

CURRICULUM, QUALITY & STUDENT EXPERIENCE COMMITTEE

May 2025

FUTURE SKILLS STRATEGY (2020-2025) PROGRESS

1.0 PURPOSE OF PAPER

For discussion

- 1.1 The purpose of this paper is to provide committee members with an update on the implementation of Borders College Future Skills Strategy.

2.0 EXECUTIVE SUMMARY

- 2.1 This paper provides members with an update on activity and achievements aligned to Future Skills Strategy since September 24.

3.0 RECOMMENDATION(S)/ACTION(S) REQUIRED

- 3.1 It is recommended board members receive an update on this strategy in September 25.

4.0 BACKGROUND

- 4.1 Borders Colleges Future Skills Strategy (2020 - 2025) was launched in May 21. The strategy sets out how we will respond to regional and national priorities. Engagement with our stakeholders (internal and external) is key for the successful implementation of this strategy.

- 4.2 Board members were provided with information (September 22 & October 22 & June 23) pertaining to our Global Citizenship campaign for staff and students.

Since October 2022 there have been 10 Global Citizen Citizenship Award Ceremony's, 214 Nominations (89 students, 123 staff and 1 external). All recipients receive a Global Citizen Certificate (including the narrative of their nomination) and Global Citizenship Badge. Individuals are recognised for their achievements within the 4R's (Respect, Resilience, Respectful & Recognised). Appendix A provides members with some photos of these events.

- 4.3 This paper provides board members with a progress update on our five main priority objectives & how we measure these. This strategy aligns to our Business Growth & Engagement Strategy.

5.0 FUTURE SKILLS STRATEGY (2020-2025) PROGRESS UPDATE TO SEPTEMBER 2024

5.1 There are five main priority actions within the strategy



Progress Update on priority actions

Priority Action	Progress September 24	Progress May 25
We will create industry leading learning programmes that are relevant, flexible and accessible for our customers	<ul style="list-style-type: none"> ➤ Introduced short courses to support women back to employment 	<ul style="list-style-type: none"> ➤ Delivered a successful course for 'Unaccompanied Asylum-Seeking Children' ➤ Redesigned computing pathways to reflect the desire to retain region talent ➤ Changed awarding body for hairdressing to better align to industry need (resulting in a broader range of 25/26) applications) ➤ Developed & delivered short courses in partnership with Midlothian Council in Land base awards to support people to enter into employment e.g. welding & tractor driving

		<ul style="list-style-type: none"> ➤ Introduced 'Net-Zero' future skills short courses to apprentices and FT students in full-time programme ➤ Introduced a construction & engineering pathway to college as a request from local schools ➤ Worked with NHS to provide courses that provide pathways to nursing (prep to nursing) ➤ Reviewed curriculum offer in sport to enhance employment and articulation opportunities ➤ Revised delivery offer for supported education students to reflect their current & future individual needs (transitions, community based activities)
<p>We will ensure every student develops their digital skills to enable them to succeed within the workplace.</p>	<ul style="list-style-type: none"> ➤ We continue to be part of Capital City Partnership (Data Driven Innovation) whereupon curriculum areas where there is significant need within the employment sector to have digital skills receive digital skills as part of their core curriculum such as health care courses where students learn the importance of data in decision making within the health sector 	<ul style="list-style-type: none"> ➤ Through the support of DDI we have provided professional upskilling for two staff members to enable them to deliver Tech Upskilling in partnership with Code Base. ➤ We are updating our 'Essential Skills' policy and Procedure to reflect the ever-changing digital landscape ➤ We have launched 'Borders Tech Connect' which aims to provide focused themes to businesses, staff and students on Tech Skills (no-code). The first workshop took place on 9th of May with 20 attendees (staff, students and industry)

