

# Annual Accountability Statement

2023/2024 Academic Year

## Kirklees College: Our Mission, Vision and Values

Kirklees College is situated in the heart of West Yorkshire and boasts seven bespoke centres across the Kirklees region, from two main centres in Huddersfield and Dewsbury, to specific centres for Animal Care, Construction, Engineering and Process Manufacturing. There is also the Pioneer Higher Skills Centre which is dedicated to higher education and higher skills.

Kirklees College is uniquely vocational and offers a wide range of 16-18, higher education and adult courses, and apprenticeships taught by industry experienced tutors to provide learners with hands-on experience in their chosen career path.

**Our Mission:** ‘Creating Opportunities, Changing Lives’

**Our Vision:** ‘A college at the heart of its community providing inspirational teaching and ensuring curriculum is developed with employers, enabling all students to progress.’

**Our Values:** Kindness, Unity and Excellence



## Strategic Goals 2022- 2025

Our Strategic Plan is updated annually and contains our strategic priorities for the year ahead. These priorities are reviewed by the Kirklees College Corporation every year.

Our Strategic Goals 2022-2025 are:



## Context and Place

### West Yorkshire

West Yorkshire is the economic, cultural and geographic heart of Yorkshire and is an essential component of the Northern Powerhouse. West Yorkshire is an internationally significant economy with a pre-pandemic output of £55.4 billion which is bigger than 9 EU countries. West Yorkshire has 2.3 million people, 90,000 businesses and a workforce of 1.1 million. There are seven universities, 91,000 students and 30,000 graduates. West Yorkshire has a highly diverse population, with 18% of people coming from ethnic minority backgrounds (compared to 14.5% nationally).

West Yorkshire has a long history of innovation and industry. Key features of the West Yorkshire economy include:

- Advanced manufacturing - specialisms in textiles, furniture and clothing.
- A fast-growing digital sector with major tech employers.
- Being a global leader in healthcare technology with six government health headquarters - over 22% of the UK's digital health jobs are based in West Yorkshire.
- The UK's largest regional finance centre.
- The West Yorkshire voluntary and community sector enables communities to understand, connect, and utilise their innate skills, gifts, and knowledge to drive solutions.



## Kirklees College

Kirklees College is at the heart of its local community, offering a range of provision from Entry Level to Higher Education. We deliver high-quality learning opportunities for young people and adults. We offer academic, applied, technical, vocational and professional programmes that enable our students to meet and exceed their aspirations, ensuring that each individual reaches their fullest potential. We provide every student with the opportunity to succeed, enabling them to progress to further learning and employment. We ensure our students leave us with a broad set of skills that provide them with a solid foundation to continue to develop both personally and professionally.

We offer a highly inclusive provision which supports both young people and adults from all communities and particularly those from most disadvantaged backgrounds to progress and develop skills leading to job outcomes or higher study.



# OUR SEVEN COLLEGE CENTRES

**KIRKLEES COLLEGE**

**1 HUDDERSFIELD CENTRE**  
 Watersford Quarter, Manchester Road,  
 Huddersfield, HD1 3LD

**2 TAYLOR HILL ANIMAL CENTRE**  
 Close Hill Lane, Taylor Hill,  
 Huddersfield, HD4 6LE

**3 ENGINEERING CENTRE**  
 Timbitage Road, Off St Andrew's Road,  
 Huddersfield, HD1 6AG

**4 PROCESS MANUFACTURING CENTRE**  
 Timbitage Road, Off St Andrew's Road,  
 Huddersfield, HD1 6AG

**5 BIRLMEYER CONSTRUCTION CENTRE**  
 Old Field House Lane, Off Leech Road,  
 Huddersfield, HD2 1AG

**6 SPRINGFIELD SIXTH FORM CENTRE**  
 Bradford Road, Dewsbury, WF13 2NP

**7 PIONEER HIGHER SKILLS CENTRE**  
 Halifax Rd, Dewsbury, WF13 1ED

MANCHESTER  
 HUDDERSFIELD  
 GLOSSOP  
 LEEDS  
 DEWSBURY

## National, Regional and Local Skills Priorities

Our strategic planning processes and the development of this annual accountability statement have been informed by national priorities, confirmed in April 2023.

These National Skills Priorities have been agreed across Government and are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention, and progression issues; and are important in providing opportunities for employment in key growth areas. These sectors are:

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

The 2023 Local Skills Improvement Plan (LSIP) produced by the North Yorkshire and Mid Yorkshire Chamber of commerce (the Government's designated Employer Representative Body (ERB) for West Yorkshire's LSIP) has so far highlighted priority sectors in the region as:

- Health and Social Care
- Engineering and Advanced Manufacturing
- Financial and Professional Services
- Low Carbon
- Digital and Technology
- Creative Industries
- Construction
- Logistics and Transport/Distribution
- Education

There are also emerging/growth sectors being defined by the LSIP:

- Net Zero Transition Sustainability
- STEAM
- Transferable Skills
- EDI
- Leadership and Management
- Digitisation and Automation

Kirklees College's strategies are also shaped by the needs of the local area. We closely align to the Kirklees Economic Strategy 2019- 2025 and their five priorities, and also the Council Plan 2021-2023 and their nine shared outcomes.

