

# Annual Accountability Statement and Local Needs Duty June 2025

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# Annual Accountability Statement and Local Needs Duty

## 1. College Vision, Mission and Values

In September 2024, a new Strategic Plan was launched for the period September 2024 – July 2028. This sets out the College's vision, mission, values and goals.



### Our Vision

To be a vibrant, sustainable college, exceeding the expectations of all those we serve

### Our Mission

To support our local communities and to transform lives through the development of technical, professional and personal knowledge and skills

## Our Values



- We are an **INCLUSIVE** College, welcoming employees and learners of all backgrounds, ages and abilities
- We are **COLLABORATIVE**, working in partnership internally and externally to achieve shared goals
- We are **RESPECTFUL** of each other in our words, actions and behaviours
- We are **AMBITIOUS** for our learners, our staff and our College, always striving for excellence
- We are **HONEST** and open, and act with integrity in all that we do
- We provide a physically and emotionally **SAFE** environment, where people can be themselves, try out ideas and thrive

# Our Goals:



These goals are supported by eleven 'Plans on a Page' each owned by a member of the Senior Leadership Team. These detail annual milestones and actions required to achieve the high-level goals above. Governors monitor progress against the plans and the annual milestones through their annual cycle of meetings.

The eleven plans are for:

1. Skills	2. Apprenticeships	3. Higher Education	4. Growth and Employer Engagement
5. Teaching and Learning	6. Student Experience	7. People and Culture	8. Marketing
9. Information and Learning Technologies	10. Estates	11. Finance	

## 2. Context and Place – The Communities We Serve

Colchester Institute (the College) provides professional and technical education and training for the largely rural and coastal populations of the Colchester City and the districts of Braintree and Tendring in North Essex. The College operates from two main delivery sites (Colchester and Braintree) and three outreach centres, all of which are found in Tendring. The College's annual turnover will c£47m in 2025/26.

The **Tendring** District has a considerably lower job density ratio (total jobs to population) than the East of England and UK averages, higher than average numbers of benefit claimants, and considerably lower than average numbers of residents qualified at levels 3 or above and 4 or above. Earnings are also lower than the UK and East of England average.



These data underline the importance of the College's offer in Tendring, which is successful in supporting adults into (or back into) work, or to gain higher paid, better skilled work than the seasonal and casual work that many young people and adults rely on, in this coastal district. The College's offer is based around both general and subject specific employability skills – literacy, numeracy and digital skills, with specialist offers in Healthcare, Construction and Engineering.

The College's **Braintree** Campus (the former Braintree College, pre 2010) is the place of learning for 400 16-18 year old full time students, with a particular focus on the skills needs of the District; Construction, Engineering, Digitech and Business. Programmes for adults in Welding and Construction are also popular, and in Engineering an Apprenticeship programme complements a full time study programme, supporting the many



Engineering employers in the District. The District has a particularly low level of residents holding Level 4 qualifications and the Campus provides opportunities up to Level 3, providing an entry point to university for younger residents seeking a vocational or technical alternative to A Levels.

The campus is newly built and offers some of the very best vocational training resources in the Eastern region in Creative and Digital Media, Engineering and the Construction trades and the College has ambitious plans for further campus development to introduce or re-introduce new vocational areas where applications to the College are high or growing. In 2025/26, the College will be introducing two new study programmes to the Braintree Campus: a Level 1 in Digital Media, to provide an entry point to this in-demand sector for those with low prior attainments; and after a break of around seven years, a Public Services programme, supported by the installation of a campus gym facility, which will provide a benefit for wider student and staff use.

**Colchester** is one of the UK's newest cities and celebrated its City status in 2023. The College supports the City Council, in promoting the City as a great place to live, work, study and establish or grow a business. The very large majority of the College's programme delivery (around 95%) takes place at or from the Colchester Campus.



### Colchester Institute Provision

The College meets the skills development needs of over 9,000 students each year. Programmes are full or part time, classroom-based or work-based, with Apprenticeships ranging from Level 2 to Level 7 and classroom-based programmes from Entry Level to Level 7 –providing important ladders of opportunity. Some programmes of learning are very short in duration whilst others are completed overall several years. The breakdown by provision type is as follows.

<b>Full Time 16-19 FE Students</b>	<b>4,120</b>	<b>Higher Education Students (full and part time)</b>	<b>350</b>	<b>Adults (full and part time)</b>	<b>2,200</b>
<b>Apprentices</b>	<b>1,500</b>	<b>Full Cost delegates (mainly short courses)</b>	<b>1,000</b>	<b>TOTAL</b>	<b>9,170</b>

Use of local plans, such as the annually updated Essex Local Skills Improvement Plan, Colchester Economic Strategy, Essex Skills Plan, the Essex Green Skills Infrastructure Review (see section 8), in combination with LMI (such as that from [Nomis](#)) ensures a well-designed curriculum which provides high quality and relevant education for a large cross section of learners.

There is a clear divide in Colchester's **16-18** offer, with the opportunity for 16-year olds to pursue either a largely A Level route (at The Sixth Form College, or at one of four school sixth forms); or to take up professional and technical education and training - either classroom based or work-based - at Colchester Institute. In 2024/25 over 4,100 young people chose this route and were engaged in professional, technical and applied general Study Programmes across a very broad range of vocational subjects with the largest numbers in skills priority areas such as Construction, Engineering, Health and Early Years, Digitech, Business and Finance. This represented an increase of over 300 young students on the previous year. Each year around 400 young people take up a place at university at the end of two or three years of study, with the remainder pursuing further education programmes including apprenticeships, securing work or self-employment. Positive destinations are high at 97%.

There is a broad offer for **Adult learners** through the College providing lifelong learning opportunities to over 2,000 adults, who between them will undertake around 3,500 learning aims. Our curriculum intent for Adults is largely focussed, is through its close partnership with the Department for Work and Pensions and the National Careers Service to support adults to pursue a range of qualifications aimed at securing meaningful destinations including work and further study. In addition to Adult Funded Activity, the College was particularly active through the Multiply (maths) project with 2,443 participants (the second largest provider in Essex) in a wide range of community settings during 2024/25. This very significant contribution to the Essex Multiply project was recognised through an award for the College at a celebration event in January 2025.

The appointment of a Community Support Engagement Officer (CSEO) through a successful bid to the Community Budget via DWP continued for a second year and enabled closer working between DWP, Construction Training Providers (including Colchester Institute) and relevant employers, resulting in around 80 economically inactive individuals securing sustainable employment opportunities. Similar opportunities continue with the NHS, where close working with the Integrated Care System and the local hospitals' Trust (ESNEFT) has resulted in many individuals securing jobs in a range of Health settings in North Essex and Suffolk.

The College has engaged positively with Colchester City Council and Tendring District Council in relation to the opportunities presented by the Shared Prosperity Fund. Four projects in total have been underway in 2024/5 and extended into 2025/26. These are:

1. **Construction Skills Certification Scheme (CSCS)** – support to establish a CSCS testing centre at the Colchester and to provide a second Community Support Engagement Officer to boost employment across the range of STEM subjects (COLCHESTER).
2. An extension of the successful '**Digitising Construction**' programme, providing assistance to Construction employers in modernising and digitising their business, technical and promotional activities; COLCHESTER AND TENDRING.
3. Project to provide short programmes to economically inactive or career-changing adults into the **Care Sector** (COLCHESTER).
4. Provision of a fully funded post of **Employer and Business Development Officer – One Colchester**, aimed at increasing the number of apprenticeships available in the Colchester District, through active engagement and networking with employers. (COLCHESTER).
5. Delivery of a Pathways to Net Zero programme to SMEs in Tendring with fees met or partially met through SPF funds (TENDRING).

