital and Technologies
- Financial Services
- Life Sciences
- Professional and Business Services
- Clean Energy Industries
- Construction
- Health

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 Skills
- Transferable Skills (*to include Digital and Business / Development Skills*)

The group is well-placed to deliver on these priorities and has well-established education and training across them, as can be seen from the proportions illustrated in the table on the right:

The numbers represent individual students engaged on government funded or loan financed programmes. Overall alignment with national priorities has slightly improved, rising from 51.3% to 52.1% of learners, although total learner numbers in priority areas have decreased slightly. There have been some areas of minor decline, however the largest, in both proportion and absolute learner number is in construction, although it remains a significant area of delivery for the group.

The 48% of the group's provision not aligned specifically to national priorities plays a vital role in delivering a holistic and inclusive educational offer that meets diverse learner and community needs. Academic study programmes provide progression to higher education, while qualifications in areas such as Hair and Beauty and Aviation provide specialised skills to support individual aspirational careers. Programmes such as the King's Trust and English for Speakers of Other Languages (ESOL) foster social cohesion and employability. These offerings ensure the Etc. remains positive to a broad spectrum of learner interests and career pathways.



In thinking to the year ahead, as detailed in section 6., 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, health 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.

National Priority	% learners on related programmes 2023/24	% of learners on related programmes 2024/25	Learner numbers 2023/24	Learner numbers 2024/25	% growth in learner numbers
Clean Energy	2.2%	<b>2.3%</b>	148	143	0.1%
Construction	11.2%	<b>9.3%</b>	763	588	1.9%
Creative Industries	3.8%	<b>3.8%</b>	257	242	
Digital and Technologies	1.5%	<b>1.5%</b>	105	94	
Engineering	5.7%	<b>5.9%</b>	387	371	0.2%
Financial Services	0.9%	<b>0.9%</b>	60	56	
Health	11.8%	<b>12%</b>	801	760	0.2%
Advanced Manufacturing	0.1%	<b>0.1%</b>	7	6	
Life Science	2.1%	<b>2.6%</b>	143	165	0.5%
Professional and Business Services	9.8%	<b>12.3%</b>	666	776	2.5%
Public Services / Defence	2.2%	<b>1.5%</b>	146	95	-0.7%
	51.3%	<b>52.1%</b>	3483	3296	



## 5.3 CASE STUDIES

### ETC. NAMED AN OUTSTANDING COLLEGE GROUP WHERE “LEARNERS AND APPRENTICES FLOURISH”

The Education Training Collective (Etc.), which incorporates six colleges and training providers, has been rated Outstanding by Ofsted.

The top rating is recognition for Bede Sixth Form College, NETA Training, Redcar and Cleveland College, Stockton Riverside College, The Skills Academy (Billingham), and Innersummit in Gateshead.

“This is a phenomenal result for every staff member and student across the group,” said Etc.’s chief executive and group principal, Grant Glendinning. “The result represents the pinnacle of years of hard work, determination and a firm commitment by all to get us to this point.”

In the report Ofsted rated the group as Outstanding for its overall effectiveness, quality of education, behaviours and attitudes, personal development, leadership and management, education programmes for young people, adult learning programmes and provision for learners with high needs. Apprenticeships were rated Good.

In the outstanding report inspectors stated: “Learners and apprentices flourish across all parts of the group. They embrace the strong sense of belonging that they experience at all campuses. They feel valued and respected, regardless of their backgrounds.”

Describing behaviour as exemplary, they found, “learners and apprentices are extremely positive about their studies and about all aspects of life in college”.

The report highlighted the teachers’ use of “highly effective teaching strategies in their lessons” and the progress of learners, including those with high needs, and the “high-quality of careers advice and guidance” that helps prepare students for their next steps.

Inspectors commented on the strength of relationships built with employers and stakeholders, helping to shape the curriculum to meet the skills priorities of the Tees valley, including skills bootcamps for adult learners, and responding to growth areas such as renewable energy, health and social care, and professional skills.

The report noted the “very clear vision” of the group’s leaders, both when it comes to creating a “highly inclusive, supportive and welcoming culture” and in successfully attracting new investment to develop state-of-the-art facilities such as the new NETA Training centre which will sit alongside Stockton Riverside College, planned in partnership with Stockton-on-Tees Borough Council and supported by the Thornaby Town Deal Board.

