

## UCG ACCOUNTABILITY AGREEMENT 24 25

### 1. Purpose

United Colleges Group (UCG) is committed to providing outstanding world class education and skills. Our work towards delivering this mission for London and Londoners is built on four key areas of focus:

- Enhancing the Student Experience and Outcomes
- Our People, Culture and Growth
- Fit for Future Assets
- Robust Financial Health & Governance

All of which are underpinned by our 6 values



### 2. Context and Place

United Colleges Group is a large General Further Education College, formed in August 2017 by the merger of the College of North West London and City of Westminster College. With an annual turnover of over £50 million, we are one of the top 20 largest college groups in the UK.

We offer education and training in almost all vocational areas at a variety of levels for a wide range of learners, of all ages and starting points. In terms of subject sector areas, UCG offers routes in all subject skills areas, with the exception of agriculture, horticulture and animal care, manufacturing technologies and retail. UCG teaches a broad range of courses from entry level up to level 6. The largest subject areas in the college are English, mathematics and English for speakers of other languages (ESOL). Other large subject areas include Construction, Engineering, Health and Social Care, Business, and Information Communication and Technology Courses.

### Our students

UCG attracts students from across London and beyond, with a significant number coming from the London Borough of Brent. Our students come from a diverse range of backgrounds. Annually we enrol around 12,000 learners across the group. As well as adult learners this includes circa 3,600 learners on education programmes for young people, 450 apprentices and around 170 learners on discrete supported learning programmes/ supported internships. In addition, we enrol around 250+ HE students. Many learners, including one third of young learners at the college, start at entry level or level 1 and come from vulnerable backgrounds.

### **UCG is comprised of two Colleges:**

The group operates from six sites across central and north west London. The largest campuses are in Paddington Green and Willesden. Other campuses are in Maida Vale and Wembley. We also deliver from The Cockpit Theatre. In addition, 2024 saw the opening of a dedicated construction skills centre in Euston in partnership with the London Borough of Camden.

### **College of North West London**

The College of North West London (CNWL) has two main campuses located in the London Borough of Brent, at Willesden and Wembley Park, as well delivering from the Euston Skills Centre.

The College's focus is on providing the skills for career success at a variety of levels to ensure all students have the opportunity to access learning. Teaching and support services are designed to help students develop a range of skills and offer progression routes either into employment or towards university-level study.

Offering a broad vocational curriculum to both adults and school leavers, specialist subject areas include Construction and Engineering and Building Services, Digital, Science, Health and Social Care, Salon Services and ESOL. CNWL is also a major provider of apprenticeships in construction. CNWL also offers supported learning from its Willesden site.

### **Wembley Park Campus**

We are going forward in our mission to deliver skills-based learning in Brent by creating a new world-class education facility for our community, based on the former site of the Olympic Office Centre in Wembley. Our ambitious new building will offer classes in green skills, digital technology, computing, and health and social care subjects, in addition to continued core subjects such as ESOL.

Once it is completed our new facility will bring jobs to Wembley and the wider Brent area and will offer opportunities to young people and reduce travel to learn time as well as to adults of all ages to improve their skills, advance their careers, and gain valuable experience.

### **City of Westminster College**

City of Westminster College is located in Central London with two campuses at Paddington Green and Maida Vale, as well as supporting delivery from our Cockpit Theatre.

It offers over 200 courses across a wide range of both vocational and academic subjects. We have specialist facilities including, science labs, engineering and motor vehicle workshops, photography studios, a theatre and TV and Radio studios. Our Maida Vale site also offers extensive ESOL and supported learning provision.