The College has a large **apprenticeship** offer (1500 apprentices from Level 2 to Level 7 in 2024/25) and works in partnership with over one thousand employers across a variety of sectors both locally and regionally. In order to meet specific needs, the College has established a number of programmes to meet employer requests such as a Level 5 Coaching Apprenticeship for ESNEFT (now broadened out to include other employers), and an update to the bespoke apprenticeship programme for Tesco (now Electrical Engineering). In 2024/25, the College once again exceeded 600 new starts on Apprenticeship programmes, some of this achieved through the introduction of new apprenticeship standards in 2024/25, including the Level 5 Learning and Skills Teacher and the Level 6 Construction Site Management Degree Apprenticeship.

In 2024/25, the College joined forces with Tendring District Council's apprenticeship provider team 'CareerTrack' and ESNEFT, with an ambition to create new apprenticeship opportunities for up to 100 Tendring residents by July 2026. The Trust's interest was in the economic wellbeing of disadvantaged residents of Tendring – a district with significantly poorer health outcomes than the national average. The project, entitled **Tendring 100**, expects to achieve up to 50 new Colchester Institute apprentices by July 2025 and the remainder of the 100 target by July 2026, a small number of these through CareerTrack. The apprenticeship funding is routed through ESNEFT's levy-share, and a further financial incentive is provided to new apprenticeship employers, funded through ESNEFT's successful application to Tendring District Council for Shared Prosperity Funds. The aim is that apprentices will progress into sustained employment following completion of their apprenticeship.

The College has also made good use of **Learning and Skills Improvement Fund (LSIF)** monies to support skills development in the sectors most needed locally. The funds supported three key projects:

#### **Net Zero Centre - £319k**

- Supporting delivery of an outstanding Renewables Training Centre
- 7 renewables technologies – ASHP, PV, thermal, battery storage, EV installation, ground source and hybrid systems.
- Employer co-designed (Blue Flame/Gasway).
- Employer sponsored (Worcester Bosch and Samsung UK).

#### **Digital Skills Growth Hub - £146k**

- Significant investment in digital media equipment not limited to high spec PC's, cameras, drones.

#### **Electric and Hybrid Vehicle Training Centre - £205k**

- Supporting the purchase of vehicles, diagnostic equipment and contribution towards works.

## Net Zero Centre: A true partnership approach














Responding to  
skills needs



### 3. Economic and Social Characteristics (Braintree, Colchester, Tendring)

The College makes extensive use of LMI to inform curriculum planning.

The data in the table below underlines the critical importance of a broad vocational offer for adults and young people across the three local authority areas the College mainly serves. Data is drawn from [Nomis](#), based on the most recent data available. Arrows show whether the figure is higher or lower than reported last year.

Measure	Date of data collection	Colchester	Braintree	Tendring	East of England	Great Britain*
Qualifications at Level 3 and above	Jan 2024 – Dec 2024	66.4% ↑	66.8% ↑	54.8% ↑	65.2%↑	67.9%
Qualifications at Level 4 and above	Jan 2024 – Dec 2024	43.3% ↓	44.4% ↑	32.5% ↑	43.8%↑	47.6%
Claimant count – out of work benefits	Not seasonally adjusted – 04/2025	3.3% ↑	2.7% ↓	4.5% ↑	3.4% ↑	4.2%
Jobs Density (total jobs per population)	2022 (no update since last report)	0.79	0.69	0.73	0.84	0.86
Earnings by place of work (gross weekly)	2024	£731 ↑	£751 ↑	£623↑	£725 ↑	£730

\*No comparisons possible as previous year's data were for the entire United Kingdom.

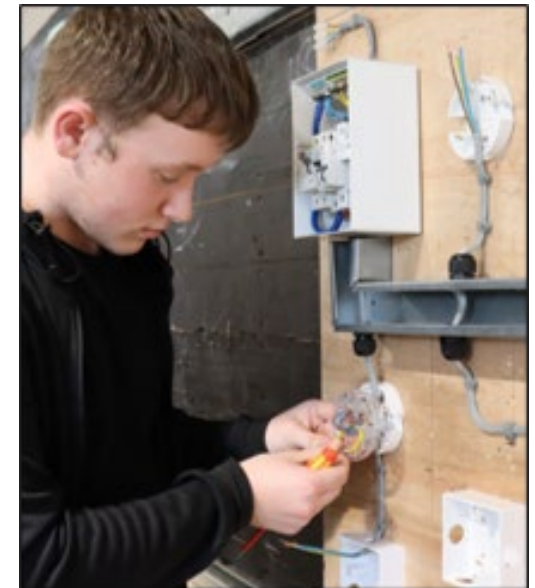
The following data, taken from the most recent (2023) Nomis Labour Market Profile are of particular relevance to the College's planning process:

- The population across the three districts (497,300 in 2021) has grown by nearly 17,000 in the last five years and is predicted to grow by a further 17,500 in the next five years. There will be strong and steady growth in the number of school leavers from now to 2029.
- In the 10 years between the 2011 and 2021 censuses, the **population** of Colchester increased by 11.3% (England average 6.6%), in Tendring the population grew by 7.3% and in Braintree by 5.5%.
- In **Tendring**, retail is the largest industry at 17.5% (vs 13.7% nationally) followed by Health at 15% compared to 13.9% nationally. Only 5% of the working population are employed in Professional, Scientific and Technical Activities compared to 9.3% nationally. Manufacturing is underrepresented in the working population of Tendring at 6.2% compared to 7.5% nationally (although the gap has decreased since the previous year), but Construction is notably higher at 7.5% compared to 4.8% nationally.
- In **Braintree**, the largest industry sector is Retail at 19.2% compared to 13.7% nationally. 9.6% of the working population are employed in Manufacturing compared to 7.5% nationally. Employment in Construction is higher than nationally, also at 9.6%, considerably higher than the national figure of 4.8%. Only 9.6% of those in work do so in the Human Health and Social Activities sector, compared to 13.9% nationally.
- In **Colchester**, roles in Retail account for 16.5% of the working population compared to 14.0% nationally. The sector which employs the largest percentage of residents is Health, accounting for 18.8% of the working population compared to 13.9% nationally. 11.8% are employed in Education compared to 8.6% nationally. Construction employs 4.7% compared to 4.9% nationally and Manufacturing just 5.3% compared to 7.6% nationally.



The above data supports recent choices that the College has made in making significant capital investments in Construction, Health and Social Care and Early Years provision and to continue to work with local employers to secure growth in Engineering in Braintree. The forecast growth in the number of young people over the coming five years supports the College's plans to find suitable vocational and technical alternatives to the current Level 3 programmes that will be defunded under current government plans. Of particular concern are the areas of Health and Business. This could include a broadening of the apprenticeship offer as well as embarking on carefully selected T Level programmes, where there will be industry demand and quality work placement availability. In Summer 2025, the College will see the first leavers from its first two-year T Level programme (Early Years) which commenced in 2023/24 for around 30 students, who have fully embraced the depth and breadth of the programme. The T Level in Professional Construction (Design, Surveying and Planning) started in September 2024 with a cohort of 24 learners, all commencing high quality industry placements during the year. The College will commence delivery of three further T Levels in September 2025: Digital, Engineering and Health. The College's recent diversification around the Adult offer (embracing programmes such as Multiply and growing the range and number of Sector-Based Work Academy Programmes (SWAPS) to help combat skills shortages in particular areas) will assist in addressing the imminent reduction in working-age adults, as so many approach retirement.

The College underwent a full inspection by **Ofsted** in October 2024, under the Enhanced Inspection Framework. Alongside a judgement of **Good** in all eight areas, the College was deemed to be making a **STRONG** contribution to meeting skills needs, based on evidence of employer co-design and employer co-delivery across all subject sectors.



#### **4. Approach to developing the Annual Accountability Statement**

College leaders are in regular and constant dialogue with a range of local, regional and national stakeholders to identify key priorities and target outcomes articulated in this statement. This ensures that the College provides a robust and relevant curriculum offer. This is informed through dialogue with employers across all curriculum areas, which ensures we can provide our students with the best possible platform to develop their skill sets and create opportunities for future employment in current and emerging industries. As part of the Federation of Essex Colleges (FEDEC), the College plays an active role in collaborating with other FE Institutions to ensure that national and regional opportunities are exploited. The College has a very close working relationship with the Future Skills Team at Essex County Council. This has developed over many years of working in partnership to ensure skills delivery in North Essex meets local needs. For example, the College made many contributions to the development of the Essex Green Skills Infrastructure Plan and the Strategic Outline Business Case, which features four potential Colchester Institute capital projects, including a Sustainable Construction Skills Centre at the site of the Tendring Colchester Borders Garden Community and an enhanced skills facility to support Freeport East in Harwich.

