



## Annual Accountability Statement 2025/2026

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Published to the college website: Accountability statement

## **MIDDLESBROUGH COLLEGE ACCOUNTABILITY STATEMENT**

**2025-2026 ACADEMIC YEAR**

### **PURPOSE**

Middlesbrough College has a rich history dating back to the early 1900's when local industrialists first established a training centre to ensure employers had access to the skills they needed for industrial growth at that time. Fast forward to our more recent past and the College today is made up of six previously independent organisations, each with their own proud legacy. Those organisations are Longlands College, Kirby College, Marton Sixth Form, Acklam Sixth Form, NECC training company and TTE engineering training company.

The college group now includes:

- Middlesbrough College
- Northern Skills (the apprenticeships and training arm of Middlesbrough College)
- TTE

As the largest further Education College in Teesside, the College relocated to Middlehaven in 2008 to ensure students from across the wider conurbation could have greater access to the wide range of regionally significant technical and professional specialisms. With regular insight and input from local employers, alongside careful and frequent mapping against our regional economy, the College offers courses from Entry Level to Level 6 that support every sector of the economy including through:

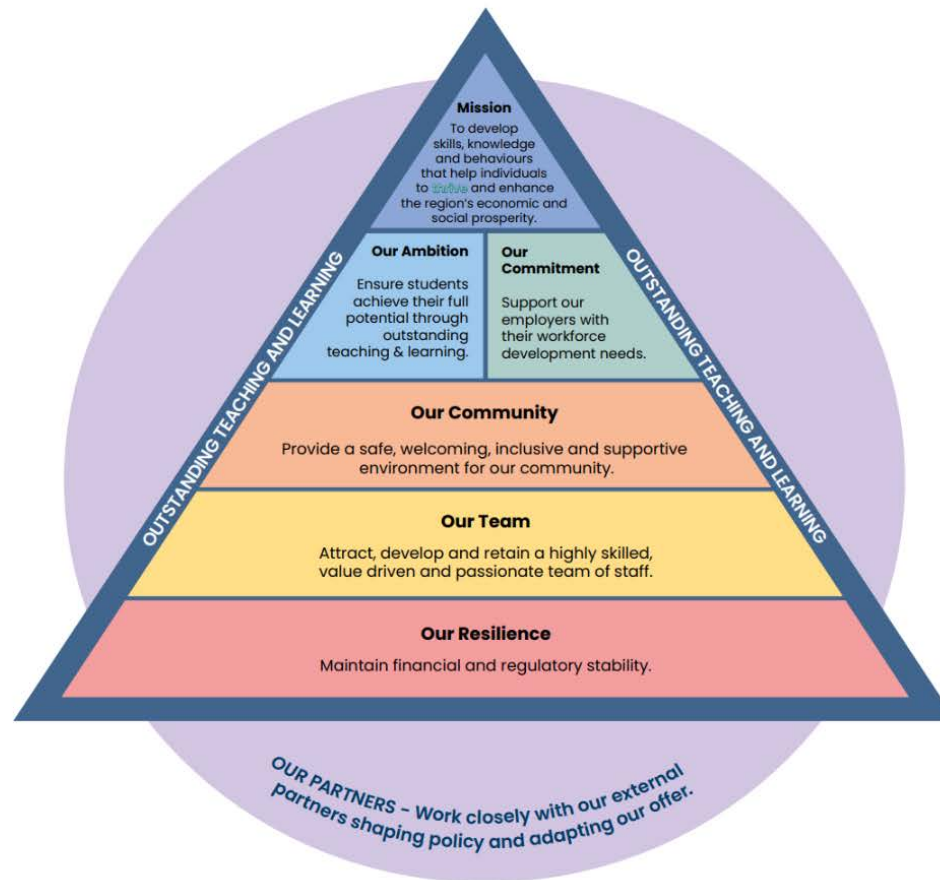
- A Levels
- T Levels
- Vocational Courses
- Apprenticeships
- Adult courses
- Higher Education courses

Between December 2022 and February 2023, Middlesbrough College consulted with over 200 civic, community, education, and employer partners on a proposed, refreshed strategic plan which more closely aligned to emerging local skills priority themes. The feedback from these consultation events were incorporated into a revised Strategic Plan 2023-2025 which was published in March 2023. Whilst our strategic plan sets out high level priorities over multiple years, our core curriculum is reviewed each year, with this annual accountability agreement sitting alongside our strategic plan and outlining specific targets and priorities for the following academic year.

## STRATEGIC PLAN

Our Strategic Plan 2023-2025 articulates our dual purpose through our Mission with six underpinning strategic priorities as set out below.

Our plan is due for review in the 2025 / 2026 academic year with governors awaiting the post 16 strategy, local growth plan and new inspection framework, before commencing this process, making a deferral to 2026 likely.

