



Here for you.

# **Annual Accountability Agreement**

2023-24 Academic Year

# College Mission and Purpose

Halesowen College is a lively, ambitious and highly inclusive tertiary college providing a broad and extremely supportive education to young people from across the West Midlands and an increasing range of vocational Higher Education courses, Apprenticeships and training for adults.

Halesowen College exists to provide the exceptional education, training and support that will transform life chances and equip our community to flourish in a changing world.

To be the first choice college in our region for learners, parents, businesses and staff, working with partners to achieve remarkable things.

## Strategic Aims and Objectives

Halesowen College has a strategic plan which is reviewed regularly and underpinned by an annual plan which sets clear and measurable targets to drive the College towards its goals. Our strategic objectives are currently as follows:

### ***Our offer***

A BROAD, INCLUSIVE, RESPONSIVE AND PURPOSEFUL CURRICULUM

### ***Our quality***

EXCEPTIONAL TEACHING, LEARNING AND OUTCOMES

### ***Our environment***

LEARNING ENVIRONMENTS THAT MAKE A DIFFERENCE

### ***Our resources***

SOUND FINANCES TO ALLOW INVESTMENT AND KEEP US AHEAD OF THE GAME

### ***Our reputation***

A REPUTATION AS THE GO-TO COLLEGE

### ***Our people***

A TRULY DIVERSE, EMPOWERED, SUPPORTIVE AND ACCOUNTABLE COMMUNITY

The College is embarking on a refresh of the strategic plan to further reflect the skills agenda. A section will be added to the plan focusing purely on skills and working in partnership with our stakeholders.

There are also defined transformation projects which aim not just to execute a defined change, but to reshape the College, change culture and behaviours and/or discover new ways of working based on a vision for the future.

These are currently:

- extending the College estate to procure and refurbish Trinity Point.
- support mental health and improve attendance and success.
- a broad and impactful curriculum to develop talent to bridge the skills deficit.

[www.halesowen.ac.uk/halesowen-college-strategy-2021-2025/](http://www.halesowen.ac.uk/halesowen-college-strategy-2021-2025/)



# Context and Place

## The Communities We Serve

The communities we serve are mainly located in the Black Country and Southwest Birmingham. Whilst there are many socioeconomic challenges in our area, the College has a clear and important role to play in upskilling and educating local people to enable them to gain sustainable employment and live happy and fulfilled lives. We believe that education is powerful and provides choices. Whereas the data below is sobering, Halesowen College has the opportunity to impact positively and ensure that our communities can learn, flourish and succeed.

Our area lags behind the rest of the UK in terms of qualifications, employment, pay and skills. There are many areas of deprivation.

Economic inactivity in our area is currently 24.2% (22.5% West Midlands and 21.6% nationally). Also within the mix of those economically inactive are less retirees and students than national position but 29% looking after family/home compared with 19.6% nationally. Also, there are higher proportions of long and short term sickness. Linking with these statistics on economic inactivity, the proportion of workless households in the Black Country is 15.2% (West Midlands 14.2% and nationally 14.0%). The percentage of children in a household where nobody works is 12.7%. so, in a primary school class of 30 children approximately 4 would be in a household where nobody works. Looking at the breakdown of occupations of those in work; in groups 1-3 (management and professional) there are only 41.6% of workers compared to a national benchmark of 51.6% - a ten percentage point deficit.

Unsurprisingly, there is a higher percentage in the lower groups with the lowest section (groups 8 and 9 elementary occupations) having 21.7% of workers compared to 15.1% nationally. This manifests into a disparity with qualifications and ultimately, pay. The table below demonstrates the level of qualifications in our area compared to the West Midlands and the national position. It is concerning to see that almost 1 in 10 of people in the Black Country have no qualifications.

