



Proud partners



2020 Strategic Plan



Foreword

Managing Director

As the leading Apprenticeship Training Provider in the UK we are proud to play a key role in Apprenticeship Training across the Electronic Fire & Security sector across the North West and beyond: through a range of mixed delivery methods we have a reach like no other across the whole of England.

Our links with individuals, employers and stakeholders are at the very heart of what we do. We aim to strengthen and develop these relationships and the services we offer over the coming five years.

The period ahead will have its challenges, but we are starting out from a strong position - positive student feedback, excellent results and a brand new curriculum, combined with our skilled and highly motivated staff and the development of our new training centre into a truly 21st century centre excellence. We look forward to building on these strengths.

Chairman of the Governing Body

High quality apprenticeships are an essential component of economic success, raising skills levels to meet employer needs to drive productivity and prosperity in our economy while creating a sustainable workforce.

Our goal is for an apprenticeship to be recognised as a real alternative to university and a prestigious pathway to a successful career and for these opportunities to be available across all sectors of the economy. This will support our aim for all apprentices to get the very best career opportunities through high quality education and training.

Through extensive Leadership the Skills for Security Board will act to set strategic priorities & aims that aid the organisation in the development of High-Quality Learning & Teaching. Through independent scrutiny of service delivery, we will ensure quality provision and outcomes for all apprentices. Acting at all times in the best interest of our Apprentices, Employers & Stakeholders.

We have developed our Strategy by listening, sharing and analysing. I would therefore like to thank the many students, staff and other stakeholders who have taken part in this process. People are at the heart of all we do and we look forward to engaging with a wide variety of communities over the coming five years.

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Who we are

**Specialists
in
Electronic Fire & Security
Apprenticeship training.**

A nationally renowned centre of excellence

for High-Quality Learning,
Teaching and Employer
Engagement.

We work with apprentices, stakeholders and employers

to ensure training is
designed and delivered to
be fit for purpose .

A nationally renowned centre of excellence

for High-Quality Learning,
Teaching and Employer
Engagement.



Ofsted "Good" grade (last inspection 2016)

Showing a high -quality student experience with good
outcomes, plus a high dedication level from staff.

➤ *We are striving to achieve an "Outstanding" grade in its next
inspection.*

Competitions

Continuing to be highly successful in competitions & awards
locally, regionally and on national platforms through
Engineers of Tomorrow and WorldSkills.

➤ *In March 2020 we where re-accredited the Matrix Standard
- the quality standard for IAG.*

Continuous Development

A strong focus on listening to employer & apprentice voices,
ensuring the ongoing and continuous development of the
curriculum.

Quality & Excellence

Equipping our centre with high-quality resources and facilities
with an excellent staff reputation.