[Kirklees Economic Strategy 2019 to 2025](#)



## Strengths of Local Area

- West Yorkshire has the fastest growing digital sector in the country with areas of professional services seeing strong growth.
- West Yorkshire has a high performing further education sector offering a diverse provision and good levels of quality.
- Kirklees hosts world-leading manufacturing and engineering businesses, the most pronounced high value sector in local area, employing 25,000 people, double the national average at 16% of the economy.
- Leading areas of expertise include textiles and products such as gears, valves, pumps and turbo chargers.
- Dynamic SMEs and microbusinesses spread across Kirklees, locating in our major towns as well as in attractive hubs for enterprise such as the Holme and Colne Valleys.
- Higher Skilled jobs have been the main driver of recent employment growth and this is expected to continue in the future.
- West Yorkshire's heart of the north location through access to the M62, M1 and fast Trans Pennine rail brings the potential of a 4-million-person workforce, 250,000 businesses and a £160bn economy.

## Challenges of Local Area

- Disadvantaged groups face the greatest risk of unemployment and live in areas that are defined as being the most deprived in England. The deprivation in the region has worsened in recent years.
- West Yorkshire's unemployment rate is above the national average.
- Across West Yorkshire, the number of younger people claiming unemployment benefits increased by 8% between June and October 2022.
- There are large numbers of vacancies across West Yorkshire. Job postings in October 2022 were 23% higher than October 2021, and double October 2020 and 2019. Vacancies across all districts in West Yorkshire, including Kirklees, increased between September and October (West Yorkshire Economic Insights report, November 2022).
- There are large numbers of people that lack basic literacy and numeracy skills across the region.
- In Kirklees there are fewer high value jobs than in some neighbouring districts and lower concentrations of higher pay/productivity sectors such as finance and insurance, ICT and Professional Services.
- There are challenges around unemployment in Kirklees, with 26,500 people classed as unemployed and effects of the cost of living crisis are predicted to increase redundancies.
- Kirklees residents claiming Universal Credit is in excess of 15,000.



- Skills shortages also present challenges to some of our business sectors, with many reporting skills shortages and difficulty recruiting for high level skilled jobs.
- There is a high level of net out-commuting (around 25,000 people), especially to access higher skilled, higher paid jobs.
- A high proportion of people lack the skills needed to do their jobs. Skills that are recognised as needed to improve are management, digital and literacy and numeracy skills, alongside softer personal skills.

## Stakeholder Engagement

Kirklees College collaborates with a range of local and national stakeholders and organisations to ensure that our curriculum is inclusive, aligned and employer-led. This enables us to provide all of our students with the best learning experiences and opportunities for future employment. We have consulted with the following organisations to ensure our plan accurately reflects the needs of the local area.

**West Yorkshire Combined Authority (WYCA)** – We work in partnership with WYCA. WYCA work alongside local councils and employers to ensure everyone in our region is able to benefit from a strong, successful economy. We have been consulted in their new West Yorkshire Plan and sign up to their ambitious vision and five missions for 2040.

**Kirklees Council** – As a key stakeholder, we have consulted with Kirklees Council in the development of our plan. We ensure that our priorities align with the targets that they have set out for the region and together we jointly chair an employment and skills group for the local area to ensure we are delivering the skills that are required.

**Mid Yorkshire Chamber of Commerce** – The college is a member of the Chamber and senior leaders from both organisations work collaboratively to ensure that provision locally meets the breadth and depth of industry training requirements. As the West Yorkshire Local Skills Improvement Plan (LSIP) is developed, we will continue to work closely with this key stakeholder to ensure our priorities meet that of local and regional businesses.

**West Yorkshire Consortium of Colleges (WYCC)** - The West Yorkshire Consortium of Colleges operates on behalf of FE Colleges in West Yorkshire. They are 'The Colleges' Company'. They offer a gateway for businesses to a unique package of training and support in the Leeds City Region. They bring businesses, organisations and training providers together to deliver workforce training funded by the European Social Fund (ESF), Department for Education (DfE) and the West Yorkshire Combined Authority (WYCA).

**Engagement with other Local Providers** – Kirklees College works collaboratively with our local sixth form college, Huddersfield New College. Together we plan a curriculum to meet the needs of post-16 students across the region and reduce unnecessary overlap and competition. We also work with local schools providing technical and vocational tasters and learning opportunities for pre-16 students.



**Employer Partners** – Kirklees College engages with around 1,000 employers on a regional and national basis delivering apprenticeships, work placements and bespoke training solutions. Through our partnerships with employers and from our Employer Boards we are able to influence our curriculum design to meet their needs. These stakeholders and the nature of our partnerships and relationships are fully defined within our Employer Engagement Strategy 2022-25.