	Black Country %	WM %	National %
Level 4	31	38.9	43.6
Level 3	49.3	57.2	61.5
Level 2	68.7	75.1	78.1
Level 1	79.9	84.8	87.5
Other	10.4	7.5	5.9
None	9.9	7.8	6.6

The Black Country is falling further behind the rest of the UK.

Given this landscape, the full time pay is £14.28 per hour on average compared to £16.37 nationally. Looking at the gender breakdown this falls to £13.99 for women against a benchmark of £15.49. There are 44,885 (6%) of claimants in the Black Country. The number of claimants 18-24 is 8.7% (nationally 4.8%). Youth unemployment continues to be a problem.

Halesowen College fully acknowledges the challenge to address this landscape but approaches this from a position of optimism knowing how education can change lives and shape futures.





# Jobs

There are currently 502,000 jobs in the Black Country and a density of 0.67 (0.81 WM and 0.85 nationally).

## Sectors where there are more jobs locally than nationally include:

- Manufacturing
- Wholesale and retail
- Motor vehicle
- Transport and storage
- Health and social care

Halesowen College provides high quality education and training to 16-18 year olds via study programmes and apprenticeships alongside an offer for adults which is focused on meeting the skills deficit within our area.

## The strengths of our area include:

- a strong manufacturing base with 13% of jobs compared to 8% nationally.
- high-growth priority sectors included advanced manufacturing, transport technologies, construction and building technologies, environmental technologies, and professional and business services.
- professional, administration and professional are the second largest employment sector in the Black Country and is set to grow over the next ten years. Over 80,000 people work in the sector in over 9,500 local companies. The Waterfront in Merry Hill is a hub for this type of employment.
- there is a new acute general hospital being built in Smethwick that will also act as a catalyst to wider regeneration within the area.
- fastest growing tech sector in the UK with an additional 52,000 jobs to be created over the next four years; an increase of 55% since 2019.

## The challenges are:

- the area significantly lags behind the rest of the UK in basic digital skills with 15% of people having zero digital skills for work compared to 8% nationally.
- 56% of children in the Black Country live in areas which are among the most deprived fifth of all local areas in England and 36% of children in the Black Country live in low-income households.
- 90% of businesses do not have a towards net zero plan and only 32% are not yet measuring their carbon footprint and have no plans to reduce their environmental impact.
- there are lags behind the rest of the UK for qualifications and skills.
- increasing volumes of young people not in education or training.



# Our College community

Currently Halesowen College has c. 4350 full time 16-18 learners. This cohort has the following characteristics:

## GENDER

62% of our learners are female, with 38% being males

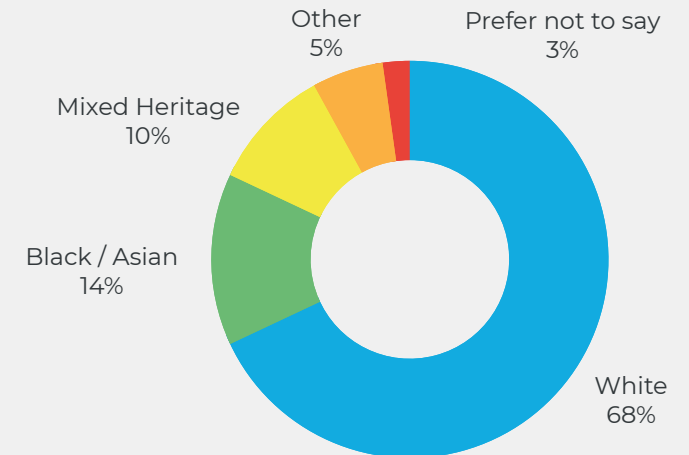


## DISABILITY

82% of our learners have no disability, with 15% having a disability and 3% preferring not to say.



