



**sgs**

South Gloucestershire  
and Stroud College



South Gloucestershire and Stroud College

# MEETING LOCAL NEED

Our work with stakeholders



# Forward

This brochure provides an overview of how South Gloucestershire and Stroud College (SGS) meets local needs and the importance that the College places on partnership working and the significant positive impact that this has on both our learners, staff and our curriculum development.

As a regional College, delivering to nearly 10,000 learners annually across South Gloucestershire, Gloucestershire and Bristol, SGS has immense experience of working with a range of public bodies including the West of England Mayoral Combined Authority, local authorities, district councils, local enterprise partnerships and education providers at both further and higher education levels in addition to our sponsored Multi-Academy Trust (SGSAT) which was established in direct response to our local authority need.

Throughout this document, you will gain a thorough understanding of the College's strategic relationships with partners, our work in the community, our innovation through both the SGS Academy Trust and our wholly-owned subsidiary company 'SGS Commercial Services', our work with thousands of employers on the delivery of apprenticeships and work experience, our support to industry through our 'Growth Hub', partnership and collaboration with education providers, our local and national partnerships in sport and finally how our curriculum continually evolves in response to employer engagement and their involvement in co-design and delivery.

*Sara-Jane Watkins*

College Principal

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# 01. Strategic Partnerships

## Our work with representative bodies

South Gloucestershire and Stroud College (SGS) has by far the broadest catchment of any of the Further Education colleges in the West of England and the Gloucestershire region and we are a regional college responding to the needs of a broad region. Our curriculum reflects our diverse catchment and the needs of the communities and employers we serve.

## Local Enterprise Partnerships

We work with two Local Enterprise Partnerships, the West of England LEP and GFirst LEP. We have led the Gloucestershire-wide Strategic Development Fund application 2022, which is attuned to the priorities of both these LEP boards. The fund will support each of the Gloucestershire FE colleges (SGS, Cirencester, Hartpury and Cirencester) to deliver specialisms in green and digital skills. With each partner college working to their strengths and local needs, the project will ensure we can meet niche and specialist skills demand and avoid both duplication and provision gaps.

## Area covered by Business West



The SDF project adds efficiency and value to the investment in the sector and allows us collectively to be more responsive to employers' needs. The SDF bid is endorsed by the key employer representative body in the region, Business West. We are also working collaboratively with Business West on the Local Skills Improvement Plans (LSIPs) in both Gloucestershire and the West of England.

## Business West

Business West is one of the largest employer representative bodies within the South West and SGS has an excellent relationship as a member of this organisation and jointly we work collaboratively on a number of significant projects including our recent support of the Western Gateway and the STEP nuclear reactor project at Oldbury. The College also has worked positively with Business West on their initial LSIP pilot project within the West of England focussed on Advanced Engineering and Health, plus is a key partner on both the 2022 LSIPs, led by Business West, for both the West of England and Gloucestershire.





### Mayoral Combined Authority, WECA

SGS delivers annually over £2.5 million of Adult-skills training for the West of England Combined Authority (WECA). Working with WECA, in preparation for each funding year, we build a detailed Curriculum Delivery Plan, identifying how our curriculum offer will meet each one of their 38 benefit-measures targets and supporting their aims to re-develop local communities.

In developing our adult curriculum to meet the WECA priorities, we have significant learner volumes in Construction, Care, Creative, Digital, Sport and Health and Nutrition. We also have large provision in the core and basic skills; numeracy, literacy and ESOL. We provide stepping stones on a pathway to work through our Community and HOPE agency provision. In response to how our communities and local economy has evolved through the pandemic, we have modified our delivery and developed an accessible blended-learning offer to support new ways of learning.

In-year, monthly meetings with WECA ensure we remain on track to meet their priorities and if necessary we amend our delivery plans. For example, we have greatly increased our ESOL provision to support emerging needs of refugees, especially those from the Ukraine.



### Local Authorities and Councils

We work extensively with Bristol City Council, Gloucestershire County Council, South Gloucestershire Council and Stroud District Council.

In 2012, when SGS was formed between the mergers of Stroud and Filton Colleges, the College worked extensively with South Gloucestershire Council on the naming of the new college and our alignment to the authority.

As South Gloucestershire Council's main further education provider we have worked collaboratively with them over the last decade on a number of significant projects including: the development of a high needs catering centre at our Stroud Campus for local learners who previously were being sent out of area; on the development of a new Free School - SGS Pegasus - in order to support local children from the age of 4 with autism to have in-area provision; on the annual sponsorship and hosting of the Council's Community Awards and their Festival of Youth Sport; on the development of adult community learning and finally working collaboratively on a joint master planning exercise to ensure that the College has the correct resources, estate and curriculum to meet the region's future skills needs.







### Local Authorities and Councils (Continued)

Throughout the 21/22 academic year, we have been working with Stroud District Council and Gloucestershire County Council to secure investment to create a Low Carbon Centre of Excellence Training Centre at our Gloucestershire Science and Technology Park.

This builds on the knowledge cluster already at the Park and provides a regional centre for skills for decarbonisation. The Centre will deliver skills training for designers, specifiers, assessors and installers for low carbon energy systems and for retrofit. We have secured sufficient investment to create a sector leading facility with interactive classrooms, workshops and full-scale training rigs across a range of low carbon technologies.

The skills needs are complex, for example solar installers need electrical, plumbing and roofing skills. In addition, we need to provide the wrap-around skills, such as working at height, safe moving and handling, financials and pricing, all of which will equip students for careers in this complex sector.

We are also the apprenticeship provider for Bristol City Council and Stroud District Council. Working with the councils' HR teams, we ensure our apprenticeship provision is current, and that we can support their recruitment and training needs, with apprenticeships a key element in their succession planning and skill strategies

The College also has an incredibly productive relationship with Bristol City Council and has recently taken the lead for the third year running as the main community sponsor of Bristol Pride and also has taken two former retail units within Bristol City's Galleries Shopping Centre in order to respond to the Council's need for further employability and ESOL provision.

In addition, within The Galleries, the College has established a new employment agency with a specific focus on helping those with learning difficulties and disabilities into long-term employment through an initiative called HOPE - 'Helping Others Progress into Employment'.







## 02. The Gloucestershire Science and Technology Park

**When SGS was formed in 2012, one of the commitments made at merger, was to enhance engineering provision in the Stroud District in response to demand from local employers.**

One of our most important strategic initiatives has been the development of our Berkeley Campus and the creation of the Gloucestershire Science and Technology Park, which has been a true partnership between the College, the Nuclear Decommissioning Authority, Stroud District Council, Gloucestershire County Council and the GFirst Local Enterprise Partnership.



SGS College has a reputation for being proactive in responding to and anticipating the skills needs of local employers and communities. In 2016, working with the Gloucestershire LEP (GFirst) and government officials at the Nuclear Decommissioning Authority, SGS College took the brave step of investing its own Capital Reserves into the creation of the Gloucestershire Science & Technology Park (GTSP).

Strategically located off the M5 at Berkeley, GTSP is equidistant from the College's Campuses at Stroud and Filton. SGS Commercial Services Ltd, a wholly owned subsidiary of the College, purchased over 60 acres of unused former Nuclear Laboratories with the vision of supporting the local and regional economy by providing the skills that would be needed in the UK's resurgent Nuclear Industry and emerging Low Carbon Technologies Sector.

Now, five years in, the project has been a huge success, leveraging in over £40 million of investment and is now an established centre for Low Carbon Technologies. In addition, GTSP is a key element of the Western Gateway bid to bring the UK's first commercial Fusion plant to the area, with the GTSP providing the main technical and skills base.







**Gloucestershire Science and Technology Park (GSTP) at SGS Berkeley Green - 20 employers engaged which include:**

- Active Building Centre - National Catapult project, providing significant research and development of low carbon energy and heating systems.
- Green Fuels Research - Manufacturer of bio fuel systems and research, including the EU funded Flexjet project decarbonising aviation.
- Cavendish Nuclear - Part of Babcock Group providing services to the nuclear industry.
- Gloucestershire Police - Sabrina Training Facility
- SGS Berkeley Green University Technical College - delivering education to over 300 14-18 year olds in Digital and Engineering
- Other occupiers at GSTP include: Above Beyond Retail, Allard Engineering, Aurora Severnside School, Bloodhound Education, CGTech, CamEra, Cotswold Men's Shed, Hamfields Sport & Leisure, Magnox, NHS Vaccination Centre, PhysioNet, Service Robotics, the University of Gloucestershire and WITT Energy.