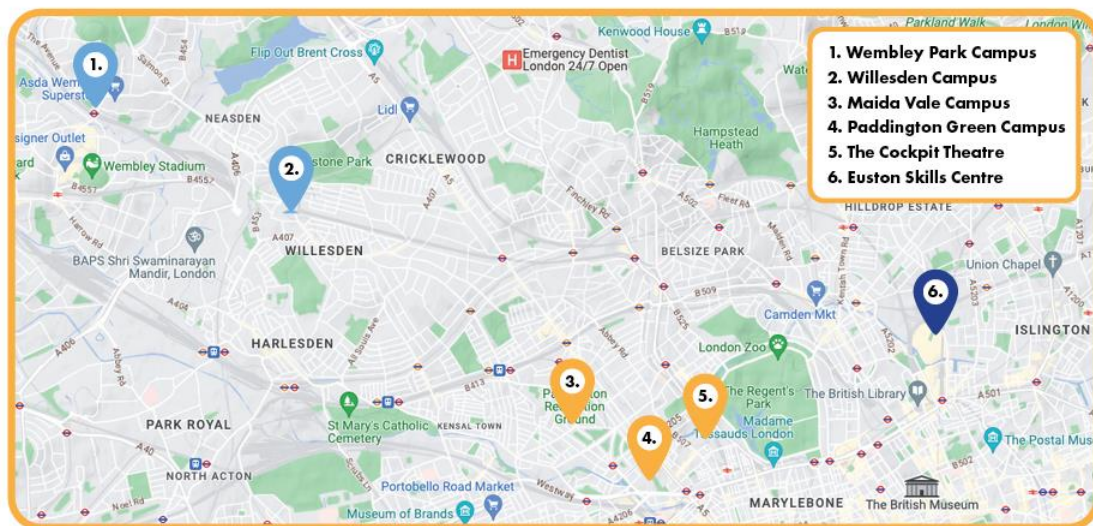
### **The Cockpit Theatre**

The Cockpit Theatre is a fringe theatre in Marylebone, London. It remains one of a handful of purpose-built theatre training venues in the capital and is still owned and operated by the City of Westminster College and contributes to the delivery of and real-life enhancement to our Creative Arts curriculum.

## Green Skills Hubs

UCG delivers skills and apprenticeship training for a host of significant national and south eastern based employers, as well as SME businesses and local authorities. As part of the West London Alliance we support the London Borough of Brent with the strategic aims of improving the energy efficiency and carbon footprint of their housing stock with the contingent aims of promoting economic growth and supporting those most at risk of long-term unemployment. This has been realised in part with the creation of a Green Skills Hub at our Willesden Campus, supported by Brent Council. Our membership of the Central London Forward Group has supported an additional Green Skills Centre at our Paddington Green campus in Westminster. As well as working alongside the borough of Camden the new Euston Skills Centre also houses a Green Skills Academy, training the sustainability workforce of the future.

## The location of our campuses in central, north west London -



## Our context and communities

### The home borough of CNWL: Brent

Brent is situated in North West London. It is the capital's seventh most populous borough, with a population of 329,800. Brent has a young population; the median age is 36, four years below the average for England; 24% of local people are under the age of 18. It is the second most ethnically diverse borough in London - 64% of the local population is from Black, Asian and other minority groups. Some 56% of Brent residents were born overseas: 37% of residents do not have English as their main language – the second highest proportion in London. Most groups in Brent's working population have lower employment rates than in the rest of London. Economic activity

is 72.5% in Brent compared to 78.1% in London.

### **The home borough of City of Westminster College: Westminster**

Stretching just over eight square miles, Westminster is one of London's largest central boroughs. It has some of the most affluent residential areas in the country, but a diverse demographic means also some of the most deprived, with a population of 261,000 including 51,500 children. The population increases to 1.1 million workers with the influx of workers, shoppers and tourists in the day time. The average mean household income in Westminster is over £52,000, yet the median house price is over £1 million, nearly two times higher than London as a whole, and almost five times higher than that of the UK. There is high contrast in income between different wards with an average mean income in Knightsbridge and Belgravia, for example, double that of Church Street (near the College's Paddington Green site).

Westminster in particular is a major cultural hub. Westminster has 27% of all London's jobs in music and the performing and visual arts. 1 in 5 jobs in London's creative economy are in Soho.

### **The London LSIP and sub regional partnerships**

UCG crosses two neighbouring sub-regional partnerships

**Central London Forward:** as City of Westminster College is located in Westminster

**West London Alliance:** as the College of North West London is located in Brent

## Borough strategic sub-regional partnerships



### Central London Forward: The Central London context

While the capital is home to great wealth and a strong economy, many Londoners struggle to access the opportunities available on their doorstep. London has the highest levels of poverty of any region or nation of the UK, with three in ten Londoners living in poverty. This is partly due to the high cost of living in the capital, but it is also due to the fact that London has both higher unemployment than the UK average, and a large number of Londoners in low paid work.