## ETHNIC DIVERSITY

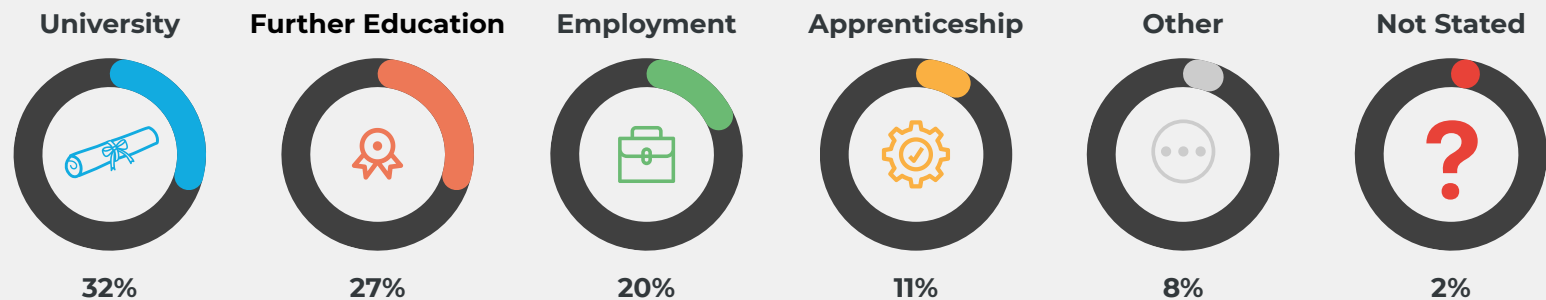


On entry to the College 14% of learners did not have GCSE Maths and English at grade 4 or above.

We draw from 128 first level postcodes and work with young people from some of the most deprived areas such as Lye, Netherton and Smethwick.

Despite these challenges, destinations are very positive as shown below.

## DESTINATIONS



We support learners financially through our learner support fund, removing financial barriers to engagement.

We work with more than 1300 adult learners and 200 apprentices. The characteristics of our adult community reflects the 16-18 cohort in terms of socioeconomic factors. The diverse and vibrant community creates a rich cultural base and has enabled Halesowen College to be re-accredited as a Leader in Diversity, a College of Sanctuary and the Rainbow Flag.



# Approach to Developing the Plan

## Key Stakeholders

Halesowen College has strong links with local employers in order to provide outstanding learning experiences and sustainable employment for our students. The skills needs of our employers shape our curriculum and Halesowen College views itself as a cornerstone of the community with ambition to focus on the skills agenda and meet local needs. This will enable other organisations to grow and develop. We aim to further advance our stakeholder engagement and grow our place in the local communities we serve, continuing to inspire and educate young people and adults. Forging new and strengthening established partnerships, we aim to reach further into our communities to provide through world class education, routes out of poverty and ensure our learners live happy and fulfilled lives.

*We continue to work closely with:*

### West Midlands Combined Authority

Halesowen College supports the aims of the WMCA by developing skills to promote inclusive economic growth in every corner of the region. Working with employers we strive to understand their training needs, adapt our curriculum and deliver excellent standards of education and training to provide the talent businesses need to realise economic growth and increased prosperity. The WMCA has provided several vehicles for the College to support this through applying local flexibilities to remove financial barriers to learning and funding the College to deliver bootcamp style education and SWAPS (sector based work academies). The devolution deal presents further opportunities and it is important that the College demonstrates impact of its activities in terms of getting people into sustainable employment or more advanced programmes of education.

### Chamber of Commerce

Halesowen College has forged excellent relationships with the Chamber of Commerce especially during the research stages of the Local Skills Improvement Plan. The Chamber endorsed the Skills Accelerator programme that the College led on post lockdown to offer essential business skills to local businesses who were having to find new ways of working given the digital revolution for which COVID 19 was a catalyst.

The College is reviewing its offer in light of the priorities stated in the LSIP and linking this with the student demand and the local labour market data.

### Dudley Metropolitan Borough Council

Halesowen College is committed to reaching out to the most difficult to reach sectors of our community and this will only be possible with partnership working. The Local Authority has a programme of community based learning which engages some of the most hard to reach cohorts. The College works with the Local Authority, offering courses in community centres and working with the team to shape progression pathways onto more formalised learning which will be valued by an employer.