The College is represented by the Principal and Chief Executive at the Colchester Ambassadors' network and 'We Are Colchester', two local strategic partnerships for the City. The College is recognised as an 'anchor institution', meeting local community skills needs and enabling other organisations to meet their objectives. The College aims to further build on its stakeholder engagement to be system leaders and has a growing role supporting young people to gain appropriate support through relevant local partners.

Essex County Council, Colchester City Council, Braintree District Council and Tendring District Council are key stakeholders with whom the College consults in developing plans. All four councils have growth plans, and we work with them to ensure the priorities in these documents align with the targets they have set out. These are further supported by the Local Skills Improvement Plan led by The Essex Chambers of Commerce, as the Employer Representative Body. The guiding principles within the Essex Skills Plan have also informed our plan.

Other key external stakeholders informing our work includes the Department for Work and Pensions and our work with the unemployed through our Adult Skills Centres, from which we deliver many Sector-Based Work Academy Programmes. Our key stakeholder strategy includes harnessing the opportunities with the largest employers, and the most significant employer-led projects including East Suffolk and North Essex NHS Foundation Trust, the Port of Felixstowe, Tendring Colchester Borders Garden Community, and Freeport East.

College leaders engage with a range of other training providers in the local area to develop and deliver a relevant curriculum to achieve our goals. We continue to work in partnership with local Essex Colleges, as a collective as well as individually, other colleges in Suffolk and Norfolk, ASHE (the Association of Secondary Head Teachers in Essex), all local schools, and other local independent training providers via the Essex Provider Network, and through direct collaboration arrangements such as Essex Fire and Rescue Service. The College is validated to offer degree programmes by the University of East Anglia. More widely the College has partnership agreements in place with a multitude of other training providers to ensure that local skills needs are met and this includes Learning Curve Group, CIDORI and a small number of high quality apprenticeship delivery partners. This wide-ranging Stakeholder activity further informs this Statement.

## 5. Contribution to national, regional and local priorities

Below is a selection of the College's strategic and other headline goals, our immediate plans to achieve these, and the ways in which these link to National, Regional and Local Priorities for Learning and Skills.

Target Aims and Objectives	Selected one year success indicators – 2025/26	Contribution towards National, Regional and Local Priorities for Learning and Skills
<p><b>1. An outstanding experience for every student and stakeholder.</b> This means: providing exciting, challenging, engaging learning, in a safe, supported, respectful and inclusive environment, where students and apprentices gain the skills and knowledge to succeed in work and in life. Students are supported by high quality careers advice and guidance.</p>	<ul style="list-style-type: none"> <li>Attendance, retention, achievement, progression and destinations are all above national rates, for all provision types.</li> <li>Increase to number of delivery staff recorded following observations at 'Mastery' level and reduction in those recorded as 'Developing'.</li> <li>Appointment of additional posts in Quality and Teaching improvement roles, including 2 Expert Practitioners – working with a minimum of 20 colleagues each.</li> <li>Quality work experience undertaken by every student during their time at College, in addition to the broad curriculum of work-related learning and activity already in place.</li> </ul>	<p>Enabling our students to succeed in their chosen technical and vocational programme and contribute to meeting the skills needs - primarily of North Essex, but also regionally and nationally.</p>
<p><b>2. A responsive curriculum that meets the skills needs of individuals, organisations, the economy and the environment.</b> This means that: our curriculum fully reflects local and national skills priorities, including emerging technologies, green skills and carbon literacy, enabling positive progression and destination. Both professional and personal skills are prioritised making Colchester Institute leavers great employees, and responsible citizens.</p>	<ul style="list-style-type: none"> <li>Students and other stakeholders can clearly see the progression and destination opportunities open to them, through a clear mapping of the College curriculum to local and national skills priorities which spans all levels and all provision types.</li> <li>Progression and destination data are above national rates in all sectors.</li> <li>Employers, anecdotally and through surveys, confirm the positive contribution that CI students' skills, knowledge and behaviours make in their workplace.</li> </ul>	<p>A broad curriculum offer ensures a diverse range of skilled individuals to support local employment opportunities. Adults will gain the skills they need to improve their job prospects and succeed in priority sectors whilst supporting the local economy.</p> <p>College leavers of all ages have the wider skills to contribute to their workplaces, including appropriate literacy, numeracy and digital skills as well as 'soft' skills such as problem-solving, decision making, teamwork and team leadership identified in the LSIP as vital to employers.</p>

<p><b>3. Collaborative, productive external partnerships that positively impact the College, its staff and its students and enhance our reputation</b></p> <p>This means that: employers contribute to the design and delivery of learning, including through the provision of quality work placements, and recognise Colchester Institute as vital to their success. That other partnerships enhance the College's ability to deliver on this plan, building our reputation as an essential, anchor organisation in North Essex.</p>	<ul style="list-style-type: none"> <li>• Further full-cost programmes are established in line with current demand, including growth in renewables, management, electric vehicles, construction and other priority areas.</li> <li>• Apprenticeship Achievement rates are at or above 72% by end of 25/26.</li> <li>• Increase the use of online learning resources to extend Full-Cost and ASF opportunities, to a wider audience.</li> <li>• Develop and launch new Apprenticeships in line with local and national priorities – new standards for 2025/26 include L2 Painting and Decorating; L2 Engineering Operative; L4 Corporate Responsibility and Sustainability Practitioner.</li> <li>• In addition to working with individual employers, increase engagement by working with trade and professional bodies, and employer-representative bodies to inform planning and curriculum currency.</li> <li>• Expand competition work into new areas. Currently this is underway in Construction, Art and Design and Hospitality. Minimum of three new areas to participate in competitions each year for next 3 years.</li> <li>•</li> </ul>	<p>Supporting employers and local economic growth plans. To continue to develop curriculum specialisations to meet national, regional and local needs.</p> <p>In addition to new Apprenticeship programmes listed, bespoke programmes are developed for employers through LSIF funding – e.g. including in Renewable Technologies, Carbon Reduction in the workplace and Working at Heights.</p>
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<p><b>4. Fulfil our social and environmental responsibility</b> This includes through our actions as an organisation and through our privileged position as an influencer of young people and adults, including contributing to the drive towards net zero carbon.</p>	<ul style="list-style-type: none"> <li>• To continue to reduce the College's Carbon Footprint – making positive progress towards the target of a 50% reduction by 2030.</li> <li>• To have progressed against the FE Climate Change Roadmap as committed to in October 2021.</li> <li>• Carbon literacy delivered to all students and bespoke content embedded into all subject areas.</li> <li>• Projects delivered (through SPF and Bootcamps) to promote carbon literacy and sustainability and to develop green skills.</li> </ul>	<p>Ensuring our students have a high awareness of the importance of carbon impact, that they can take forward in their careers in priority regional and local industries.</p> <p>This is through embedding of subject specific carbon literacy and sustainability awareness into all programmes but also through the delivery of stand-alone programmes.</p>
<p><b>5. Maximise the recent re-development of the Braintree Campus</b> Achieved through increased stakeholder engagement and a curriculum, across all provision types, that fully reflects the District's needs.</p>	<ul style="list-style-type: none"> <li>• Positive Destinations are strong with target to exceed 94% for leavers for whom a destination is recorded in Summer 2025.</li> <li>• Leavers' progression to work in sector related to their study exceeds 65%.</li> <li>• 16-19 Campus enrolments increase by 10% annually. Adult and apprenticeship enrolments increase by 30% annually.</li> <li>• Introducing a new subject to the campus - Public Services - in support of the government's priorities around Safer Streets and national defence</li> <li>• Commencing L1 Digital Media programme to widen participation in the campus's largest</li> <li>• Improve the campus experience for staff and students through provision of a gym facility (for Autumn 2025).</li> </ul>	<p>To ensure specifically that local economic growth plans for Braintree District can be supported by an appropriate workforce with skill sets aligned to local priority sectors and to provide a broader offer for local young people and adults from the Braintree campus.</p>

## 5.1 Response to National Priorities – The Government’s Key Missions

The below national missions are outlined in the government’s [Plan for Change](#). The College makes a significant contribution to all key missions.