**GSTP is unique as a science and technology park which has, at its heart, a focus on skills. The infrastructure and engagement with employers adds relevance and currency to our curriculum development process and supports delivery to our students. Tenancy applications are considered in terms of their relevance to the College's aims and aspirations and the added-value they offer.**

We are in the process of developing a Centre of Excellence for Green and Low Carbon Technologies and Skills, through recently achieving national and regional Skills Development Funding, in collaboration with colleges across Gloucestershire. Employer representation on the Stakeholder Steering Group ensures our curriculum develops in line with this fast-moving sector, in response to technical, legislative and economic developments. All of which prepares our students for a career in this emerging low-carbon sector, and supports employers to find the skills they need if nationally we are to meet our national carbon reduction targets.

We are very proud of the Gloucestershire Science & Technology Park and the life we have breathed back into a derelict public asset and the surrounding community. The project has saved the public purse millions of pounds, saved tons of embodied carbon and secured the future of a nationally important asset for the benefit of generations of students to come. However, there is still huge potential to grow and use GSTP's strategic location and assets to help the region achieve further growth and spread prosperity.

**We worked collaboratively with the Bloodhound land speed record team, based at the GSTP.**







## 03. Educational Partnerships

**Working collaboratively is a key ethos and strength of SGS and our approach has always been that working in partnership with other educational providers strengthens our collective offer rather than acting as a competitor. At all levels of education, SGS has excellent examples of partnership working and how these relationships have improved provision in the region.**

### **The South Gloucestershire and Stroud College Academy Trust:**

In 2016, and based on our recent strong Ofsted inspection at that time, the College was asked to consider the development of an Academy Trust in order to improve the offer to young people in the region, as well as improving the progression routes into further education.

The College sponsored, SGS Academy Trust, currently has three schools: Forest High School which is a 11-16 secondary school within the Forest of Dean, where we have developed a strong collaboration with Gloucestershire College to provide progression routes for our learners. SGS Berkeley Green University Technical College (UTC) based at our Gloucestershire Science and Technology Park.

The UTC currently supports over 300 young people in either digital, cyber or engineering careers and works collaboratively with over 50 employers including GCHQ and Renishaws on live project briefs and co-delivery. Our third school is SGS Pegasus - a free school designed in direct response to a lack of provision in South Gloucestershire for 4-18 year olds with autism who were being transported out of area and not feeling part of their local community. SGS Pegasus currently supports 80 children but we are currently working with South Gloucestershire Council to increase capacity through an expansion project.

### **Higher Education - The University of Gloucestershire (UoG):**



In 2012, SGS signed a strategic alliance with the University of Gloucestershire (UoG) to develop more locally-based degrees across the greater Gloucestershire area in order to provide improved accessibility and to address participation cold spots within the region. As a result of this relationship, SGS now delivers over 30 degrees and has grown degree-level learner numbers to over 500 with plans to expand further into areas of Construction, Finance and Health and Social Care.

SGS has also worked collaboratively with the University on the development of degree level apprenticeships, especially in IT, and has collaborated with UoG on a number of bids as well as a close partnership through the Gloucestershire Federation of Colleges and Universities. In addition, UoG are also a partner at the College's Gloucestershire Science and Technology Park where they support with the curriculum development and delivery at the UTC as well as leasing a centre at the Business Park for the delivery of degree and post-graduate level Cyber Security programmes.







### **WTPN**

The College is an active member of the Western Training Providers network which covers all public and private training providers across the whole of the West of England and for the last decade SGS has provided senior members of staff to sit on the board of directors for this organisation. Through this partnership, the College has led on delivering an annual Apprenticeship and Employer Engagement Conference for all partners and employers at our WISE Campus.

### **FE Colleges**

Being a large, regional College, SGS is a member of both the West of England Principals Group and also part of the Gloucestershire Federation of Colleges and Universities. Within the West of England, the College works closely with the City of Bristol, Bath and Weston colleges and has worked collaboratively on a number of bids, including the 2021/22 West of England LSIP pilot, as well as joint promotional campaigns and employer engagement events.

Within Gloucestershire, SGS has recently acted as the lead college on the successful 2022 £3m SDF bid, working in collaboration with Gloucestershire, Cirencester and Hartpury Colleges to deliver a decarbonisation and digitisation project for the county. This is not the first successful collaboration between the partners. Between 2017-2020, the partners also delivered the ESF funded GOAL project-focussed on improving Gloucestershire's apprenticeship participation rate and the EDGE project which concentrated on developing the employability skills and attributes of young people across the country.

### **Careers Service**

The College works incredibly collaboratively with local schools and in 2014 developed a commercial careers service to provide impartial careers staff based in local schools across SGS's catchment area. Now supporting over 10 schools commercially with advisors, the aim of the initiative is to ensure that young people across the region receive unbiased careers guidance and information.

Building on this, and in partnership with over 50 schools across the region, the College also provides transitions, taster days and an annual careers fayre.







### SGS Create

Over the last five years, the College has seen a considerable increase in the number of pre-16s enrolled at the College - either through 'Increased Flexibility' programmes, 'Early College Placements' funded via schools or direct entry for previously 'Elected Home Educated' young people. Gloucestershire currently has one of the largest numbers of excluded young people not in mainstream education combined with a significant number seeking alternative education.

### UCAS

Building on our ambition to ensure every young person receives comprehensive and unbiased careers information, advice and guidance, we were thrilled to be selected as the host organisation for the Bristol and South Wales UCAS Fayre 2022. We welcomed over 6000 year 12s and 13s to our WISE Campus and hosted over 100 higher education institutions.



### SGS Oasis

Since 2016, Priory Education Group (latterly known as Aspiris), has leased accommodation at our Stroud campus in order to deliver bespoke provision for extremely high needs learners requiring one to one support and a range of therapies whilst accessing some of our Stroud-based vocational curriculum. When Aspiris decided to exit the provision, potentially impacting extremely vulnerable learners, the College agreed to take on the provision and the staffing cohort.







**Close partner links with elite, professional and semi-professional clubs are:**

- Bath City Football Club
- Bristol & West Athletics Club
- UWE Athletics
- Bristol Bears Rugby
- Bristol Bears Women's Rugby
- Bristol City Women's Football Club
- Bristol City Football Club Academy
- Bristol Flyers Basketball Club
- Independents Netball
- Mangotsfield Football Club
- Old Redcliffians Rugby Football Club
- Olveston Football Club
- Bristol PRIDE, Apaches & Aztecs American Football Clubs
- Stoke Gifford Football Club
- Team Bath Netball

## 04. Commercial Partnerships

**Well established, and covering the South Gloucestershire and Bristol regions, SGS WISE Campus in Stoke Gifford has an excellent reputation as one of the UK's top sport and education settings.**

Home to the SGS Sports Academies, which were developed so that learners could combine their passion for sport with their academic achievements, students are enrolled on any full-time course at either the WISE or Filton Campuses and can then spend up to 16 hours a week participating in the following academies:

- American Football
- Athletics
- Basketball
- Boxing
- Cricket
- Female and Male Football
- Golf
- Netball
- Female and Male Rugby Union
- Table Tennis

The combination of competitive sport, outstanding facilities and education, along with the Unique Selling Proposition (USP) of links with elite, professional and semi-professional teams mean SGS WISE and the SGS Sports Academies are a major attraction.

The impact of these links is many, with learners accessing clear routes through to the semi-professional, professional and elite teams via the SGS Sports Academies model.







### **Our success in Sports through partnerships**

Over the last twenty years, a number of students have progressed on to play at the highest level of their sport, achieving success domestically but also internationally.

Since the inception of SGS Sport, our former students include Will Bayley, who won gold and silver medals in the London 2012 Paralympic Games and Lauren Hemp who was part of the England Women's Football Team who won the European Championships in 2022.

The College has also supported players to progress from SGS College to the NCAA in America, with two American Footballers progressing on to play in the NFL.

In golf, players have achieved international honours with several former students now holding PGA Professional positions in local clubs. Whilst Jordan Smith has gone on to play on the European Tour for a number of years winning many tournaments.

Additionally, a number of College Rugby players have played internationally. Toby Faletau, Wales international and British and Irish Lion highlighting this, with other learners also having progressed to play for Bristol Bears in the Rugby Premiership. On a Female Rugby side, several players have gone on to represent England.



The College has also supported a number of footballers to progress into the professional and highest levels of semi-professional sport. In the last two years, four players have signed professional contracts with Sheffield United, Bristol City, Cardiff City and Grimsby Town, whilst many are also playing at the highest level of non-league football. Several female footballers have benefitted through the partnership with BCWFC, progressing to play internationally.

In 2021, SGS Alumni Cricketer James Bracey made his England Test Debut and has played for a number of years for Gloucestershire County Cricket Club alongside another alumni student Chris Dent. Finally, the College's Basketball provision has seen a steady flow of past students progress to play for Bristol Flyers in the BBL with former students and coaches also having the opportunity to compete at the highest level nationally.

Additionally, many of our partner professional clubs provide elite coaching, plus contribute commercial income to the College of nearly £500,000 annually, which is then used to maximise facilities available for the local community. This is also complimented by the football to SGS WISE during sporting fixtures. For example, Bristol Flyers hold 20 fixtures at the SGS Arena at WISE, which attracts over 10,000 members of the regional community annually to the College and local area and is further evidence of the impact we make on our locality.







