



ANNUAL SKILLS REVIEW

2023/24



INTRODUCTION

This document shows some of the many ways in which the college has worked with our stakeholder partners to deliver the skills needs of the district - as set out in the West Yorkshire Local Skills Improvement Plan.

Here you will find how leaders and managers have **translated our strategic conversations into actions** that impact our students day to day development.

- Influence and Collaboration
- Masterclasses and Employer set briefs
- Future Leaders programme
- Social Action and SDG Action
- Staff up-skilling and Return to Industry

As an employer, civic or community partner, I would encourage you to join us in making a difference to peoples lives in Bradford

Diana Bird
Principal and CEO of Shipley College



The College makes a **strong contribution** to meeting the skills needs of the region - and is agile in responding to changes in the skills, policy and funding landscape.

The Principal is a member of the LSIP Employment and Skills Board and works closely with Mayor Brabin and the West Yorkshire Combined Authority, LCR LEP and the DWP to identify, meet and **champion the needs of industry**.

The Principal has been a strong advocate in voicing the need for an improved national focus on skills and for increased funding for the Further Education sector through the AOC campaign for skills and funding 'Mind the Skills Gap' and has been celebrated as a 'Local Skills Champion' by the DfE in a ceremony at No.10 Downing Street.

Purposed by the Principal and the College's strategic vision, **leaders at all levels** shape regional provision through collaboration with employers and other providers; designing curriculum pathways and content and securing the strategic development funding needed to address regional skills gaps.

Examples of some of our key stakeholders that have shaped our delivery include

- Business, Employment and Skills Board
- Migrant English Support Hub
- Bradford Youth and Employment Partnership Group
- SkillsHouse Advisory Board
- National Centre for Excellence in Teaching Maths - (Yorkshire Lead)
- Bradford ESOL Consortium
- SkillsHouse Sector Panels
- West Yorkshire Supported Internship Forum
- Worldskills - Directorship of Health and Social Care - Competition Organising Partner
- AOC Yorkshire and Humber Curriculum Board and Principals Board
- Yorkshire Asian Business Association
- Careers and Technical Education District Board,
- Towns Fund Board
- CTE Boards in Advanced Manufacturing and Engineering/Allied Health and Meditech
- Centre for Workforce Excellence
- Growing the Workforce Leadership Group
- SEND Strategic Partnership Board
- Space Hub Yorkshire

SHIPLEY COLLEGE - MAKING A DIFFERENCE IN WEST YORKSHIRE



Managers have worked closely with the LEP, WYCA and WYCC to contribute to the delivery of **Mayor Brabin's pledges** to develop a green skilled workforce that includes the unlocking of funding for strategic developments, with the most recent example being Shipley College's role as project lead for the Development of Sustainable Behaviours.

As part of the **Green Skills Service**, Shipley College led the other members of the consortium to develop their workforce's understanding of the SDGs - to cascade that learning to students. To date, this project has increased the green credentials of **over 3000 young people** in West Yorkshire to best prepare them for the modern workplace.

The College recognises and values its responsibility to reach all **parts of the community** it serves and is proactive in connecting with those most under-resourced and seldom heard.

Delivering significant community learning alongside project funded initiatives such as Bridging the Gap and Multiply, the College has helped improve foundation level skills in English and maths and supported the **integration** of asylum seekers, refugees and increased the independence, confidence and life chances of previously no/low-skilled British residents in Bradford.

Leaders have developed collaborative bids with WYCC for Local Skills Improvement Funding to enhance its capacity to deliver training in Health and Social Care and Financial Technology and have secured circa £5.5M Towns Fund Monies to develop a new Community, Arts, Heritage and Future Technology Centre in the heart of Saltaire. This will enable the College to **increase**

T-Level Provision in Health, Accountancy and Digital and support students wider engagements with the arts and culture. Leaders have also secured circa £4.1M FECTF monies to futureproof the estates building services infrastructure.



Investment in our Delivery Team

The College invests in its talent pipeline and supports new and experienced colleagues to develop both their pedagogical and vocational practice through structured investment in the workforce. Teachers are released to **'return to industry'** within our employer partner's companies to enhance their currency and college teachers train alongside colleagues from the University of Bradford to 'level-up' their skills.