**West Midlands  
Combined Authority**



## **Dudley Business Champions**

The College is an active member of Dudley Business Champions; a group of business leaders, the Local Authority and education providers with the objective of driving regeneration in the Dudley Borough. This provides an opportunity to work closely with partners and stakeholders and get to the heart of what makes businesses tick and hence what the College can offer in terms of skills development and talent pipeline.

## **Education and Skills Board**

The College, alongside Dudley College of Technology, works with key employers in the borough and the Local Authority, to establish priorities which we address collectively. The current workflow is surrounding digital skills. Both Colleges are working together with an employer in developing a high level digital scheme to support LSIP priorities of advanced manufacturing and big data and, also supporting the Local Authority provide basic digital training to families who qualify for free hardware and software through the Shared Prosperity Fund.

## **Department for Work and Pensions/JCP**

The Department for Work and Pensions (DWP) is responsible for welfare, pensions and child maintenance policy. As the UK's biggest public service department, it administers the State Pension and a range of working age, disability and ill health benefits to around 20 million claimants and customers. The College has forged excellent links with the DWP and Job Centre Plus (JCP) in offering SWAPS to get local people into work. There has been significant community engagement through the MULTIPLY scheme and the College continues to upskill the local community in terms of basic mathematical, literacy and digital skills which are essential to enter the workplace. LSIP research has found that more than 15% of people in our area lack the basic digital skills to enter the workplace so this strand of partnership working is crucial.

## **Halesowen BID**

Halesowen BID was established to ensure that Halesowen's future is secured for our local community of businesses and traders. The College is the cornerstone of the community and works alongside BID in supporting the skills development needs of the local economy. We host a monthly breakfast meeting which is valuable for networking but which also has an educational element. The College has also secured a unit in the main shopping centre, The Cornbow, and is actively integrated into the business community in the town.

## **NHS**

The College has formed positive partnerships with several NHS Trusts.

We have a long-standing relationship with the Dudley Group of Hospitals which has involved our students in Health and Social Care, working as volunteers for placement. This year our T-Level students have been trained as Clinical Support Workers and undertaken their Year 2 placement. This has been extended to Year 1 also for September 2023.

There is an agreement in place now with Sandwell and West Birmingham Trust for students to undertake placement as part of the SCORES project.

We are also currently in talks with Birmingham and Solihull Trust alongside the other Birmingham Colleges regarding a memorandum of understanding for placements at the Birmingham Trust.



**Department  
for Work &  
Pensions**



**HALESOWEN****BID**  
BUSINESS IMPROVEMENT DISTRICT

**NHS**



## Engagement with other providers

Halesowen College is an active member of **Colleges West Midlands** who operate on behalf of Further Education Colleges in our area. The senior team also operate via the Association of Colleges at a regional and national level.

There is a culture of collaboration in our area and most recently the Black Country College successfully bid for Skills Accelerator funding and were so successful that we were joined by several other Birmingham and wider West Midlands colleges to gain round two funding.