## Andy Uren

Andy studied at SGS Sport for 3 years completing a Level 2 and then 2 years at Level 3 in Sports Studies.

Andy was also a dedicated and hardworking member of our Rugby Academy who cemented himself into the scrum half position in the SGS Sports AASE team.

At the end of his 3 years of study at SGS, Andy secured an academy contract with Bristol Bears where he has gone from strength to strength becoming a regular in their first team squad in the Gallagher premiership.

## Lauren Hemp

Lauren studied a Level 3 Extended Diploma in Sport at SGS College over 2 years.

Lauren balanced her studies with the Women's Football Academy in partnership with Bristol City Women's Football Club (BCWFC). Lauren was also selected for England U18's and often had to attend overseas camps whilst being supported to complete her academic study programme. In year 2 of her studies at SGS, Lauren was called up to be part of the BCWFC first team.

On completion of her academic programme at SGS College, Lauren was approached by Manchester City Women's Football Club. Lauren signed for Manchester City and became a WSL winner and a regular in the England National team set up. In the summer of 2022, Lauren became part of the England Women's European 2022 winning team.







BIPA students have access to superb facilities and resources:

- The Olympus Theatre
- Studio 22 Theatre
- Dance Studios & Rehearsal Spaces
- Technical Equipment - Lighting and Sound Desks
- Production Workshop

## Bristol Institute of Performing Arts (BIPA)

BIPA offers excellent vocational training and support from industry experts. The focus is on performance opportunities, collaborative learning and project-based assessments.

BIPA has strong links with Bristol's theatre network including organisations and venues such as; Alma Tavern Theatre, Travelling Light Theatre Company, Tobacco Factory Theatre and the Bristol Old Vic.

Students also engage directly with working professionals and organisations in the form of workshops or visits, including; Tessa Bide Productions (puppetry and performance for young audiences), Adam Fuller (local producer and director) Annie Dugen (stage combat instructor), Simon Stevens (Mini Concerts), Rachel Chambers (JAG Agency) and Screenology (Film and Television specialists).







These resources are also made available to the local community through external hire opportunities which have led to successful collaborations with SGS learners.

Examples include Stagecoach Performing Arts, who regularly employ BIPA students to teach children and young people skills in musical theatre and Bristol Musical Youth Productions, who have provided learners on the Technical Theatre course with paid employment on live shows.

Many other companies who book the Olympus Theatre provide Technical Theatre students and alumni of SGS with opportunities for authentic work experience and paid employment.

SGS also regularly hosts the annual South Gloucestershire Community Awards Event in the Olympus Theatre, which recognises the valuable work of local volunteers and community organisations. Along with showcasing the Theatre to local residents, the event is also a chance for Level 3 Musical Theatre students to demonstrate their performance skills as they provide the entertainment.

BIPA students perform a wide variety of live productions throughout the year which are well-supported by the local community. In particular, the 2021 Christmas pantomime, Cinderella, was watched by over 550 children from local primary schools. In addition, residents from care homes and several Brownie and Guide groups also attended.

Other popular shows which were performed recently include Barnum, CATS, The Trial, Matilda and The Legend of Sleepy Hollow, all of which attracted large audiences of students' parents, friends, family and members of the local community.







## 05. SGS Stroud Growth Hub

**The Growth Hub at SGS Stroud invites all ambitious companies to take advantage of the knowledge, advice and tailored services available, and join the 26,000 other businesses and start-ups in Gloucestershire who are adding to the sustainable growth of our economy.**

SGS was successful in 2018 when they bid for £500,000 to lead on the development of the SGS Stroud Growth Hub as part of the Gloucestershire network.

The Growth Hub also facilitates and hosts regular online or face-to-face events and workshops. These are delivered by experienced 'Delivery Partners' and topics covered include HR policy writing and implementation, how to increase social media presence, and how to plan property needs.

SGS Growth Hub continues to build and grow an extensive network of professionals and delivery partners, including consultants, advisors, accountants, marketers, bankers, manufacturers, business owners, philanthropists, exporters, sustainability champions, engineers, customer service experts, and more.



**THE GROWTH HUB**



## Companies we have supported through the SGS Stroud Growth Hub

# A Stitch in Time - How 'The Boys Who Sew' Navigated the Challenges of 2020

**Curtain making duo, Ryan Whittaker and Pete Eastwood, started their business with a showroom on a Bristol high street where they built a loyal client base. Due to the operational cost, they were forced to close their business and decided to look at how they could improve their business the second time around. They decided to create an at-home workroom and move away from a brick and mortar showroom vastly reducing overhead costs. With this new approach, they successfully relaunched as 'The Boys Who Sew' in January 2020.**

They saw their residential clients return and quickly were at full capacity for product orders. Then in March 2020, everything came to a sudden halt and all orders were cancelled or placed on hold. Their industry stopped overnight. Along with everyone else, they were immobilised and were in a state of contemplation trying to understand the impact that COVID-19 was having. A few days later, they were listening to a podcast where Eddie Hearn was being questioned about the impact of COVID-19 on boxing and they heard him say, "If you're not working in your business at 8 o'clock tomorrow morning, your business may as well be dead". Something resonated with them and the next morning they got up and began to look into different ways of working.



Pete said:

**It dawned on us that we could use our workroom and move our focus from residential clients to trade clients. Over the next 2-3 months, we scoured the internet looking for city-based interior designers and we put together a database of over 850 potential clients. We created a series of brochures and we pitched 'The Boys Who Sew', through individual email pitches. At this point, we were open to anything that could or would help us."**

It was during this process that they came into contact with Richard Peers, a Business Navigator at the SGS Stroud Growth Hub. In the past, speaking to the Growth Hub would have ranked low on Pete's priority list but after he saw the slogan, 'We are here to help' he said that was enough for him to make contact.

They spent an introductory half an hour with their Navigator, Richard, which allowed him to better understand the business and signposted Business Guide, Andy Kime, to Ryan and Pete for further business support. Pete commented: "With the pandemic, we knew that we needed additional support from The Growth Hub more than ever if we were going to survive".



Of the free expert support received, Pete said:

**The support we got from the SGS Growth Hub was immense, helping us organise our strategies into an effective way to create structured operational and business systems which helps to inform our business decisions based on probability and our business success factors."**

'The Boys Who Sew' have not just survived, but thrived, by changing their business model during the pandemic. They have diversified to offer a trade workroom which will continue to be at the forefront of their business growth strategy. Their work with the Growth Hub has meant that they have the clarity to look at their strategies and are now able to build on them instead of facing the risk of closure that COVID-19 presented.



Companies we have supported through the SGS Stroud Growth Hub

## THE GROWTH HUB



**"The support we got from the Growth Hub was immense, helping us organise our strategies into an effective way to create structured operational and business systems which helps to inform our business decisions based on probability and our business success factors."**

### THE BOYS WHO SEW



**"Growth Hub and their team of experts helped with planning new and existing projects, with finding an apprentice and advice on grants and loans. The practical help was fantastic but more than that, having someone who I could chat with and bounce ideas off was priceless."**

### THE KEYBOARD COMPANY



**"The Growth Hub has supported us by signposting us to funding opportunities. Thanks to their advice and support, we were alerted to the Government's Kick-starting Tourism Grant scheme."**

### PAINSWICK ROCOCO GARDENS



**"The Growth Hub have offered us continued support as Acquaspumante has grown and have given invaluable opinions on business development proposals, promotion and potential sales outlets."**

### ACQUASPUMANTE





## 06. Employer Apprenticeship Partners

**Apprenticeships are an incredibly important way for SGS to support local and regional businesses with their future workforce needs. We have grown our apprenticeship provision, since 2012, from just 200 apprentices annually to nearly 2000 on programme and now we are one of the largest and most successful apprenticeship providers within the South West and we have won both the West of England and also the Gloucestershire Apprenticeship provider of the year on several occasions.**

SGS College has developed their successful apprenticeship offer around 2 main specialisms, Construction and Business Support. We provide apprenticeships that can reinforce all of the key business support functions such as finance, teaching assistants, procurement, digital marketing, human resources, IT, Cyber and customer service. In addition, and in response to local employer demand, we are also now expanding into Health and Early Years provision.



In Construction, our provision covers a wide site offer from Bricklaying and Carpentry, through to Gas Engineering and Fire and Security Apprenticeships.

Over 1300 learners are currently enrolled on apprenticeships from level 2 to level 5 across our four main campuses and we are absolutely focused on ensuring that every learner leaves the College confident of their ability to progress successfully both in either employment or society.

SGS College supports over 600 employers across the West of England and Gloucestershire with apprenticeship programmes and in 21/22, we recruited over 300 new apprentices. This continued growth is partly attributable to our long-term partnerships with key employers, both large and small which include multi-national businesses, public sector organisations and local SMEs. It is also due to the comprehensive support service offered to employers, including a very thorough and extensive recruitment service.







