



College Development Plan

2023-24

Table of Contents

Executive Summary	4
Social Inclusion and Widening Participation	5
Strategic Context	6
Financial Performance / Position.....	7
2023/24 Forecast Position	7
2023/24 College Planned Delivery.....	8
Setting the Scene	8
College Profile for 2023/24	9
SERC Strategic Priorities	9
Students	9
Qualifications.....	10
Student Experience	11
Business.....	11
Environment and Sustainability	11
Social Inclusion.....	12
Wellbeing	13
College Strengths and Impact	14
How Well Did We Do?	14
Competitions and Awards.....	16
Is Anyone Better Off?	17
Support for Business	17
National and International	18
Sub-regional Operating Context.....	18
Industry Profile	21
2023/24 Planned Activity.....	24
Aim 1	24
Aim 2	24
Aim 3	26
Aim 4	30
Aim 5	32
Aim 6	34
Key Challenges/Constraints	36

<i>College Data Analysis</i>	38
Enrolment Trends	38
Performance	41
Business Services	41
Student Destinations	42
Student Feedback	43
Student Achievement and successes	43
Widening Access and Participation (FT HE)	44
<i>Student and Staff Wellbeing Activities</i>	45
<i>Competitions</i>	46
2023 2024 Planned DfE Funded Competitions	47
<i>Turing funded Student Mobility</i>	48
<i>New Green Technology Curriculum</i>	49
<i>Student and Staff Awards 2022/2023</i>	50
<i>SERC Campus Environmental Work Undertaken</i>	56

Executive Summary

This College Development Plan (CDP) sets out the activity to be undertaken by South Eastern Regional College (SERC) for the 2023-2024 Academic Year and has been endorsed by the SERC Governing Body.

The activities in the CDP demonstrate the College's contribution to fulfilling the aspirations within the Northern Ireland Draft Programme for Government (PfG) and the Department for the Economy's (DfE) strategies, including Graduating to Success, Further Education Means Success, Industrial Strategy for Northern Ireland, Skills Strategy for Northern Ireland – Skills for a 10x Economy and the Northern Ireland Skills Barometer as well as meeting the aspirations in the Colleges Strategic Plan 2030: Supporting People, Supporting the Economy. As outlined in our Strategy, the College aspires to support people and businesses into the future, in an innovative and impactful way.

Our Vision is to be an innovative and entrepreneurial world-class education and skills provider and is delivered through our mission, values and strategic priorities.

Our mission is to shape and influence our community, by promoting an innovative and entrepreneurial society through shaping and influencing education and skills and maintaining an inclusive learning environment, which will empower and enable individuals and businesses to fulfil their ambitions. In doing so we will contribute to the PfG and associated strategies, which are aimed at promoting social and economic wellbeing and the future prosperity of Northern Ireland.

The delivery of our mission is underpinned by our values and culture, and we encourage staff to be:

- SOLUTION FOCUSED
- EXCELLENCE DRIVEN
- RESPONSIVE
- COLLABORATIVE

We encourage staff to act on their ideas, to bring a customer focused, problem-solving mentality. We care about staff wellbeing and provide the tools for continuous professional development.

Despite many challenges including budget cuts and cost of living increases, the College has continued to support learners and businesses.

Our Success in 2022/2023 is reflected across the College provision and summarised as follows:

- 87% of students who completed the National Student Survey gave a high 'overall satisfaction' rate, which was 7% above benchmark.
- Overall retention for the Business Service provision was 'outstanding' (95.4%) and achievement was 'very good' (91.1%) leading to 'outstanding' success (86.9%).
- Overall retention for HE Quintile 1 participants was 94.1%, and achievement was an outstanding 96.7%.
- While the College did not recruit the full HE MaSN, there was an overall increase of 6% from 22-23 for Full Time Year 1 HE enrolments but an overall decrease of 1%.
- HLA provision continues to grow in popularity with a 21% increase in enrolments from 22-23.

The College's students and staff achieved numerous awards and recognition for their dedication and talent.

(A full list of awards and details of enrolment figures are included in the Annex)

Social Inclusion and Widening Participation

The Colleges engagement and social inclusion activities support SERC's strategic priorities and College Development Plan aspirations.