Government Priorities and relevant milestones	Relevant Colchester Institute Provision
<b>Strong Foundations:</b> Economic Stability	<ul style="list-style-type: none"> <li>• 85% of students are on professional and technical programmes directly linked to employment within a national and/or local priority sector.</li> <li>• Strong focus on progression to employment, self-employment or higher-level vocational programmes throughout all full-time courses and apprenticeships.</li> <li>• High level of employer engagement ensures appropriate delivery of future skills for industry. and provides students with clear insights to the world of work, including through work experience and industry placements and access.</li> <li>• Industry standard facilities and resources in all skills priority areas, through employer-informed and prudent use of LSIF, employer sponsorship, College capital funds and other DfE capital support.</li> <li>• Ofsted judgement of Strong for Skills in October 2024.</li> </ul>
<b>Kickstarting Economic Growth:</b> Rebuilding Britain (including target for 1.5m new homes)	<ul style="list-style-type: none"> <li>• College is in regular contact with those leading on local major infrastructure projects including the new Garden Community on the Tendring/Colchester border, two offshore wind farms, Freeport East, Longfield Solar Energy Farm and the Lower Thames Crossing.</li> <li>• Discussions underway with a range of stakeholders regarding the siting of a CI-led Sustainable Construction Skills Centre at the Garden Community location.</li> <li>• An achievement rate of 87% for the College’s 1170 FE Construction students in 2024, places the College 2<sup>nd</sup> out of 17 Eastern Region Colleges, and 3<sup>rd</sup> for Apprenticeship outcomes for 330 Construction and Engineering Apprenticeship leavers in 2024.</li> <li>• The College offers a very broad curriculum in Construction, from Groundworks to Professional Construction and from Level 1 to Level 6 (Degree).</li> <li>• The College will offer its first HTQ from September 2025 in Construction Management.</li> <li>• A very successful T Level programme in Design, Surveying and Planning commenced in 2024 with positive support for placements from over 20 local Construction employers.</li> </ul>

<p><b>An NHS Fit for the Future:</b> Ending hospital backlogs</p>	<ul style="list-style-type: none"> <li>• Addressing chronic shortages in all areas of Health and Care and Healthcare Science.</li> <li>• Training and development opportunities for the current workforce (including through apprenticeships) through ESNEFT collaborative working.</li> <li>• Successful roll out of follow-on Training Academy Programmes according to needs identified by SNEE ICS and ESNEFT.</li> <li>• Successful start to 16-19 Pathway in Biomedical Science in response to NHS request. Two cohorts to commence in September 2025.</li> <li>• Increased numbers of Health and Social Care leavers securing work directly within local Trust – minimum 10% of cohort.</li> <li>• Interviews for Trust-based HCSW apprenticeships taking place on campus in June 2025 to increase engagement and opportunities for college leavers.</li> <li>• To explore collaborative opportunities with local universities to better meet Health and Care sector demands and to explore an appropriate, complementary Level 4 + offer for Colchester Institute.</li> <li>• Numbers of new students enrolling on full-time programmes in Health and Social Care have increased by 50% in two years. From 120 in 2022 to 180 in 2024 and further growth anticipated in 2025, including through the introduction of the T Level in Health for one group of learners.</li> <li>• College shares good practice in NHS Engagement with other FECs and Trusts, through NHS East of England videos and case studies. Deemed to be an outstanding example of Trust engagement and impact.</li> </ul>
<p><b>Safer Streets:</b> Putting police back on the beat</p>	<ul style="list-style-type: none"> <li>• Growing and highly successful Public Services programme provided at Levels 2 and 3 in Colchester, with regular engagement from all uniformed public services.</li> <li>• Strong link with Essex Police and Essex Fire and Rescue Service providing both co-design and co-delivery of programmes and apprenticeships (EFRS).</li> <li>• Commencement of a Public Services programme at the Braintree Campus to widen participation in this important curriculum area.</li> <li>• Upgrade to Braintree campus facilities (provision of a gym) to support the above.</li> <li>• Strong Personal Development for all students, including Staying Safe and a range of positive citizenship content.</li> </ul>

<p><b>Break down barriers to opportunity:</b> Giving children the best start in life Building skills for opportunity and growth (high quality apprenticeships, colleges and universities)</p>	<ul style="list-style-type: none"> <li>• The Early Years T Level has had a very strong start with 27 students concluding their two year programme in Summer 2025.</li> <li>• The College has productive links with hundreds of Early Years providers which assist in the co-design, co-delivery of the curriculum, including through significant provision of work placements and apprenticeships.</li> <li>• The College runs a highly successful online programme for adults wishing to train as Teaching Assistants – with over 200 achievements per year.</li> <li>• The College mission is to transform lives – providing skills in a wide range of subject sectors to provide an economically stable future to the young people and adults we work with.</li> </ul>
<p><b>Make Britain a clean energy superpower:</b> Securing home-grown energy</p>	<ul style="list-style-type: none"> <li>• Successful completion of new domestic renewables training workshop facilities with appropriate technologies including Air Source Heat Pumps; Solar PV; Solar Thermal; Battery Storage and Electric Vehicle Charging. Courses running regularly, updating local plumbing and heating engineers.</li> <li>• Students now have access to two electric vehicles for training purposes.</li> <li>• Roll out of new course content relating to the above facilities, including full cost commercial offer and relevant units delivered as part of the broader Plumbing apprenticeship- ongoing into 2025/26.</li> <li>• Introduction of a Level 4 Apprenticeship ‘Corporate Responsibility and Sustainability Practitioner’ in 2025/26.</li> </ul>





## **5.2 Response to the Local Skills Improvement Plan**

The Local Skills Improvement Plan (LSIP) for Essex can be found [on this link](#) detailing priority sectors and priority skills for Greater Essex.

Below is a summary of the priorities:

<b>Skills system priorities</b> <ul style="list-style-type: none"><li>• Skills planning system for Essex</li><li>• System access &amp; flexibility</li><li>• Information, Careers Advice &amp; Guidance</li><li>• Tutor shortages &amp; capacity of providers to respond</li><li>• Inclusive employment</li><li>• Barriers to engagement</li></ul>	<b>Skills priorities</b> <ul style="list-style-type: none"><li>• Soft skills and behaviours</li><li>• Basic English, Maths and ESOL (English for Speakers of Other Languages)</li><li>• Digital skills and 'Digitech'</li><li>• Green skills</li><li>• Leadership and Management skills</li></ul>	<b>Essex Sectors and Technical Skills</b> <ul style="list-style-type: none"><li>• Advanced Manufacturing, Engineering &amp; Aviation</li><li>• AgriTech &amp; Food Tech</li><li>• Community &amp; Voluntary</li><li>• Construction &amp; the Built Environment</li><li>• Creative &amp; Cultural</li><li>• DigiTech</li><li>• Education</li><li>• Health, Social Care &amp; Med Tech</li><li>• Professional Services</li><li>• Transport &amp; Logistics</li></ul>
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The two tables in 5.2.1 and 5.2.2 show the College's current provision and future plans in support of Skills Priorities and the Essex Sectors and Technical Skills, as well as the national skills priorities. The Skills System priorities are briefly examined in section 5.2.3.