There was also praise for the group’s facilities and resources that reflect those currently used in industry, and the opportunities given to learners to take part in “highly relevant” work experience and work-related activities as well as valuable community activities.





## SCHOLARSHIPS CREATED TO BUILD SKILLS FOR THE FUTURE

Applications are now open for a new scholarship, shaped to build industrial skills that will be crucial to the area's net zero ambitions.

NETA Training and Redcar and Cleveland College are among the colleges and providers in the Tees Valley to deliver the scholarships.

In Stockton, NETA is offering pipefitting and electrical routes, while in Redcar, Redcar and Cleveland College has scholarship places in pipefitting and welding pathways.

Jason Faulkner, deputy chief executive of the Education Training Collective (ETC), which incorporates NETA Training, said: "This is an incredible opportunity for learners looking to equip themselves with the skills needed to access the future quality jobs that major developments in the Tees Valley's renewable and low carbon industries are set to deliver."

The scholarship is being powered by Net Zero Teesside Power and the Northern Endurance Partnership (NEP), which are working together on the Teesworks site to create the world's first decarbonised industrial cluster thanks to a world-first power plant with carbon capture and storage capabilities.

The scholarships are designed to help tackle skills gap, providing individuals with practical training and industry recognised qualifications that will help them go on to secure employment in these sectors.

Participants will receive a £100 weekly term-time allowance during their training, which can last up to two years, and successful completion will result in a level 3 qualification.

With a total of 141 scholarships available at select colleges and training providers across the Tees Valley, opportunities are open to those aged 16 and above.







## ECITB FUNDING TO BOOST SKILLS DEVELOPMENT

NETA Training and Redcar and Cleveland College will benefit from a £478,000 funding boost for skills development in Teesside from the Engineering Construction Industry Training Board (ECITB).

The funding, part of the industry-led skills body's investment in Regional Skills Hubs, will go towards building an immersive pipefitting, welding, mechanical and project-based training rig at NETA's new Thornaby site, to help train workers in key skills needed in the engineering construction industry.

The ECITB's investment will also see the creation of enhanced pipefitting facilities at NETA and

Redcar and Cleveland College.

It further builds on Etc. developments to tackle skills shortages, including the new welding block at Redcar and Cleveland College which was funded by the UK Government's Levelling Up Fund, with equipment and resources funded by the Local Skills Improvement Fund.

The project is part of Tees Valley Regional Skills Consortium Group – a group of entities including Etc., NZT Power, Tees Valley Combined Authority, supply chain companies and the ECITB – collaborating on skills development across the region.



## SKILLS TO ENRICH

Enrichment is an integral part of life at The Skills Academy and there has been a busy line-up of events and talks for learners looking to build their skills outside of the classroom.

A snapshot of activities included a visit to a local nursery where learners interacted with youngsters during learning and playtimes and cooking Australian dishes as part of their Around the World project.

Taking inspiration from the experts, a visit from Animation Nation offered digital media students the chance to take part in a workshop sharing the basics of animation such as vocabulary, software, hardware, and how to get into the industry. While local portrait, textile and mural artist Harriett Mee dropped in to enthuse our art and design students by sharing the story of her own career so far.

Focused workshop have also featured NHS vaping awareness and Cleveland Police Online Safety sessions, celebrations of Neurodiversity Week, International Day of Happiness, and Red Nose Day.



## AMAZON DELIVERS FOR SUPPORTED INTERNS

Whether it's developing the confidence to meet the demands of the workplace or achieving personal milestones, such as getting the bus independently for the first time, Amazon is delivering for this group of young people.



Seven supported interns are all picking up different skills from a unique training programme created to prepare them for future employment and delivered at Amazon's Stockton-on-Tees fulfilment centre.

Part of the DFN Project SEARCH supported internship programme, the transition to work initiative is committed to transforming the lives of young adults with a learning disability, autism, or both, by supporting them into meaningful employment.

In Teesside, Amazon's Stockton branch is working with the Education Training Collective to deliver the programme that's helping the young interns get off to a flying start.

Etc. tutor, Jake Brookes, explained: "This is a group of young people who want to be here. Everyone at Amazon loves them and their enthusiasm and commitment has been incredible."

The supported interns are aged 18 to 24 and all have education health and care plans. They have previously progressed through college and are now looking to build the independence skills to ultimately move into full-time employment.