Alongside the wealth and opportunity in the city, central London has long suffered from high levels of poverty. Most of the 12 central London boroughs are in the most deprived 20% of local authorities nationally, and poverty and child poverty are far higher than the national average.

Most people in central London who are in poverty are in a household in which someone is in work. This is partly due to the prevalence of low pay; more than 300,000 employee jobs in central London are paid below the London Living Wage.

### West London Alliance

West London occupies a highly strategic location between Heathrow Airport and the City of London, and has a large base of over 100,000 businesses of all sizes. However, 15% of residents have low or no skills and 31% of 19 year olds leave full time education without a level 3 qualification. Intergenerational poverty in some areas remains entrenched and

employers report a range of skills shortages that have potential to hinder West London's future growth prospects. West London's labour market comprises a working age population of 1.5 million people, which is projected to grow by 8% by 2025. 64,000 jobs are forecast in the green economy in west London by 2030, growing to 122000 in 2050 up from 32,000 in 2020.

### **Summary of key skills challenges for Londoners:**

- Unemployment rates above the national average, with young people, disabled adults, black, Asian, and minority ethnic (BAME) groups and women disproportionately under-represented in the labour market, especially in higher-skilled, better-paid jobs.
- Long-term unemployment (those who have never worked) was much higher in London in 2021 (35% of those unemployed compared with 26% in England). This was highest in central and west London.
- Wages struggling to keep pace with the rising costs of living, leaving one in five workers paid below the London Living Wage and the highest proportion of people in poverty of any UK region.
- A third of boroughs saw the proportion of the population with no qualifications increase since 2011, most notably in West London: the only sub-region to see an increase overall.
- Low levels of qualifications and skills holding many Londoners back, particularly in literacy, English language, numeracy and digital. In 73% of London households all adults in the household have English as the main language compared with 89% in England
- While the capital has higher levels of qualifications overall, 1.7 million Londoners do not have a level 3 qualification, equivalent to A Levels. This puts these residents at a significant disadvantage in a highly competitive labour market; Londoners with lower levels of qualifications are far more likely to be unemployed or in low paid work

### **3. Approach to developing the annual accountability statement**

#### **The London Context**

- BusinessLDN leads Greater London LSIP in partnership with the Federation of Small Businesses London (FSB), London Chamber of Commerce and Industry (LCCI), and Confederation of British Industry London (CBI), with the backing of the Mayor of London and London government.
- At the London-wide level, the London LSIP covers the whole capital and has identified several key target sectors aligned with the Mayor's priorities: creative, tech, health and social care, hospitality, and construction. In addition, the LSIP focuses on labour market inclusion, digital, and green skills as cross-cutting themes.
- BusinessLDN is also working closely with London's four sub-regional partnerships (SRPs) – groupings of London boroughs. Each SRP has an LSIP report for their local area based on their priorities under BusinessLDN's oversight.
- UCG as outlined above sits within two SRPs: Central London Forward (CLF) and West London Alliance (WLA). In terms of the production of this accountability agreement given the London Context and the geographical proximity of the Colleges, the cross-cutting themes of the LSIP apply to both Colleges and thus have been treated as a whole.

## **Key Stakeholders**

UCG works with a range of local, regional and national stakeholders in addition to our key relationships with our sub regional partnerships of WLA and CLF. We consult strategic partners to ensure that our accountability agreement meets skills priorities and serves the needs of our students. We are an anchor institution, committed to meeting the needs of the local community and working with partners to meet their priorities.

We work and meet with local London boroughs Brent, Westminster and Camden to ensure that our skills priorities are in key alignment with their plans and that we are able to utilise key synergies to mutual benefit for residents and students. In addition, as a key stakeholder we work with the Greater London Authority to deliver on meeting the needs of London and with the DFE around wider national skills priorities.