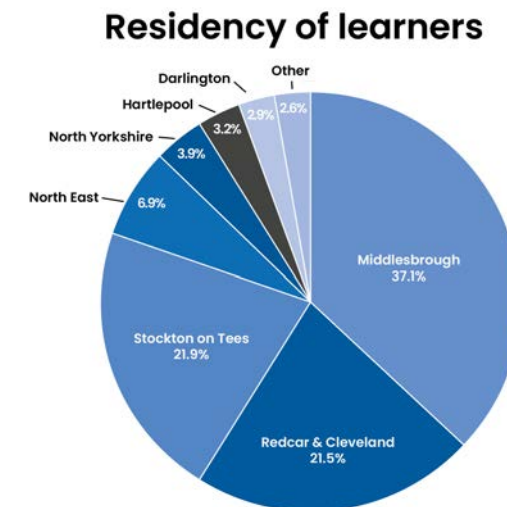
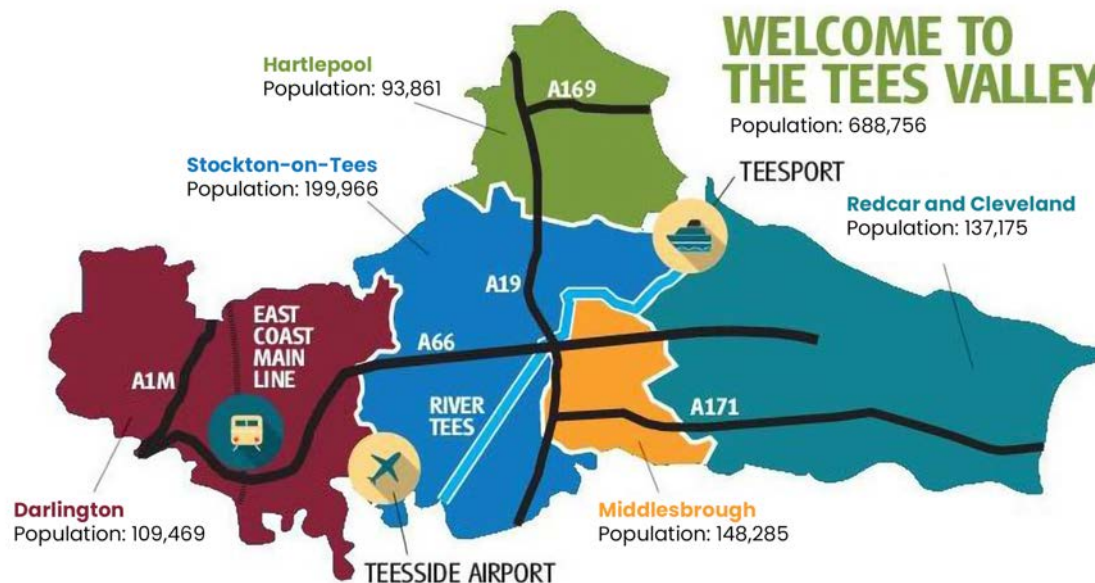


## THE TEES VALLEY

Middlesbrough College's main campus is located in Middlehaven, in the heart of the Tees Valley. The Tees Valley is served by a Mayoral Combined Authority, with adult skills de-volution powers and with the geographic area also matching the LSIP Tees Valley boundary.

Whilst almost 90% of the college's students reside in the five Tees Valley local authorities, Northern Skills (the apprenticeship and training arm of the college), offers a regional apprenticeship and training service from a mix of small permanent and temporary sub regional offices in Newcastle, Durham, Sunderland, Darlington, York, and Ripon. As an active member of the North East Institutes of Technology we work closely with others to ensure a regional and collaborative approach is in place to develop higher technical skills, and TTE (a £12m specialist engineering facility, which relocated to the main college campus in 2024) offers highly specialist engineering training to UK and International companies and employees alongside a local offer of apprenticeships and study programmes.

This accountability statement therefore references the Tees Valley LSIP primarily, although cognisance is also given to findings within the other northeastern LSIPs.



## **TEES VALLEY CONTEXT**

Tees Valley ranks as the second most deprived Local Enterprise Partnership (LEP) area in England with a high proportion of localities ranking in the most deprived 10% nationally. When comparing the Tees Valley local authorities, the employment rate is lowest in Middlesbrough at 64%. Tees Valley has some of the country's highest economic inactivity rates with 25.4% of the working age population in Tees Valley being economically inactive in June 2020 compared to 20.3% nationally. Youth unemployment whilst at a historic low, remains an issue with a higher-than-average number of 16-24-year olds unemployed and claiming benefits. In addition, a high and recently increasing number of 16-17-year-olds are NEET (Not in Education, Employment or Training) with cost of living pressures placing greater pressure on these families.

Tees Valley has a higher percentage of 16–34-year-old residents starting an apprenticeship than nationally and apprenticeship achievement rates are consistently higher than national. However, apprenticeship starts are half what they were five years ago (55% lower) compared to a 45% drop nationally. The percentage of graduates in employment 15 months after graduating matches the national rate. However graduate retention is an issue, with only 41% of Tees Valley graduates finding employment within the Tees Valley 15 months after graduating. Over a quarter of graduates (28%) were working in non-graduate roles, potentially displacing those with lower-level skills into unemployment. This is largely due to the Tees Valley having a lower percentage of professional level jobs available compared to nationally (37% compared to 42%) and the median gross annual full-time wage in Tees Valley is lower than nationally (£28,080 compared to £31,770). 73% of graduates from Higher Education Institutions (HEIs) in Tees Valley remain employed within the North East region 5 years after graduation. Lack of qualifications is a significant barrier to employment.