## EMILY'S APPRENTICESHIP AT PORSCHE

When it comes to becoming a motor vehicle technician there can be few places better to learn the skills of your trade than Porsche.

That is the reality for former Stockton Riverside College student, Emily, who has secured an apprenticeship at the Teesside branch.

Starting out on the Porsche Academy training programme, the 19-year-old from Stockton said: "My family are pretty happy and excited for me. I'm enjoying it and hope to eventually become a gold technician."

Right now, she is working towards the official Porsche bronze standard and there's so much more to learn. She knows there's no room for errors when you are working with some of the top of the range high-performance cars.

And, just like the vehicles themselves, there's a level of service expected from Porsche staff. "You have to be really careful," she said. But,

surrounded by a team of professionals, she knows how good an opportunity this is.

And, as if she needed further inspiration, she is joined in the workshop by two other former Stockton Riverside College motor vehicle students, Connor and James, also flying through the Porsche apprenticeship training scheme.

Dave Hobson course leader for motor vehicle said: "Emily's enthusiasm, time keeping and attendance made her a great candidate for the apprenticeship. Her commitment to the course and now to Porsche has been outstanding and all of this will stand her in good stead as she progresses in the industry."

Paying a visit to Emily in the workplace, City and Guilds automotive technical advisor, Paul Tunnicliffe, said: "It is great to see a former City and Guilds student that has trained with Stockton Riverside College progress into such a prestigious arena as Porsche. I wish her every success for the future."



## PLANNING PERMISSION SECURED FOR NEW £14.7M NETA TRAINING CENTRE

Plans to bring NETA Training to Thornaby have been given the green light.

NETA has secured planning permission to develop its new £14.7m purpose-built facility, a flagship project of the Thornaby Town Deal.

The new centre will help position the Teesside-based company to deliver skills needed to respond to a rapidly transforming local, national and global landscape, while continuing to train up the region's future generations of engineers.

"NETA has a strong reputation for meeting changing industrial skills needs," said NETA director, Sean Johnston. "To be able to deliver that same level of service from brand new facilities, with investment in high spec industry-standard equipment, is something we are incredibly excited for."

Standing alongside Stockton Riverside College, the new facility will include bespoke industry workshops for the delivery of engineering skills training including welding, electrical, mechanical and pipefitting.