## Work with Schools

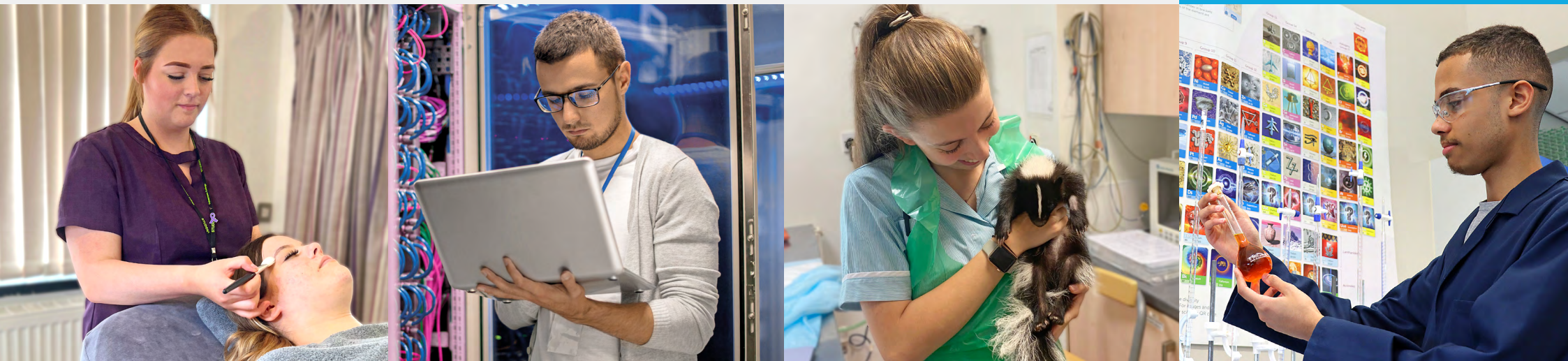
The College has an effective Schools Team that regularly attends events and assemblies in schools to discuss what options post 16 Halesowen College can offer. Moreover, the College welcomes groups of school learners into College for formal education through the school's outreach programme for years 10 and 11.

## Links with Universities

The College is an associate partner with University of Worcester and works in partnership to deliver a range of foundation degree programmes. This contributes to upskilling the local population beyond level 4. The opportunity to study in the College removes many barriers to Higher Education and allows local people to study on a flexible basis.

## Ambition for the Future

Halesowen College aims to be exceptional and provide high quality education and skills development. We see ourselves as the cornerstone of our community with a focus on students, learning and skills. We have a positive culture of ambition, celebration and inclusivity and, look forward to upskilling local people, driving up the standards of education in our area and having a positive impact on qualifications, employment, pay and skills.





## Contribution to National, Regional and Local Priorities

College Strategic Aims & Objectives		How they Contribute	Actions	Timescales
<b>AIM 1: A BROAD, INCLUSIVE, RESPONSIVE AND PURPOSEFUL CURRICULUM</b>				
1.1	We will offer a curriculum with breadth and depth, to meet a very wide range of needs and ambitions, and with clear progression routes from Level 1 to Level 3 and beyond, in order to meet current and future labour market demands.	Provision of an impactful curriculum for all learners irrespective of age, level of ability and background, allowing the development of skills and talent required by employers.	<ul style="list-style-type: none"> <li>Review level one curriculum offer to improve retention and progression to higher levels of skill development.</li> <li>Refresh progression pathways from community based learning in the priority areas of digital and business.</li> </ul>	<p>Sept 2023</p> <p>January 2024</p>
1.2	We will develop and build on key specialisms, where our expertise will equip learners with the skills to work in priority sectors.	The College has curriculum strengths in health, care and healthcare science, business and digital which are noted in the LSIP as priority areas. These skills are crucial to bridge the skills deficit in our area and this is supported by labour market statistical data.	<ul style="list-style-type: none"> <li>Work with Dudley College of Technology and a leading employer for advanced manufacturing to develop higher level skills development programme for digital.</li> <li>Roll out and build capacity in T levels in health, accountancy, business and science.</li> </ul>	<p>December 2023</p> <p>September 2023 (phase 1)</p>
1.3	We will be creative, flexible and responsive in our curriculum design.	The College will ensure that the curriculum continues to meet the needs of our learners and prepares them for sustainable employment or more advanced levels of education. The curriculum will however also respond to the needs of the local economy ensuring learners have the skills that employers need to increase their productivity.	<ul style="list-style-type: none"> <li>Hold employer boards for each curriculum area to ensure that our curriculum is responsive and impactful.</li> </ul>	October 2023