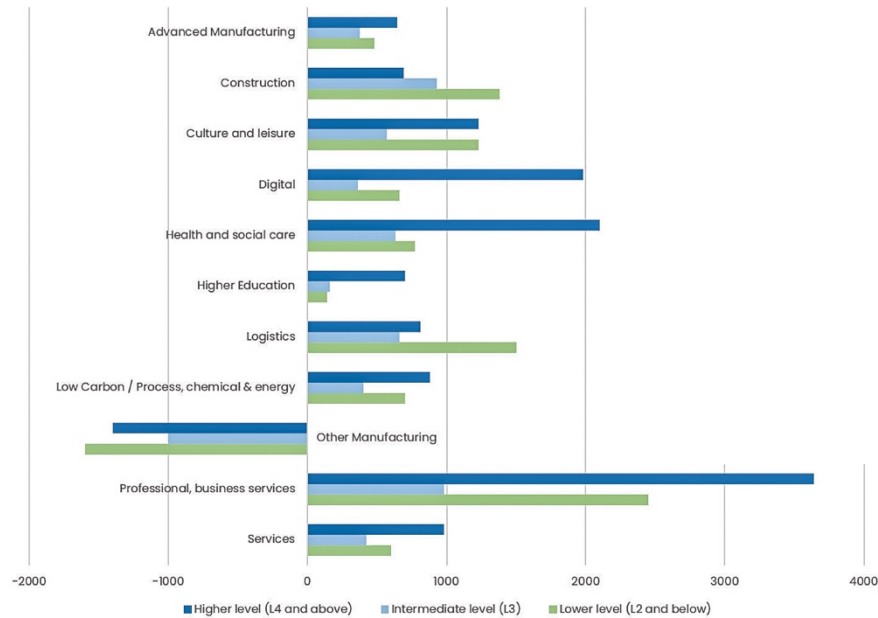
The percentage of Tees Valley residents with no qualifications (11%) is higher than national rates (7%) and the second highest of any SAP area. The Tees Valley has seen increasing numbers of asylum seekers seeking local authority support. At September 2022, over 2000 required support – one of the highest rates in the country. The Tees Valley is an area of skills devolution and as such the College receives its Adult Education funding through our local Mayoral Combined Authority and work closely with them to meet adult skills needs.

## **TEES VALLEY ECONOMY**

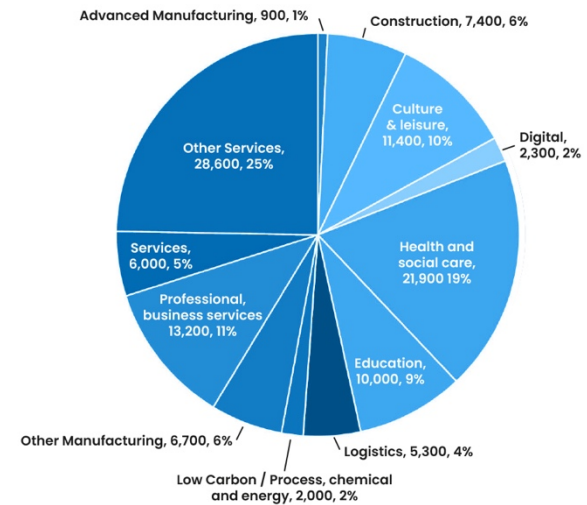
Tees Valley has a conterminous, fully integrated Combined Authority, covering 300 square miles, with a population of around 676,000. The region has a number of traditional industries, some of which have declined over time, resulting in job losses for many Tees Valley residents. However, many industries have successfully evolved and repositioned themselves in the economy - alongside emerging new growth sectors. Tees Valley has significant sectoral strength and relatively high employment in higher productivity sectors such as Chemical & Process, Clean Energy, Low Carbon & Hydrogen and Advanced Manufacturing. Construction sub-sectors including civil engineering and specialised construction together with Logistics sub-sectors such as road freight transport are also well represented. Health and Social Care is one of the largest sectors for employment in Tees Valley, and there are also high volumes of jobs in public administration, defence, education, and IT. We have emerging strengths in Digital and Business & Professional Services. Tees Valley has a wide range of extensive development sites, opportunities and financial incentives including the Mayoral South Tees Development Corporation Teesworks the UK's largest industrial development zone and first Mayoral Development Corporation outside of Greater London.

Teesworks has recently been named the UK's largest Freeport, with the potential to create 18,000 high-skilled, good-quality jobs supporting the offshore wind, clean energy, chemicals and processing, and advanced manufacturing sectors. Also, at the heart of the Teesworks site, Net Zero Teesside will be the UK's first carbon capture utilisation and storage facility (CCUS).

**Additional jobs by qualification level 2016 - 2026**



**Replacement demand by sector 2016 - 2026**



**Sectors for growth**

Over half of the new jobs created will require higher level technical, science and digital skills. 45% of these are considered to be in more senior and managerial roles.

High growth is anticipated in:

- Advanced manufacturing
- Process, chemicals and energy
- Logistics
- Health and biologics
- Digital and creative
- Culture and leisure
- Business and professional services