The Colleges strives to address social inclusion by:

- Enabling young people to make informed choices.
- Providing a professional, relevant curriculum alongside innovative learning and teaching approaches.
- Providing a supportive learning environment.
- Providing second chances for those who wish to reskill and upskill.
- Providing and encouraging the economically inactive into education and onwards towards meaningful employment.
- Contributing to a range of strategic partnerships to leverage further support.

Our actions ultimately enable individuals to access good quality employment, support business productivity and address skills gaps by providing a skilled workforce.

Strategic Context

Executive’s draft PfG Outcomes Framework

Of the nine strategic outcomes included in the PfG’s draft Outcomes Framework, the College supports the following draft outcomes:

- We live and work sustainably – protecting the environment.
- Our children and young people have the best start in life.
- Everyone can reach their potential.
- Our economy is globally competitive, regionally balanced and carbon neutral.

Strategies / Priorities / Policies

The College is a key delivery partner in taking forward:

DfE’s - [10X Economy](#), [Skills Strategy for Northern Ireland - Skills for a 10X Economy](#), [10x Delivery Plan 2023/24](#) [Trade and Investment for a 10X Economy](#), and [Energy Strategy for Northern Ireland – The Path to Net Zero Energy](#)

Review of the Further Education Delivery Model

The Department for Economy agreed the following priorities for the FE Sector:

1. Improve the value for money provided by the sector through increasing enrolments and reducing costs;
2. Ensure the FE Sector is more clearly focused on delivering against the Department’s objectives; and
3. Ensure the FE Sector has the necessary capacity and agility to respond to the changes in the economic context.

Financial Performance / Position

2023/24 Forecast Position

The table below sets out the college resource and capital requirements in programme and activity of £44,821k and £1,300k respectively for 2023/24.

Resources	Further Education	Higher Education	Apprenticeships / Traineeships	Business Development	Social Inclusion	Other
Direct Teaching costs - Pay	£14,212	£3,359	£3,618	£1,895	£4,393	-
Direct Teaching costs - Non-Pay	£2,111	£554	£537	£38	£653	£473
Non-Direct Costs*	£13,655	£3,228	£3,476	£249	£4,220	£0
Total Delivery Cost	£29,978	£7,141	£7,631	£2,182	£9,266	£473
Non-Grant in Aid income	£682	£1,699	£5,506	£1,766	£1,800	£1,697
Net Requirement	£29,296	£5,442	£2,125	£416	£7,466	£ (1,224)

TOTAL RESOURCE REQUIREMENT (£ 000'S) £43,521

Capital expenditure	£1,300k (incl. Energy Grant Allocation)
Capital receipts	-
Net Capital requirement (£,000'S)	£1,300k

2023/24 College Planned Delivery

Setting the Scene

In support of the Strategic Context, the College considers the College profile and Sub-regional Operating Context to prioritise resource utilisation to areas of greatest need.

To align with 10x Economy, the College Planned Delivery has been set out to show the College's contribution to 10x as follows:

1. **10x Objectives:** 11 objectives grouped into Inclusive Growth and Sustainability Pillars.
2. **Sector Aims for each 10x Pillar:** reflects the outcomes which the College/Sector is working towards.
3. **10x Metrics**
4. **Key Performance Indicators (KPIs)/1-x Tier 3 Metrics:** sets out the College's contribution towards Aim/10x Metric(s)
5. **Background and Supporting Actions to support delivery of KPIs/Tier 3 Metrics:** sets out the College's key target areas and associated programme/College activity, based on the College's sub-region.

In-year College Development Plan Progress Reports tracking **'how well'** the College is performing will be provided to the Department for the Economy. The Department for the Economy will publish reports on performance against 10x objectives demonstrating if **'anyone is better off'**, along with progress reports on the 10x delivery plan 2023/24.

College Profile for 2023/24

SERC has campuses located in the south eastern area of Northern Ireland (NI) in Bangor, Downpatrick, Hollywood, Lisburn, Ballynahinch, Newtownards and Newcastle plus a Professional Skills Centre (PSC) at Nutts Corner, County Antrim. We draw students from across Northern Ireland and engage with businesses, both north and south of the border.