Through organisations such as the AOC we work with local and national FE institutions to understand common challenges and solutions in the current and future upcoming educational landscape. Collaboration with our West London Universities Partnership (which convenes Vice-chancellors) and West London FE College Principals Group is strong. Since 2021 WLA and WLB have supported the two groups coming together to establish four FE/HE working groups and three Mayoral Skills Academy Hubs in the priority sectors of Health and Social Care, Green, and Creative (Film/Screen) skills. This building of sector-based skills networks has allowed significantly increased strategic collaboration between local authorities/intermediaries and training providers. This has enabled us to work on a combination of longer-term systemic change (e.g. improved curricula), more immediate outcomes (e.g. short, sector-focused pre-employment training leading directly to work, a West London Progression Agreement, sharing best-practice across sectors), and successful funding bids via the SRPs for LSIF monies for skills curriculum development across various sectors.

We are a member of BusinessLDN and Westminster Business Council to enable us to understand emerging local and pan London business and sectoral landscapes. In addition, we work with trade bodies representing industry sectors to support their training needs, helping build a safe, professional and fully qualified workforce particularly in the area of Construction engineering and the Built Environment

We work with a wide range of national, regional and local employers who share opportunities, knowledge and expertise, support the development of curricula and provide work experience and industry placements for our students and support our understanding of priority emerging skills needs and emerging technologies and practices.

#### 4. Contribution to national, regional and local priorities:

#### UCG – Contribution to Meeting National, Regional and Local Priorities 2024/5

College Aims and Objectives	Contribution to Local, Regional and National Priorities	Key Intended outcomes 2024/25	Timeline
<p><b>1. Engineering Construction and the Built Environment and Green skills</b></p> <p>Develop new skills areas will meet local and national skills demands and aim to bridge the gap in skills deficit.</p> <p>Ensuring a valid and meaningful but futureproof curriculum offer meets the needs of the landscape.</p>	<p>Green skills jobs are increasing nationally and in particular green skills jobs in London are expected to double this decade.</p> <p>Policies to transition to a net zero economy will further increase demand and employment.</p> <p>There is demand for skilled craft workers but also to replace those who are leaving the employment market.</p> <p>The drive for decarbonisation will</p>	<p><i>For 24 25 there are 795 planned 16-18 learners and 1008 19+ enrolments planned for the area of Engineering, Construction and the Built Environment</i></p> <p><b>GCAP (Green Construction Advisory Panel)</b></p> <p><b>Objective 1.1</b> UCG to be one of the founding members of The Green Construction Advisory Panel (GCAP) for Greater London,</p> <p>UCG to be one of the founding members of The Green Construction Advisory Panel (GCAP) for Greater London. The group exists to improve and develop sustainable training and education opportunities for the housing and construction industry. GCAP brings together the construction sector, local authorities, schools and training providers creating a clear pipeline for those undergoing green construction training to progress into prime jobs and careers. UCG to aim to become a leading HUB for London</p> <p><b>Objective 1.2 LSIF implementation within curriculum (Refrigeration, heating and air-conditioning)</b></p> <ul style="list-style-type: none"> <li>• Completely upgraded air conditioning, refrigeration and heat pump equipment at Willesden campus</li> </ul>	<p>End of term 1 2024/5</p> <p>July 25</p>