**High Volume Employment**

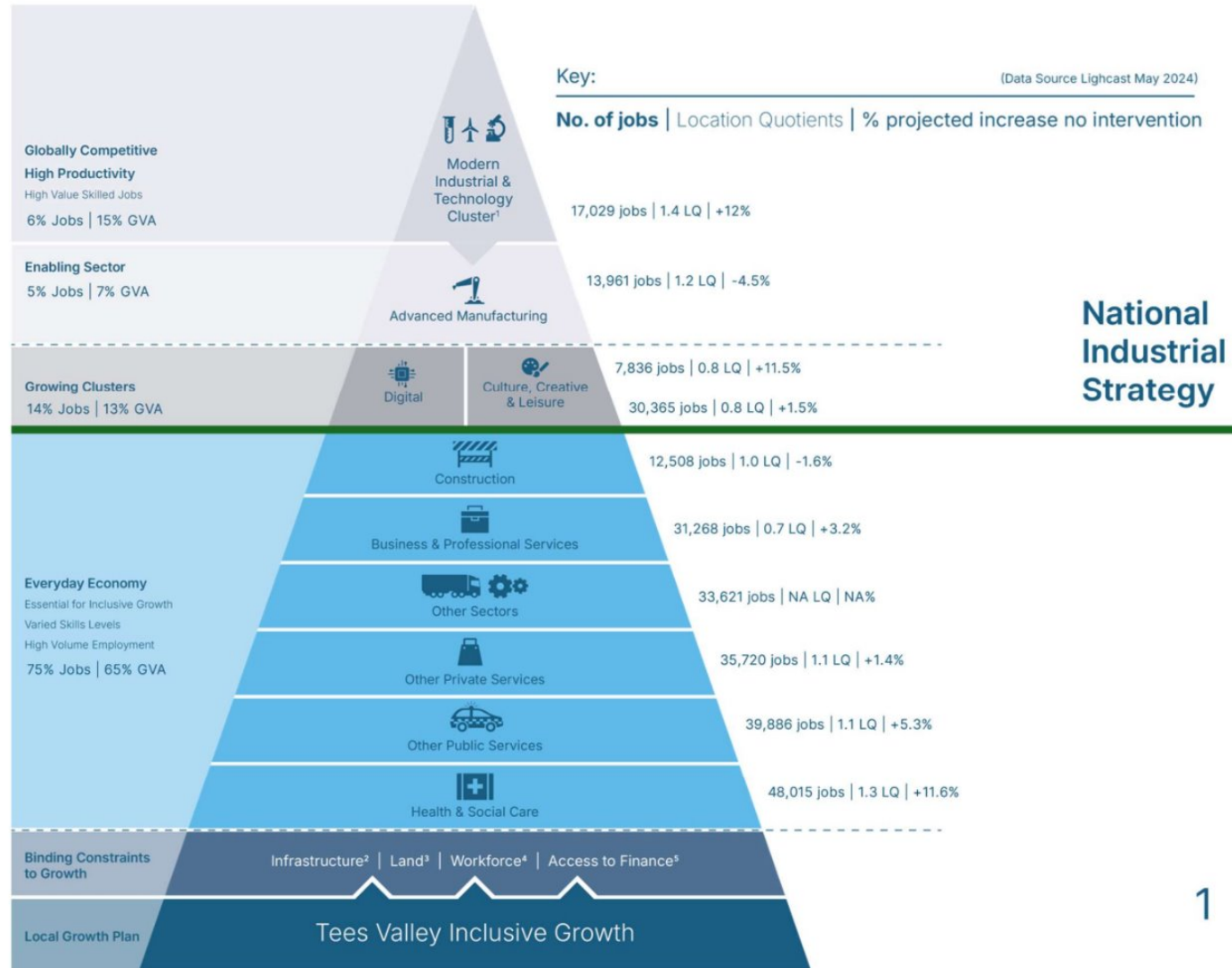
46% of replacement jobs will be across a range of levels, including entry level jobs offered as part-time opportunities and apprenticeships. High volume replacement is expected in:

- Public administration, defence and education
- IT, media and other service industries
- Production industries
- Professional and business services
- Healthcare

# Tees Valley Local Growth Plan:

## Strategic Planning Framework

- 1 Cluster includes Chemical & Processing, Clean Energy, Bio Manufacturing & Life Sciences.
- 2 Infrastructure includes planning, transport, highways, energy, resilience, digital, housing and quality of place.
- 3 Land includes availability and viability.
- 4 Workforce includes education and skills.
- 5 Access to Finance includes SMEs and inward investment .



## APPROACH TO DEVELOPING THE ANNUAL ACCOUNTABILITY STATEMENT

Middlesbrough College plans curriculum through analysing labour market intelligence (LMI) alongside listening to feedback from a network of important stakeholders as set out below:



**Key:**  
 SAP - Skills Advisory Panel  
 LSIP - Local Skills Improvement Plan  
 HTQ - Higher Technical Qualification  
 TVCA - Tees Valley Combined Authority  
 ESOL - English for Speakers of Other Languages  
 LMI - Labour Market Information

DWP - Department for Work and Pensions  
 IOT - Institute Of Technology  
 STDC - South Tees Development Corporation  
 NEET - Not in Education, Employment or Training  
 SDF - Strategic Development Fund