Trainee Teachers and Teaching Apprenticeship Candidates are supported to develop their skills at Shipley through the ETF and Taking Teaching Further programmes that help attract industry experts into teaching, whilst the Aspiring Leaders Programme enables succession learning - with teachers receiving specialist mentoring from Governors, experienced college Leaders and industry professionals.

Responding to Bradford's Employers

Future Leaders

We support our study programme students to become the future leaders of Industry.

From agile working practices and effective global citizenship, to understanding the economics and the mechanics of running a business, employers' expectations are changing and we are ensuring our students are ahead of the curve.

To do this, we worked with hundreds of employers across the city listening to what they needed and using the **Bradford Essential Skills** framework to learn what a 'perfect' future employee would look like - and from months of research - we built the Future Leaders programme (exclusive to Shipley College) that delivers the essential behaviours training needed to be successful in the modern workplace.

We connect our students directly with industry professionals from big name institutions like Sky and the NHS, and progressive local businesses like Exa Networks and Care Dynamics; learning in masterclasses and bringing their learning to life through real projects and entrepreneurship.

Alongside financial, marketing and digital skills, these sessions see **young people bloom** into ambitious, confident, talented and business-ready young adults - ready to contribute and make a difference in the workplace.



ACCESS

Industry Updating: Staff were trained by the Football Association on child protection and safeguarding when managing sports for vulnerable children

Industry Updating: Teachers went to Ashfield Nursery and St Edmund's Children's Centre to learn how they were incorporating the recent changes to statutory framework for early years development so they could adapt how they teach it in college

Industry Updating: Staff visited Bradford University to learn how to carry out forensic investigation - these skills are now delivered as part of a Level One unit on scientific investigation (forensic crime)

Collaboration: Staff worked with Green Meadows to develop the John Muir Award implementation for the colleges foundation learning students - we now deliver this to around 50 students per year that adopt an area of nature to conserve and manage - so they can learn about their impact on the environment

Community Project: The college leads the Consortium of Providers for 'Bridging the Gap' that trains volunteers to deliver pre-entry and entry one ESOL throughout the Bradford City Region

Community Project: Hirst Wood Community Garden - students helped maintain the community garden which supports integration and cohesion as an outdoor space and micro-reserve for nature

Employer Brief: L1 Digital Creative Media students working on a leaflet design for Salt Foundation, with their peers then planning a leaflet drop to residents to raise awareness of the charity

Collaboration: Supported Internships - a group of employer partners that commit to providing the most amazing work placements for some of our most vulnerable students - with programmes designed collaboratively with committed employers such as Melrose Interiors, Acorn StairLifts, Ogden Fulfilment, Robertshaws Bakery, Miss Butterfingers - with the majority gaining permanent employment as a result

Community Project: Multiply delivers embedded numeracy and maths skills, integrated within the vocational elements of DWP SWAPs and adult part-time provision

Community Project: ESOL for Pregnancy/Infants - these delivery projects recognise the need to support expectant and new parents with an ESOL need

Collaboration: Bradford University Maths Intervention Tutoring Scheme developed by the College and co-delivered with the University. The programme trains Bradford University students to deliver GCSE English interventions in Bradford Schools

Community Project: a wide range of workshops from Energy Efficiency, Cost of Living, Cultural Exchanges, development of independent travel skills and integration activities for migrants and refugees delivered across more than 10 community venues in Bradford City Region

ACCESS CONTINUED

Community Project: Ability Counts Football and Sports - the College runs the AoC programme to empower differently abled young people to participate in sports in college and community venues

Community Project: Duke of Edinburgh - engages students (70+ each year) in the Bronze Award

Community Project: Yorkshire Dales National Park - students (20) nurtured saplings at College that they then transplanted to the National Park to learn about reforestation and decarbonisation of the planet - learning outdoor skills such as path building and dry stone walling, communication and teamwork

Community Project: foundation students made and decorated a christmas tree to raise funds for other community projects - learning about the importance of charity



BUSINESS

Employer Responsive: Delivering 362 Worldhost Customer Service courses to organisations including the NHS, West Yorkshire Fire Brigade, Northern Rail, Network Rail and GXO Distribution to improve their outward facing service

SWAPs: working with the DWP to deliver training for those securing work with Bradford Council (Council Wardens), Northern Rail (Customer Service), Network Rail (Train Presentation), YFL (38 x Rail Engineering Operatives) and Incommunities (Grounds Maintenance for Social Housing)