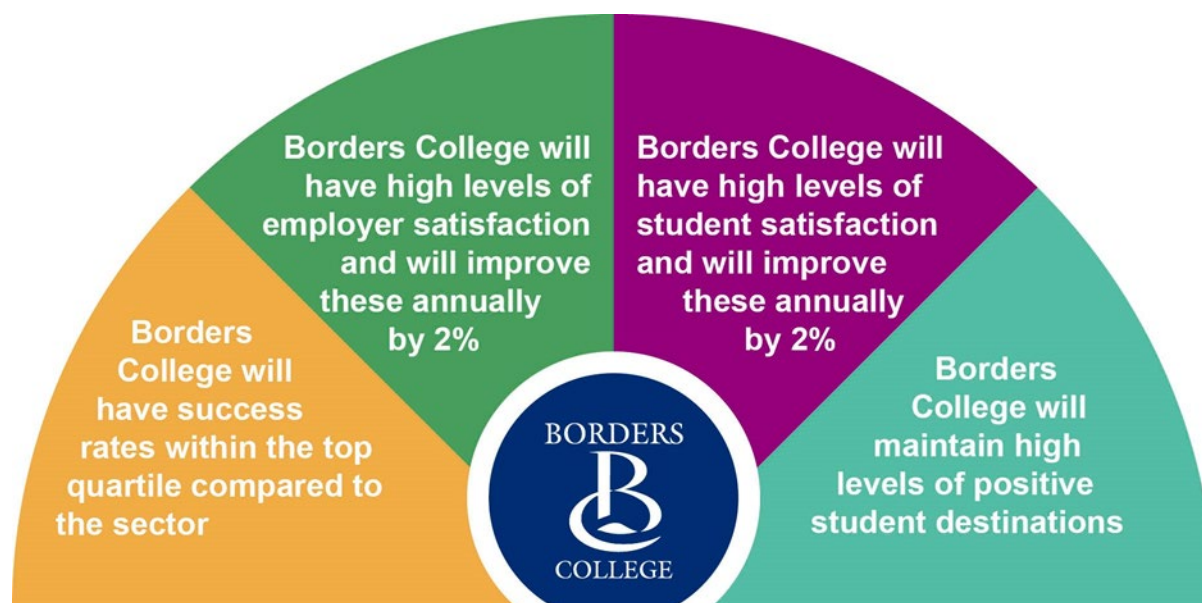
		<ul style="list-style-type: none"> ➤ Recruiters and IT consultants were in attendance. Further information is Borders Tech Connect Substack ➤ Built Environment-Smarter Transformation (BE-ST) delivered Digital Construction Skills with FT students (digital surveying & measuring). ➤ Tech enabled Care has been enhanced aligning to Digital Health ➤ Delivered training to female rugby students on motion reflection via immersive classroom usage ➤ All FT sports students have a subscription to 'Coach Logic' sports analysis platform
<p>We will ensure every student understands and is able to contribute to good sustainable practice</p>	<ul style="list-style-type: none"> ➤ Student induction covers Borders College approach to sustainable matters ➤ In August our AP Curriculum & Sustainability invited Environmental Association for Universities and Colleges (EAUC) to meet with staff in order to provide training to enhance sustainability matters across the curriculum. The purpose of the training was to raise staff awareness how environmental & sustainability matters can be embedded into curriculum while 	<ul style="list-style-type: none"> ➤ Horticulture students have been learning to harvest rainwater ➤ Began 'Re-wilding' project (this involves students learning about reinstating land back to wildlife and insect preservation) ➤ Continue to teach students alternative ways to reduce pesticides in farming and horticulture ➤ Continue to deliver energy efficiency techniques and construction practice ➤ Introduced Low Carbon Heating Technology to all Full-time and Part-time plumbing apprentices ➤ Base Mountain Biking Students have participated in 'Trail

	also linking the relationship to meta skills 12 staff attended and will take forward within their curriculum areas	Building Days' to reflect on the environment
We will raise awareness of global practice through a programme of joint events with international partners who are recognised for excellent practice	<ul style="list-style-type: none"> ➤ 12 students and two staff members engaged in an exchange with a college in Canada. During their stay, all students undertook a work placement in there are of study. 	<ul style="list-style-type: none"> ➤ United Nations Sustainable Goals (UNSG) now delivered within Civil Engineering with a focus on Global Infrastructure projects ensuring students are up-to-date with global practices ➤ 30 students and 3 staff members participated in an exchange project to Tenerife (Base Mountain Bike, Childhood Practice, Health & Social Care). All students attended a work placement within their area of study further enhancing their knowledge and expertise
We will develop meta-cognitive skills of our students through a range of applied and contextualised learning opportunities	<ul style="list-style-type: none"> ➤ Please see an example (from video below) of some of the excellent work staff have engaged in to enhance mega-cognitive skills in innovation and entrepreneurial skills <p>https://youtu.be/nFr u5QeYGC4</p>	<ul style="list-style-type: none"> ➤ Our 'Start Up' project has continued into its second year. Over 200 students have engaged in this. Our Head of Sector (HOS) Dale Clancy is optimistic the funding for 'Start up' will continue into next academic session ➤ We continue to deliver our 'Essential Skills' project to harness meta-skills (one staff member developing centralised resources to ensure parity and mapping of learners across the college e.g. critical thinking)

		Our motor Vehicle lectures have engaged in a project to contextualise meta-skills
We will actively promote a curriculum that is relevant for all	<ul style="list-style-type: none"> ➤ As of writing our schools academy is now running on a Friday. Changing schools' provision to a Friday is a first in Scotland. The purpose of the change was; <ol style="list-style-type: none"> 1. Potential to raise attainment levels for the young people of the Borders Region 2. Enhance the experience for the students by introducing Schools a Academies pupils to Borders College Students Association (BCSA) and College Activities Coordinator 3. Address the transport issues and have parity of learning by offering of academies for all pupils irrespective of location 4. Maximise learning time 5. Opportunity for students to gain additional qualifications 6. Minimise impact on other subjects (i.e. school subjects) students would not miss classes in school as a result of attending 	<ul style="list-style-type: none"> ➤ Next session we will be delivering HN Next Gen in agriculture which aligns to industry need ➤ This session we developed 'Trees & Timer' to meet the needs of skills within forestry profession ➤ Expanded engineering provision to include mechanical based upon employer need and student demand ➤ Continue to have students engaging in competitions such as green power racing car, Female student has been short listed for Screw Fix Apprentice of the Year (joinery) ➤ Applications continue to rise in areas that are areas of growth ➤ Delivered (over 400 enrolments for green skills) and exceeded Shared Prosperity Fund (SPF) targets for upskilling