➤ *Our focus is on work-related skills and being better citizens..*



Leadership team



David Scott

Managing
Director



Becky Brougham

Head of
Operations



Sadie Done

Head of Learning
&
Teaching

Board of Governors



Mike Reddington

BSIA
Chief Executive



Paul Turner

Accounting



Tony Allen

Chairman



David Scott

Managing
Director



Strategic planning cycle

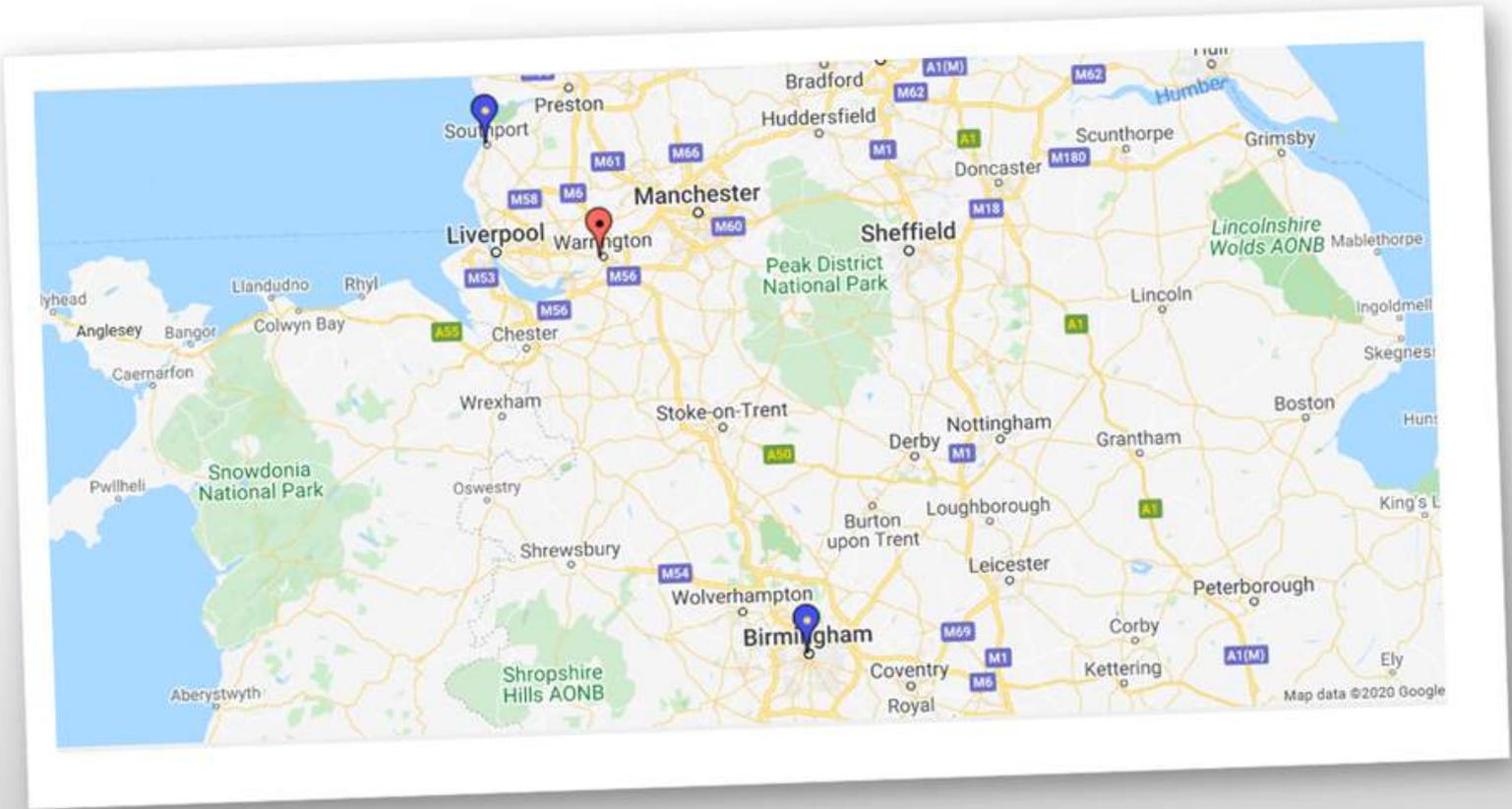


MD - Managing Director & Senior Leadership Team
 SAR - Self-Assessment Report
 QIP - Quality Improvement Plan
 SWOT - Strengths Weaknesses Opportunities & Threats

Our locations

Warrington Bank Quay, Southport & Birmingham

Our main training centre is in Warrington Bank Quay with two satellite centres in the North West (Southport) & Midlands (Birmingham).



@Skillsforsec



@Skillsforsecurity

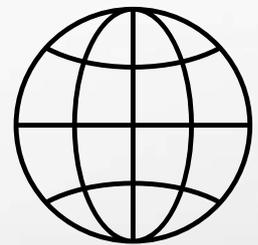


@Skills4Security



Skills for Security

skillsforsecurity.org.uk



Our Mission

To be valued & respected by industry as the leading provider of fire and security training
→ **transforming lives**

Statement of Intent

The successes of former students continue to demonstrate that our program provides students with the skills, inspiration and motivation to achieve. The high level of staff expertise is a key element of our management of learning, student support and innovation.

Ensure learners are well prepared for the future by providing innovative, high quality, relevant learning for careers, skills, life and success. Supporting the people, business, economy and sustainable development of England

TOMORROW'S

ENGINEERS

TODAY

Our Vision

Creating a sustainable pipeline of Engineers for your business
→ **tomorrow's engineers**

Our Values

Accessible



Reliable

Collaborative



Respected

Integrity



Our Strategic Priorities 2020

Strategic Priority 1

→ **Inspirational Learner Journey**

Strategic Priority 2

→ **Raising Awareness of Apprenticeships**

Strategic Priority 3

→ **Strong & Sustainable**

Strategic Priority 4

→ **Accessible & Flexible**

How the College will achieve Strategic Priority 1

Inspirational learner journey

1.1

Significantly improve learner retention and the proportion of learners successfully achieving recognised qualifications

1.2

Grow the volume, quality & sustainability of the apprenticeship program

1.3

Inspire ambition, creativity & innovation in our learners

1.4

Guarantee influence for the learner voice

1.5

Achieve excellence through self-evaluation & improvement. Earn strong endorsement & grading from OFSTED & ESFA, whilst retaining external accreditation with Matrix and C&G

1.6

Ensure the safeguarding of all apprentices & staff at Skills for Security

EMPOWER
PEOPLE
AND
ENRICH
LIVES
THROUGH
LEARNING



AN
OUTSTANDING
SYSTEM OF
LEARNING A
MORE
SUCCESSFUL
ECONOMY AND
SOCIETY

Key performance indicators

1.1 Description:

Learning Performance – proportion of learners to achieve apprenticeship program

Success: Achieve Target

1.2 Description:

How well do staff engage with employers and stakeholders to meet industry needs?