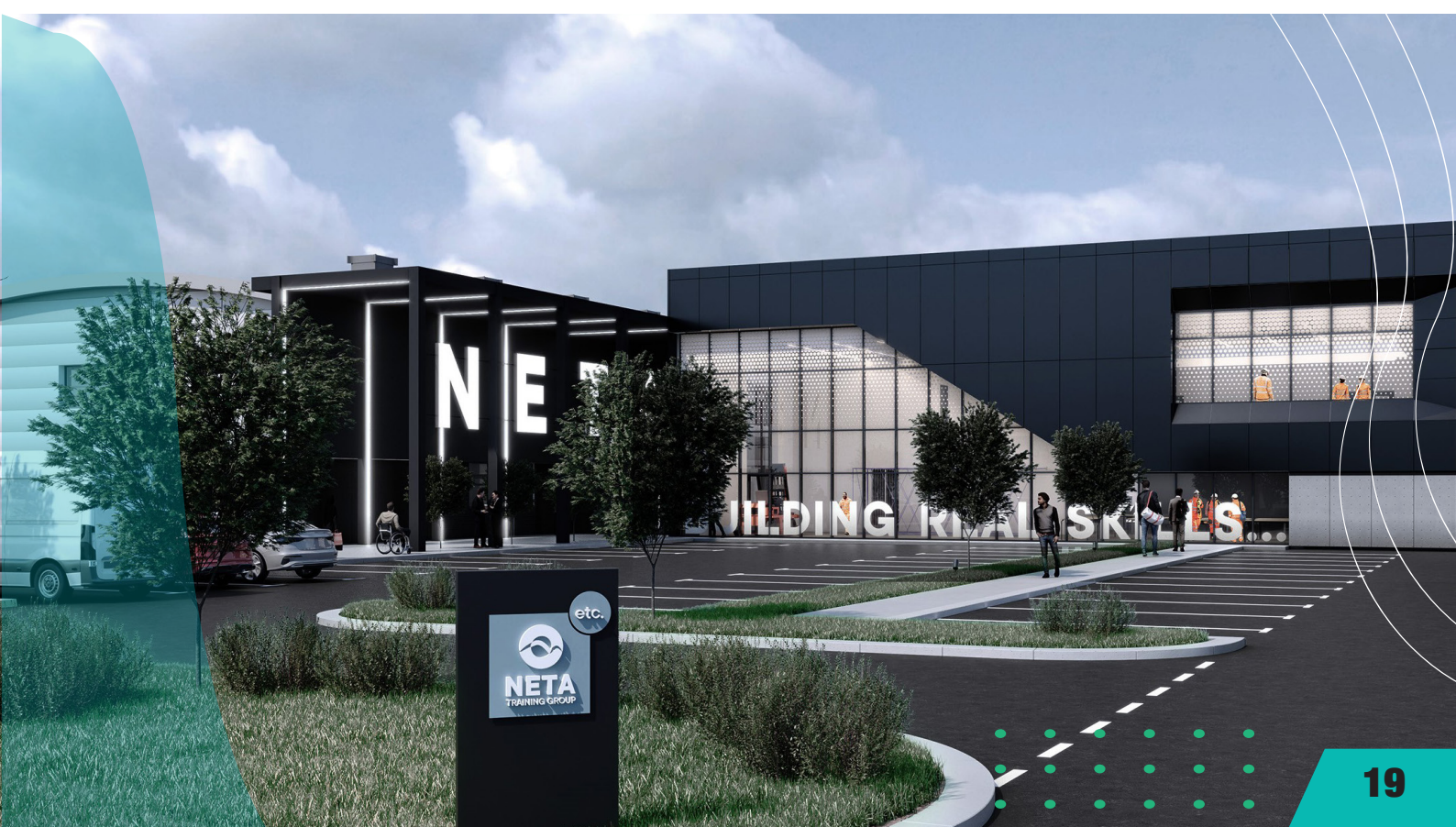
The NETA development has been made possible with £4.5m investment, endorsed by the Thornaby Town Deal Board. Funding has also been secured from the Department for Education, the Education Training Collective (Etc.), and will be delivered in partnership with Stockton-on-Tees Borough Council.

The relocation of NETA Training is one of the priority interventions that are set to bring long-term change and investment into Thornaby as part of its £23million Town Deal.

The interventions were identified by the Thornaby Town Deal Board, a group of local stakeholders who support the town investment plan, made up of key public and private sector bodies.

Mark White CBE DL, chair of Thornaby Town Deal Board, said: "Bringing a campus of such scale and significance to Stockton Riverside College is testament to the quality of ambition for the interventions and the hard work of the Town Deal Board.

"I am delighted that work can progress on bringing NETA Training to Thornaby-on-Tees in this state-of-the-art facility, it will certainly help to realise the Board's ambitions to bring long-term economic growth to the town."





## TRAINING FACILITY BUILT TO SPARK NEW CAREERS IN WELDING

Plans to ignite future careers in welding have been given a boost with the launch of a new training facility at Redcar and Cleveland College.

The purpose-built workshop aims to increase training opportunities for adults and school leavers in welding as part of a shared drive to tackle skills shortages and help trigger careers in key industries across the region and nationwide.

With the addition of 12 new welding bays to the college, with all new welding sets and technology, deputy chief executive of the Education Training Collective (ETC.), Jason Faulkner, said: "This is a fantastic resource that will help to meet skill needs both now and into the future.

"With major employer developments coming to the Tees Valley, there will be further significant demand for welders, adding to what are already significant existing skill shortages."

The bespoke welding workshop sits alongside the NETA-led All Access Academy, currently under construction

on the college site, made possible with a total £4.7m investment from the government's Levelling Up partnership fund, following a successful bid by Redcar and Cleveland Borough Council.

Equipment and resources have been funded by the government's Local Skills Improvement Fund as part of a total investment of £2.5m shared among eight Teesside colleges and training providers to provide equipment and staff development training for a host of initiatives tackling specific skill gaps in the region.

Partnering with the North East Chamber of Commerce (NECC), and working closely with thousands of businesses across the region, priority sectors were identified in line with the Local Skills Improvement Plan.