### **5.2.1 Essex LSIP – Cross-Cutting Skills Priorities**

LSIP Priority (March 2023)	Existing Colchester Institute Provision	Future Opportunities
Soft Skills and Behaviours	<ul style="list-style-type: none"> <li>• Developed in young students through enrichment in form of enterprises, collaborative projects and through a comprehensive programme of Personal Development Tutorials delivered throughout the year.</li> <li>• Delivered to Apprentices through College enrichment and workplace opportunities, including employee CPD.</li> <li>• The College has invested in this area, through the appointment of a new role in 2024/25, of a Head of Learner Engagement and Progression Manager.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to offer broad tutorial enrichment topics appropriate to age and level of full time learners.</li> <li>• Continue to seek innovative ways to embed wider enrichment into adult and apprenticeship programmes</li> </ul>
Basic maths, English and ESOL	<ul style="list-style-type: none"> <li>• Pursuit of an appropriate English or maths qualification for all 16-18 year old students and apprentices without a Level 2 pass. Developing students' vocational literacy in all subject areas remains a key priority.</li> <li>• A range of maths, English and ESOL programmes offered to adults at the College's main campuses and at outreach centres in Harwich and Clacton.</li> <li>• Numeracy programmes offered to over 2000 adults via Multiply Programme in 2024/25.</li> </ul>	<ul style="list-style-type: none"> <li>• Further delivery of maths, English and ESOL programmes through employers.</li> <li>• Explore opportunities linked to future Centre for Coastal Communities in Clacton.</li> <li>• Further delivery of ESOL to enable better integration into the community and into work for those settling in the UK from abroad.</li> </ul>
Digital Skills and 'Digitech'	<ul style="list-style-type: none"> <li>• Digital Media courses at levels 1-6, including Game Design, E-Sports, Content Creation and Film and TV</li> <li>• Computing courses at levels 2-3.</li> <li>• Generic Digital skills taught cross all subject areas, including use of Microsoft Office package and of Apps.</li> <li>• PD Focus on being safe on-line.</li> </ul>	<ul style="list-style-type: none"> <li>• Development of additional apprenticeships in Digital &amp; Creative Media.</li> <li>• Integration of AI applications (e.g., Co-Pilot) into syllabus and into business operations. Bespoke programmes developed and delivered in partnership with businesses.</li> <li>• Growth of Digital Marketing qualifications</li> <li>• Delivery of Digital Skills qualifications to ESOL students</li> <li>• Roll-out of new Digital Strategy for the College, which has among its goals 'Personal and professional development for learners and staff' and 'Digital Inclusion for All'.</li> </ul>
Green Skills	<ul style="list-style-type: none"> <li>• Good progress on embedding of Sustainable Development Goals and carbon literacy in mainstream curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Carbon literacy tutorial content provided to all study programme students</li> <li>• Continue to develop programmes based on employer need, in carbon literacy.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Sustainability, Carbon Literacy and how to plan for net zero</b> (in three modules over 7 days in total) continues to be delivered to sustainability leads in companies.</li> <li>• Half day programme in <b>Carbon literacy awareness</b> for staff in all roles across a wide range of employers and also within Colchester Institute – to be rolled out further to more College staff.</li> <li>• Work commencing to deliver programmes to employers on <b>Electric Vehicles</b> supported by new EV workshop</li> <li>• Bootcamps to be delivered in Renewable Energy and Electric Vehicles from June 2025. <ul style="list-style-type: none"> <li>• Piloting 'Destination Renewables' project with Level 3 Engineering with high levels of employer engagement and workplace visits.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Continue to develop sustainability programmes to better inform communities of how best to contribute to Net Zero.</li> <li>• Extend Electric Vehicle training programmes, in line with employer demand and as additionality for full-time students and apprentices.</li> <li>• Develop understanding of Retrofit Skills and renewable technologies as part of Plumbing and Electrical delivery – work with Awarding Organisations to ensure that these become an integral part of common qualifications.</li> <li>• Continue to explore opportunities as part of the Essex Retrofit programme and/or explore own L4 programmes in this field.</li> <li>• Green Skills Power and Energy – explore opportunities.</li> <li>• From 2025/26 a L4 Apprenticeship - Corporate Responsibility and Sustainability Practitioner.</li> <li>• Introduction of the Environmental pathway in the Level 3 Plumbing &amp; Domestic Heating Apprenticeship (based on employer feedback that they still require traditional skills alongside green skills in their plumbing and heating businesses).</li> <li>• Sustainability courses for Freeport East.</li> </ul>
Leadership and Management Skills	<ul style="list-style-type: none"> <li>• Specific in-person and online courses in wide range of Leadership, management and other cross-cutting skills are offered to local employers and individuals. Bespoke programmes offered to larger employers, eg a new Level 5 Coaching Apprenticeship for managers within ESNEFT.</li> <li>• Younger students gain leadership experience through group project activities on many programmes, including Business, Public Services, Digital Media.</li> <li>• Range of short and longer full-cost management programmes, delivered bespoke for employers or as open courses on campus.</li> </ul>	<ul style="list-style-type: none"> <li>• Review 16-19 Personal Development Programme to ensure development of leadership skills for employability and life in young people.</li> <li>• Seek further opportunities to develop leadership and management programmes for employers, via apprenticeships and full-cost programmes.</li> <li>• Further Leadership development for colleges leaders and managers at all levels within the organisation.</li> </ul>





### 5.2.2 Essex LSIP – Priority Sectors and Technical Skills and National Skills Priorities

The table below shows each of the Essex LSIP Priority Sectors and maps the College's existing provision and future plans against each of these.

In addition to the LSIP Sector priorities, the Department for Education have identified ten **National Skills Priorities for 2025/26**. These take account of the Skills England Report, Industrial Strategy Priorities and Plan for Change and are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention and progression; and are important in providing opportunities for employment in key growth areas.

These are:

Advanced Manufacturing	Creative Industries	Defence	Digital and Technologies
Financial Services	Life Sciences	Professional and Business Services	Clean Energy Industries
Construction	Health		

The colour coding in the table above cross-references to the LSIP Priorities below. With the exception of Science and Mathematics, all of the national priorities reflect an Essex LSIP priority area. Boxes below left in white are LSIP Priorities only.

The national priority **Life Sciences**, has been included in the Local Priority of Health, Care and Med Tech below and the national priority for **Financial Services** has been included in the Local Priority of Professional Services in the table below.

The national priorities for **Defence** and for **Clean Energy Industries**, do not directly align with the Essex LSIP priorities and have been included in a separate table at the end.

Essex LSIP Priority (Jan 2025)	Existing Colchester Institute Provision	Future Opportunities
<b>Advanced Manufacturing, Engineering and Aviation</b>  ALSO A NATIONAL PRIORITY <b>'Advanced Manufacturing'</b>	<ul style="list-style-type: none"> <li>Full range of full time and apprenticeship programmes in Engineering including Fabrication and Welding, Advanced Manufacturing, Manufacturing, Engineering Maintenance, Electronic Engineering, Electrical Engineering, Product Design etc offered from Levels 1–6.</li> <li>Higher Education programmes in Engineering - Mechanical, Electronic and Electrical HNC, HND and BEng top-up degree, offered as an apprenticeship or 'full cost' (a unique offer regionally developed in response to employer demand).</li> </ul>	<ul style="list-style-type: none"> <li>Secured national contract for major retailer to provide Engineering, Wood Occupations and Electrical Installations programmes to its workforce. Awaiting Start date.</li> <li>Many opportunities to support local and regional major infrastructure projects with a wide range of skills at all levels, including Tendring/ Colchester Borders Garden Community; Sizewell C and Freeport East.</li> <li>Further work with Engineering Employers group in Braintree (through Bootcamp development and funding).</li> </ul>