- 4 Main Campuses and 4 smaller campuses throughout the south-eastern area of Northern Ireland
- 706 expert and professional staff
- Approximately 20,000 enrolments per annum
- Over 7,000 business clients
- Partnering with 22 local schools
- 35 professional and technical areas
- Courses from Entry level 0 through level 6 (BA/BSc) to level 7 (Masters)
- Each year around 11,000 students finish their studies with SERC

SERC Strategic Priorities



Our eight strategic priorities set out the practical means through which we will create an entrepreneurial, creative environment where all our staff, students and clients are encouraged and supported to fulfil their potential. (The SERC Strategy 2030 can be viewed on the College website.)

Students

We will enhance student capabilities and ambition, enabling them to fulfil their potential, through providing a professional, relevant curriculum, innovative learning and teaching approaches.

In 2020, the 16–19-year-old age group was at its lowest level since the 1950s. However, it is now projected to increase until 2028 (report to Tertiary Education Leaders Forum 11 Oct 23).

This has resulted in an increase in full-time enrolments to SERC of 9% and nearly 400 additional students. Full details of enrolments are included in the Annex.

Full-time mainstream enrolments including SLDD and Traineeships have increased significantly in 23/24 compared to 22/23. This has allowed a positive increase in class size from 8.72 in 22/23 to 11.22 in 2023/24.

Table showing changes in class size across the six academic schools in SERC

School	Average Class Size 2022/23	Average Class Size 2023/24	% Increase in Average Class Size
Computing & Engineering	8.31	10.54	27%
Construction, Engineering Services & Skills for Work	9.54	11.49	20%
Health, Early Years & Adult Education	8.93	10.39	26%
Hospitality, Management, Tourism, Languages & A-Levels	7.50	11.26	50%
Performing & Creative Arts	8.25	10.70	30%
Sports & Applied Science	8.81	12.47	42%
Whole College	8.71	11.22	29%

Note: 2022/23 average class size is based on full-time enrolments. 2023/24 average class size is based on all enrolments (including Essential Skills).

While recruitment to HE in FE remains challenging, Higher-Level Apprenticeships (HLAs) continue to grow in popularity and recruitment to HLAs has increased.

Significant increases in individuals enrolling on HLA programmes:

HLA Accountancy: 21 (22/23) to 43 (23/24) (+ 86%)

HLA Advanced Technician Mech & Manufacturing Engineering: 8 (22/23) to 18 (23/24) (+ 125%)

HLA in Mechatronics: 64 (22/23) to 84 (23/24) (+ 31%)

HLA in Leadership for CCLD year 1: 18 (22/23) to 32 (23/24) (+ 77%)

An overview of enrolment information is included in the Annex.

Qualifications

We will work to secure a fit for purpose suite of portable and relevant qualifications which meet the needs of the local economy.

The College has consistently developed the curriculum to ensure learners were equipped to meet the needs of industry. A range of new courses have been introduced in 22/23 and 23/24 as outlined below.

New PT programmes offered in 2022/23:

- HNC in Construction Management (PT and HLA)
- HNC in Architectural Technology (PT and HLA)
- HNC in Civil Engineering (PT and HLA)
- HNC in Building Services Engineering- Electrical (PT and HLA)
- HNC in Building Services Engineering- HVAC (PT and HLA)
- HNC in Quantity Surveying (PT and HLA)
- HLA Green Technologies

- HLA Leadership and Projectivity Improvement

New FT HE programmes offered in 2023/24:

- OU- FD in Cloud Computing Technologies (Validated Aug 2022)
- OU- FD in Cyber Security and Digital Forensics (Validated Aug 2022)
- OU- FD in Industry 4.0
- HN Art and Design- Arts Practice and Digital Design Pathways
- HN in Construction Management – RQF (2023)
- HLA in Industry 4.0

In addition, SERC will continue to build upon the development of a T-Skills/M-Skills approach to inform a continuum of learning, progression, and achievement from Level 2 upwards to Level 5 and beyond.

Student Experience

We will provide extracurricular opportunities which enhance the student experience at SERC.

SERC Students Union developed and delivered a highly effective and supportive range of extra-curricular opportunities for students. Setting up student-led clubs and societies with the successful implementation of 10 projects engaging 251 members.

A detailed breakdown of the types of clubs and societies offered is included in the Annex.

Business

We will promote economic development through supporting business to improve efficiency, productivity and sustainability.