By working together with industry experts, employers and further education colleagues, Jason said: "Collectively we are working hard to ensure people in our surrounding communities have the relevant skills to fill the jobs on their doorsteps. We want to create a workforce and a future talent pipeline that will see people able to progress in their careers as opportunities arise."







## ETC.'S PART IN EMERALD DUCHESS LAUNCH

Etc. staff and students offered up their expertise and services at PD Ports' official launch of the Emerald Duchess.

The £23m dredger was built to provide a vital service, keeping Teesport accessible for the vessels that enter its waters.

Hosting a guest event at the port, PD Ports called on Stockton Riverside College's catering and hospitality, travel and tourism, and business students to lend a hand.

The learners helped welcome guests, serve refreshments provided by the Etc. catering team, and delivered all-round impeccable customer service.

The college's head of the executive management team, Cath Turner, helped co-ordinate the team's involvement with support on the day from the secretariat and catering teams, subject tutors, the health and safety officer and group site manager.

Frans Calje, chief executive officer at PD Ports, said: "We were pleased to welcome the Stockton Riverside College students to Teesport and they played a big part in making the event the success it was - the quality of the catering was exceptional and highly praised by our guests."

"As a company we are committed to giving children and young people from across Teesside work experience opportunities and this was a great example, with the students supporting us to run a high-profile event with 250 guests."

"I hope each of the students had an enjoyable day with us and I thank them and the staff from Etc. for their support and hard work."







## LEGAL EAGLES ARE FLYING HIGH

Seeing their first CILEX Level 6 apprentices complete the study programme felt like a proud moment for the Innersummit legal training team.

Chloe and Bethany are already flying high in their careers, and both are feeling the benefit of a qualification that sees lessons learned applied in the day job.

Chloe, 29, is now a lawyer at Stockton-on-Tees Borough Council having being promoted while on the apprenticeship.

Bethany, 25, is a chartered legal executive working in conveyancing at Smith & Graham Solicitors. Both had studied law at university but took apprenticeship positions as a route into work with

the classroom-based learning delivered at Bede.

“It was an opportunity to get paid and gain an additional qualification which felt like a no-brainer,” said Chloe.

Bethany said: “It proved to be the best decision. Conveyancing isn’t something I had thought about, but I love it.”

Innersummit Professional Services offers a range of part-time courses and apprenticeship training, including CILEX, delivered either by distance learning or in person.



## 6. STRATEGIC GOALS FOR 2025-26 AND ASSOCIATED TARGETS

Furthering our commitment to meeting skills priorities, in 2025-26 the Etc. has set itself the following objectives to develop and grow in targeted areas:

25-26 Objective	Activity	Impact
1. Evolved from the successful bp Scholars model, ensure recruitment to the 48 co-designed <b>Tees Valley Industry Scholarship</b> places available to the Etc., in pipefitting, electrical and welding.	Through school liaison and promotional campaigns, recruit 48 scholars to our three programmes, with participating employer placements.	48 young people equipped with skills for net zero related industries.
2. Through a proactive response to the <b>Local Skills Improvement Plan, Curriculum Review and the Tees Valley Local Growth Plan</b> , re-design select curricula to meet the needs of employers, stakeholders and career progression.	Create and / or redesign new programmes which align to Health and Care, through participation in the Stockton Care, Health and Innovation Zone initiative, and Net Zero industries to meet skills requirements at Teesworks.	New programmes developed and recruited to in these key priority sectors during 2025-26.
3. Research and develop a portfolio of logistics programmes and qualifications that meet the needs of regional <b>maritime, road, and rail</b> industries, through the use of bespoke employer led programmes, skills bootcamps, Apprenticeships and Free Courses for Jobs.	Define an appropriate logistics training portfolio, and devise an employer-informed curriculum, through the Teesside Maritime Cluster which suits key employer partners – PD Ports, AV Dawson, Casper Shipping etc.	New programmes developed and recruited to in these key priority sectors during 2025-26.
4. Collaborate with partner Tees Valley colleges to respond to the government's drive to increase and improve access to <b>Construction</b> training, through an application to become a hub and spoke model <b>'Centre of Technical Excellence'</b> , alongside further specialisms development.	Work with local construction companies and local authorities to determine upcoming skills requirements for house building and other construction projects across the Tees Valley. Collate FE+ specialisms to demonstrate capacity.	A hub and spoke model is developed for the Tees Valley, with potential to be recognised as a Centre of Technical Excellence.