**Community Partners** – Kirklees College works closely with a range of community partners, all of whom share our purpose in relation to enabling social mobility and economic prosperity through education. This work focuses primarily on adults with a view to raising aspirations and assisting progression into college.

### Contribution to National, Regional and Local Priorities

Aims and Objectives	Contribution to National, Regional and Local Priorities	Target Date
<b>1. Secure growth in high quality apprenticeship provision</b>	<p>We will grow and sustain quality in our highly successful apprenticeship programmes. We will focus on skills priority sectors to provide sustainable employment and support for employers and the economy.</p> <p>Grow from <b>131</b> Engineering/Process Manufacturing apprentices in 2023 to <b>162</b> apprentices in 2024</p> <p>Grow from <b>200</b> Construction apprentices in 2023 to <b>225</b> apprentices in 2024</p> <p>New area - Target <b>25</b> Health and Social Care apprentices in 2023/2024</p>	Sept - 2024
<b>2. To complete roll out of T Level programmes</b>	<p>Provide wider post-16 options, fulfilling national qualification reform agenda. Complete roll out of T Levels in:</p> <p>Digital Production, Design and Development, Team Leader and Management, Management and Administration, Creative, Hair and Beauty and Animal Care.</p> <p>We will:</p> <p>Grow T Level students from <b>85</b> in Sept 2022 to <b>200</b> in Sept 2023 and then target increased growth in 2024.</p>	Sept - 2024
<b>3. Increase adult participation in high quality adult and</b>	<p>WYCA have specific priorities to increase advanced level participation and digital skills participation following the pandemic. We will also enable adults with little to no English language skills to fulfil their potential and increase their positive participation in their local area.</p>	Sept - 2024





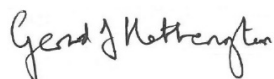
<b>community learning provision</b>	<p>We will deliver flexible and highly personalised adult literacy and numeracy curriculum engaging learners that are hardest to reach, we will boost their everyday maths skills and financial literacy leading to progression to further training to secure a skilled job.</p> <p>We will grow and develop our range of Sector Based Work Programmes.</p> <p>We will grow our non-devolved Adult Education budget in year by 400k in priority sectors.</p>	
<b>4. Develop further Higher Education Courses</b>	<p>We will use our HE offer to address gaps in priority sectors. Also meeting the regional priority of widening access for the most disadvantaged to higher education (LEP Labour Market Report, 2021).</p> <p>Introduction of three new Higher Education programmes:</p> <ul style="list-style-type: none"> <li>• HNC Health and Social Care</li> <li>• FDA Business</li> <li>• FDC Computing</li> </ul>	<b>Sept - 2024</b>
<b>5. Ensure that all 16-19 study programme provision is aligned to local needs and all students develop employability skills</b>	<p>We will ensure our curriculum provision is innovative and responsive and continues to be well aligned to local priorities, ensuring the most disadvantaged receive high quality education and achieve qualifications that enable them to progress to their next step, as well as enabling young people to remain in education, training and employment. We will also:</p> <ul style="list-style-type: none"> <li>• Further improve work readiness skills through engagement with our Navigate system.</li> <li>• Provide all 16-19 students with the opportunities to engage with sector specific employers to develop knowledge of industry standards &amp; behaviours</li> <li>• Increase access to quality work placements opportunities for students by 10%.</li> <li>• Raise the number of students being placement ready after completing a Passport Award.</li> <li>• Ensure all students have access to careers information, advice and guidance; support with UCAS and apprenticeship applications; and progression planning.</li> </ul>	<b>Sept - 2024</b>
<b>6. Reduce Kirklees College's carbon footprint</b>	<p>Develop and implement a series of initiatives to target and measure reductions in environmental impact. Colleges, like all educational institutions, have a responsibility to address the climate crisis, and to meet the UK government's target to reach net-zero emissions by 2050.</p>	<b>Sept 2024</b>



	<ul style="list-style-type: none"><li>• Install solar panels in two further college centres: Springfield Sixth Form Centre and Taylor Hill Animal Centre.</li><li>• Achieve less than 5% of our waste going to landfill.</li><li>• Achieve 'Emerging' status on our Climate Action Roadmap.</li><li>• Use efficient vehicles throughout the college's fleet, moving towards a majority of hybrid and electrical.</li></ul>	
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### **Corporation Statement**

On behalf of Kirklees College, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 22 May 2023. The plan will be published on the college's website within three months of the start of the new academic year.



**Chair of Governors**



**Principal/Chief Executive and Accounting Officer**

**Dated: 24/5/2023**

### **Supporting Information**

[50215262 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/50215262)



[Strategic-Plan-2022-FINAL.pdf \(kirkleescollege.ac.uk\)](#)

[Policies & Reports - Kirklees College](#)



