Board of Management Development Committee

Date of Meeting	**Wednesday 4 May 2022**
Paper No.	**DC3-G**
Agenda Item	**5.2**
Subject of Paper	**Industry (Skills) Academy Update**
FOISA Status	**Disclosable**
Primary Contact	**Roy Gardner**
Date of production	**22 April 2022**
Action	**For Noting**

1.   Recommendations

That the Committee note the background and future planning for Skills Academies 'former Industry Academy (IA) Model.

2.   Purpose of report

The purpose of this report is to provide the Committee with a background to Industry Academies and to note the proposed next steps to revitalise the Model and relaunch to Skills Academies.

3.   Key Insights

City of Glasgow College introduced Industry Academies (IAs) in 2014/15 as part of its strategy to encourage wider engagement with employers and to diversify activity to support the generation of Non SFC funded activity.

Industry Academies support the College's wider strategic priorities by:

- Meeting the needs of the Regional Outcome Agreement;
- Meeting the governments requirement for 16-19 year olds into work;
- Building on the governments strategic economic priorities;
- Providing employers with the skills they need in their workforce;
- Offering a bedrock for apprenticeship and higher level apprenticeship growth and development
- Collaborative curriculum and qualification development with HEI and Industry partners
- Pedagogical delivery
- Innovation

3.1 Staff Resource

In 2014/15 a Head of Business Development and Industry Academies (Corporate Development) was responsible for supporting 6 Industry Academy Heads (one across each of 6 Faculties) to develop, implement and promote the Industry Academy Model internally and with external stakeholders. Between 2014/15 and 2017/18, 23 Industry Academies were launched (Appendix A). An Industry Academy lead in each Faculty facilitated a link and direct interaction with the Corporate Development Team; this link was critical to the Industry Academy Model's success in its first 3 years of implementation.

During the restructure in 2018/19 the role of Head of Business Development and Industry Academies and the Industry Academy Head roles were removed from the Structure. In the new structure the Vice Principal Student Experience (VPSE) and VP Corporate Development and Innovation (VPCDI) have overall strategic responsibility for Industry Academies with the strategic and operational delivery resting with Deans and Associate Deans.

Embedding the new structure and the pandemic led to institutional drift for Industry Academy activity. For session 2022/23, Skills Academy activity will feature in departmental operational plans and each of the Associate Deans have responsibility for the activity and reportage.

A programme of activity will take place between May and the start of the new term to implement the necessary structure and arrangements for a seamless re-introduction of the Skills Academy Model.

4.   Impact and implications

Failure to address the previously identified challenges will deter progress with re-introduction of the Skills Academy Model. Staff buy-in will be paramount to future success of the model and will allow the College to take the lead in employer engagement across the region.

Additionally Skills Academy performance measures should be aligned to sectoral priorities and support the generation of evidence for Regional and Government priorities. As a consequence it is important that a strong set of KPIs is sustained and reviewed and growth evidenced year on year to support reportage on progress towards achievement of College strategic priorities.

Appendix A | Draft Sub Brand for the new Skills Academy areas:

Industry Academy Sub brands
(Draft)

SKiLLS ACADEMY Education

SKiLLS ACADEMY Creative

SKiLLS ACADEMY Leisure

SKiLLS ACADEMY Nautical

Faculty Sub brands
(Draft)

CITY OF GLASGOW COLLEGE
FACULTY OF EDUCATION AND HUMANITIES

CITY OF GLASGOW COLLEGE
FACULTY OF CREATIVE INDUSTRIES

CITY OF GLASGOW COLLEGE
FACULTY OF HOSPITALITY AND LEISURE

CITY OF GLASGOW COLLEGE
FACULTY OF NAUTICAL AND STEM