## STRATEGIC INVESTMENTS:

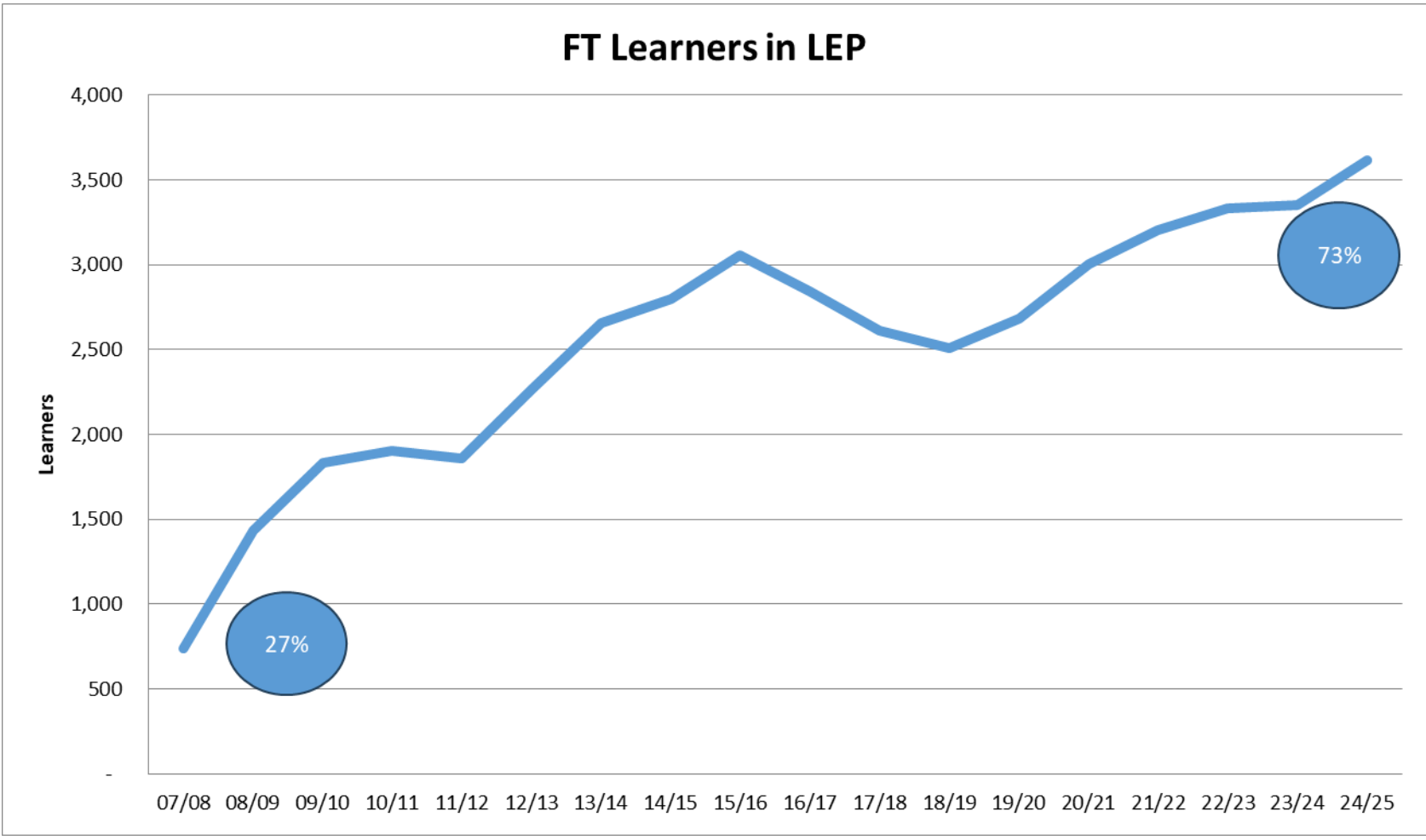
- A £20m investment in STEM facilities (2015) and subjects; such that now 73% of our school leavers are studying in 'priority' sectors rising from 25% since our move to Middlehaven.
- The acquisition of a respected apprenticeship training company (NECC training) covering complementary sectors and a wider geographic reach across the North East of England – creating Northern Skills, the apprenticeship and training arm of the College (2016) which focuses on technical and professional apprenticeship training including dentistry, accountancy, engineering and digital.
- Becoming an active partner in the North East Institute of Technology collaboration (2019) – developing higher technical qualifications to meet local needs.
- Utilising devolved flexibilities to develop new and improved bespoke employer led provision (BELPs) through our new adult and community learning centre (2019)
- Transferring TTE, a strategically important specialist engineering training provider into the group (being adjacent to a new Freeport) (2020)
- Delivering T Levels from 2021
- Supporting Freeport inward investors, through a collaboration with local providers as part of the Teesworks Skills Academy consortium (2021)
- Working in partnership with our employer representative body (ERB) to develop a Trailblazer LSIP and delivering associated Strategic Development Fund projects (SDF) (2021-22)
- Investing in skills shortage areas, opening T Level digital & construction centres in 2022
- Opened a new £12m TTE technical training centre in 2024 – with expansions into new green technologies.
- Acquisition of a new adult centre (100 Russell Street) utilising Levelling Up Partnership Funding to secure a long-term future for our adult learners. (2024)

The North East England Chamber of Commerce developed the Tees Valley Local Skills Improvement Plan (LSIP) in 2023 and the college, in collaboration with others locally, has prepared an investment plan (LSIF) in conjunction with levelling up funding, to directly respond to LSIP priorities. Our investments are ongoing and include:

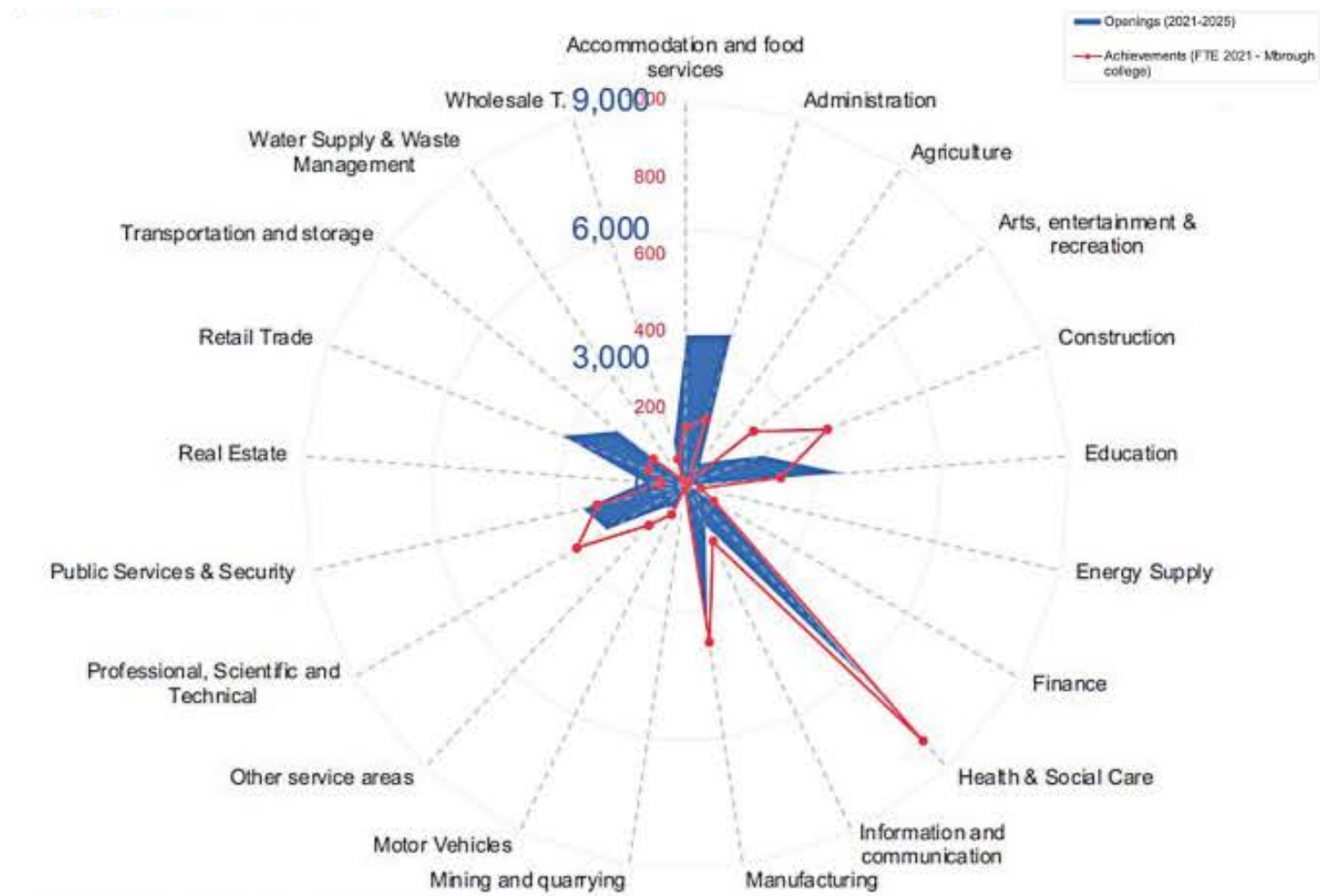
- Health care ward/immersive suite
- Electric Vehicle Workshop
- Construction retrofit centre.
- SEN facilities
- Sub arc welding equipment to support inward investor.

These strategic investments have shifted our school leaver provision such that upon relocation to Middlehaven in 2008 only around one quarter of our school leavers were studying in LEP priority sectors and in the current year, almost 73% are doing so.

### FT Learners in LEP



Additionally, we periodically commission an external company to map our curriculum to job openings across our local area. The map below was completed in 2022 and highlights a close map across technical and professional areas:



Source: Lightcast, jobs and education data

## CONTRIBUTION TO NATIONAL, REGIONAL, LOCAL PRIORITIES

In February 2024, Ofsted awarded the college a **STRONG** rating for our contribution to meeting skills needs. They cited our advisory boards, employer, community, civic and education partnerships as strong and as having a direct and positive impact on our provision and our student outcomes. Examples of changes we have and are making to our provision over recent years include:

<b>Provision added, adapted or in development</b>	<b>Reasons</b>
Develop a range of bespoke employer led provision (BELP) including cladding, security, care, retail	Employer demand, Tees Valley priority
Thrive personal development programme including soft skills assessments	LSIP employer feedback
ESOL adapted to offer a fast track employability route	Tees Valley MCA request
Developed (and developing )bootcamps in welding, teaching, EV and HV	Employer and government priority
Introduce Multiply numeracy programmes	Government priority
HTQ development	Institute of Technology / government priority
Digital basic skills training	Local student and employer demand
Developed face to face retrofit qualifications	In response to LSIP employers and IoT stakeholders
Launched a new adult retrain offer in health and social care and childcare	Local employment priorities
Develop adult upskill course in welding	To support SeaH wind inward investor
Invest in high voltage training	To support local employers
Incorporate Carbon Capture and storage specialisms into new TTE	To support Net Zero Teesside
Incorporate Excel into business programmes	In response to LSIP
Developed a new NEET provision following withdrawal of ESF funding	In response to local need
Scholarship programme	Develop progression pathway into apprenticeships and employment
Develop subcontracting offer high quality partners	To deliver in niche areas of such as offshore wind, where there is a growing demand for emerging skills and job opportunities.
<b>Provision removed or reduced</b>	<b>Reasons</b>
Sub-contracting with one Tees Valley based partner	Poor job outcomes
Reduced distance learning provision	Low Tees Valley Priority
Paused beauty apprenticeships	Concern over poor student outcomes

The college set 12 targets in its 2024/25 accountability agreement, and progress against these have been reported to governing body meetings throughout the year. All but one target is on track to be achieved at the time of writing, with the college falling slightly short of its T level student numbers during the year. Progress against last year's accountability agreement targets can be found in Appendix 1.

The aims and target outcomes identified in this section reflect national priorities, regional priorities and our own strategic plan objectives and deliverables. They align with the national and regional LSIP priorities in terms of sectors as highlighted below. The table below highlights the areas defined as priority sectors in the national priorities and the two different LSIPs that are relevant to our work:

Priority Area	National	Tees Valley LSIP	North East LSIP	Middlesbrough College Delivery Plan 2025-26		
				Level - Entry, 1 & 2	Level 3	Level 4 and above
Advanced manufacturing	X		X	X	X	X
Creative industries	X			X	X	X
Defence*	X			X	X	X
Digital and technologies	X		X	X	X	X
Life sciences	X		X		X	
Professional and business services	X	X		X	X	X
Clean energy industries	X	X		X	X	X
Construction	X	X	X	X	X	X
Health	X	X	X	X	X	X
Transport and logistics			X	X		
Essential Employment/Business Skills		X	X	X	X	X

*\* The college delivers across enabling sectors that support defence and its supply chain, such as engineering and digital as well as direct progression through public services provision*

The College demonstrably delivers curriculum aligned to local and national priorities, in key sectors. We currently do not deliver at all levels in life sciences and transport and logistics but there is coverage of this curriculum across other local providers and, due to the lower volume of provision, duplication is not necessary currently.