College Strategic Aims & Objectives		How they Contribute	Actions	Timescales
1.4	We will develop meaningful and productive partnerships with employers and other stakeholders, to make sure our curriculum is relevant and a route to employment/further study.	The College cannot meet the skills agenda in isolation and is committed to listening to the needs of all of our stakeholders. Clear progression pathways from community based learning run through the Local Authority straight through to Foundation Degrees in partnership with Universities.	<ul style="list-style-type: none"> <li>Develop progression pathways, delivered at neighbourhood centres, from community based learning in digital and business.</li> <li>Review portfolio of level 4 and HE courses.</li> </ul>	<p>January 2024</p> <p>June 2024</p>
1.5	We will develop our learners as people, with the skills they need to succeed and thrive in life and employment.	The College is committed to employability skills and through work placement and supported by an effective tutorial curriculum, students will have the opportunity to develop time management, working with others, problem solving and other skills pivotal to the workplace.	<ul style="list-style-type: none"> <li>Revised tutorial curriculum</li> <li>Targets for &gt;95% of level three vocational learners to have a meaningful work placement</li> </ul>	<p>September 2023</p> <p>July 2024</p>
<b>AIM 2: EXCEPTIONAL TEACHING, LEARNING AND OUTCOMES</b>				
2.1	We will provide consistently excellent education and training that inspires learners and builds their confidence and curiosity.	Excellent levels of education maximises talent development which will then create a talent pipeline to address the skills gap and ensure employers have an appropriately skilled workforce.	<ul style="list-style-type: none"> <li>Develop our quality and standards team and refresh our quality cycle including the format of the termly performance review meetings.</li> </ul>	August 2023
2.2	Our learners will achieve results and outcomes that will enable them to compete with their peers both nationally and globally.	Halesowen College has good outcomes for learners. The knowledge and skills that they learn in college will be utilised to help businesses grow and flourish and/or provide a platform for developing higher level abilities.	<ul style="list-style-type: none"> <li>Aim that all provision achieves at least results equal to national benchmarks.</li> <li>Ensure that all study programmes include employability skills to enable learners to use the skills and knowledge they have learned to compete with their peers.</li> </ul>	<p>July 2024</p> <p>July 2024</p>

College Strategic Aims & Objectives		How they Contribute	Actions	Timescales
2.3	Our learners will receive exceptional and individualised support to achieve outcomes and fulfil their potential.	In order to provide equality of opportunity and allow all learners to develop the skills and abilities they need to secure sustainable employment; the College provides individual support. This ensures that all individuals can develop skills they need for work and to live happy and purposeful lives.	<ul style="list-style-type: none"> <li>Review the impact of the green paper and draw up an appropriate action plan.</li> <li>Increase the volume of supported internships.</li> </ul>	<p>October 2023</p> <p>July 2024</p>
<b>AIM 3: LEARNING ENVIRONMENTS THAT MAKE A DIFFERENCE</b>				
3.1	Our learning environments will be inspiring and will benefit from industry-standard equipment.	By ensuring learners are familiar with industry standard equipment they develop skills that are immediately impactful in the workplace. The College takes advice from industry in sourcing equipment to create realistic working environments in college	<ul style="list-style-type: none"> <li>Finalise plans for equipment for Trinity Point creating industrial standard environments for digital and media.</li> <li>Install the Anatomage table to provide stretch and challenge opportunities for health students.</li> </ul>	<p>December 2023</p> <p>September 2023</p>
3.2	Our learning environments will be sustainable and will demonstrate our commitment to environmental responsibility.	The College alongside all partners have a moral imperative to create more sustainable ways of working. There is an opportunity to share with our employers the Colleges approach to the green agenda and aid their contribution. There is a real need for education and support for sustainability as 90% of businesses to do yet have a towards net zero plan.	<ul style="list-style-type: none"> <li>Host a net zero business breakfast.</li> <li>Work with WMCA to establish impactful AEB provision for employers based on skills for green jobs.</li> </ul>	<p>November 2023</p> <p>December 2023</p>
3.3	Our learning environments will be accessible.	The College has a commitment to make its estate accessible to all so that each learner has the opportunity to develop skills for work and advanced levels of education.	<ul style="list-style-type: none"> <li>Develop accessibility plan for Trinity Point.</li> </ul>	March 2024