**The apprenticeship services at SGS are responsive, bespoke, and deliver high quality account management, offering a highly personal and very effective vacancy matching service. The College is also excellent at responding to the wider economic needs and over the past four years SGS has worked closely with the Local Enterprise Partnerships (LEP) across our region to ensure the skills gaps that have been identified by businesses are met.**

The College's Employer Engagement Team support employers to tailor their apprenticeship job role and job description for their organisation. They then screen, interview and shortlist for the employer to make the final selection. We recruit around 50% of apprentices from our own graduating learners, and many may already be known to their employer through work experience. At 12 months in, 90% of our apprentices are still with their employer, which is outstanding retention for entry level roles and out-performs any paid-for recruitment service.



Within our apprenticeship provision, we offer flexible start dates and durations to employers as well as adaptable, blended delivery models. We advise employers on the incentives available to them and ensure that they have dedicated support for both the Apprenticeship Service and our e-portfolio system, 'Smart Assessor'. Regular meetings are held with employers to gain input into the curriculum delivery in apprenticeships and we are on several trailblazer groups. This communication is vital to ensure that we stay in line with industry expectations, are able to design the curriculum around the skills needs of the region and to ensure that apprentices have access to the skills development they will require to progress.







**As part of SGS College's successful apprenticeship provision, we support nearly 300 regional employers, who are eligible for the levy and SMEs:**

100% Heating  
 A K Plumbing Heating and Electrical Services Ltd  
 AAE Installations Ltd  
 Alexander's Plumbing & Heating Services  
 Amcor  
 AMX Solutions Ltd  
 Anderson Financial Management  
 ASG UK (Systems) Ltd  
 Aster Group  
 Avonmouth C of E School  
 AW Plumbing & Heating Cotswold Ltd  
 Axiom Building Services Ltd  
 B G Alvis Installations Ltd  
 B Robbins Plumbing & Heating  
 B&C Engineering Ltd  
 Babcock International Group  
 Bateman Bricklaying  
 Beau Bathrooms & Plumbing Ltd  
 Beaufort Installations Ltd  
 Bell Decorating Group UK Limited  
 Blackhorse Primary School  
 Blaise Primary School & Nursery  
 Bonnett Carpentry  
 Boost Plumbing  
 Bowslands Green Primary School  
 Bradley Stoke Community School  
 Briarwood Special School  
 Brighton & Hove City Council  
 Bristol City Council  
 Bristol Free School  
 Bristol Pet-Stop Ltd & Tanked Up Bristol  
 Bromford Housing (formerly Merlin)  
 Brunel Care (BS15 1XH)  
 Build 2 Plan  
 Business West LtdC & A Bennett Tiling Ltd  
 C & A Johnson Ltd  
 C & C Electrical Solution LTD  
 C F Roberts  
 Cabot Learning Federation  
 Cameron Building Development (AKA Camden Carpentry & Build Ltd)  
 CC Brickwork  
 CDMH Electrical  
 CIA Fire & Security Limited  
 Clarkson Evans Ltd  
 CLR Management Services Ltd (formerly Heat Tech 2000)  
 Coles Electrical  
 Community Case Management Services (Dawn G Dickens Limited)  
 Complete Carpentry Contractors Ltd  
 Converge Technology Ltd (GBE)  
 Cook & Harris  
 Corinium Plumbing and Heating Ltd  
 Cosgrove & Drew  
 Cotswold Electrical Installations Ltd  
 Cotswold Kitchen & Bathrooms  
 Crest Nicholson  
 Crossways Infant School  
 DAC Beachcroft LLP  
 Daniel H Plumbing  
 De Vere Hotels  
 DJ Mayhead Electrical Services Ltd  
 DJ Sherratt Plumbing & Heating  
 Dovetail and Slate Ltd  
 Dowry Maintenance  
 DTE Contractors Ltd  
 Echelon Law  
 Edge Heating and Plumbing  
 EESI Group Services Ltd / EESIBUILD Ltd  
 Eesi Ltd  
 Electrical Solutions (Glos) Ltd  
 ElectricianStroud.co.uk  
 Elise Projects  
 Eminence Construction  
 ETS SW Ltd  
 Expd8 (Shama Anwar)  
 Flamesafe Plumbing & Heating  
 Frampton Cotterell C of E Primary School  
 Gary Britton Electrical Contracts Ltd  
 Gas Safe Bristol Ltd  
 GB Dibden General Builders Ltd  
 GJS Decorating  
 Gloucester Electrical  
 Gloucester Plumbing & Heating

Gloucestershire County Council  
 Gloucestershire Drug and Alcohol Recovery Service  
 Gloucestershire Shared Service for NHS  
 Graham Asset Management Ltd  
 GT Plumbing and Heating Ltd  
 Gullely Electrical Ltd  
 Hatch Builders of Bath Ltd  
 Hawkins & Norris Ltd  
 Herschel Infrared Ltd  
 Hewer Facilities Management Ltd  
 Hewlett Packard Enterprise  
 Hicks Heating & Plumbing Ltd  
 Highborder Lodge  
 Highcroft - Silva House Vets (CVS UK) Ltd  
 HJW Carpentry Ltd  
 Howell & Moor Electrical Contractors  
 Hughes Carpentry Ltd  
 Ian Williams Ltd  
 IMTECH INVIRON Limited  
 IND Plumbing and Heating Ltd  
 Intoheat Limited  
 James Willmott Ltd  
 JG Bricklaying Ltd  
 JLS Carpentry Ltd  
 JM Plumbing & Heating  
 John Boyce Plasterwork  
 John Patrick Farrell & Sons  
 John Willmott Carpenters  
 JPC Plumbing & Heating UK Ltd  
 J's Electrical (Swindon) Ltd  
 JSE Group Services Ltd  
 JSP Ltd  
 Just Heating Ltd  
 Kabelec Electrical  
 Kellands (Gloucester) Ltd  
 Kevin Hodge Carpentry  
 Kiblec Electrical and Security  
 Kirby Construction Ltd  
 Knight & Leach Plumbing  
 Knights Electrical Services Ltd  
 L B Bentley Limited  
 L Peck Electrical  
 LBS South West Ltd  
 LDS Mechanical Services  
 Leonardo MW Ltd  
 Limbird Electrical Contractors Ltd  
 Lister Shearing Equipment Ltd  
 Live Electrics SW Ltd  
 LNJ Construction Services Ltd  
 LT Plumbing & Heating  
 M P Plastering  
 Mace Group  
 Maidenhill School  
 Mangotsfield Primary School  
 Maple Construction & Design Ltd  
 Matt Burrows Construction Ltd  
 Merlin Housing (now Bromford Housing)  
 Merretts Heating Services Ltd  
 Mike Etheridge Construction Ltd  
 Milestones Trust  
 Ministry of Defence - DE&S  
 Missiato Design & Build Ltd  
 MJD Mechanical & Electrical Services Ltd  
 MJS Building Services  
 Motability Operations  
 MPHS (Mark Pollard Heating Services Ltd)  
 Pollard  
 MS Carpentry Services Ltd (Martin Summerhayes)  
 MT Plumbing & Heating  
 National Autistics Society (Bristol)  
 Newgen Electrical Services LTD  
 Newman Plumbing and Heating  
 NHS Blood and Transplant  
 Nigel Smith's Carpentry and Building  
 Nijhuis Industries  
 Oliver Wight EAME LLP  
 PJ Price Ltd  
 Power Electrics (Bristol) Ltd  
 Power Sprays Ltd  
 Price Electrical Ltd  
 ProLabs (UK) Ltd