Masterclasses: International Floristry Artist - Hanneke Frankema - delivered masterclasses on reed manipulation and craftwork, along with other classes from Gregor Lersch and Mark Pampling

Collaboration: working with the Harrogate Flower Show to create project briefs that translate to competition - with students winning at the Harrogate Flower Show (two years running)

Collaboration: Corporate Travel Management employer endorsement, reviewed curriculum & involvement planned in, guest speaker & presentation on the business and career opportunities. 8 learners applied for a job at CTM & were successful in securing employment with them

Collaboration: Working with Ilkley Climate Action, horticulture students planted trees & bulbs in a community space

Masterclass: First Direct Arena, A tour of the arena for Travel & tourism students and opportunity to understand how the business operates. As a major tourist provision in the local areas it was an opportunity to explore potential career opportunities

Masterclass: ACS motivational presentation to Business Level 2 students focusing on jobs, careers, & what employers look for in applicants



BUSINESS CONTINUED

Masterclass: TUI Airlines, presentation to Travel & Tourism students from Sarah Jones Overseas Delivery manager and now TUI Airlines Customer Experience manager at Manchester airport. Overview of the business, how they are performing and career prospects.

Employer Briefs: Burley BUPA Care Home provided a brief for Garden Design Level 2 students to produce a design for an accessible sensory garden space for residents & visitors.

Employer Briefs: Code Institute created coding challenges to help our digital students test their knowledge and build action plans for learning

Employer Briefs: Saltaire Bridal Shop provided a brief for Floristry Level 3 students to produce a floral display for their shop

Employer Briefs: Horticulture Employer Day March 23 & Industry & Education Day July 23, 11 representatives from the Horticulture Industry met with our teachers to lead our curriculum planning

Masterclasses: Hanneke Frankema from the Netherlands Europa Cup Winner 2022, Dutch Floristry Champion 2018, Floral Designer, Master Florist, Teacher and demonstrator. Provided a masterclass & opportunity for staff & students to prepare the work for the demonstration evening

Masterclasses: Sport students attended workshops at Leeds Beckett University & Leeds Trinity University to learn about physiology and injury recovery

Masterclasses: Incommunities Housing Association, tree pruning demonstration to Horticulture students from their Lead Arborist

CARE

Industry Updating: Two members of staff shadowed the Falls Team (July 23) in the community to shadow Trust staff carrying out home visits with one of the nurses and also shadowing exercise groups and assessments.

Masterclasses: Bradford Teaching Hospital and Bradford Royal Infirmary - delivery of masterclasses and on-site experiences to our T-Level Health students in how AI and automation is influencing clinical delivery

Masterclasses: Dr. Nicky Everett from Leeds Beckett delivered a masterclass on childhood and early years practice, demonstrating how their skills will translate into skills shortage roles such as speech, language and play therapists

Masterclasses: Managing Director of Moortime presented a masterclass to T-Level Early Years Education students on alternative methods of delivery to students with SEMH and sensory impairments

Masterclasses: Falling Stars delivered a resilience masterclass workshop on incorporating drama therapy to help young people develop self-confidence and belief

Masterclasses: Occupational Therapists from Bradford Royal Infirmary delivered a practical skills session to L2 Health (Therapies) students to show how to work with people of different heritages

Masterclasses: Midwives from Bradford Royal Infirmary delivered masterclasses to L3 CACHE Health and Social Care and Childcare students to raise aspiration and outline career pathways through to degree level

Masterclasses: Occupational Therapists from Bradford Royal Infirmary delivered a practical skills session to L2 Health (Therapies) students to show how to work with people of different heritages

Masterclasses: MESMAC, an LGBTQIA+ charity delivered a masterclass to L3 Award in Healthcare students and L3 Yr2 Ext. Dip students, mythbusting session on the language that 'we' use to address and identify people

Masterclasses: Zoe Proctor from Leeds Trinity delivered a masterclass to T-Level Early Years Educator students on Primary Education and how to engage children with different needs

Masterclasses: Bradford University - Delivery of UCAS workshop to support learners with personal statements, interview techniques course choices and student finance

Collaboration: Bradford University-Head of Department Care from Shipley College delivered a T Level information session to all Outreach and Recruitment Officers to explain how T Levels work, course content, placements, assessments practicals

Collaboration: Delivery of the Care Certificate to help with NHS staff shortage - this was innovative delivery modelling and has since been rolled out as best practice by other regional providers