**MIDDLESBROUGH COLLEGE CONTRIBUTION TO FIVE GOVERNMENT MISSIONS:**

5 MISSIONS	COLLEGE CONTRIBUTION
Kickstart economic growth	<p>Continue to skew offer to STEM &amp; other 'growth plan' priority courses. Continue to develop programmes in emerging areas such as:</p> <ul style="list-style-type: none"> <li>• Net zero (CCS, retrofit, renewables)</li> <li>• Digital</li> <li>• Enabling support for defence</li> <li>• Construction (proposed FE+ TEC) and Net Zero Teesside</li> </ul> <p>Support positive outcomes – support for first job – work experience, apprenticeship vacancies</p> <p>Continue to grow Bootcamp and BELPs:</p> <ul style="list-style-type: none"> <li>• Welding, Electric Vehicles, cladding, security, offshore,</li> </ul> <p>Expand employer scholarships and place based solutions</p>
Clean energy superpower – net zero 2030	<p>Net zero course development (renewables, CCS) / Retrofit courses through IoT</p> <p>Welding support for SeAH wind – monopile factory</p> <p>Electric vehicle bootcamps</p> <p>BP apprenticeships and Balfour Beatty Scholarships</p>
Taking back our streets	<p>Trauma Informed / Attachment aware</p> <p>Behaviour and Attitudes exemplar</p> <p>Community / Social Action partnerships</p>
Breaking down barriers to opportunity	<p>Improving progression and participation rates through:</p> <p>Partnership working (eg R&amp;CC NEET workers), TVCA Youth guarantee, NEET planning with MBC, HTQ development.</p> <p>Continue to innovate removal of barriers to participation (Project S) e.g transport, digital poverty, support and welfare, Turing</p>
Building an NHS fit for the future	<p>NHS partnerships, immersive suite, clinical settings, active role models / governors, expanding our offer of adult training and upskilling</p>

**ACCOUNTABILITY AGREEMENT TARGETS FOR 2025/26**

<b>PROVISION TYPE OVERALL VOLUMES PLANNED FOR ACADEMIC YEAR 2025 / 2026</b>	<b>PRIORITY</b>	<b>TARGET 2025/26</b>
16-19 SCHOOL LEAVERS (5,214)	Ensure we maintain a high proportion of our school leavers studying in priority sectors and grow T level provision.	Over 70% of learners studying in Tees Valley priority sectors
		>700 T level students
	Maintain a high positive destinations of 16-19 learners through further development of learner’s employability, soft skills, confidence and resilience via personal development and an enhanced Thrive programme, including: <ul style="list-style-type: none"> <li>• skills competitions</li> <li>• competency development</li> <li>• a tailored progression support pathway</li> <li>• social action projects</li> </ul>	>+5% above national rate
	Continue to increase capacity for the most vulnerable who require lower levels of provision and who are at risk of becoming NEET.  Work in partnership with other key local stakeholders to ensure an effective and accessible model for provision in Middlesbrough.	>850 Learners enrolled on Entry Level / Level 1 provision
ADULT PROGRAMMES (4000)	Adapt adult delivery plan for Tees Valley in line with TVCA priorities:	>70 scholarship places  >30% of the scholars will secure an apprenticeship at the end of the programme.  >800 learners on BELPs

	<ul style="list-style-type: none"> <li>- Increase work with Department for Work and Pensions (DWP) for bespoke employer led provision (BELP) in skills gaps areas such as logistics, green energy, retrofit, ground works, welding</li> <li>- Decrease Distance learning and ESOL provision in line with TVCA request</li> <li>- Innovate Adult health offer</li> </ul>	<p>Ensure a high proportion of adults positively progress (&gt;+3% against NR)</p> <p>&gt;£300k reduction</p> <p>&gt;800 enrolments</p>
	<p>Develop an offer in Skills Bootcamps and Free courses for jobs that meets local needs, including:</p> <ul style="list-style-type: none"> <li>• Welding</li> <li>• Construction/Retrofit</li> <li>• Electrical Vehicle</li> <li>• Renewables – Offshore</li> <li>• Health and Social Care</li> <li>• Teaching</li> </ul> <p>*subject to TVCA/ Project S funding</p>	<p>&gt;100 students on skills bootcamps + Project S bootcamps + 100 (Minimum 200 total)</p> <p>&gt; 150 students on FCFJ</p> <p>*numbers to be adapted once funding confirmed</p>
APPRENTICES (1700)	Maintain high quality apprenticeship outcomes	Over 70% achievement rate
	Develop and deliver a 'New Energy' apprenticeship programme with employer partners, to service emerging technologies locally (e.g. CCUS)	>10 new energy apprentices
	Increase college delivery of construction apprenticeships	>30% increase
	Commence new NHS apprenticeships in mental health support	>30 new health apprentices
	Positive destinations of our apprentices	>+5% above NR
HIGHER EDUCATION (500)	Develop and grow Higher Technical Qualification (HTQ) provision.	>170 HTQ students
		Increase number of Level 4+ qualifications with HTQ accreditation.
HIGH NEEDS STUDENTS (175)	Maintain number supported internships on completion of the DfE Pilot 2024-25	Maintain 2024-25 intake of ≥15 supported interns

SKILLS	Facilitate Employer Advisory Boards with local employers to: <ul style="list-style-type: none"> <li>- Co-create and steer curriculum</li> <li>- Update each other on new developments</li> <li>- Discuss challenges in the sector and potential solutions</li> </ul>	Facilitate a minimum of 8 separate sector specific Employer Advisory Boards, twice in the year (x16)
GOVERNMENT PRIORITIES	Youth guarantee Construction  Transformational use of Artificial Intelligence (AI)	Work collaboratively to positively respond to Youth guarantee and construction sector support solutions.  Development and implementation of AI in line with the digital strategy whilst prioritising ethical considerations and improving staff competency.