Pyramid Construction UK Ltd  
 Pyramid Plastering  
 R & B Electrical Installations Ltd  
 R & J Pearce Ltd  
 R J Financial Accounting Services Ltd  
 R P C Electrical Contractors  
 Red Bus Nursery & Pre-School  
 Refresh IT  
 Refuse Vehicle Solutions Ltd  
 Regal Tile Ltd  
 Regency Fire & Security Ltd  
 RJ Dorey LTD  
 Rob's Property Maintenance  
 RPB Electrical  
 RS Carpentry Services  
 Ruskin Mill College  
 Saint-Gobain Performance Plastics Ltd  
 Salford Building Services  
 Select Security Solutions Ltd  
 Severn Electrical Services Ltd trading as  
 D G Electrical  
 Severn Glocon Ltd  
 Sevenside Security  
 Shared Apprenticeships South West  
 Sirona Care & Health - Central Office  
 SJ Price Plumbing & Heating  
 Slatter Electrical Ltd  
 Snapcall  
 Solution IP Ltd  
 South Gloucestershire Council  
 Sovereign Housing  
 St Barnabas CE VE Primary School  
 St Bonaventures RC Primary School  
 St Mary's Catholic School  
 St Michaels C of E Primary School  
 St Roses School  
 St.Werburgh's Primary School  
 Staplehill Primary School  
 Stephens and Giles Carpenters Ltd  
 Sterling Mechanical & Electrical  
 Stevenson Building Contractors  
 Stratford Services  
 Stroud District Council  
 Stroud Electrical Services  
 Suez Recycling & Recovery UK Ltd  
 Sundeala Ltd  
 SWAC (South West Apprenticeship Company Ltd)  
 T M Lofts Conversions  
 Talbot & Bennett Construction Ltd  
 Tallagh Construction Limited  
 TAX Ebooks Ltd T/A Chris Mattos Tax  
 The Keyboard Company  
 TJ Electrical Services Ltd  
 TMR Electrical Services Ltd  
 Trelleborg Sealing Solutions  
 Tricel  
 Trust in Learning Academies  
 Unitary Engineering Services Ltd  
 University of Bristol Students Union  
 Vale Fire and Security  
 Vandy Projects Ltd  
 Variety Build Ltd  
 Vets4Pets  
 Victoria Park Primary School  
 Watermoor House  
 Watermore Primary School  
 WE Care & Repair  
 WEI Group Services Ltd  
 Wessex Water Services Ltd  
 West Country Contractors  
 Westrock  
 Wheatfield Primary  
 Williams & Ford  
 Willmott Dixon Construction Ltd  
 Woodpecker Carpentry  
 Wotton Accountancy Associates Ltd  
 Wotton Rise Nursing Home  
 Yate Town Council  
 Your Energy and Electrical Services LTD T/A Your Electrical





## 07. Developing the region's workforce through work experience

The Work Experience Team at SGS regularly engage with over 1500 regional employers per year and the College delivers over 3500 work placements for full-time learners. Work Placements are an integral part of all study programmes; with its major aim of ensuring our learners annually develop and improve their employability skills in order to prepare them for the world of work when they leave college. Work Placements are also crucial for learners moving on to university, and regularly, form the basis of successful UCAS Personal Statements.

92% of learners have confirmed that their work placement has improved their employability skills and 85% of learners have rated their work placement experience as either good or outstanding. Many of our learners are kept on by their work placement as paid employees. The Work Placement and Apprenticeship teams work closely together and have seen an increase in further education learners progressing on to an apprenticeship. Employers have been able to improve their talent pipeline whilst also saving on recruitment costs.





## 08. Our curriculum responding to local needs

**At SGS, we are committed to engaging with employers and partners to assist in the development of our curriculum design as well as supporting with delivery and live project briefs. Throughout the next section of this brochure you will see how our curriculum responds to the needs of stakeholders and how our curriculum continues to innovate and adapt in order to meet local need.**

Every Learning Area runs termly Employer Partnership Boards that enables key employers, aligned to that curriculum area, to meet with the teaching and management team - and also learners - in order to ensure that the curriculum provided meets future employer need and provides the skills and attributes that industry needs as well as ensuring that our employer partners are engaged in supporting with assessment, industry placements, site visits, toolbox talks, work experience and projects for learners to engage with.

In addition, our approach to curriculum Portfolio Reviews has recently adapted, in line with both the Skills and Further Education Act 2022, to become '3 year Campus Based vision plans' allowing the Assistant Principal for each campus to provide the following:

1. An overview of their campus and current provision by level and type showing a) market trends and changes over recent years and b) a SWOT analysis of provision and resources.
2. A local needs review regarding local employer and community needs and how their campus/provision currently responds and what needs to improve in this area.
3. Areas of concern from a performance perspective and recommendations to address these
4. Areas of concern from a resource perspective and what their three year plans to address these are.
5. Collaborative approach across provision types enabling an improved learning experience plus greater efficiency and effectiveness.







## A Levels

**The Sixth Form at SGS has strong relationships with local universities (Bristol, UWE, UoG) who actively contribute towards a monthly speakers programme, which outlines the specialist skills required for industries like business consulting, BIG Pharma and medical engineering.**

Local employers also support the Sixth Form's wider enrichment programme, and provide guest lecturers in fields like business and law; major Blue-Chip companies like PWC have helped to shape the curriculum from a skills perspective, promoting the importance of collaborative working and problem-solving. The curriculum offer continues to adapt to local and national priorities, including the inclusion of new subjects like Environmental Science; again, we work closely with the universities to ensure the skills being taught are at the cutting edge.

A few specific examples of how the Sixth Form are working with employers, include:

- Victor Okpevda - How to get into Electrical Engineering - looking at routes into industry based on practical skills development.
- Dr Voliotis Mathematical models to understand reproduction - looking at routes into industry based on practical skills development.
- Bluebackglobal Private Equity Firm - Work Placements offered to Business / Economics students - progression routes into industry.
- Gill Pollard Designing the global energy transition - looking at routes into industry and practical skills development.





# English and Maths: Food for Thought

**The College offers a wide range of English and Maths qualifications, including GCSEs and Functional Skills.**

In addition, our community offer ensures that learners of all ages get access to high quality education that enables them to progress into work or education; our Food for Thought Programme was delivered throughout the pandemic and supported hundreds of learners to upskill their numeracy. In doing so, many were able to complete their functional skills qualification and subsequently, progressed to GCSEs as well as receiving a weekly home-delivered food hamper.

The programme targeted local employers and health care providers, alongside NEET learners. By building resilience and confidence the College was able to support some of the most vulnerable learners. This programme is now being rolled out on a larger scale and is being offered in a variety of delivery locals/models which ensures access for all.



## Employability

**The Employability Department work with a number of local Employers including The Wave, Nobilis, Brunel Care, Abel Care, Snapdragons Nursery, PATA, TSS and GL11. They also have strong partnerships with employers including DWP, Job Centres, Seetec-Pluss and Standguide.**

The courses are aimed at supporting vulnerable learners back into employment or helping them to build important employability skills. The team offer a flexible approach to their curriculum delivery and during the Ukrainian crisis, targeted refugees, to support their educational needs.

Our Enterprise department has linked up with lots of organisations and charities over the years, principally through project work. These include Ecotricity, Forest Green Rovers Football Club, St Mungos (homeless charity), Mind and lots more. The aim is to showcase the importance of community working and also to instill a sense of professional pride in learners who often have low aspirations. Project-based work mirrors the skills required in the modern workplace and promotes collaboration.







# HOPE

EMPLOYMENT AGENCY

## Helping Others Progress in Employment

The HOPE Recruitment Agency is a new project at the College and provides a supported employment agency. We support clients with learning difficulties / disabilities and mental health issues to find and retain stable, long-term employment with inclusive companies where we work with employers to match the roles they find hard to fill with the skills set of our clients.

The success of HOPE is due to the bespoke nature of our work. With a strong understanding of our clients, their experience, barriers and any support they may need, employers can be assured that we will aim to help them find the right person for their organisation.

**Charlie Burden, aged 21, is currently working at Kellaway Building Supplies. After undertaking a work placement at the builders merchant, Charlie impressed his manager so much, he was offered a paid contract.**

**Having the opportunity to take Charlie as a work placement has assisted me in recruiting in what is a very challenging market and is a route which I would recommend.**



Charlie Burden, Aged 21  
Kellaway Building Supplies





## Supported Internships

Supported Internships provide a structured study and employment programme for young people with learning difficulties or disabilities who would like to move into employment.

Learners attend College for one day a week while developing Maths and English Skills as well as Employability and Workplace training. Learners will then work over three days with the support of a Job Coach at a range of employers.

The aim of the internship is to get the learner work ready so that they can use these valuable skills to gain paid employment.

## Luca Sutherberry

Luca returned to SGS in 2021 to complete his Supported Internship after his previous placement plans were disrupted by the pandemic.

Luca initially started working for The Lower Mills Estate in South Cerney assisting the Maintenance Team with a number of duties including gardening and maintenance of the grounds. Unfortunately, this work placement was not suited to Luca's strengths so the work Placement Team quickly found Luca something more suitable.

The Catering department at The Royal Agricultural University were very supportive and helpful and were keen to provide a fulfilling placement for Luca.

Luca quickly showed that he was very confident and capable in the role, completing task and duties with minimal support.

Towards the end of the placement, the University offered Luca a full-time vacancy and he continues to happily be employed as staff member covering events.



## The Chase at Stroud

The Chase, based at our Stroud Campus, provides a dedicated, self-contained educational resource. We are focused on nurturing and developing young people with high support needs, some of whom may have a passion for catering, hospitality and enterprise, whilst also gaining the skills required to succeed and contribute within society.

We work in partnership with South Gloucestershire Council to develop exciting opportunities for independent living and employment in a variety of industries.

We are committed to providing learners with an inclusive curriculum and the emotional and personal support to enable them to achieve qualifications and to progress into pathways that are tailored to their individual needs, including supported employment, independent living, further education or full employment.

The Chase has a mock flat so that learners can gain confidence in independent living and learn to manage confidently within the home.







