

our mission, vision and values explained

2023-2024



We're here to inspire people to achieve more, discover their talents and grow as individuals and businesses.

This guide aims to explain our intent, shared values and goals to upskill residents and empower businesses across Northumberland.



Delivering on behalf of

our mission

explored

Our ambition, as Northumberland County Council's post-16 education provider, is to deliver an outstanding vocational skills provision which provides exceptional outcomes for individuals, and provide clear progression pathways to high value careers in priority sectors, allowing residents to thrive in the local labour market and the county's future economic developments.



"It's our ambition as a council that everyone in Northumberland will have the opportunity to thrive and reach their full potential as close to homes as possible. We also want to support our brilliant Northumberland businesses by making sure they have the talent pool they need to succeed and create more rewarding careers for local people now and into the future.

Northumberland Skills is key to these ambitions as the team provides inclusive, supportive and inspiring learning environments in which residents across the county can learn, discover and grow.

Their passionate lecturers and support staff are committed to developing skills and confidence in others by harnessing talent and creating opportunities through a wide range of full and part-time courses, apprenticeship training and employability programmes - all designed to build better futures.

Over the last year, we've made significant strategic investment in facilities that have resulted in a growing portfolio of learning locations and new and improved campuses that are already having a life-changing impact on our residents.

It's a really exciting time for education and skills in Northumberland. I would like to thank the team for their dedication, and I look forward to what the next steps on their journey will bring."

Cllr Guy Renner-Thompson

Cabinet Member with responsibility for Inspiring Young People

changing lives



Supporting the council's key priorities to grow the county's business base, support inclusive employment and deliver productive places; we are committed to developing a highly skilled workforce and underpin inclusive, accessible employment opportunities.



Investing in state-of-the-art facilities to provide spaces to learn, which equip residents with the skills employers are looking for and upskill teams to support business growth.



Understanding the needs of employers and working collaboratively to deliver courses that support levelling up and sustainable growth for businesses and residents alike.



Northumberland County Council has invested £1.4m in Northumberland Skills' state-of-the-art welding and fabrication training centre at the Port of Blyth.

Tailored training in dedicated facilities also includes a fully refurbished construction training centre in Seghill

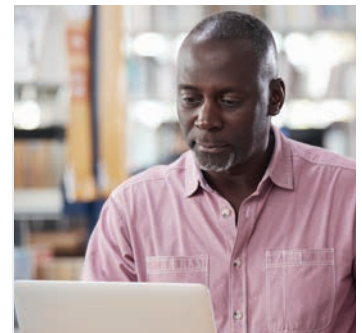


supporting school leavers



The aspirations of our young people will be raised and with inclusivity central to our ethos, we will ensure opportunities are available to all. We will share knowledge of the benefits and opportunities within the county's priority sectors and they will know how to get there.

Our school leavers will be more highly motivated and better prepared to achieve a vibrant, rewarding career within the county. They will be our future leaders, sparking enterprise and innovation.



upskilling adults

We strongly believe that residents have the opportunity to contribute to the economic success of the county when offered accessible skills and suitable qualifications.

We offer a wide variety of part time courses, apprenticeship training and employability programmes to help boost the prospects of all residents across all of Northumberland.

Our core purpose is to equip adults with the skills, confidence and capabilities to find employment, advance their careers, re-train or explore new skills.

about us

It is our vision to enable an economic environment where individuals and businesses can thrive.

The skills that the Northumberland economy needs, in the sectors that the Northumberland economy needs will be available to residents and businesses, raising opportunities to gain employment and to progress in high value priority sectors.

our vision defined

Our vision brings to life what we do and why. It aims to motivate and inspire our stakeholders, whilst defining our service offer - explaining what we do differently and what we do well.

To ensure individuals across Northumberland are empowered to learn, discover and grow through a wide variety of skills training opportunities.

Our strapline is taken from our vision statement and resonates with learners of all ages, at every stage of their learning journey:

Learn. Discover. Grow.



empowering our learners

We support our students to improve their lives through learning and access more, and better, opportunities whilst underpinning our vibrant regional economy.

Our range of full and part-time courses, and apprenticeship training programmes, empower our learners with the skills they need to succeed and add value to businesses as they gain confidence, boost professional abilities to achieve more in life and work.

inclusivity and opportunities for all

We deliver a growing range of courses to support young people with Special Educational Needs and/or Disabilities (SEND) in education beyond 16 years old.

Inclusive opportunities include a variety of vocational areas to introduce vocational skills, social skills and independence.

our values made clear

We deliver full-time study programmes, part-time courses, employability programmes and apprenticeship training on behalf of Northumberland County Council.

Complementing the council's values, we are:



Collaborative



**Learner
focused**



Inclusive



**Growth
mindset**



embedding the 3 Is

for effective curriculum design



intent

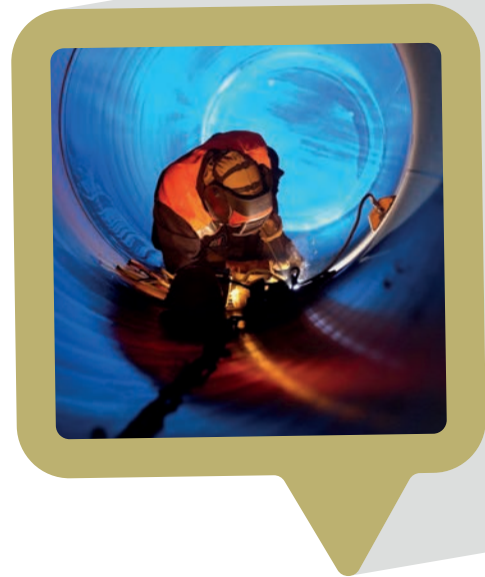
Our curriculum is ambitious and designed to give all learners, particularly the most disadvantaged and those with Special Educational Needs and/or Disabilities (SEND) or high needs, the knowledge and cultural capital they need to succeed in life.

The curriculum is coherently planned, sequenced towards cumulatively sufficient knowledge skills for future learning and employment. Our lecturers have an excellent understanding of our curriculum and how it supports our learners' development.

implementation

All learners benefit from good CEIAG which ensures they are matched to the most appropriate programme of study. This paired with excellent support areas that cover pastoral, academic and employability elements throughout each programme means that learners are well retained and achieve well.

Regular industry visitors provide specialist knowledge and career insights to learners, providing both education and inspiration. This raises aspirations of learners and leads to positive outcomes for learners.



impact

The success and impact of our curriculum planning and implementation come from the positive experiences of our learners.

By delivering a well planned and ambitious curriculum, paired with extensive learner support, learners can produce work of a good standard and develop the skills and behaviours required to progress onto the next level or employment in their desired industry.

We place a high value on the learner voice and conduct surveys and enable an open dialogue on padlets and focus groups to ensure we capture both data outcomes and personal experiences.