	<p>impact on carbon intensive sectors which locally represent a higher proportion in West London than the London average.</p> <p>Skills provision needs to be shaped to equip London's future green workforce to deliver the pipeline of skilled individuals and the specific skillsets that are needed for developing green technology</p>	<ul style="list-style-type: none"> <li>• Software development to carry out automated training needs analysis and employer analytics using Salesforce to better determine employer need, improve employer engagement and grow provision</li> <li>• <i>TNA Software to analyse employer skills needs. Working with employers to identify skills gaps and demands across the LSIP priorities.</i></li> <li>• <i>Staff allocated time to take part in project activity meet with stakeholders and analyse LMI to inform practices going forward. Development of additional programmes to support employer demand and needs, particularly in the area of green skills</i></li> <li>• <i>ECBE are providing progression support and feedback to DWP through online portal to manage job outcomes and impact from project interventions. Review of current practices, monitoring KPIs and developing processes to maximise learner outcomes</i></li> <li>• <i>CPD across both support and teaching staff to enable the team to align practices reflective of latest industry standards</i></li> </ul> <p><b><u>T-Levels 24/25</u></b></p> <p><b><u>Objective 1.3 To recruit to 4 T level routes 24 25</u></b></p> <p>Year 1 - 1 cohort for each pathway</p> <ul style="list-style-type: none"> <li>• <i>Electrotechnical – Building services Engineering</i></li> <li>• <i>Plumbing – Building Services Engineering</i></li> <li>• <i>Design and Development of engineering and manufacturing</i></li> </ul>	<p>September2024</p>
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		<ul style="list-style-type: none"> <li>• <i>Civil engineering</i></li> </ul> <p>Year 2 - 1 cohort</p> <ul style="list-style-type: none"> <li>• <i>Civil engineering</i></li> </ul> <p><b><u>Objective 1.4 Retrofit and Green Skills additionalities</u></b></p> <p>Integrate knowledge and awareness of the retrofit and sustainable sector into study programmes by offering skills development to all 16-18's in Electrical installation of EV Charging platforms.</p> <p>Focus on Plumbers, heating and ventilation engineers with a heavy focus on sustainability in practice with Refrigeration Air Condition.</p> <p>Implement water regulation knowledge in practice for all Plumbing 16-18s throughout the study programme. This skills development provides excellent value added and accelerates progressing into licence to practice.</p> <p>Enhance ECBE Students' knowledge and skills in carbon/climate literacy, sustainable construction and renewable energies by undertaking skills sessions/bolt on delivered through tutorials and theory lessons for study programme students</p> <ul style="list-style-type: none"> <li>• Awareness in EV Charging</li> <li>• Awareness in IWI/EWI (Wall insulation)</li> <li>• Awareness in F-Gas</li> <li>• Awareness in Infrared Heating</li> </ul> <p><b><u>Objective 1.5 To run pathways across Construction and the Built Environment/ Building Services for those eligible for L3 Free Courses for Jobs</u></b></p> <p>At Willesden</p> <p>Carpentry and Joinery, Bricklaying, Plastering, Plumbing and Heating, Refrigeration, Air-Conditioning and Heat Pump Systems</p> <p>At Paddington</p> <p>Motor Vehicle Repair and Electrical Installations</p> <p><b><u>Objective 1.6 Recruit to HTQ</u></b> - HNC in Construction Management 1 x cohort</p>	<p>September2024</p> <p>In year by end of June 25</p> <p>September24</p> <p>October 24</p>
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<p><b>2. Support routes to employment for those with low levels of English literacy and language, numeracy and enable the unemployed to re or upskill to enter the labour market, meeting the needs of employers</b></p>	<p>Basic English, ESOL and Maths are identified as cross cutting skills needed across sectors throughout London. London reports above average unemployment with substantial variation in employment rates, with both CLF and West London alliance having higher than London average unemployment rates. Brent as a borough has a high proportion of residents that do not speak English as their main language,</p>	<p><b><u>Objective 2.1</u></b></p> <p><u>ESOL</u></p> <ol style="list-style-type: none"> <li>1. To use a focussed 20-28 GLH per ESOL course to strengthen the full range of support for employability skills for ESOL students</li> <li>2. Planned short sector specific ESOL bolt ons such as IT and Health and Social Care</li> <li>3. 1000 adults targeted for employability skills</li> <li>4. 1550 Adult learners targeted for ESOL</li> </ol> <p><b><u>Objective 2.2</u></b></p> <p><u>Multiply</u></p> <p>Improve numeracy confidence and engagement with maths at entry, Level 1 and Level 2</p> <ul style="list-style-type: none"> <li>• 685 expected number of participants across 5 interventions year 3</li> <li>• 283 Expected number of people engaging with outreach focused provision in year 3</li> </ul> <p><b><u>Objective 2.3</u></b></p> <p><u>Sector or skills-based courses to re or upskill the unemployed via partnership with the DWP/ employers</u></p> <ul style="list-style-type: none"> <li>• Short sector or skills specific courses delivered over 2, 5, 7 weeks.</li> <li>• Courses are linked to licence linked employment</li> <li>• All learners are provided robust funded employability wrap around course for the required sector and are fully licenced on successful completion.</li> <li>• All courses are linked to employers who providing group interviews, employment advice and CPD expectations.</li> <li>• 700 learners target for 24/25</li> </ul>	<p>ESOL</p> <p>Sector specific vocational additionalities to be piloted in year 24 25</p> <p>Overall targets for end of June 25</p> <p>Multiply</p> <p>Targets by end of March 25</p> <p>Sector specific /DWP courses target by end of July 25</p>
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<p><b>3. Enhance existing and develop new Health and Social Care and technical medical Science routes to Higher education or directly to employment.</b></p>	<p>There are widespread recruitment and employment challenges across both the health, technical medical and care sectors across London</p> <p>In the Survation survey for the LSIP, 40% mentioned some gaps in skills and capacity for the existing workforce. The care sector faces the challenge of an ageing workforce, with older managers who are retiring not being replaced. Considerable upheaval exists amongst the existing care sector workforce with a 30% annual staff turnover, 60% moving around the sector and the number of employees in the care sector falling for the first-time last year.</p>	<p><b><u>Health and social care</u></b></p> <p><b><u>Objective 3.1</u></b> recruit to Levels 1 to 3 BTEC Health and Social care qualifications targeted at over 300 learners providing a progression route to professionals and further study at HE level, including nursing and ancillary professions.