## LOCAL NEEDS DUTY

**Ofsted inspected the college in February 2024 and awarded a STRONG judgment for meeting local economic needs stating:**

*Leaders and managers engage very effectively with key stakeholders to understand the skills needs of the local, regional, and national economy, and plan their curriculum accordingly. They collaborate closely with combined authorities and local councils in Teesside and surrounding areas to ensure that the college's priorities across all types of provision are aligned precisely with their stakeholders strategic goals. As a result of this engagement and wider interactions with their stakeholders, such as the Department for work and Pensions, community groups and charities, leaders ensure that those furthest away from employment and training are fully supported to develop their readiness for work.*

*Leaders are ambitious in their intent to provide education and training opportunities that respond to the needs of local, regional, and national employers. They gain a very secure understanding of the skills needs of employers through the extensive range of employer advisory boards to review and modify the curriculum, ensuring it delivers the skills needed for the local economy to grow.*

*Leaders and managers have developed strong partnerships with education leaders in local universities, colleges, and schools. They work together as a consortium to ensure the education offer is coherent and avoids unnecessary duplication.*

***Therefore the college's vocational, academic and technical curriculum is well informed by partnership input that ensure a strong contribution to meeting skills needs.***

*The college operates as part of a collaboration called FE+, which has been in place for around thirty years, and which includes all 5 of the Tees Valley GFE and specialist colleges. This collaboration meets at least monthly, rotating the position of Chair and related positions such as those offered to FE+ on the Mayoral Combined Authority skills committees. FE+ partners have collaborated on a range of ventures including successfully delivering two skills development funds (SDF) in local priority areas, supporting the development and implementation of the Tees Valley LSIP through the local skills improvement fund, working closely with inward investors and advising on skills policy with local and national stakeholders.*

*During Spring 2024, all five colleges mapped our provision against local labour market needs and carried out a full local curriculum review including an independently facilitated workshop involving members of all college corporations. Data presented at the review and the subsequent analysis highlight that the colleges' curriculum offer and outcomes for learners support the Tees Valley economy especially in the engineering/manufacturing, construction and healthcare sectors.*

*The review identified a number of areas that all Colleges can work on to enhance our response to local employer needs as follows:*

***FE+ agreed actions to work on***

*Develop further employability skills in our young people while strengthening their confidence and resilience.*

*Improve digital skills of all of our students*

*Minimise impact of qualifications reform on level 3 numbers*

*Increase the numbers training in logistics, digital and professional skills*

*We will continue to work individually and collectively against these priorities, including collaborating on scholarships with inward investors, working closely with TVCA on adult skills and on providing evidence to support amendments to curriculum reform proposals.*

## CORPORATION STATEMENT

Middlesbrough College Corporation approved the content of this accountability statement at their meeting on the 9th May 2025

Signed:



Rob Davies  
Chairman of Governors



Zoe Lewis  
Principal/Chief Executive



### Hyperlinks to:

[Tees Valley LSIP](#)

[TVCA Local growth plan](#)

[Ofsted inspection report](#)

[TVCA Strategic Economic Plan](#)

[College strategic plan](#)

## APPENDIX 1

PROVISION TYPE OVERALL VOLUMES PLANNED FOR ACADEMIC YEAR 2024 / 2025	PRIORITY	TARGET 2024 / 25	Mar-25	Project ed Year End	2023 / 24
16-19 SCHOOL LEAVERS (4,636)	Ensure we maintain a high proportion of our school leavers studying in priority sectors and grow T level achievements year on year	Over 70% of learners studying in Tees Valley priority sectors	73%	73%	70%
		>550 T level students	565	565	433
	Enhanced Thrive programme:	Maintain >90% positive destinations of leavers	87.5%	87.5%	90.1% (22/23)
	• skills competitions				
	• competency development				
• a tailored progression support pathway resulting in improved employability/next steps					
Introduce new centre to reengage those not in education, employment or training (NEETs)	>80 in-year 16-19 NEETs reengaged	124	150	63	
ADULT PROGRAMMES (3700)	Respond to the Department for Work and Pensions (DWP) requests through increasing the number of people participating in bespoke employer led provision (BELP) in skills gaps areas such as logistics, green energy, retrofit, ground works, welding	Enrol >800 learners on BELPs	582	1107	697
		Ensure a high proportion of adults positively progress (>70%)	86.7%	86.7%	NEW

	Expand Skills Bootcamps and Free courses for jobs offer <ul style="list-style-type: none"> <li>• Welding</li> <li>• Construction/Retrofit</li> <li>• Electrical Vehicle</li> <li>• Renewables – Offshore</li> <li>• Health and Social Care</li> <li>• Teaching</li> </ul>	Enrol >250 learners on Skills Bootcamps (150 Project S / 100 TVCA)			
		Enrol >150 learners on FCFJ			
			292	645	264
APPRENTICES (1600)	Maintain high quality apprenticeship outcomes	Over 70% achievement rate	75% (2023 / 24)	78%	75%
HIGHER EDUCATION (590)	Develop higher technical qualifications (HTQ)	Deliver HTQs to >160 learners	211	211	172
HIGH NEEDS STUDENTS (160)	Increase supported internships	10% increase in supported internships	17	17	10