The College Business Services team provide an innovative suite of support to business and work closely with industry to develop relevant training opportunities to upskill the workforce. Most recently developing the new Green Technology curriculum in tandem with the sector Construction Hub.

Environment and Sustainability

While SERC has a range of specialisms, SERC leads the Construction Hub and is developing a Carbon Zero Strategy to help employers meet decarbonization targets.

This includes developing the **Hollywood Zero Carbon Centre** and developing a new **Green Technology Curriculum** to upskill business partners enabling them to introduce, install and maintain energy efficient and environmentally friendly energy sources.



A full list of the Green Technology courses delivered at SERC is available in the Annex.

Social Inclusion

We will address social inclusion, through communication, engagement, and support, providing opportunities for economically inactive to obtain a professional qualification and obtain employment.

In November 2022, SERC adjusted its approach to combine internal and external engagement, social inclusion and widening access and participation within one key team. Our aim is to widen access to lifelong learning for those furthest from education and employment, and to support them through a wide-ranging student programme throughout their time at SERC.

Externally, the team engage with a range of community stakeholders to reach those furthest from education and employment to establish the relationships which assist SERC to engage and support individuals to return to education.

This has resulted in:

- The establishment of four new partnerships with stakeholders across the Downpatrick and Newtownards catchment areas including EA Youth Service, South Eastern Health Trust, Co Down Rural Community Network and Ards Community Network. This has resulted in SERC represented on Ards Anti-Poverty Network and the Newcastle Newcomer Stakeholder Forum with new opportunities for collaboration, funding and connecting to target groups to enable a return to education.

- Delivery of a range of engagement activities in a range of settings with target groups. A total of 67 activities delivered from Sept 22- July 23 in a range of settings.
- Excellent collaboration in the delivery of the ‘Warehouse Social Supermarket’ project in Newtownards. SERC engagement team have established regular drop in and ‘Pathfinder’ events for service users.

The College continues to ensure that those from the most deprived backgrounds have the opportunity to access training, gain a qualification and pursue a path to a good job and out of poverty. The table below demonstrates the high achievement rate for Q1 and Q2 learners at SERC.

Table 1: Performance rates of final year regulated enrolments of Northern Ireland domiciled students by relative deprivation quintile and FE College in 2021/22

Deprivation Quintile	Final Year Enrolments	Final Year Completers	Retention Rate	Achievements	Achievement Rate	Success Rate
Quintile 1 Most Deprived	1,635	1,380	84.4%	1,271	92.1%	77.7%
Quintile 2	2,864	2,431	84.9%	2,210	90.9%	77.2%
Quintile 3	2,663	2,310	86.7%	2,129	92.2%	79.9%
Quintile 4	2,754	2,428	88.2%	2,258	93.0%	82.0%
Quintile 5 Least Deprived	3,063	2,728	89.1%	2,544	93.3%	83.1%
Total	12,979	11,277	86.9%	10,412	92.3%	80.2%

Source: DfE CDR data

Wellbeing

We will promote and support healthy and resilient learners and staff through a range of inclusive wellbeing initiatives, creating a supportive learning environment.

Through the delivery of a student engagement programme, SERC Students Union in liaison with the Head of Learner Welfare, promotes the welfare and inclusivity of the diverse student body at SERC.

Staff Wellbeing continues to be supported with a range of new initiatives introduced in 22/23 which include:

- Launch of Five Ways to Wellbeing for teams.
- Re-launch of Hays Education online support with interactive modules.
- Launch of “I’m Alright Campaign” from PHA.
- Launch of Mental Health First Aiders video to inform staff of the support service available.
- Launch and promotion of “New” Inspire Wellbeing Hub.
- Introduction of Staff Associations on campuses for social aspects and get togethers for staff.

In addition, a range of continuous professional development opportunities were delivered to staff alongside the programme of wellbeing initiatives.

- 47 staff completed the CIT or PGCEFE programmes at the Ulster University.
- 29 SERC led workshops were delivered to support these staff.
- 17 staff undertook the L3 Award in Assessing Vocational Achievement.
- 12 staff completed the Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practices.
- 1 member of staff completed their PhD.
- 17 staff completed professional/ technical qualifications.
- 1 member of staff is completing a Masters.
- 6 staff are undertaking degree level courses.
- 11 staff completed leadership and management programmes or Chartered Manager applications.
- 4 staff are completing the HEA Fellow or Senior Fellow applications.