	<ul style="list-style-type: none"> <li>• Part Time Welding offer for Adults and upskilling (Braintree and Colchester).</li> <li>• Sector Based Work Academy Programmes in Engineering (Braintree and Colchester).</li> <li>• Engineering for Industry programmes (Harwich).</li> <li>• Bespoke Engineering Apprenticeships for TESCO and Hutchison Ports.</li> <li>• Welding programmes for Military Corrective Training Centre (MCTC) Colchester.</li> <li>• Through WES membership activities to increase female participation in Engineering (and other STEM) programmes.</li> <li>• Delivery of short courses to support workforce upskilling, using Braintree machine shop, Colchester CAD facilities, using LSIF funding and offered as precursor to accredited courses.</li> </ul>	<ul style="list-style-type: none"> <li>• Work underway to scope growth at the Energy Skills Centre in Harwich to support planned large manufacturing and energy generation businesses at Freeport East.</li> <li>• Commencement of renewables programmes (started 2024/25) through Net Zero Centre, with Gasway UK as design partner and sponsorship from Samsung UK and Worcester Bosch.</li> <li>• Delivery of appropriate T Levels to supplement Level 3 Engineering courses offer from Sep 2025.</li> <li>• Explore opportunities to meet national shortage of Pipe Welders to support MIPs.</li> <li>• Changes to the levy (Growth and Skills levy) particular opportunities in this sector.</li> <li>• Successful bid for bootcamp delivery for Manufacturing, (general operative) range of Renewables courses and Domestic to Commercial Gas Engineering (Starts June 2025)</li> <li>• Add to coded welder accreditation to meet the needs of Sizewell C.</li> <li>• Provide more work experience opportunities by facilitating access to CSCS accreditation for students and apprentices.</li> </ul>
<b>Agritech and Food Tech</b>  (not specifically a National Priority)	<ul style="list-style-type: none"> <li>• Professional Chefs programmes at Level 1-3.</li> <li>• Skills enhancement programmes for adults employed in the Hospitality sector.</li> <li>• Engineering students progress to maintenance and service roles in food processing, packing and bottling operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Students gain transferrable skills in a number of study programme areas, eg Digital Media, Business, Computing. Forge further links with local employers in these sectors to provide work experience and employment opportunities.</li> </ul>
<b>Community and Voluntary</b>  (not specifically a National Priority)	<ul style="list-style-type: none"> <li>• Health and Social Care and Early Years Programmes at Levels 1-3 with industry placement and career opportunities in a range of Care settings.</li> <li>• Level 4 and 5 Apprenticeships in Adult Care.</li> <li>• Counselling programmes offered from Levels 3-6.</li> <li>• Students in many Study Programme areas engage in a range of College and community-based projects to raise funds for Charity.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to seek and identify placements for Care students (including Health and Social Care and Early Years) in a range of care and community settings.</li> <li>• Extend relationship with One Colchester and other voluntary organisations, to identify further volunteering opportunities – as part of Quality Work Experience and work-related learning hours.</li> <li>• Look to broaden range of SWAPs on offer.</li> </ul>

	<ul style="list-style-type: none"> <li>• Students in the Foundation and Supported Learning area engage in voluntary activity, including through community-based social enterprises and a charity shop on campus.</li> <li>• Award-winning contributor to the Multiply programme with over 2000 trainees, learning in community settings</li> <li>• SWAPs (to support long-term unemployed) currently offered in Retail, Hospitality, Business, Construction, Engineering meeting needs of new and existing local employers.</li> </ul>	
<b>Construction and the Built Environment</b>  ALSO A NATIONAL PRIORITY <b>'Construction'</b>	<ul style="list-style-type: none"> <li>• Full range of Study Programmes and apprenticeships from Levels 1-3, including in Brickwork, Carpentry and Joinery, Electrical Installations, Plumbing, Painting and Decorating and (in Apprenticeships only) Groundworks.</li> <li>• Level 3 programme in Built Environment: T Level in Design, Surveying and Planning strong recruitment and work placements for 2024/25.</li> <li>• Level 4-6 courses (up to BSc Hons) in Construction Site Management, Architectural Technology and Quantity Surveying and are now available as an Apprenticeship.</li> <li>• Cert HE validated for HE standalone modules for CPD.</li> <li>• Sector Based Work Academy Programmes (SWAPs) in Construction – Colchester.</li> <li>• Short plastering courses for adults introduced in 2024 based on demand.</li> <li>• Construction Innovation Network established via a successful UKSPF bid, to support local construction businesses to make greater use of Digital opportunities and build workforce digital skills. (see also Digitech**).</li> <li>• Community Support Engagement Officer (Construction) role to liaise between employers, providers and those supporting the unemployed.</li> <li>• Commencement of renewables programmes via a new facility (Net Zero Centre), with Gasway UK as delivery partner and sponsorship from Samsung UK and Worcester Bosch.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop further Apprenticeship opportunities at Higher levels in Construction, in addition to Part Time classroom-based HE programmes.</li> <li>• Take forward opportunities through large national retailer to offer basic programmes in Electrical and Carpentry to maintenance staff.</li> <li>• Explore programmes to provide skills for Modern Methods of Construction and Insulation in line with employer requests.</li> <li>• Renewables Training Centre to run EV Charging, Solar, Battery Storage – opportunities for upskilling Electrical Installations students, apprentices and employers.</li> <li>• Exploration of possible Apprenticeships or full cost courses in Fire Alarm Engineer, Security Systems and CCTV. Links between L3 and Degree level to be expanded, e.g. Electrical Installations to HNs in Electrical and Electronic Engineering</li> <li>• L4- L6 Building Services to be explored.</li> <li>• Commercial gas opportunities in Apprenticeships and/or Full-Cost in addition to current domestic gas offer.</li> <li>• Apprenticeships in Low Carbon Heating Technician, Plumbing and Domestic Heating Apprenticeship and Environmental pathway of the Commercial Plumbing Apprenticeship.</li> <li>• Successful bid for bootcamp delivery for various construction programmes (Starts June 2025).</li> <li>• P&amp;D apprenticeship offer from Sept 2025.</li> <li>• Extend CSCS testing accreditation to the Colchester campus including a new CSCS test centre. (Delivery starts July 2025)</li> </ul>

	<ul style="list-style-type: none"> <li>• EPA / AM2 accredited test centre for Electrical apprenticeships and professional accreditation.</li> <li>• Range of full cost up skilling programmes provided to support sector need / development, Gas safe, EV charging port installation, 18<sup>th</sup> Edition, low temp heating design, to name but a few.</li> <li>• Construction programmes for Military Corrective Training Centre (MCTC) Colchester.</li> <li>• Strong participation in regional and national student competitions across Wood, Trowel and associated trades.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential development of Retrofit Smart Home to demonstrate current and emerging technologies to clients and the public.</li> </ul>
<b>Creative and Cultural</b>  ALSO A NATIONAL PRIORITY <b>'Creative Industries'</b>	<ul style="list-style-type: none"> <li>• Range of study programmes at Levels 2-3 in Art &amp; Design (including Graphics, Animation, Fashion and Textiles) and in Music, Dance, Acting, Production Arts and Musical Theatre.</li> <li>• Strong relationship with local venues (Mercury, Headgate and Arts Centre) to provide work experience, and theatre visits relevant to students.</li> <li>• College is connected with the city's Leisure Recovery Board and promotes job and career opportunities to students via the Careers Team.</li> <li>• Membership of 'Creative Colchester' as way of maintaining and growing opportunities to support skills needs of this busy sector locally.</li> <li>• Strong participation in regional student competitions across Art and Design.</li> </ul>	<ul style="list-style-type: none"> <li>• Further develop relationship with local venues in particular for work experience and curriculum delivery opportunities in Production Arts. Seek out interest from wider arts organisations, regarding demand for a wider production arts apprenticeship.</li> <li>• Incorporate content on use of AI in Creative Industries.</li> <li>• Consideration of Artist in Residence opportunity.</li> <li>• Incorporate content on Acting for Media and VR.</li> <li>• Expand current L4 Creative Enterprise to Performing Arts (currently largely Creative Digital) in particular given increased engagement with First Site.</li> <li>• Gallery-based provision for final year of Fine Art degree – to be delivered wholly from First Site, Colchester.</li> </ul>