# Creative

Some of the WEX and employer opportunities that learners with the Creative area have experienced include:

- Working with the Five Valleys Shopping Centre to provide live music on a regular basis.
- Collaborating with Construction to redevelop and improve the Stroud Lido, including a mural.
- Working with a local dementia unit to paint murals for their patients to improve well-being.
- Developing the Sustainable Futures programme which will directly link with nascent green local businesses and organisations.
- Ongoing collaboration with The Music Works to enable local young people to access a music studio and form bands and network with a professional music organisation.
- Student exhibitions organised with external parties such as at the Sub Rooms and with Mould and Studio 18.
- Our annual Art Show which invites many local employers and attracts over 1000 people each year.

Previously we have:

- Regularly hosted professional music nights at Lansdown in Stroud.
- Students have experienced the highest quality production set-ups in the industry at Rockfield Studios.
- Hosted our own Games Jams, whereby game design students can learn the real experiences of collaboratively developing playable games in short time limits.
- Designed and created 3D artwork for the Five Valleys Shopping Centre.
- Hosted the Visual Arts Forum, inviting professional local creatives to speak to our students about their professional practices.
- Promoted international creative community events such as Inktober, whereby students can create an ink drawing each day in October from a list of prompts.
- Entered students successfully into the UAL Origins Exhibition, which selects the best student work from around the country. In Summer 2022, Ed Blyth from Level 2 Art & Design was one of two successful SGS students who featured.





# Media

**Bristol Academy of Media (BAM) is based out of our newly developed £7 million-pound Brunel Centre. The Brunel Centre is equipped with state-of-the-art editing suites, TV and sound Studio as well as our technology facilities house providing learners the opportunity to book out the latest film or sound technology to capture project-based work.**

At BAM we recognise the world of media is ever changing with more emerging jobs being created all the time. When it comes to exciting courses, excellent standards and strong links to the expanding arts industry, our broad range of media courses are designed to provide learners an opportunity to gain professional skills that will equip them for a career in the diverse and evolving media industry.

**The following employers are key partners with our Media Department:**

Bristol Academy of Media has developed and established links with TV and Radio stations including; ITV West, Visual Impact, Doghouse Productions and Global Radio. Local production stations provide entry level media positions for students at BAM exposing learners to the demands of the industry. BAM's relationship with local production stations has provided an opportunity to shape production briefs to align to industry working practices, and learners use the latest software technology including Adobe Suite as used by ITV & BBC.

**Live Client Briefs**

The department has worked with a variety of local businesses and other organisations to produce promotional content for them, where learners liaise with the clients, and devise, shoot and edit content to client specifications. Notable employers engaged with have included; the S.S. Great Britain, Southern Brooks Mental Health Partnership, Arnos Vale Cemetery, and Wotton-Under-Edge Cinema. These projects are crucial in developing learners' organisational, communication and collaborative skills.

**Aardman & Second Home Studios**

Aardman Animation & Second Home Studios have, for the second year running, engaged our learners in live project briefs, setting tasks and reviewing the learners' work. The use of tight deadlines and client specifications have been key in developing the learners' abilities to work in more commercial settings.

## Dominic Baidoo

**During his time with SGS, Dominic attended the BFI Film Academy VFX & Animation Residency and completed work experience, including animation briefs from Aardman and Second Home Studios, and a week-long in-studio placement at 'A Productions'.**

**These experiences have supported Dominic to develop his skills within the world of Animation which has recently seen him nominated for Best Animation and Best Trailer at the Paris Art and Movie Awards 2022, making him the youngest person ever to receive a nomination.**

**Dominic's film 'Azoel and the Dark Dust' was produced as part of his final major project at SGS College and has seen him become the youngest ever person to receive a nomination.**







# Performing Arts

**Bristol Institute of Performing Arts are working on long term projects with Annie Duggen who is a Stage Combat specialist.**

Annie works with the students to hone the skills needed for the industry and introduces them to health and safety measures. Learners work over a period of 4-6 weeks to create a finished piece which is then assessed to see not only how well they have developed their skills and techniques, but also their industry professionalism.

**John Furguson in affiliation with Screenology**

John has facilitated acting for film and TV projects with our Second Year actors as part of their industry and progression work to create filmed pieces. Working with John gives both staff and students insight about working with different mediums, environments and professional expectations.



# BIPA

BRISTOL INSTITUTE OF PERFORMING ARTS





# Construction

**Following huge growth in the Construction sector and in preparation for the 22/23 academic year, SGS College has invested in new premises to house a Construction Training Academy for apprentices.**

This expansion ensures that our apprenticeship provision meets the needs of the Construction sector in Bristol and South Gloucestershire, including the growing demand for workers to fill skills shortages as a result of the buoyant housing market and the interest in renewable energies and sustainable development.

## **Worcester Bosch**

Worcester Bosch agreed to do sessions with learners and staff on renewables and current changes in domestic and commercial plumbing and heating.

## **Bell Decorating**

Bell - sponsor the College's painting and decorating at SGS College.

## **R&D**

SGS Construction workshops have been used for R&D purposes to help develop eco friendly, breathable plastering products.

## **Community Partners**

Stratford Park Lido, ongoing renovation works to transform their changing rooms and wider Lido area with help from Art and Construction students at SGS Stroud.







# “ Construction Merretts Heating Services

Merretts Heating Services are proud members of the 'Plumbing and Domestic Heating Technician Apprenticeship Board'.

In conjunction with the board, they developed the apprenticeship standard and assessment plan for the Plumbing and Domestic Heating Technician Apprenticeship for England. As a local SGS SME they are the heartbeat of their local community and provide boiler, gas, plumbing installs and services to their many clients local and nationally.

The Director, Dave Merrett, and SGS Governors has dedicated his time and life to the training and development of apprenticeships. Dave has committed every year to recruiting local candidates to offer them an opportunity, a career and an apprenticeship. Merretts Heating has retained their completing apprentices and offered them Engineering and Technician jobs.

Utilising the knowledge of this employer, SGS has redeveloped their Plumbing curriculum including setting a clear plan of the Standard, what the industry requires, needs and expects, where the skills gaps are and how we shape our Plumbing area for the future.

This encompassed specific training opportunities for the apprentices such as Unvented systems and Renewable energies. Merretts worked with the delivery team, Management team and Support functions to develop our planning, recruitment, selection and delivery. They also advised on enrichment opportunities, off the job planning activities and how we review and feedback to learners and employers.

Merretts Heating motto is 'a degree above the rest'. They have formulated best practice in their delivery and support for their Apprentices by providing an outstanding 'on and off the job' learner journey. Every Apprentice is trained with the best Engineers, add on courses, fully inducted into the business and has clear career plan with the support from the all areas of the business. They celebrate their successes both with their Apprentices, the excellent support for their customers, stakeholders and local/national Government.





# Public Services

**Our Public Services programmes support our learners to prepare for entry into a career in the uniformed services.**

As part of the programme learners are exposed to new knowledge, skills and experiences to give them an insight into the challenges and practical aspects of a career in the uniformed services.

The programmes are immersed with the public services industry with regular trips and onsite activities with Avon Fire and Rescue, Avon and Somerset Police, The Army, The Royal Marines.

The programmes see learners progress into both Uniformed and Blue light services each academic year.

## **MOD Lyneham**

MOD Lyneham has worked with SGS's Uniform Public Services to offer an insight into life at an Army base, specifically a REME base. This helps shape and develop our unit delivery and enrichment, and will continue to progress over the coming years. We have worked with the Staff Sergeant to organise visits to the weapon, tank, helicopter, and military vehicle hangers. Learners have an auditorium lecture about the skills and qualities needed to be accepted into the REME, other access routes into careers such as the Police through the military, as well as what military life can offer them in return. Learners also have a Q&A session with young soldiers through practical sessions within the hangers, and are given a psychometric test during lunch - a process all soldiers are required to complete. Therefore whether learners are aspiring to progress to military or blue light services, this trip aligns with both industries.







# Public Services

## Mojo Active

The instructors at Mojo Active have spent 4 weeks with the Uniform Public Service department developing various skills and offering different outdoor experiences to assist our learners in completing their course. The students had the opportunity to observe the instructors and shadow them on some of the activities. They also were given the chance to lead some of the sessions under supervision of the instructors, who had modelled effective leadership skills throughout the month. Several ex-students are also now employed at Mojo (having spent time with them via SGS in previous years) and they gave feedback to the current students about their journey and what Mojo had offered to them.

## Avon & Somerset Fire & Rescue

Avon & Somerset Fire and rescue provided an 8-week educational programme to support learners to understand how the fire service operates. The programme developed learners' knowledge and understanding of how to respond to an emergency, whilst also preparing them for Fire Service entry testing protocols readying them for employment.



## Dominic Weston

Dominic Weston completed the Level 3 Uniformed Public Services programme whilst also being part of the Table Tennis Academy.