College Strengths and Impact



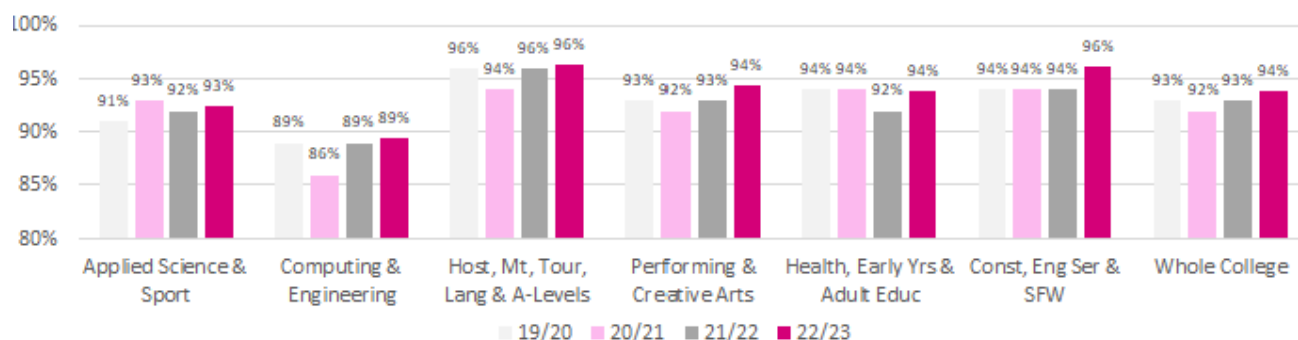
We must demonstrate that the actions we take and the training and support we provide, enable students to fulfil their ambitions, fill skills gaps identified by industry and drive positive change at population level.

The section below outlines how our performance has impacted our learners and the population through showing how well we delivered our service and exploring if anyone was better off.

How Well Did We Do?

SERC participates in the Department's Big 14 Survey, consisting of 14 questions covering areas common to all Colleges. In 2022/23, 3,382 students (75%) completed the survey. Student satisfaction has remained very high over the past four years, both at individual School level and by student type as shown in the tables below.

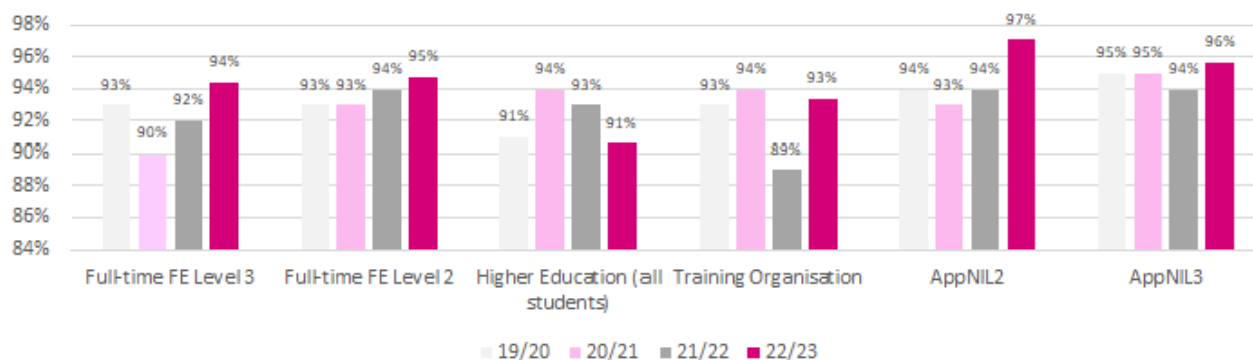
Student Satisfaction Ratings (By School) 2019/20 - 2022/23



This table shows student satisfaction rating, by academic schools between the periods of 2019/20 - 2022/23 for the Department's Big 14 Survey. They have remained above 85% satisfaction rating.

School	19/20	20/21	21/22	22/23
Applied Science & Sport	91%	93%	92%	93%
Computing & Engineering	89%	86%	89%	89%
Hospitality, Management, Tourism and Languages	96%	94%	96%	96%
Performing & Creative Arts	93%	92%	93%	94%
Health Early Years & Adult Education	94%	94%	92%	94%
Construction, Engineering Services and Skills for Work	94%	94%	94%	96%
Whole College	93%	92%	93%	94%

Student Satisfaction Ratings (by student type) 2019/20 - 2022/23



This table shows student satisfaction by rating by level of study between 2019/20 - 2022/23 for the Department's Big 14 Survey. They have remained above 85% satisfaction rating.