Collaboration: Bradford University delivered Train our Trainers and masterclasses in Med-Tech and AI within the Health Industries for our T-Level Students

Collaboration: NHS collaborative design of two Therapy settings at the College enabling the NHS to train our students in modern workplace behaviours and practice



CARE CONTINUED

Collaboration: BDCT - T-Level Cadets (PIONEERS) we were the first college in West Yorkshire to work with the NHS on the T-Level Cadet programme, providing fantastic placements to our T-Level health students

Collaboration: Early Years Education staff work with schools across the district that host our placements to determine the sequencing of the T-Level curriculum - for example - teaching bias and EDI at the beginning of the Placement Readiness Modules to ensure workplace practice are inclusive

Collaboration: Leaders from Westfield Nursery helped teachers to create the reflective journaling sessions to help students focus their practice to be better prepared for placements

Collaboration: Delivery of bespoke provision of mental capacity and autism training for the workforce and training on Person Centred Active Support to New Choices, a supported living organisation.

DIGITAL

Industry Updating: Teachers worked with SCAPE Design to have our students work assessed, teachers learned current practice that enhanced students technical work readiness, teachers shadowed the Brand Manager of LEEDS 23 to learn how brand design and city dressing on that scale is programmed and teachers spent time at SUMO Digital to learn how games design is evolving.

Industry Updating: Teachers have interviewed the following employers: Pixel Art (Jade Evans, Chucklefish Studio) and story-telling (Hannah Nicklin, CEO, Die Gute Fabrik), Sitara Shefta (Head Of Studio - No Brakes Games), Melissa Phillips (Target Setting), Emily Dervey (Junior 3d Artist, XR Games) and Josh Davidson (Intern Technical Designer, Bulkhead), L&S Prints to understand printing resolutions, Your Creative Sauce to learn more about managing multiple projects, Dean Ripond Consulting and Aire Valley Arts on how to critique art

Collaboration: Co-design of new Degrees and Masters Qualifications in E-Sports - working with the University of Bradford (E-Sports Ergonomic Engineering) and Leeds Trinity (E-Sports Coaching) to develop 2 discreet progression pathways from our E-Sports L3 provision.

Enhancement: E-Sports students compete in the British E-Sports National Championships - coached by one of our E-Sports Teachers that is personally ranked in the top 30 in the world for FIFA

DIGITAL CONTINUED

Masterclass: Impact Gamers delivered a masterclass to L3 Games Design on games environments

Masterclass: Distant Futures also delivered a masterclass to L3 Games Design on games environments to show an alternate approach to creative programming

Employer Brief: The Arts Council and Cecil Green Arts - working with the creators of the Bradford Lantern Parade, arts students were set a brief to design and manufacture lanterns - to then be included in the Community Cohesion Lister Park parade in late October

Employer Brief: Care Dynamics - creation of marketing campaign media to promote regional Social Care Employer

Employer Brief: British Film Industry - our Creative Media students worked on a script, working with professional videographers and editors to create an actual film screened in Bradford Cinemas after completing a one-week masterclass education programme with the BFI to develop their 'film industry specific' work readiness

Employer Brief: Makers Fair run by Saltaire Inspired - Arts and creative industries students worked alongside 60+ independent artists and creators (British Designer Makers) to learn entrepreneurial skills and develop their technical competence

Employer Brief: Saltaire Heritage Day - performances of spoken word and music to celebrate our communities heritage

Employer Brief: Saltaire Festival - music performance students performed on the main stages at Saltaire Festival and provided the events, stage and technical management of the venue

Employer Brief: Arthritis Action - creative media students worked with patients and their carers to make videos and content to raise awareness of the support available to them

Employer Brief: Yorkshire Survivors - creative media students created videos and content to signpost the survivors of CSE, sexual abuse and rape to services within West Yorkshire

Employer Brief: Airedale and Wharfedale Autism Support - creative media student created content to help parents and carer of children and vulnerable adults with autism to services within the region

Employer Brief: Sammy Brown (TV Personality and Choreographer) - creative media students created promotional content for the Swans Ballet Company to encourage participation of young people in Ballet and the Expressive Arts



We hope that you have enjoyed learning more about some of the ways we are working alongside our stakeholders to meet the skills needs of the district - if you would like to know more - please talk to any of our staff about how you can get involved as one of our partners.

Diana Bird, Principal and CEO