5. Develop an award winning, nationally significant centre for scaffolding and access training through our new <b>All Access Academy</b> , and in partnership with the <b>Engineering and Construction Training Board</b> , launch a successful <b>Regional Hub</b> for technical skills.	Consolidate existing scaffolding, rigging, rope access, working at height / confined spaces provision (commercial and funded) within the new All Access Academy, at Redcar, adjacent to Teesworks.	A nationally significant centre for training in all aspects of construction access, serving the regions skills needs in those areas and demonstrating growth in the volume of learners trained year-on-year.
6. Further enhance the <b>Professional Services</b> offer to meet the needs of small, medium and large companies.	Build on the work of the previous year, to increase the number of trainees in areas such as legal services, human resources, leadership and management etc., through the use of apprenticeships, skills bootcamps and bespoke employer led programmes.	More learners are recruited to programmes in these key priority sectors during 2025-26.
7. Further consolidate the use of <b>AI</b> in both the curriculum and business processes, through further development of staff skills via professional development, and training learners on its use in the workplace.	Create an accredited L2 programme, tailored for a variety of job roles, in the use of AI to train 200 colleagues across the Etc., and create and launch a L3 skills bootcamp.	Staff across the organisation are trained in AI and its uses both in learning and business processes, and a skills bootcamp exists for retraining adult learners.
8. Create and / or redesign new programmes for adults to upskill in <b>workplace digital skills</b> .	Expand provision (including skills bootcamps and bespoke employer led programmes) for workplace digital skills i.e. Excel, Microsoft suite etc.	More learners are recruited to programmes, improving their digital literacy and employability, during 2025-26.
9. Further embed <b>occupationally specific digital skills</b> in our apprenticeships, study programmes and T-levels.	Increase the volume of training and usage of sector specific digital applications in programmes for health, construction and engineering.	Learners in these programmes develop greater proficiency in digital tools widely used in the job roles that they aspire to, during 2025-26.



# 7. LOCAL NEEDS DUTY 2024

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

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

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

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

Information used to inform the Local Needs Duty review can be found at this link: [HERE](#)



## 8. 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 22<sup>nd</sup> May 2025.

The Corporation confirms that this document fulfils the statutory Local Needs Duty as set out in Section 52B of the Further and Higher Education 1992, as amended by the Skills and Post 16 Education Act 2022 which came into force 28<sup>th</sup> June 2022.

The Accountability Statement will be published on the college's website on 30<sup>th</sup> June 2025 and will be accessed from the following link:

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

**Stuart Blackett**  
**Chair of Corporation**



**Grant Glendinning**  
**Chief Executive and Group Principal**



**Dated:** 30<sup>th</sup> June 2025





## 9. SUPPORTING DOCUMENTATION

### a) Review of 2024-25 Annual Accountability Statement strategic goals

24-25 Objective	Activity	Targets	June 2025
1. Further develop ' <b>core</b> ' <b>professional skills</b> (communication, interpersonal) for young people, in response to LSIP priority.	Trial a variety of resources (Eton X modules, Pearson, Bodyswaps) to create bespoke Employability programmes to be integrated into Study Programmes as part of preparation or during work placement.	At least 600 16-18 year old learners complete an appropriate programme, and Certification awarded.	1,191 students engaged through various applications and platforms to develop core professional skills, such as EtonX, Bodyswaps, Pearson and other VR platforms.
2. Further develop <b>occupation-specific digital training</b> , in response to LSIP priority.	Provide sector-specific digital training packages for the following sector areas: Engineering, Health and Social Care, Business, incorporating them into Study Programmes and 19+ programmes across the Etc.	At least 600 young people and adults are trained in occupation-specific digital skills, and Certification awarded.	Investment in 50 Meta Quest across 3 sites to support us with embedding VR in the curriculum. Classes using VR in lessons using Bodyswaps for soft skills training. Over 300 learners have completed at least 1 module.  At the beginning of their course, students receive a comprehensive induction to Microsoft 365 and Teams. In academic year 2024-25 around 130 groups completed the induction. This thorough induction process facilitates a smooth transition for students into their studies.
3. Develop an employer-led portfolio of <b>training for the logistics sector</b> , in response to Local Needs Duty recommendation.	Define an appropriate logistics training portfolio, and devise an employer-informed curriculum, through the Etc. Logistics Advisory Board, which suits key employer partners – PD Ports, AV Dawson, Casper Shipping etc.	4 new training programmes are developed for different disciplines, utilising AEB and Bootcamp funding.  Understanding Careers in Logistics advice and guidance delivered to pupils in local 'feeder' schools.	Following the recent Logistics academy employer forum, it is clear there is little appetite for the meeting. The intent moving forward is to review the membership to be more representative of all logistics sectors (Road, Rail and Sea), in full liaison with Tees Maritime Cluster.