Level of Study	19/20	20/21	21/22	22/23
Full-Time FE Level 3	93%	90%	92%	94%
Full-Time FE Level 2	93%	93%	94%	95%
Higher Education (all students)	91%	94%	93%	91%
Training Organisation	93%	94%	89%	93%
AppNI Level 2	94%	93%	94%	97%
AppNI Level 3	95%	95%	94%	96%

These results demonstrate a high level of satisfaction with the service provided by the college.

Competitions and Awards

The College believes that competition is an essential element in developing a student's skills and abilities, and annually organises a variety of campus and intercampus competitions across a range of curriculum areas to give students the opportunity to raise their technical standards and improve their transversal skills set. This has led to strong SERC competitors contributing to Northern Ireland FE's performance at UK, European and WorldSkills Levels.



In November 2022 SERC students achieved Gold and Silver at the WorldSkills UK Finals.

Level 3 Patisserie and Confectionary student Marija Kuzaitė (17) from Coalisland, was awarded a Gold Medal and fellow student Eimear McCarthy (18) from Portaferry was awarded a Silver Medal in the Confectionary and Patisserie competition which took place in Belfast; Level 3 Fire and Security apprentice Alexander Wallace (27) from Saintfield, employed by BPS, took Gold in the inaugural Fire Detection and Alarm System competition hosted in Romford and Dagenham.

Award winners are sought after by employers, and this is further demonstration of the quality of training provided and the positive outcome for students.

SERC is a multi-award-winning College demonstrating expertise in areas such as Enterprise and Entrepreneurship, Women in Engineering, Hospitality, Widening Participation and much more.

A full list of awards in 2022/2023 is included in the Annex.

Is Anyone Better Off?

Data published by DfE from the Consolidated Data Return (CDR) shown below, evidence that learners at SERC are consistently supported to achieve their qualifications.

The data also shows consistent high achievement rates at all levels and ages, further demonstrating the positive outcomes for learners.

Table 2: Performance rates of final year regulated enrolments by level of study and FE College in 2021/22 (source DfE CDR data)

Level of Study	Final Year Enrolments	Final Year Completers	Retention Rate	Achievements	Achievement Rates	Success Rate
Entry and Level 1	1,944	1,590	81.8%	1,395	87.7%	71.8%
Level 2	6,562	5,695	86.8%	5,200	91.3%	79.2%
Level 3	3,425	3,063	89.4%	2,918	95.3%	85.2%
Level 4 and above	1,125	994	88.4%	959	96.5%	85.2%
Total	13,056	11,342	86.9%	10,472	92.3%	80.2%

Table 3: Performance rates of final year regulated enrolments by age band and FE College in 2021/22 (source DfE CDR data)

Age Band	Final Year Enrolments	Final Year Completers	Retention Rate	Achievements	Achievement Rate	Success Rate
19 and under	7,023	5,992	85.3%	5,443	90.8%	77.5%
20-24	1,730	1,492	86.2%	1,394	93.4%	80.6%
25 and over	4,303	3,858	89.7%	3,635	94.2%	84.5%
Total	13,056	11,342	86.9%	10,472	92.3%	80.2%

Table 4: SERC Performance rates of final year regulated enrolments by provision area in 2021/22 (source DfE CDR data)

Provision Area	Final Year Enrolments	Final Year Completers	Retention Rate	Achievements	Achievement Rate	Success Rate
Further Education	9,771	8,649	88.5%	8,186	94.6%	83.8%
Higher Education	1,125	994	88.4%	956	6.5%	85.2%
Essential Skills	2,160	1,699	78.7%	1,327	78.1%	61.4%
Total	13,056	11,342	86.9%	10,472	92.3%	80.2%

Support for Business

Through our work with businesses, and specifically our targeted work under InnovateUs and Skills Intervention, businesses and people are better off and have reported the following in 22/23:

- Average increase in sales of 12%.
- Average cost saving of 24%.
- 16 new jobs were created.
- 327 jobs were safeguarded.
- 5.5% of businesses were able to export.
- 100% of the businesses felt they would be in a position to scale up.
- 5% of the small business participants reported **increased** sales in other export markets such as Great Britain, America, and Europe.
- 25% of businesses developed into new market areas

National and International

We will further develop national and international partnerships to enhance learner, staff and business opportunities.

