



# MEETING LOCAL SKILLS NEEDS

## Summary

Macclesfield College's Strategic Plan is shaped by the needs of the local and regional area and is aligned with local plans. The College has forged robust relationships with a wide range of employers and stakeholders across the region, to ensure that all provision dovetails neatly into the needs of our local business and the regional economy and has an excellent understanding of requirements to support growth. The College is working closely with other stakeholders to contribute to the Cheshire and Warrington Local Skills Improvement Plan to inform and deliver key priorities as they emerge.

Macclesfield College is committed to providing programmes of learning and excellent experiences for our learners, that support them to develop the skills and behaviours that they need to progress successfully into higher education or employment. Working closely with a wide range of employers we ensure that the curriculum offered is appropriately aligned with the local economy and will provide employers with the skills they need for future economic growth.

**Leaders and Managers engage very effectively with employers and other relevant stakeholders to understand the skills needs of the local, regional and national economy and plan their curriculum accordingly.**

- Macclesfield College has forged robust relationships with a wide range of employers and stakeholders across the region, including the Local Enterprise Partnership (LEP), Chamber of Commerce and the Department for Work and Pensions.
- The College has a dedicated employer engagement team that actively works with over 1000 employers across all sectors.
- As a result of the strong partnerships developed with our employers, the College has over 700 learners enrolled on apprenticeship programmes, ranging from Level 2 up to and including Level 5.
- The College has had representation on the board of the Chamber of Commerce for the past five years and this provides staff at the College with direct access to a wide range of employers across the region and a thorough understanding of the skills needed amongst these employers. Leaders and Managers work closely with the Cheshire and Warrington LEP and College Managers sit on the Data and Labour Market Steering Group, chaired by the LEP.
- An annual CEO roundtable event is held at the College, chaired by the local MP and attended by leaders from key employers across the region.
- Employer Sector Focus Groups are held to gain a further understanding of the immediate and future required skills of employers.



**Leaders and Managers involve employers and other relevant stakeholders very effectively in the design and implementation of the curriculum to prepare students for future education, employment or work.**

- The College delivers an ambitious curriculum and the structure and design of the programmes have been created to ensure that learners have a good opportunity to develop skills, knowledge and behaviours required by employers. Employers from across the region actively contribute to the design and delivery of the curriculum offer. A dedicated team at the College work collaboratively with a wide range of employers across many sectors to provide much-needed work placement for full-time learners. Additionally, employers regularly attend the College to deliver industry talks.

- A number of Academies have been developed in partnership with local employers to provide pathways to apprenticeships for learners and support employer demand. This includes Health, Social Care, Catering, Engineering and Sport.
- Leaders and Managers at the College engage effectively with local community groups and have a good understanding of the barriers being faced by those furthest from the labour market. Consequently, the College provides a range of courses, both in the College and out in the community, to encourage local residents to engage in learning and support them on their journey to employment.
- The apprenticeship offer at Macclesfield College has been designed to provide young people and adults with the opportunity to enter employment whilst gaining new skills and studying towards qualifications. The College works closely with employers to ensure that the provision is well aligned to meet local and regional skill needs and provides apprentices with opportunities to progress to aspiring destinations. The College offers a flexible delivery model including day release, block release, blended learning and completely in the workplace to meet both learner and employer needs. Highly skilled staff with appropriate industry backgrounds deliver training that is employer-led and meets individual needs.
- An Aspirations Academy has been established to provide a provision for students who have been found to be not yet ready for college. The aim of the Academy is to re-engage young people who are at risk of becoming NEET and to provide a route back into mainstream education, apprenticeships or employment. The Academy provides a positive learning environment for learners to prosper and supports them to build confidence, resilience and leadership skills.
- In order to support the government priorities outlined in the Industrial Strategy, achieve precise alignment with the LEP Strategic Plan for Cheshire and Warrington and in line with the College's own strategic priorities, the College will deliver a higher level of qualifications that are innovative, and dynamic and address specific skills gaps identified by local employers. The higher, technical and professional curriculum will also develop cross-cutting skills around communication, digital skills, leadership and management, thus offering learning opportunities which will be of greater value to employers and the local and regional workforce.





**Leaders and Managers ensure that the curriculum is planned and taught effectively so that students and apprentices learn the skills they need.**

- The structure and design of the programmes at the College have been created to ensure that learners have a good opportunity to develop skills, knowledge and behaviours required by employers and support learners to take their next steps.
- The curriculum is effectively sequenced so that new knowledge and skills can be learnt quickly and can be applied in the workplace for learners on placement. The curriculum is selected to guarantee that skills and progression are maximised and learners' broader social skills are developed.
- Curriculum planning is robust and takes place annually. The College uses effective LMI to inform curriculum planning and to ensure that the offer is relevant to both learner and employer demand.
- Achievement rates and other performance indicators are closely monitored by Governors, Leaders and Managers to ensure that all learners are gaining the skills needed to progress to positive destinations.
- Learners at Macclesfield College take part in a wide range of enrichment activities linked to their subject areas and are encouraged to improve their skills and confidence by taking part in local and national competitions.
- Career ladders identify how learners can progress from their initial starting point and provide aspirational and incremental steps to achieving their intended destinations. Curriculum is planned to ensure clear progression is available to learners from Entry Level to Level 5 qualifications.