</p> <p><b><u>Objective 3.2</u></b> Further Development of Health Science and Social Care employer forum in 24/25 to ensure that UCG has a two-way forum to explore the curriculum and skills needs of employers to enhance the curriculum and delivery and ensure that students meet the skills needs of employers.</p> <p><b><u>Objective 3.3</u></b></p> <p>Roll out the Higher Development Award in partnership work with NHS trusts in central/ north west London to enable the upskilling of NHS staff.</p> <p><b><u>Objective 3.4</u></b></p> <p><b><u>To utilise the WLA LSIF funding to meet stated aims of developing and enhancing up to date technology and work environment in the Health and Social care offer</u></b></p> <p>LSIP project is underway to enhance the teaching facilities; source and engage health sector employers to engage with curriculum design and placements for learners; and staff CPD to upskill in specific areas such as dementia care.</p> <p>The college will provide a state-of-the-art hospital suite which will provide learners with a real working environment to apply theory into practice, experiment with real case studies, and practice underpinning health and safety procedures. The ward will also feature specialist dementia care resources to aid in communication with these patients, with will link to the added units around understanding dementia care.</p>	<p>Recruit by September2024</p> <p>Term 1 2024</p> <p>Term 1 2024</p> <p>July 25</p>
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		<p><b>Science</b></p> <p><b><u>Objective 3.4</u></b> Recruit to Routes from Level 1 Extended Certificate to Level 3 Foundation/ Extended Diploma in Science for over 400 learners (351 planned 16-18 and 158 19+enrolments) providing routes to HE with particular progression to allied medical technical routes.</p> <p><b><u>Objective 3.5</u></b> recruit to 2 new T level routes</p> <p>T level in Science – Technical Laboratory Science route offering vocational route to employment or higher-level technical science professions 1x cohort year 1</p> <p>T-Level in Health, with a focus on Adult Nursing, with a strong emphasis on the development of technical skills and sector specific knowledge and behaviours 1 x cohort year 1</p> <p><b><u>Free course for jobs:</u></b></p> <p><b><u>Objective 3.6</u></b> Offer 3 routes for learners eligible under Free Course for Jobs</p> <ul style="list-style-type: none"> <li>• Level 3: BTEC National Foundation Diploma in Health and Social Care</li> <li>• Level 3: BTEC National Extended Diploma in Health and Social Care</li> <li>• BTEC National Extended Diploma in Applied Science</li> </ul>	<p>September2024</p> <p>September2024</p> <p>September2024</p>
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<p><b>4. Meet the needs of local and regional employers by offering apprenticeship routes across key in-demand skills sectors</b></p>	<p>Apprenticeships are a key plank in the government's plans for developing the skills sector and ensuring a vocational skills workforce. They support business to future proof their workforces with a particular focus on sectors with existing and emerging skills needs allied to the government's national skills and local skills priorities.</p>	<p><b><u>Objective 4.1</u> – to offer a range of apprenticeships to support employers across and surrounding London</b></p> <ul style="list-style-type: none"> <li>• 140 new apprenticeship enrolments targeted in 24/25. Total of around 420 apprentices will be on programme during the year</li> <li>• additional growth planned for the refrigeration and air conditioning apprenticeship. 98% of the Colleges offer is aligned to the regional priority sectors, with this predominantly being in the Built Environment,</li> </ul> <p><b>The 24/25 apprenticeship offer</b></p> <ul style="list-style-type: none"> <li>• Level 2 Accounts or Finance Assistant</li> <li>• Level 3 Assistant Accountant</li> <li>• Level 3 Business Administrator</li> <li>• Level 2 Bricklayer</li> <li>• Level 2 Carpentry &amp; Joinery</li> <li>• Level 2 Interior Systems Installer (Drylining)</li> <li>• Level 2 Plasterer</li> <li>• Level 2 Property Maintenance</li> <li>• Level 2 General Welder (Arc Processes)</li> <li>• Level 3 Civil Engineering Technician</li> <li>• Level 3 Building Services Design Technician</li> <li>• Level 3 Advanced Carpentry &amp; Joinery</li> <li>• Level 3 Gas Engineering Operative</li> <li>• Level 3 Refrigeration Air Conditioning and Heat Pump Engineering Technician</li> <li>• Level 3 Installation Electrician / Maintenance Electrician</li> <li>• Level 3 Plumbing and Domestic Heating Technician</li> <li>• Level 4 Construction Site Supervisor</li> <li>• Level 4 Building Services Engineering Technician</li> </ul> <p><b><u>Objective 4.2</u> Enhance the Personal development of the apprentices by adding additional employer and green technologies additionalities</b></p>	<p>End of July 25</p>
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		<p>During 24/25 United Colleges group will be focused on enhancing its existing provision as well as developing new programmes in line with regional employer needs. Activity will include:</p> <ul style="list-style-type: none"> <li>• Working with local employers the College aims to create opportunities for guest lectures carried out by industry experts. The aim is to create a bank of sector experts who can bring some further “real life” working examples and projects to the apprentices learning experience</li> <li>• Under section 1 above Utilising the Colleges investment using LSIF funds in green technologies, the Refrigeration and Air Conditioning department have seen the most recent investment. This will provide the opportunity for apprentices and employers to gain experience around maximising energy efficiency within building management systems. Alongside this, apprentices in other construction trades will be able to utilize the technologies to glean an understanding of the green sector and how the industry is moving towards net zero.</li> </ul>	July 25
<p><b>5. Digital -</b></p> <p><b>Develop routes to higher level qualifications to meet existing and emerging skills needs pan London across all sectors</b></p> <p><b>Reduce digital exclusion through basic digital skills</b></p>	<p>Skills analysis reports that the need for digital across all sectors, both basic and advanced digital skills will be highly sought after in the short-to medium-term (2-5 years).</p> <p>London across all sub regional partnerships currently has a challenge with digital poverty and digital inclusion which limits people’s general employability as well as</p>	<p>United Colleges Group will aim to meet the skills gap in the digital sector by</p> <p><b>Objective 5.1</b>  <b>Recruiting to a a T-Level qualification</b> for 16-18-year olds across the <i>Digital – Design and Development</i> route  1 x year 1 cohort,  1 x year 2</p> <p><b>Objective 5.2</b> UCG’s provision, ranging from L1 to L3 (in addition at E3 for adults) in IT skills will offer qualifications that meet the needs of learners of all ages providing pathways to industry or to HE,  Digital 16-18: 423 across both sites  Digital 19+: 245 across both sites</p> <p><b>Free courses for Jobs</b>  <b>Objective 5.3</b>  Two routes at L3 though the BTEC Extended Diploma in IT and the L3 Diploma for IT users.</p>	<p>Sept 24</p> <p>Jan 25</p> <p>September24</p>