College Strategic Aims & Objectives		How they Contribute	Actions	Timescales
3.4	Our learning environments and processes will take full advantage of digital technologies.	Digital skills are a golden thread running through the LSIP and it is essential that learners develop the digital skills they need to enter the workplace.	<ul style="list-style-type: none"> <li>Secure local flexibility for a level 2 for adult digital skills.</li> <li>Work in partnership with Dudley College of Technology to offer higher level digital skills.</li> </ul>	<p>September 2023</p> <p>October 2023</p>
<b>AIM 4: A DIVERSE, EMPOWERED, SUPPORTIVE AND ACCOUNTABLE COMMUNITY</b>				
4.1	We will champion diversity and inclusion throughout our work.	The College is committed to equality of opportunity and will ensure that all learners can engage; making all necessary reasonable adjustments. The College also has an opportunity to educate employers on our ethos and share our approach.	<ul style="list-style-type: none"> <li>Employers event to support them with embedding equality and diversity into their business.</li> </ul>	February 2024
4.2	We will recruit, retain, develop and reward the best staff.	We are a people orientated organisation and staff are essential to delivering the strategic objectives. Our staff will be forward facing and engage with employers to shape our curriculum and provide expert industry input. It is currently difficult to recruit staff given the labour market conditions and the disparity in pay between colleges and schools.	<ul style="list-style-type: none"> <li>Continue to support AoC action with Mind the Funding Gap.</li> </ul>	TBD
4.3	Our staff will be experts, motivators, and role models.	Staff will understand the requirements of the local economic landscape and the requirements of employers. They will use this as one driver for the curriculum offer also ensuring that they meet the needs of learners. Staff will have the necessary industrial experience, wherever appropriate, to motivate and inspire.	<ul style="list-style-type: none"> <li>Establish opportunities for industrial updating.</li> </ul>	February 2024
4.4	We will develop a culture of ownership and accountability for success, supported by effective performance management.	In driving up standards of teaching, learning and assessment, staff performance is key. The College cannot deliver the skills of the future if lessons are uninspiring and are not teaching learners the skills they need. As such there are rigorous systems for probation and appraisal in place. This is supported by an outstanding programme of CPD to offer staff all of the development opportunities they need to grow and innovate.	<ul style="list-style-type: none"> <li>Ensure CPD activities for 2023/24 focus on pedagogy and the development of skills in each curriculum area.</li> </ul>	September 2023



College Strategic Aims & Objectives		How they Contribute	Actions	Timescales
4.5	We will support the well-being of staff, learners and customers, and our arrangements for safeguarding will be among the best in the country.	In order for staff to deliver the highest quality teaching and learning to develop skills for now and the future we must ensure that their wellbeing is a priority. In order for our students to achieve to the best of their potential we will create a safe and motivational environment and a caring community.	<ul style="list-style-type: none"> <li>Revised approach to staff and student voice.</li> </ul>	December 2023
<b>AIM 5: FINANCE AND RESOURCES: SOUND FINANCES TO ALLOW INVESTMENT AND KEEP US AHEAD OF THE GAME</b>				
5.1	We will plan the College's finances for future sustainability.	There are two drivers within the College: quality of education and financial resilience. To invest in quality and the current and future skills needs we need to retain financial resilience.	<ul style="list-style-type: none"> <li>Roll out our approved financial strategy and report to CLT and Corporation on key measures.</li> </ul>	October 2023 (1st review)
5.2	We will maximise income from key funding streams.	The College must maximise its position in order to maintain the financial resilience described in 5.1 above.	<ul style="list-style-type: none"> <li>N/A See above</li> </ul>	
5.3	We will seek opportunities for diversification and enterprise.	The College is outward facing into the community and the local economy. We are very clear about the labour market statistics and our ability to bridge the skills gap. As such we seek to form strategic partnerships with high quality providers to deliver the shortage skills required for our area.	<ul style="list-style-type: none"> <li>Establish partnership arrangements with Redstone and CPC in order to deliver the skills requirements in rail and logistics.</li> </ul>	September 2023
5.4	We will manage the balance between efficiency and quality.	As 5.1		