Success: Strong annual formal endorsement of evaluation & grading from OFSTED & ESFA

1.3 Description:

How well do staff work with partners to improve learners' outcomes?

Success: Same as 1.2

1.4 Description:

The number of new start apprentices

Success: Achieve target

1.5 Description:

How well is evaluation of learning and teaching used to improve quality of teaching

Success: Same as 1.2

How the College will achieve Strategic Priority 2

Raising Awareness of Apprenticeships

2.1

Secure tangible benefit from productive employer and industry partnership to create a needs led curriculum and sustainable learning pathways

2.2

Influence change and deliver excellence and equity by seeking productive partnerships

2.3

Raise profile of Fire & Security sector through engaging and innovative partnerships like WSUK, IFSEC, Security Twenty & Inspectorates

2.4 Build supporting school partnerships throughout the UK to make Security industry a career of choice

MAKING A DIFFERENCE



SUPPORTING EMPLOYERS, STAKEHOLDERS AND YOUNG ADULTS IN SECURING CAREERS

Key performance indicators

2.1 Description:

Partnerships & Collaborative arrangements.

Success: Stakeholder and Apprentice survey responses. Strong annual formal endorsement of evaluation and grading from ES and SFC.

2.2 Description:

Apprentices recruited into the industry via WSUK

Success: Achieve target of applications received

2.3 Description:

Attendance at key industry events

Success: Achieve target

2.4 Description:

Stakeholder engagement

Success: Achieve target of survey responses

How the College will achieve Strategic Priority 3

Strong & Sustainable

3.1

Continue to develop efficient and effective governance

3.2

Deliver financial sustainability and value for money through resilient management

3.3

Maximise and diversify funding streams

3.5

Strive to provide a fit for purpose, environmentally sustainable training provision

3.6

Invest sustainably in personable development of staff

3.7

Provide effective service, supervision and infrastructure to ensure optimal budgetary planning, monitoring and control

3.8

Invest in technology and resource to support the delivery of innovative teaching and learning

HIGH
PERFORMING
INSTITUTIONS



PROVIDE
FINANCIAL
SECURITY,
VALUE FOR
MONEY AND
A SUSTAINABLE
BUILT
ENVIRONMENT

Key performance indicators

3.1 Description:

Remain financially sustainable by monitoring income and expenditure

Success: Achievement of budget forecasts. As well as positive endorsement from External Audit.

3.2 Description:

Ensure staff are suitably qualified to deliver quality learning and teaching

Success: Analysis of CPD logs and strong annual formal endorsement of evaluation and grading from OFSTED and ESFA

3.3 Description:

Invest in suitable resources and training centre

Success: Employer and Apprentice survey responses

3.4 Description:

Staff costs

Success: Same as 3.1

3.5 Description:

Service to support learning

Success: Achievement of targets and strong annual formal endorsement of evaluation and grading from OFSTED and ESFA

How the College will achieve Strategic Priority 4

Accessible & Flexible

4.1

Develop and Deliver an inclusive education, taking into account apprentice learning styles and needs

4.2

Increase provisions of delivery to ensure all stakeholders can access apprenticeship training

4.3

Create a curriculum schedule that suits the needs and demands of our stakeholders

4.4

Consider the social, emotional and mental health needs of all apprentices

**REMOVE
ALL
REASONABLE
BARRIERS AND
ISSUES**



Key performance indicators

4.1 Description:

Grow provision of training at satellite centers

Success: Achievement of target

4.2 Description:

Increase accessibility to satellite centres.

Success: Achievement of target

4.3 Description:

Improve curriculum through learner voice

Success: Apprentice survey responses

4.4 Description:

Improve curriculum through evaluation of learning and teaching
Success: Achievement of target lesson observations