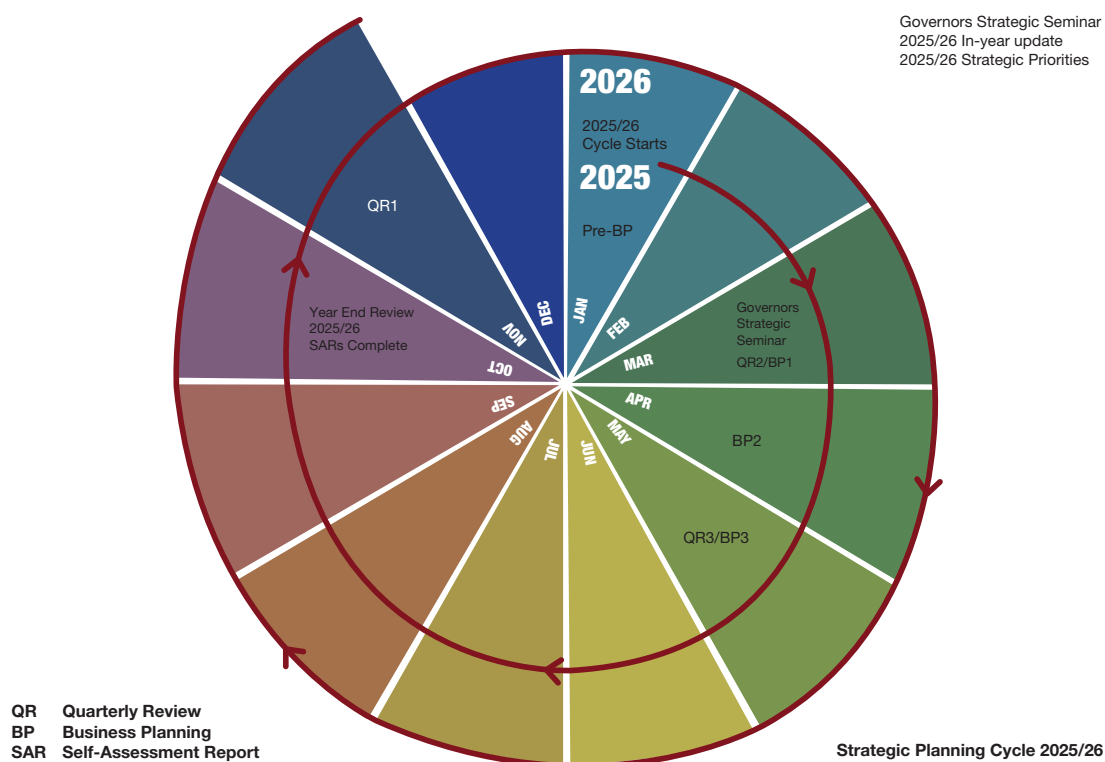
4. Design and promote <b>career pathways in Health and Social Care</b> , in response to needs identified through the Care and Health Innovation Zone employment and skills workstream.	Analyse NHS Trust (and wider) workforce planning information to understand replacement and future demand, and work with partners – Skills for Care, Stockton Borough Council, TVCA, Teesside University to develop career pathways.	4 new training programmes are developed for different career pathways, utilising AEB and Bootcamp funding.  T level Health and Science students and Access students are viewed as future talent pipeline through the Care and Health Innovation Zone project.	Training Pathways have been drawn up for Health and Care careers. 11 new programmes planned for 25/26 e.g. Parkinson, Diabetes, Brain Injury Awareness, Autism Tier Training etc. Regular meetings of TCHIZ Workstream thought the year, and Skills for Care hosted its conference at SRC.
5. Respond to regional growth in demand for training in the <b>Professional Services</b> , as identified in the LISP, by growing employer focused training under the umbrella of Innersummit.	Develop long lasting partnerships with employers through collaboration to ensure that all programmes are designed to enhance employees' current roles or support promotion.  Launch Bootcamps in 'Project Management' and 'Management and Leadership Skills in the Workplace'.  Launch of CILEX Level 7 Litigator and Advocate to support legal professionals in the Tees Valley.	Increase the provision for apprenticeship training (from 50 new starts 23/24 to 100 24/25)  Schemes of work include andragogical and heutagogical approaches and learner feedback is strong.	Schemes of Learning audit demonstrates andragogical and heutagogical approaches are evident. Drop ins now required to triangulate evidence of this. Recent Professional Services training evaluation found strong practice.  New apprenticeships with Stockton Borough Council, Fujifilm and British Engines are ensuring achievement of growth target. Programmes being offered are designed in collaboration with each company to ensure offer is bespoke to their needs.
6. Further develop our training portfolio for <b>Net Zero and Renewable Energy</b> at Redcar and Cleveland College's Clean Energy Education Hub, preparing learners for future jobs in response to LSIP priority.	Working with bp, Hydrasun, Sembcorp and others build on existing curriculum development work to grow new programmes in Carbon Capture Technologies, Hydrogen Awareness and Hydrogen Refuelling.  Co-create a further scholarship scheme for young people, working with an employer partner.	New training programmes are developed in Carbon Capture and Hydrogen handling, specifically focussed on the Tees Valley Transport Hub for Hydrogen distribution utilising AEB and Bootcamp funding.  An additional scholarship scheme designed, promoted and recruited to for 2025.	Carbon Capture programme has run and the second introduction to hydrogen has now completed with staff and bp scholars studying the programmes. A Further course is planned with NCG. Refuelling programmes will be offered in partnership with Hydrasun from June 2025 onwards.  The Net Zero Industry Scholarships will focus on pipefitting, electrical and welding, recruiting a total of 48 scholars for September 2025.