<b>Digitech</b>  ALSO A NATIONAL PRIORITY <b>'Digital and Technologies'</b>	<ul style="list-style-type: none"> <li>• Digital Media courses at levels 1-4, including Game Design Film and TV, Esports and Content Creation (Braintree).</li> <li>• Computing courses at levels 2-3.</li> <li>• L3 Digital Marketer Apprenticeship and Junior Animator recently introduced.</li> <li>• Generic Digital skills taught across all subject areas, including use of Microsoft Office package and of Apps. Focus on being safe on-line.</li> <li>• Essex wide AI Conference hosted by College in March 2024 – now taken forward by FEDEC Digital and Quality groups.</li> <li>• Extensive community based project working (as live employer briefs) for Level 3 and 4 Digital Media students on high profile City-based initiatives (eg £10m Jumbo Water Tower project); Town walking route and Notley Discovery Centre.</li> </ul>	<ul style="list-style-type: none"> <li>• Embedding understanding of use of AI as it applies to, and will be used in, specific industries, on all Study Programmes.</li> <li>• Investigate promotion of AI materials developed by CI staff and shared with other Colleges and organisations.</li> <li>• Consideration of Film and TV at Level 4.</li> <li>• Incorporate content on AI, Podcasting, VR and Immersive Reality to relevant courses.</li> <li>• Consideration of courses in Post-Production Services and Writing for Digital Media.</li> <li>• Explore funded or full-cost adult opportunities across the range of Digital subjects currently offered.</li> <li>• Successful SPF funded Construction Innovation Network continues for a third year.</li> </ul>
<b>Education</b>  (not specifically a National Priority)	<ul style="list-style-type: none"> <li>• Early Years FE study programmes and apprenticeships at Levels 1-3.</li> <li>• BA Hons Early Years (L4-6). Seeking validation in 2025/26 for Foundation Degree, plus honours year</li> <li>• Part time on-line adult courses for Teaching Assistants.</li> <li>• Courses for PGCE and Cert Ed.</li> <li>• First cohort of Level 5 Learning and Skills Teacher Apprentices successfully completed first year of programme.</li> <li>• MA in Education.</li> </ul>	<ul style="list-style-type: none"> <li>• Growth in online Teaching Assistant programmes.</li> <li>• Planning to offer this in-person for CI Learning Support staff and those in surrounding schools as an apprenticeship.</li> <li>• Wider introduction of the Level 5 Learning and Skills Teacher Apprenticeship, including for CI staff.</li> <li>• Successful bid for bootcamp delivery for Childminder. Complete end to end delivery to support adults to achieve Registered Child Minder Status (Starts Sept 2025).</li> </ul>
<b>Health, Care and Med Tech</b>  ALSO NATIONAL PRIORITIES <b>'Health' and 'Life Sciences'</b>	<ul style="list-style-type: none"> <li>• Health and Social Care study programmes and Apprenticeships at Levels 1-3.</li> <li>• 'Career Start' and P3 (Preparation, Placement and Progression) programmes delivered as additionality to full time Health and Social Care students in conjunction with local NHS Trust (ESNEFT).</li> <li>• Level 4 and 5 Apprenticeships in Adult Care.</li> <li>• Apprenticeships in Dental Nursing (GDC registered).</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction of T Levels (Adult Nursing) from 2025.</li> <li>• Planning to take place in 2025 for Science T Levels to be delivered from 2026</li> <li>• Building on strong NHS relationships, further partnership work with local hospitals' trust and other ICB organisations to assist in recruitment and training of workforce.</li> <li>• Consider introduction of Oral Health Practitioner at L4.</li> <li>• Consider viability of T Levels in Mental Health, Therapy Team and Midwifery Team.</li> </ul>

	<ul style="list-style-type: none"> <li>• Counselling programmes offered at Levels 3 – 6 with Counselling provided to local clients by L4 and 5 students, through CI Counselling Service.</li> <li>• Counselling degree is BACP accredited.</li> <li>• Range of programmes offered to support staff and managers at local Health Trust, including a Higher Apprenticeship in Coaching. Substantial numbers of ESNEFT managers accessing the Chartered Manager Degree Apprenticeships.</li> <li>• Biomedical Science introduced in 2024/25 as a new pathway for L3 Applied Science students with placements at Colchester and Ipswich hospitals.</li> <li>• L3 Study Programmes in Forensic Science</li> <li>• Access to Higher Education programmes – Science and Health Science pathway delivered online and Healthcare Professionals delivered in person.</li> <li>• Science and maths to Level 3 and above, taught as part of Engineering programmes from Levels 3 – 6.</li> </ul>	<ul style="list-style-type: none"> <li>• Degree Apprenticeships in Health still under consideration – but precise nature to be determined in consultation with NHS Employers.</li> <li>• Research potential for a HTQ in Health and Social Care.</li> <li>• Exploring opportunities for ESNEFT staff and volunteers to access courses funded by Free Courses for Jobs.</li> <li>• Lobby to prevent the removal and non-replacement of all forms of Forensic Science at L3 (as is the current plan) – a popular, high demand subject without a corresponding T Level.</li> <li>• Continue to work with ESNEFT and University of Essex to provide local network for Healthcare Science, including as UoE develop a Degree Apprenticeship in Biomedical Science.</li> </ul>
<b>Professional Services</b>  ALSO NATIONAL PRIORITIES <b>‘Professional and Business Services’</b> and <b>‘Financial Services’</b>	<ul style="list-style-type: none"> <li>• Study Programmes in Business and Accounting at Levels 2-4.</li> <li>• Part time courses (including blended learning options and apprenticeships) in Accounting at Levels 2-4.</li> <li>• Apprenticeships and Full cost courses in Associate Project Manager (L4); Commercial Supply and Procurement (L4); Supply Chain Leadership (L4-7) Professional Accounting/Tax Technician (L4); HR Consultant/Partner (L5); Operations/ Dept Manager (L5).Senior Leader and Senior People Leader (L7), Business Admin (L3).</li> <li>• First delivery of T Level in Digital (Computing) from September 2025.</li> <li>• BA Hons course in Business and Management and Chartered Manager Degree Apprenticeship.</li> <li>• Successful launch of Level 3 Study Programme in Business and Marketing at Braintree.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to respond to employer demand for programmes in professional areas.</li> <li>• Seek industry and work placement opportunities in range of professional service organisations to introduce students to the wide range of sectors, including using apprenticeship employers as possible hosts.</li> <li>• Prepare for Business T Level for first delivery from September 2027.</li> <li>• Investigate option to run T Level in Marketing from 2026 or beyond.</li> </ul>

<b>Transport and Logistics</b>  (not specifically a National Priority)	<ul style="list-style-type: none"> <li>• L1-L3 Study programmes in Automotive Engineering.</li> <li>• L1-L3 Study Programmes in Vehicle Accident Repair and Paint.</li> <li>• MOT Testing training (classes 4 and 7) – short adult courses for the trade.</li> <li>• Apprenticeships (Autocare Technician (L2), Service and Maintenance Tech (L3); Vehicle Damage Paint Tech (L3).</li> <li>• College leavers with qualifications and skills in Professional Services, Engineering, Construction and Digital Skills will provide a future workforce for the wider transport and logistics sector.</li> <li>• Full MOT testing facility and servicing offer to the general public provides a highly valuable realistic working environment for learners.</li> </ul>	<ul style="list-style-type: none"> <li>• Electric vehicle service and repair as part of study programmes and apprenticeships, and as standalone programmes for employers, building on recent development of full-cost programmes. Supported by LSIF capital funds.</li> <li>• Delivery of Level 3 (Repair) and Level 4 (Diagnostics) for Electric / Hybrid Vehicle Systems as upskilling qualifications for existing service and repair traders.</li> <li>• Successful bid for bootcamp bid to support the above (Starts Aug 2025).</li> </ul>
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<b>DfE National Skills Priority only</b>	<b>Existing Colchester Institute Provision</b>	<b>Future Opportunities</b>
<b>Defence</b>	<ul style="list-style-type: none"> <li>• Growing and highly successful Public Services programme provided at Levels 2 and 3 in Colchester, with regular engagement from all uniformed public services.</li> <li>• Strong links with Border Force, and the Armed Forces: British Army (particularly strong as a Garrison City), Royal Navy and RAF and extensive support provided to students with ambition to join the forces.</li> <li>• Commencement of a Public Services programme at the Braintree Campus to widen participation in this important curriculum area.</li> </ul>	<ul style="list-style-type: none"> <li>• Seek out further opportunities to support Armed Forces for example with practice events for critical incidents (staff and students in relevant areas).</li> <li>• Support Engineering and Manufacturing organisations with skills required to fulfil defence contracts.</li> </ul>