4.5 Description:

Improve the equality and diversity of learners on program

Success: Achievement of target

Our social stats

March 2019 - March 2020

Followers

182% Increase



Tweets to us

81 VS 23 (2018-19)

352% Increase



Followers

1400% Increase



71 Followers

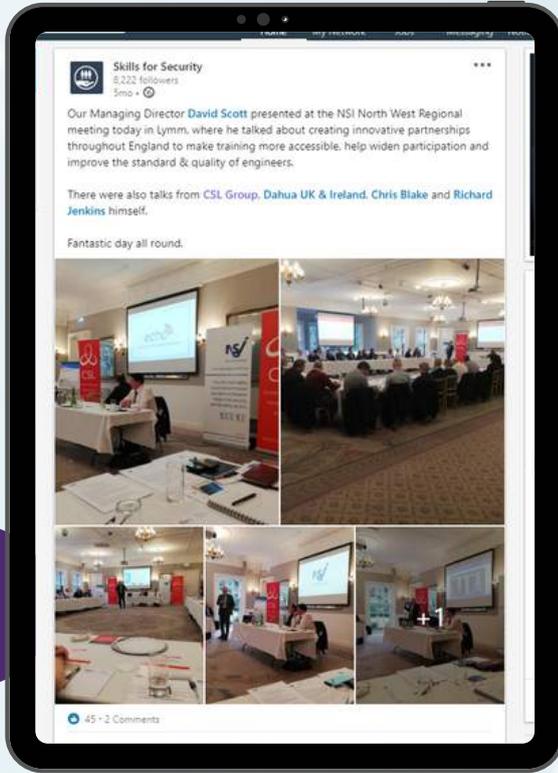
Potential 167,273 reach*

through Facebook Groups

*based off group members



Memorable socials



RAISING AWARENESS OF APPRENTICESHIP OPPORTUNITIES IN THE SECURITY AND SURVEILLANCE INDUSTRY

NEW COMPETITION SUPPORTED BY LEADING COMPETITION SPONSORS

CSL, HIKVISION AND TEXECOM.

THURSDAY, 17 OCT 2019

SFS in the News

WorldSkills UK and Skills for Security are launching a new Electronic Security Systems Competition at this year's WorldSkills UK LIVE to raise awareness of apprenticeship and career opportunities in the security and surveillance industry.

Attracting over 70,000 visitors, WorldSkills UK LIVE is the UK's largest skills, apprenticeships and careers event. Taking place from 21-23 November at the NEC, Birmingham, the event also hosts the National Finals of the WorldSkills UK Competitions which see the UK's top apprentices and students compete to win Gold, Silver and Bronze in their chosen skill.

This year, for the first time, visitors to LIVE will be able to watch apprentices take part in the Electronic Security Systems Competition which has been designed to reflect the role of an Electronic Security Engineer and the high standards that are expected within the industry.

Skills for Security is supported in its running of the Electronic Security Systems Competition and its promotion of apprenticeship and career opportunities in the industry by CSL, Hikvision and Texecom.

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Parisa Shirazi, Head of Education and Competitions, WorldSkills UK said: "In line with the industrial strategy we are developing our portfolio of skills competitions to reflect economies which are essential for UK productivity and growth which is why we felt it essential to have a competition

that showcased the security and surveillance industry. It is a great way to enable young people to understand how new technologies are shaping the industry, the skills that are required to work as an engineer and the range of training and career opportunities available to them."

encourage young people to consider a career as an engineer in the industry and raise the standard of training throughout the UK for those already working in the industry.

Joe Sheppard, Brand & Marketing Manager at CSL said:

headcount, opening new offices and launching a brand-new R&D Centre."

Clym Brown, Marketing Director, Texecom said: "Texecom has been a longstanding



Image: Two Engineers competing head to head

David Scott, Managing Director, Skills for Security said: "The launch of this competition in partnership with WorldSkills UK will improve the standardisation of training and raise participation in apprenticeships, helping to reduce the skills shortage that we are currently experiencing. We are hugely grateful to CSL, Hikvision and Texecom for their support, both financially and in resource, as without this we would not be able to run this competition and engage a new generation of engineers."

With the launch of the new Electronic Security Systems Competition, CSL, and Texecom are hoping that it will increase awareness of the security and surveillance industry,

"We have brought together over 20 expert training providers from across the industry and the UK to create a competition that mirrors real-life scenarios and prepares those taking part for the world of work. Combining this expertise with the rigorous WorldSkills UK training standards has helped us produce a world-leading competition that ensures young people looking for a career in security and surveillance have the transferable skills needed to keep up with the pace of change, helping to secure the future of the industry."

Justin Hollis, Marketing Director, Hikvision UK & Ireland said: "Working with WorldSkills UK and Skills for Security, aligns with Hikvision's corporate strategy of investing new blood in the UK security and surveillance industry. The investment mirrors the way we have invested in our UK business, increasing

supporter of engineering apprentice training within the security industry, and we are delighted to partner with WorldSkills UK and Skills for Security for the launch of this competition. Electronic security fundamentally protects people's lives and livelihoods, and as such is a very worthwhile endeavour for young people to consider as a career choice. This new competition will highlight the skills and innovation in the industry to a wider audience, as well as increasing the training level and knowledge base of electronic security apprentices already involved."

<https://www.worldskillsuk.org/worldskills-uk-news/raising-awareness-of-apprenticeship-opportunities-in-the-security-and-surveillance-industry>

skills for security