Dominic completed his work experience with SGS College at Oakhampton Army base where he was on a residential for one week providing him an insight into the industry.

Dominic has secured a job within the Army in the Royal Engineers, and believes that the programme supported him to develop leadership, planning and decision-making skills which he continues to build on today.





# Sport

**The world of sport and exercise is experiencing an unparalleled period of growth, offering limitless career pathways. The combination of world-class sports facilities and outstanding applied study programmes at SGS College support our learners to stand out from the competition. SGS Sport has developed strong industry partnerships with local schools, health and fitness providers and professional sports clubs. SGS Sport industry links have created positive and meaningful experiences in coaching, fitness and conditioning pathways.**

## **St Michaels Primary School**

The school has worked with the Sports curriculum team to shape and develop the coaching and teaching experience for our coaching based modules. We have realigned the curriculum whilst also ensuring key coaching and teaching principles are built into the course. All learners who are studying coaching focused modules have delivered across a range of age groups at the school whilst also being exposed to organising and running large sports events.

## **Bristol Bears Rugby Club**

Bristol Bears have worked with SGS Sport to shape and develop our offer, providing valuable input into our sport analysis focused modules. We have worked with the Head Analyst at Bristol Bears to enhance our provision. Learners are exposed to GPS tracking, video analysis and performance-based testing products which have been aligned to the industry standards used at Bristol Bears. Two learners have secured internships at Bristol Bears as a result of the developments that have taken place.

## **SoMax Fitness & Empire Fitness**

Our Level 3 Fitness learners have engaged with two local businesses and worked specifically with their training and management teams. This experience has been invaluable and allowed learners to gain a valuable insight into the business element of this industry. Learners have had the opportunity to quiz members of staff, and liaise with the clients, so they can apply the teaching they have received throughout the academic year. The application of these skills has been put into practice when the learners have had opportunities to run sessions and circuits at these fitness suites.

## **Shine**

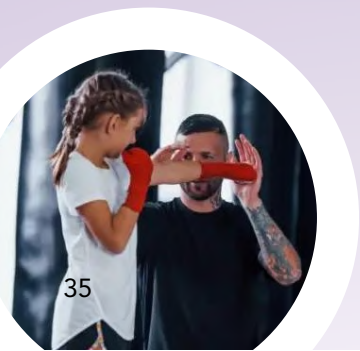
Shine are one of the largest coaching companies in the South-West for school club, holiday camps and local sports clubs. SGS College and Shine have designed a programme specific for learner and employer needs. The Shine Team work with SGS Sport learners to develop their coaching and teaching skills which aligns to their study programme. Once SGS Sport learners have received the training they then hone and develop their coaching skills in an industry setting with Shine. Learners work as an Assistant Coach at local primary skills developing their coaching practice. On completion of their Level 3 CIMSPA accredited Coaching programme they are then guaranteed an interview with Shine, based in Horfield.

# James Irvine

**James Irvine has completed a 1 year placement with the Bristol Bears Academy team.**

**James's experiences have led him to filming academy league fixtures, working with the Bristol Bears Team to edit and tag footage in preparation for their team analysis sessions with the coaches.**

**James has also been fortunate enough to gain experience with the Head Analyst at Bristol Bears and attend a first team fixture to observe how sports analysis takes place at the highest level.**







# Hair and Beauty

**The Hair and Beauty curriculum is planned in accordance with the local need in South Gloucestershire, Gloucestershire and Bristol.**

In the last academic year the department has re-introduced perming as an optional unit in response to demand in the local areas, and a lack of skill to meet the ever-changing trends in the hair and beauty industries.

The department has worked with local Health Spas to ensure the Level 3 Beauty Therapy course meets the needs of the business and customers and has reintroduced Hot Stone Massage in response to feedback from Aztec West and Bath Thermal Spas.

Steiner Cruise Liners are regularly invited to talk to learners about career opportunities on cruise liners and the expectations and standards required.



# The Health Sector

**Our Health and Social care programmes prepare our students for their journey into the profession. From Midwifery, care, nursing, paramedic sciences or educational psychologists.**

We work closely with local authority run care facilities and regional Health Trusts in order to provide work experience opportunities and subsequent employment; in addition, our collaboration with the University of Gloucestershire enables progression into Higher Education and their apprenticeship nursing programmes.

Previous SGS students have said that doing the course has improved their understanding of people, their approach to life has changed as well as their employability skills and attributes. Through the opportunities offered in work experience the importance of the profession has been further highlighted.

Employer engagement and Health science forums have supported the College to understand the changing landscape of the profession and the delivery structure required. Recent industry experienced practitioners are informing and equipping students with the current knowledge to develop the right career choices for them and the College supports educators to undertake industry updating CPD days with regional health care employers.

The College has expanded into the T Level within Health and has recently developed a new Clinical Practice Training Suite, developed in consultation with local health professionals, in order to provide a realistic working environment for future health care trainees.





## Animal Sciences

**The Animal Management industry is a dynamic and ever-improving field. Regular changes in animal welfare legislation and industry standards mean that the Animal Science and Conservation department must remain current and informed at all times.**

Positive and productive relationships have been forged with many local animal businesses which provide exciting opportunities for learners to attend work experience. We have also teamed up with several organisations to enhance our teaching:

- We are working with Derek Gow Consultancy to breed harvest mice for release into the wild at well-managed conservation sites.
- We have linked up with Riding for the Disabled Association (RDA) to deliver a horse management unit to our learners.
- Our students visit local farms to gain experience with large animals as part of their animal husbandry units.

The Animal Science Team is formed of genuine industry professionals who maintain contacts within their field. As such we liaise regularly with current professionals to inform our course delivery, as well as utilising them to enhance the student experience with guest speakers and careers events.

An annual employer survey provides us with a clearer understanding of what employers want from our students when they complete their courses, and enables employers to influence our curriculum delivery.

## Travel and Tourism

**The Travel and Tourism department have forged many links within our industry through, guest speakers, work experience and volunteering.**

These include; Premier Inn, Aztec, West, Village Inn and the SS Great Britain, Bristol's number 1 attraction. Two recent new editions to our portfolio of employer links are Jet2, a Leeds based tour operator, and the Royal Air Force, who both work closely with our students preparing and supporting them through their job application processes. Jet2 in 2022 agreed to fast-track our travel students through the online application process to work as Customer Service Agents following recognition of how our curriculum furnishes the students with the skills required to meet their needs.

This has resulted in a significant number of our Air Industry students joining the Jet2 team for the 2022 season at Bristol Airport on completion of their course. After a short career as Customer Service Agents at Bristol airport several of our students have since got their wings and are now Cabin Crew. Two of them have recently visited the college to share their experiences with our students. This has provided an opportunity to inspire and encourage existing students to pursue a career within the travel and tourism industry.







## COMPUTING AND IT

**The IT department has invited in a number of guest speakers to support the Project Management Unit and the Programming and IT Service Delivery Unit. The guest speakers provide an insight into current working practices, provide real life examples and links to potential employment opportunities.**

### **CACI** CACI

We initially started our conversations with CACI in September 2021 as they were keen to explore our IT provision and see if we had an apprenticeship that would suit their business needs.

CACI has historically recruited graduates in the past but due to the market being slow with recruitment they wanted to explore an apprenticeship as an additional way to recruit talent into their business. They also liked the idea that they would be growing their own talent base from a level 4 position and take them through a 4-year development plan.

After initial meetings including a training needs analysis, it was decided that the Level 4 Software developer apprenticeship would be the right fit for their business needs and vacant positions - they were also keen to add on the 2-year Level 6 top up to give their recruits the chance to achieve a degree level qualification.

SGS worked with CACI to host a recruitment event for apprentices allowing CACI to benefit from a large selection of potential candidates resulting in a successful offer to 4 recruits.



## Business

**The Business department at SGS has forged strong links with local employers and organisations who have supported delivery of the curriculum, provided work placement opportunities and apprenticeships.**

Level 3 Business students have a working partnership with Southern Brooks, learning from experts about event planning, the charity sector, marketing strategies and advice on mock interviews.

Learners have had work placements with Lloyds Bank in Bristol, and have been given finance talks and careers advice on how to enter the financial sector.

Several learners within the department have secured apprenticeships and now have long-term employment with ISG Construction in various departments such as Project Management, Surveying, Finance and Human Resources. Former SGS apprenticeships have spoken to current learners about the benefits of the ISG apprenticeship scheme and their success journey from student to employee.





# Professional and Financial Services



## Bristol City Council

Our dedicated College Account Management Team support quarterly review meetings with Bristol City Council (BCC) to discuss the progress of learners on their apprenticeship programmes, feedback from assessors and End Point Assessment reflection.

Both SGS and BCC actively listened to the feedback given regarding the progress and delivery, and it was decided that the programme required more tutorial support with less independent study to aid with the Learnir Area Submissions (LAS) required within the Apprenticeship Standard.