College Strategic Aims & Objectives		How they Contribute	Actions	Timescales
5.5	We will invest purposefully for the college and learners' future.	The College has established transformational projects in order to target resources to priorities and genuinely make a step change.	<ul style="list-style-type: none"> <li>Procure and refurbish Trinity Point to create a centre of excellence for digital and media.</li> </ul>	February 2024
<b>AIM 6: REPUTATION AS THE GO-TO COLLEGE</b>				
6.1	We will build a brand and reputation that is recognised, respected and loved.	Halesowen College has undertaken a rebranding exercise in order to be visible and for all stakeholders including employers to be aware of the offer and impact on skills.	<ul style="list-style-type: none"> <li>Establish regular employers. newsletter publishing our offer.</li> <li>Work with College West Midlands on all shared initiatives to publish an area wide prospectus.</li> </ul>	October 2023  TBD
6.2	We will show civic responsibility and have a measurable positive local impact.	The College shows civic responsibility by actively participating in the community and fulfilling obligations as an educational provider. We stay informed and keep up to date with local, national, and international news. We are aware of current events, policies, and social issues. This knowledge helps us make informed decisions and participate effectively in discussions and actions related to civic matters. Through the development of a talent pipeline, we contribute to the local economy.	<ul style="list-style-type: none"> <li>Strengthen links with Halesowen Bid and community groups in Halesowen through participation in community events such as Halesowen Carnival.</li> </ul>	October 2023
6.3	We will influence key regional and national agendas.	The College has members of the senior team working at regional and national levels in to influence agendas pivotal to success such as educational reform, skills and fair funding settlement.	<ul style="list-style-type: none"> <li>Continue to actively participate in these groups given change of leadership.</li> </ul>	October 2023
6.4	We will gain national recognition for the things achieved here.	The College aims to be exceptional in all that it does. Through recognition employers will gain assurance that the College can meet the skills needs of our area.	<ul style="list-style-type: none"> <li>Review awards and accreditations.</li> </ul>	December 2023

# Review of our Strategic Plan

The College is currently embarking on a review of the strategic plan and skills statement. Action points which are additional to those linked to our current strategic plan are outlined in the table below:

Action	Timescales
Review approach to destination data to provide quantifiable evidence of impact and take action where performance needs to improve.	October 2023
Diversify curriculum via partnership working and subcontracting with initial focus on logistics, warehousing, forklift truck licenses and rail engineering/ track maintenance.	September 2023
Link with the Chamber of Commerce to map our new strategic plan to the key themes in the LSIP and using our local knowledge influence future years LSIP priorities.	January 2024
Develop relationships with schools and promote not just courses but careers for post 16 education.	January 2024
Celebrate employer engagement through awards evenings and networking events.	September 2023
Act on properties identified through Dudley Skills and Education Board to provide the talent pipeline for local businesses.	December 2023



## Duty to review provision in relation to local needs.

We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review at least every three years to identify how well we are meeting local needs associated with securing suitable employment. We will publish a report on our main website following this review. We will factor in any actions from this report into our Accountability Agreement plan.

## Reference to Supporting Documents

Halesowen College Annual Members Report and Financial Statements 2021/22  
Annual Plan 2022/23  
Halesowen College Strategic Plan  
Halesowen College Teaching and Learning Strategy