7. Facilitate progression into <b>higher quality jobs</b> (SOC 1-5) and careers, for local people who are less likely to gain meaningful employment, in response to Tees Valley demographic data identifying it as the UK City Region with highest concentration of 'precarious' employment.	Work with existing and new employer partners to pilot a scheme facilitating supported employment, work trials and work experience for adult learners from Prince's Trust, adult ESOL and other AEB funded programmes.	Strategic partnerships are agreed with a least 4 employer partners willing to assist.  20 adult learners are involved in the scheme.	21 adult learners are due to complete their supported internship across Amazon Wynyard, Stockton Riverside College and Redcar & Cleveland College (as the employers).  Another 6 employers are currently hosting placements in addition to the internships: <ul style="list-style-type: none"> <li>• The Shaw Trust</li> <li>• The Shambles Cafe in Stockton</li> <li>• Ashtree School</li> <li>• Driven Motor Group</li> <li>• Redcar and Cleveland Council</li> <li>• Grangetown Primary School</li> </ul>
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b) Link to Ofsted Inspection Report March 2025 [HERE](#)

c) Business Planning / Performance Review Cycle 2025/26



d) Annual Report and Financial Statement, for year ended July 2024 [HERE](#)

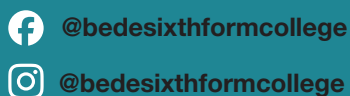
e) Tees Valley Strategic Economic Plan 2016-2026 [HERE](#)

f) Tees Valley Local Skills Improvement Plan 2023 [HERE](#)

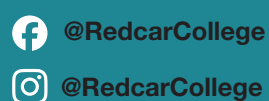
g) The Etc. Strategic Plan 2023-26 [HERE](#)

# SOCIAL MEDIA

## BEDE SIXTH FORM COLLEGE



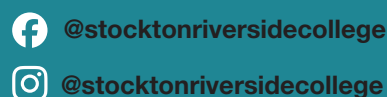
## REDCAR AND CLEVELAND COLLEGE



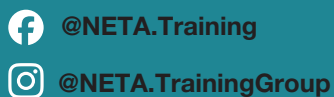
## INNERSUMMIT



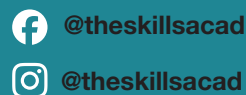
## STOCKTON RIVERSIDE COLLEGE



## NETA TRAINING GROUP



## THE SKILLS ACADEMY



**etc.**

education  
training  
collective