Based on feedback, the programme was improved in the following ways:

- The Project Fundamentals Qualification became an optional qualification of self study, with half day revision session.
- SGS introduced online, bitesize workshops for all topics of the learning area submissions. Learners then had the option to join the session live, or listen later, and use this to help write their LAS. Additional training was organised for the tutor on how to better deliver online training.
- The workshop days were tailored to ensure students studied theory in the morning and could apply the practical skills in the afternoon.
- Portfolio writing sessions have been introduced and run by the assessor when a new cohort joins the programme.

The outcome of these changes is greater learner and employer confidence in our delivery and a more robust, successful delivery of a key programme within the SGS portfolio.







# Community Partners

Our SGS Life team work in various community venues and with partners to deliver adult provision to support the local communities surrounding our main campuses in Bristol and Stroud. This provision supports key demographics such as over 50's, adults currently unemployed and looking to re-enter the job market, adults where English is a second language and anyone who is looking to better their mental health and well-being.

Nelson Trust in Stroud, is an addiction rehabilitation centre and we have jointly delivered accredited and non-accredited provision for their residential service users for over six years. These courses and qualifications have continued post-pandemic along with the delivery model to support clients. Clients have re-engaged with employment within the local community, entered further education and one even became employed by Nelson Trust.

We are also working with the Park Centre in Kingswood where we deliver 'Explore' and 'Digital Skills'. 'Explore' enables learners to attain a Maths qualification along with sampling IT, Art, Pottery skills, and to delve into the history of Bristol, including, a walking tour and visits to art galleries to explore the local art scene.

We continue to deliver functional skills and IT for both beginners and intermediates at community-based GL11 in Cam and will see ESOL provision also being part of the offer.

New links have also been established with Headway, a UK based charity associated with supporting adults after or living with brain injuries based at Frenchay. Art and music based courses are being delivered to support with the rehabilitation of adults with a view to introduce functional skills, well-being and IT courses as well.

Our employability courses feature in community venues to support local areas with high unemployment. These courses are promoted with referrals from the DWP and employment support agencies. Courses offer food vouchers to help with the current cost of living and a clothing voucher to enable learners to purchase a smart outfit suitable for interviews. We are looking at part-time options to support parents of school-aged children and the continuation of our ESOL Employability provision which has been requested by WECA and local job centres.





# Community Partners

In line with our ambition to increase Community provision in Bristol, we have successfully started a partnership with Easton Community Centre, where we deliver ESOL provision, which has grown with the current crisis in Ukraine.

Classes have doubled at both Bristol and Stroud campuses in line with the demand for ESOL with the added course in IT for ESOL.

We are also linked with the Galleries in Bristol where we offer Employability for ESOL to further support this community.

Our recent employability course, Suited Booted Recruited, has seen learners successfully securing roles as a result of completing this.

## Mariia Bezkorovaina

Since the start of the Ukrainian war, SGS has been committed to help in any way they can. As an institution with the local community at the heart of its core values, the College wanted to give those in need as much support as possible.

SGS has put on additional ESOL (English for Speakers of Other Languages) courses for those moving to the local area. Dedicated tutors have worked with learners to identify their own specific needs and levels of English to tailor the courses.

**Mariia Bezkorovaina, aged 37, studied Level 1 ESOL and a maths GCSE at SGS, commented: "I am from Ukraine and have a Ukrainian degree but I wanted a job as a Teaching Assistant, so I needed to improve my English and maths. These courses have helped me start my career in the UK".**

**"I found the courses very interesting, and I was especially impressed with the tutors. They were professional and caring and I was always excited to go to class."**

**In addition to this, SGS College has undertaken various fundraising activities to raise money for the British Red Cross, to help families and communities in Ukraine. Between students and staff, SGS exceeded their target and have now raised over £15,000.**







# Employer Partners in Higher Education

**Higher Education provision is offered by the College through our strategic alliance with the University of Gloucestershire. The alliance, which was formed in 2012, has the specific aim to make Higher Education more open to students with clear progression routes and the chance to study closer to home.**

A core driver for provision within the alliance is the development of strong links with businesses to ensure that our students are best prepared to fulfil local and regional business needs. Consequently, all Higher Education curriculum pathways are aligned to areas of strength within the College, thereby creating specialist pipelines capable of responding to local, regional and national skills and employability needs.



Each year in response to our work with employers and an assessment of skills need, we refine and redevelop our curriculum. For example, in 2021-22 we restructured and revalidated our Performing Arts offer to support the urgent need for regional and national productions, to attract greater diversity within cast and crew.

Within the West of England's Creative and Digital sector, and the UK Creative Industry generally, there has been a twenty-seven per cent growth in digital and creative employment. Bristol is now one of only two cities, outside of London, in the top 10 for both creative and high-tech clusters. In response to this our Computer Games courses now operate from a professional studio (NEXUS studios), giving our students the opportunity to work in an industry environment and produce commissions for clients. A leading goal of our Creative Industries strategy is to expand this concept of the professional studio and establish a small network of industry hubs that can be accessed by more of our courses.





**More recently, our Specialist Make-up Design Degree Programme has developed a graduate employer link agency to foster stronger industry contacts.**

SGS Creative Industries students develop their skills using industry-standard software, methods and pipelines, developing their drawing and design skills before applying these skills to 3D modelling and related elements alongside concept, character and environmental art.

As technical skills grow, our students use professional tools to generate creative assets that contribute to a live brief, collaborative project or final major project.







**The Tourism, Culture and Hospitality sector is a key pillar of the UK's broader economic and social success, and employs approximately three million people, equating to approximately £66 billion in GVA nationally. In the West of England, Tourism is seen as one of the larger employers within the sector with significant seasonal peaks particularly within Bath, Bristol and Weston-Super-Mare.**

Our zoological degree courses support our students to develop mastery and understanding of the role that communication plays in zoological collections, as both a tool for engaging visitors and spreading conservation messages.

Through our partnership with the Bristol Zoological Society, SGS Higher Education Zoological learners have access to the fifth oldest zoo in the world.

Utilising industry specialists and trips to field sites and access to animal collections, our students learn to critically evaluate a variety of conservation projects and display advanced knowledge of the role of ex situ animal collection staff and conservation scientists.

Our new BSc (Hons) programme in zoological management and conservation has been designed to facilitate the development of knowledge of current zoological conservation practices and the 2030 agenda for sustainable development, so that our students may actively contribute to the national agenda of 'Building Back Greener' and support improvements to our climate and environment.

We do this by embedding students within the industry where they can access teaching and learning from a wide spectrum of professionals and benefit from practical research, field conservation and captive management backgrounds.

Conservation courses generally aim to develop knowledge of biology, behaviour and husbandry and expands into more industry-specific skills such as the development of environmental enrichment, enclosure design and biological specimen assessment and identification. It is our aim to support the growth of advanced practitioners in the field of animal management of conservation.





**Our higher education curriculum also seeks to develop the skills needs to meet future scenarios, identified within the Government's report on labour market and skills demand horizon scanning, by focusing on the development of digital skills for both staff and students and fostering a better understanding of the environmental impact of activities and services, and how to make them faster, greener, and smarter.**

For example, by creating opportunities to create and perform work, whether that is to a live audience, a restricted audience or no audience in a theatre, studio or stadium space, or in an online format.

Collaboration between different curriculum areas is a main focus of our ongoing programme development. Collaborations are formally encouraged via shared modules across different study programmes and informally via enrichment activities and cross faculty projects. This all makes for a richer and more varied learning environment and more closely reflects the diversity of contemporary working environments.



**Through independent study students are expected to engage with essential research and prepare and complete assignments. Each student's final year emphasises personal and professional development, communication and entrepreneurial skills so that our students are well equipped to enter diverse and rapidly changing industries.**

According to the ONS, the entire Higher Education sector is facing skill shortages (Winterbotham and others, 2020) and in 2019, 23% of vacancies were hard to fill (Winterbotham and others, 2020). As a consequence, we invest in the professional development of our staff, encourage scholarly activity and support staff to gain Fellowship status through the Higher Education Academy.

We have contributed to skills and experience within the Higher Education sector by supporting over ten staff to embark on study at level 7 and 8 and one member of staff has completed PhD study. In addition to many of our staff acting as External Examiners, our staff also published scholarly work and guest lecture at other Higher Education Providers.







**Professionals and employers engaged with our Higher Education Next Steps events:**

- Across the Pond Media
- Bath City Football Club
- Ben Galpin - Theatre Freelancer
- Bristol Zoological Society
- Dublin Zoo
- Eyes Up Films
- Georgia Frost - Theatre Freelancer
- Hazel Reeves - Art Freelancer
- Laura Harling - Theatre Freelancer
- Progressive Sports
- Rodeo Games
- Rose Octon Make-Up Freelancer
- Wild Place





**sgs**

South Gloucestershire  
and Stroud College