<p><b>Clean Energy Industries</b></p> <p>(NB: this information also appears under section 5.2.1 Cross-cutting Skills Priorities – Green Skills)</p>	<ul style="list-style-type: none"> <li>• Good progress on embedding of Sustainable Development Goals and carbon literacy in mainstream curriculum.</li> <li>• <b>Sustainability, Carbon Literacy and how to plan for net zero</b> (in three modules over 7 days in total) continues to be delivered to sustainability leads in companies.</li> <li>• Half day programme in <b>Carbon literacy awareness</b> for staff in all roles across a wide range of employers and also within Colchester Institute – to be rolled out further to more College staff.</li> <li>• Work commencing to deliver programmes to employers on <b>Electric Vehicles</b> supported by new EV workshop.</li> <li>• Successful completion of new domestic renewables training workshop facilities with appropriate technologies including Air Source Heat Pumps; Solar PV; Solar Thermal; Battery Storage and Electric Vehicle Charging. Courses running regularly, updating local plumbing and heating engineers.</li> <li>• Students and existing now have access to two electric vehicles for training purposes.</li> <li>• Roll out of new course content relating to the above facilities, including full cost commercial offer and relevant units delivered as part of the broader Plumbing apprenticeship- ongoing into 2025/26.</li> <li>• Close working with Freeport East and other skills providers, as part of the Skills Escalator programme, to deliver sustainability training for schools, colleges and employers to meet net zero goals.</li> <li>• Introduction of a Level 4 Apprenticeship ‘Corporate Responsibility and Sustainability Practitioner’ in 2025/26.</li> </ul>	<ul style="list-style-type: none"> <li>• Further focussed work to support the ambitions of Freeport East, in particular in Harwich through provision of appropriate skills. To include potentially Hydrogen Production; Clean fuel generation; wind farm expansion (Five Estuaries and North Falls).</li> <li>• Full roll-out of Electric Vehicle full-cost courses to industry in 2025/26.</li> <li>• Broader provision of renewables and retrofit opportunities through Net Zero Centre.</li> <li>• Skills support for Longfield Solar Energy Farm.</li> </ul>
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### 5.2.3 Essex LSIP – Essex Skills System Priorities

The LSIP also contains a list of Skills System Priorities, which need to be addressed to enable full delivery of the above priorities. These are:

- Skills Planning system for Essex
- System access and flexibility
- Information, Careers Advice and Guidance
- Tutor Shortages and Capacity of providers to respond
- Inclusive employment
- Barriers to engagement

In respect of the above, Colchester Institute will continue to work collaboratively and positively with Tier 1 and Tier 2 local authorities, and with other training and education providers, including schools, other colleges and universities.

Demand for the College's programmes is increasing rapidly; and in excess of local demographic growth. The College will work with the DfE, county authorities and other skills providers to offer relevant programmes to as many young people as possible. Currently, tutor shortage, and physical resources (workshop space) limit the number of students the College can train in high-demand areas such as Engineering and Construction. Whilst the College can fund smaller expansion projects, it is reliant on accessing capital grants, and on being able to secure skilled individuals from industry to train as teachers, if it is to achieve its ambitions of offering a place to every young person and adult wishing to train or upskill in these priority sectors. The College hopes to benefit from the government's Technical Excellence College programme and through the sector-specific support packages, the first round of which was recently launched in Construction. The College has a comprehensive and bold Accommodation and Estates strategy through which it hopes to support its ambitious, future plans.

The College is an active member of the Federation of Essex Colleges (FEDEC) and will continue to participate in and support county-wide, regional and national projects aimed at addressing the barriers and opportunities listed above.

College leaders are aware of their responsibilities as 'System Leaders' and on matters of importance, including a number of issues which can positively impact the above, they will continue to engage with local Members of Parliament, relevant ministers and senior DfE and HM Treasury decision-makers.

The Principal and Chief Executive is a member of the National Joint Forum which leads on negotiations between the AoC and the nationally recognised College unions. She has also recently been invited to represent Eastern Region Colleges on the AoC Action for Construction Steering Group with a view to informing the national roll-out of the Construction Skills Support package of £625m announced in Spring 2025.



## 6. Local Needs Duty

The Skills and Post-16 Education Act 2022 requires governing bodies to discharge their duty to review how well the education or training meets local needs and to consider what actions might be taken (including actions in conjunction with other governing bodies) to better meet local needs.

These actions could include, for example, decisions to expand the curriculum offer to respond to emerging needs relating to securing local employment, or to collaborate with other providers to strengthen the quality and resilience of local provision.


In January 2024, the Chairs, Principals and Governance Professionals of all Greater Essex Colleges attended an LSIP conference to agree the wording of a 'Commitment Statement' which confirms our intention to collaborate with other providers in order to strengthen the quality and resilience of local provision. This same group met again in May 2025, to reaffirm their collaborative intentions and the statement. This statement is included below in [Appendix 1](#).

Colchester Institute has a long history of working in partnership with other education and training providers, public and private sector employers and other agencies (including DWP, Employer Representative Bodies and Tier 1 and Tier 2 Local Authorities) to ensure the best possible provision of education and training opportunities to meet local and regional social and economic needs.

## 7. Corporation Statement

On behalf of the Colchester Institute Corporation, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by their Corporation Board on 26 June 2025.

The plan will be published on the College website within three months of the start of the new academic year.



**Signed:**                      **Lisa Blake, Chair of Governors**



**Alison Andreas, Principal and Chief Executive**

**Date:**                      **27 June 2025**

**27 June 2025**

## **8. Supporting Documentation**

Other relevant and supporting documents can be found below:

[Colchester Institute Strategic Plan \(2024-2028\)](#)

[Local Skills Improvement Plan \(LSIP\) for Essex](#)

[Essex Green Skills Infrastructure Review \(2022\)](#)

[Essex Sector Development Report 2023](#)

[Colchester's Economic Strategy 2022-2025](#)

## [Appendix 1: Local Needs Commitment Statement](#)

### **Greater Essex - Federation of Essex Colleges Commitment Statement**

The Federation of Essex Colleges is a well-established group within Greater Essex. We work collectively for the benefit of our Essex geography to support high quality education, training and skills provision that meet the needs of our economy.

#### **Mission**

To support the region's economy and drive up the prosperity of all people in Greater Essex through the transformational power of learning and skills development. Our partnership approach delivers relevant post-16 learning and skills for individuals and businesses.

#### **Vision**

All individuals, communities and businesses in Greater Essex will benefit from an inclusive, relevant and responsive post-16 further education and skills system, which empowers each person to aim high, progress in their careers, prosper in life and value their lifelong learning.

Through our Greater Essex partnership, we aim to accelerate skills levels and make Essex the place for businesses to invest in through growing the talent pool.

Our members will be held in high esteem in their communities, will be well connected with the changing needs of individuals and industry and will attract learners and employers looking for relevant learning, upskilling and reskilling.

Through effective management of funding and resources and innovative ways to secure funding, we will make our organisations financially sustainable, well maintained and provide a compelling employment opportunity for people looking to enter and move through an education career pathway.

#### **Our Commitment**

We believe in a systems approach through:

- Speaking as one voice to promote and raise the profile of further education and skills, including apprenticeships, adult education and higher education, to influence change for the benefit of our learners, communities, region and members.
- Collaborative planning and delivery of a cohesive regional skills offer, building on our successful models from the Strategic Development Fund and the current Local Skills Improvement Fund.
- Collaboration and sharing of experience, expertise and resources at all levels within providers, as well as growth and efficiency opportunities.
- Strategic partnerships with key stakeholders in business and government.
- Working collaboratively with the Essex Provider Network (EPN) towards these common goals.