	<p>college and risk not achieving key subjects they were studying.</p> <p>The success of this change has been down to all partners having a shared vision for the students of the Borders region</p> <p><i>Feed back form partners & staff</i> <i>'This for me has been a good example of partnership working which will have a better overall impact for students and something that we can highlight to other partners on how we can overcome some significant challenges to deliver a better service'</i> Gordon Grant, Principal Transport Officer, Scottish Border Council</p> <p>This project timeline was highlighted as good practice by SFC and a case study was submitted to SFC and will be published by Scottish Government</p> <ul style="list-style-type: none"> ➤ Achieved with over 50% of students progressing with their studies. As of writing an application for funding has been submitted through 'No-one left behind, Local Employment Partnership' for this session 24/25 <p>Achieved, In April 24 we presented our curriculum planning process to SFC</p>	
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5.2 Performance measures



Progress Update on performance measures

Performance Measure	Progress September 24	Progress May 25																									
Borders College will have success rates within the top quartile compared to the sector <i>(Please note this data is released by SFC on an annual basis)</i>	Colleges are measured on four outcomes; Full-time Further Education FTFE, Full-time Higher Education, Part-time Further Education & Part-time Higher Education For 22/23 we realised the following in comparison to sector avg. FT FE + 4.71% FT HE + 0.13% PT FE – 2.13% PT HE + 8.69% Please note on Friday 6 th Sept SFC changed PI measures and these will change. Early	For Academic session 23/24 <table><tr><th>Measure</th><th>22/23</th><th>23/24</th></tr><tr><td>FTFE</td><td>68.31%</td><td>70%</td></tr><tr><td>PTFE</td><td>75.12%</td><td>81.9%</td></tr><tr><td>FTHE</td><td>65.61%</td><td>67.6%</td></tr><tr><td>PTHE</td><td>87.29%</td><td>82.8%</td></tr></table> <table><tr><th>Measure</th><th>23/24</th></tr><tr><td>FTFE</td><td>+1.7%</td></tr><tr><td>PTFE</td><td>+6.78%</td></tr><tr><td>FTHE</td><td>+1.99%</td></tr><tr><td>PTHE</td><td>-4.49%</td></tr></table> Apart from PT HE there have improvements in all measures	Measure	22/23	23/24	FTFE	68.31%	70%	PTFE	75.12%	81.9%	FTHE	65.61%	67.6%	PTHE	87.29%	82.8%	Measure	23/24	FTFE	+1.7%	PTFE	+6.78%	FTHE	+1.99%	PTHE	-4.49%
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	withdrawals will not be counted as college PI	
Borders College will have high levels of employer satisfaction and will improve these annually by 2%	No further update to board as this shall be reported on in May 25	Feedback from employers has been positive however we had a limited responses and we shall set this as a target next session. This will enable the new delivery model to contact a wider scope of employers.
Borders College will have high levels of student's satisfaction and will improve these annually	There was a good update (increase of over 6% for PT students) in April 'Big Student Survey' with satisfaction levels reported at 94%	Awaiting on publication of national results (it is anticipated this will be reported on in Septembers)
Borders College will maintain levels of positive student destination	This will be reported on May	For academic session 2022-23, Borders College had 518 confirmed destinations for 557 full-time qualifiers (93%). This is significantly higher than the national figure. Of those with known destinations, 321 (62%) continued their studies, with 30 (6%) progressing onto university and 291 (56%) staying in the college sector. In all 487 (94%) went to positive destinations, which is 5% higher than the national figure.

6.0 IMPLICATIONS AND CONSIDERATIONS

6.1 Financial Implications

By offering a curriculum that is relevant to regional and national need, it is anticipated for academic session 24/25 our college will meet our credit target.

6.2 Learner Implications

By continuing to address the measures set within the Future Skills Strategy and offering a curriculum to the region we serve, there is confidence that our students will succeed and become Global Citizens.

6.3 Staff Implications

Our staff have demonstrated commitment to the implementation of the strategy. Staff engage in regular sessions to review and enhance our curriculum offer. This commitment has been reflected in two positive Education Scotland reviews (May 22 & Nov 23).

6.4 Equality and Diversity Implications/Equality Impact Assessment

Our Equalities & Mainstreaming report was presented & approved by board in March 25

6.5 Sustainability/Environmental Implications

By providing a curriculum where sustainability underpins learning our students are provided with skills in becoming responsible citizens in green skills.

7.0 RISK COMMENTARY

- 7.1 It is imperative for current and future funding we have a strategy that demonstrates the how, what and impact on our portfolio offer. Targets and the measuring of these in relation to outcomes for students. The process for a new strategy will begin in 2025.

8.0 CONCLUSION

- 8.1 This paper demonstrates how we continue to meet targets set within the Future Skills Strategy.

Anne-Marie Sturrock
Vice Principal – Student Experience
May 2025

Previous Board or College Committee Approvals: Committee members were provided with an update in September 24

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Appendix 1

Global Citizenship Awards