	<p>the number of sectors and careers they can potentially pursue.</p> <p>Digital is a key skill need in the skills sectors identified as important eg green skills, engineering and construction, health and social care</p>	<p><b>HTQs</b>  <b>Objective 5.4</b>  To run and recruit HNC/D Higher Technical Qualification in Computing offering a refreshed curriculum including software development and programming skills. 1 x cohort</p> <p><b>Objective 5.5</b> Further development of a Digital employer forum in 24/25 to ensure that UCG has a two-way forum to explore the curriculum and skills needs of employers, including sector specific needs</p> <p><b>Objective 5.6</b> Essential Digital Skills- Embed and offer qualifications that meet the upskilling needs of adult learners via short courses or bolt-ons for DWP /sector specific courses outlined in section 2</p>	<p>October 24</p> <p>Term 1 2024/5</p> <p>Various entry points - July 25</p>
<p><b>6. Creative Industries -</b></p> <p><b>Ensure through industry standard resources pathways to industry or further study across a variety of creative routes</b></p>	<p>Creative industries are a key skills sector for London and particularly for the sub regional partnerships of Central London Forward and West London Alliance. Skills in demand are typically those allied to technical/ production and skilled trade occupations</p>	<p><b>Objective 6.1</b> UCG through its Creative will offer 16-18-year olds performing arts and music production training through the following courses:</p> <ul style="list-style-type: none"> <li>• L2 and L3 Diploma/Extended Diploma in Performance and Production Arts</li> <li>• L2 and L3 Diploma/ Extended Diploma in Music Performance and Production</li> </ul> <p>Target 160 students</p> <p><b>Objective 6.2</b> Within Media and Art &amp; design, pathways in TV production, Audio production and Photography allow for individuals to develop the technical skills needed to meet the skills gap in London: target 248 students</p> <ul style="list-style-type: none"> <li>• L2 and L3 Diploma/ extended Diploma in Media Production</li> <li>• L2 Diploma in Art &amp; Design</li> <li>• L3 Applied General Diploma/ Extended Diploma in Art &amp; Design (Photography Pathway)</li> </ul>	<p>Sept 24</p> <p>Sept 24</p>



