**Inverness College UHI: Outcome Agreement Self-evaluation Report 2018-19**

1. **How good is our recruitment?**
   1. Summary:

The college delivered 100.6% of its total credit target in 2018-19, amounting to 25.7% of the region’s total credits. 6% of credits were delivered to learners from the 10% most deprived postcode areas, a slight increase on 2017-18 and in line with the local demographic. The proportion of credits delivered to learners with a declared disability rose to 25.8%. The proportion of credits delivered to learners under 20 years of age fell from 57.3% to 53.9%. Credit activity for School Link programmes reduced slightly in 2018-19 (from 8.5% to 6.8% of total credit activity), as did the proportion of credits delivered to senior phase pupils on the SFC’s definition of ‘senior phase vocational pathways’ (from 3.1% to 1.4%). However, credit funding of Foundation Apprenticeships ceased at the end of 2017-18 so a comparison by credit activity is not reliable. The number of pupils enrolled on vocational pathways dropped from 162 to 150, although the total number of school pupils enrolled across all programmes increased from 734 to 751. The proportion of credits delivered to care experienced learners remained high at just over 3%. The percentage of credits delivered on STEM courses remains high at 36%.

* 1. Evaluation:

Recruitment onto college FE programmes is good overall and the college achieved its FE credit target for the fifth consecutive year. However, over the last two years the number of full-time FE enrolments has reduced, and the number of part-time enrolments has increased. The reasons for this appear to be the changing demographic and the encouragement for pupils to stay on longer at school. The college’s emphasis on ensuring participation from the most deprived postcode areas has resulted in a further increase in activity from this learner group and reflects well the local demographic. The college also has well developed arrangements for welcoming care experienced learners and ensuring that their needs are met. The college makes a significant contribution to the regional strategy for the recruitment and attainment of care experienced learners and those from SIMD10 areas, including prioritising applications from school pupils in these learner groups. Continued close working with schools and the Local Authority has ensured a significant proportion of school pupils access college provision. The college works closely with North Highland College, West Highland College and the Highland Council to develop and maintain a joint, online school-college prospectus and to review and expand the senior phase offer. The resulting *Highland Senior Phase Strategy* is now informing the UHI regional work on school engagement. Maintaining and growing the uptake of Foundation Apprenticeships remains challenging, and the college, as part of the UHI Work-based Learning Hub, is exploring alternative delivery models to encourage and support participation. The college is tackling occupational gender segregation through its *Gender Action Plan* and was successful in securing SFC funding for its *Childcare and Men in Practice* access course in 2018-19. The 12-week course, run in the evenings, provides a fast-track for men into the HNC Childcare.

1. **How good is our retention and attainment?**

Table 1: College performance against National Measures

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **National Measure: % learners achieving a recognised qualification** | **Inverness College** | | | **H&I Region** | **Scotland** |
| **2016-17** | **2017-18** | **2018-19** | **2018-19** | **2017-18** |
| **Full-time FE** | 67.6% | 70.6% | **70.2%** | 68.6% | 66.1% |
| **Part-time FE** | 81.3% | 86.8% | **83.3%** | 82.5% | 78.2% |
| **SIMD10 FT FE** | 56.5% | 60.0% | **64.8%** | 68.7% | 63.2% |
| **SIMD10 PTFE** | 65.6% | 76.1% | **72.1%** | 65.8% | 74.5% |
| **Senior Phase PT FE** | 65.3% | 67.9% | **68.7%** | 72.0% | 67.6% |
| **Care Experienced FTFE** | 45.8% | 42.9% | **61.2%** | 56.5% | 51.0% |
| **16-19 year-olds FTFE** | 66.0% | 68.2% | **64.2%** | 65.8% | 63.7% |

* 1. Summary:

The table above provides a summary of the percentage of learners, by mode and learner group, completing their courses successfully over the last three years. Success rates for the Highlands and Islands region in 2018-19 and the latest figures for Scotland are also shown.

* 1. Evaluation:

The college has worked successfully to improve retention and attainment on FE programmes over the last six years and contributes well to the regional strategy for the improvement of FE attainment. Success rates for learners on full-time FE programmes remained high in 2018-19, although they were 0.4 points down on 2017-18. Part-time FE success rates are also high, despite falling 3.5 points compared to last year. The college’s performance in both categories is well above the latest sector levels and was among the top three in each category in terms of comparator colleges in 2017-18. One of the college’s aims is to reduce early withdrawal rates on full-time FE programmes to 5% by November 2019. Good progress was made on this in 2018-19, with early withdrawals reducing to 6.8%, however an increase in further withdrawals balanced this out. Attainment rates stayed much the same as in 2017-18, with only 7.2% of full-time students recorded as achieving partial success.

Success rates for learners from SIMD10 postcode areas on full-time programmes have steadily improved and are now above the latest sector levels. However, the success rates for those on part-time programmes fell by 4 points to 72.1%. Success rates for senior phase pupils on vocational programmes have also steadily improved and are above the latest sector levels. There was a significant improvement (18.3 points) in success rates for care experienced learners on full-time programmes in 2018-19, and these outcomes are now 10 points above the latest sector levels. Success rates for learners aged between 16 and 19 on full-time programmes dropped by 4 points in 2018-19. As this learner group accounts for 56% of the college’s full-time FE enrolments, addressing this decline is a priority for 2019-20.

1. **How good is our progression?**
   1. Summary:

The number of starts for contracted apprenticeships has increased year-on-year for the last three years, from 89 in 2016-17 to 138 in 2018-19. The proportion of learners on full-time FE programmes who have a substantial ‘work placement experience’ as part of their course is relatively low at 12.6%, according to the statistical return to the SFC. The number of full-time college qualifiers that were in work, training and/or further study 3-6 months after qualifying in 2017-18 was 685, or 94.5% of the qualifiers whose destination was confirmed.[[1]](#footnote-1) The percentage of FE students who were satisfied with their college experience remained high overall in 2018-19 at 93.2%, although slightly down on 2017-18.[[2]](#footnote-2)

* 1. Evaluation:

The college’s curriculum provides a range of accessible and relevant progression pathways that make the most of the unique tertiary context of the UHI partnership. Growth in Modern and Foundation Apprentice numbers, together with the development of Graduate Apprentice programmes, ensures that there are excellent opportunities for work-based learning at every level. The college recognises that the percentage of full-time FE learners recorded as having work placement experience does not accurately represent the level of activity. Work has been started across the region with the aim of ensuring that all full-time learners have sufficient work placement experience and that this is captured accurately in the student records system. The high success rates for learners on FE programmes, the high percentage in positive destinations and the high level of learner satisfaction are evidence of the strength of the curriculum and of learner progression.

1. SFC (2019), *College Leaver Destinations 2017-18,* p.24. [↑](#footnote-ref-1)
2. Student Satisfaction and Engagement Survey (SSES) 2018-19. [↑](#footnote-ref-2)