		<p><b><u>Objective 6.3</u> LSIF implementation within the creative curriculum</b></p> <ul style="list-style-type: none"> <li>• <i>Completely upgraded TV Studio, with the purchase of high spec, industry equipment including augmented reality and virtual reality</i></li> <li>• <i>Workforce Industry Exchange (WIE) activities</i></li> <li>• <i>1 newly designed L3 course in Media Production</i></li> <li>• <i>Engagement with free lancers through the creation of a 'Hub'</i></li> <li>• <i>Links with Industry partners</i></li> </ul>	April 25
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## 5. Local Needs Duty

The Corporation of United Colleges Group has taken due regard to the to the Meeting Skills Needs Guidance as issued by the Department of Education in discharging its duty to review how well the education and training provided through its college campuses meet local skills needs. The review of skills needs and the College's response is set out clearly in this Accountability Statement. This includes a detailed assessment of the local populations the college serves across several London boroughs, the needs of employers regarding current and emerging skills demands, working with two Local Skills Improvement Partnerships, Employer Representative Bodies and other sub-regional partnerships and agencies. The Corporation has taken into account the National Skills Priorities and this Accountability Statement sets out UCG's contribution to meeting these. The Corporation has reviewed and adjusted the curriculum offer of the college to be able to best support identified skills gaps and improve the employability and life chances of all students it serves providing opportunities for all levels of prior attainment. United Colleges Group develops its curriculum offer in consultation with other colleges within the West London area, and alongside Higher Education Institutions to support progression.

## 6. Corporation Statement

On behalf of the United Colleges Group Corporation, it is hereby confirmed that the Accountability Agreement as set out above reflects the agreed statement of purpose, aims and objectives as approved by the Corporation and fulfils the statutory Local Needs Duty

Name: *Franklin Asante*

Role: *Vice Chair to the Corporation*

Signature:



Dated: 22 June 2024

Name: *Stephen Davis*

Role: *CEO/ Group Principal and Accounting Officer*

Signature:



Dated: 25.06.24

## 7. Hyperlink

## 8. Supporting Documentation

- [London LSIP](#)
- [Skills for Londoners Strategy | London City Hall](#)
- [Home - Central London Forward](#)

- [West London Alliance - Improving outcomes for over 20 years \(wla.london\)](#)
- [City Plan 2019 - 2040: | Westminster City Council](#)
- [www.westminster.gov.uk/cultural-strategy](#)
- [Camden 2025 and Our Camden Plan - Camden Council](#)
- [Brent Borough Plan 2023 - 2027 | Brent Council](#)