SERC aims to nurture innovation and provide opportunities for development beyond academic and vocational achievement. In developing further national and international links, SERC will drive economic development through making Northern Ireland a successful, globally competitive and sustainable region.

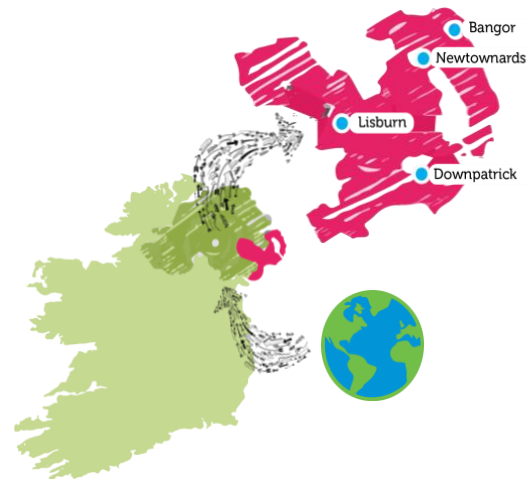


Sub-regional Operating Context

Population Profile

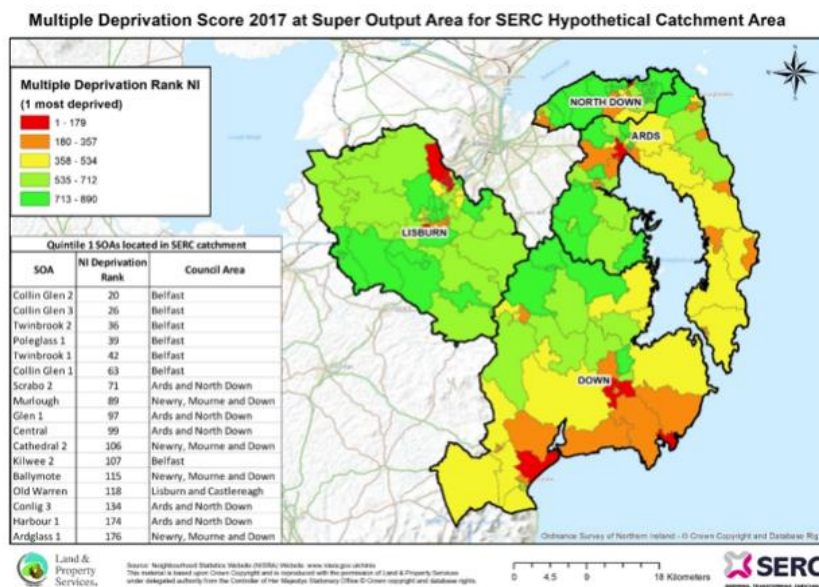
South Eastern Regional College (SERC) covers the south eastern part of Northern Ireland serving a large population of nearly 500k and 200k households.

College planning takes account of the needs of the population both at a local and regional level. Curriculum planning and course offerings are designed to skill, upskill and reskill the population to enable the population to get a job, keep a job or progress in their chosen career.



Analysis of the population in the SERC catchment shows levels of deprivation and poor education attainment as demonstrated in Figure 1 and Figure 2 below.

Figure 1: Areas of Multiple Deprivation in Ards and North Down, Lisburn and Castlereagh and Newry, Mourne and Down.



The map shows significant areas of deprivation within the SERC catchment. Red and orange areas show the most deprived areas.

These areas typically have lower levels of employment and educational attainment.

SERC will continue to target engagement activity in these geographies specifically Newcastle, Downpatrick, Newtownards and the Ards peninsula.

Quintile 1 SOAs located in SERC catchment:

SOA	NI Deprivation Rank	Council Area
Collin Glen 2	20	Belfast
Collin Glen 3	26	Belfast
Twinbrook 2	36	Belfast
Poleglass 1	39	Belfast
Twinbrook 1	42	Belfast
Collin Glen 1	63	Belfast
Scrabo 2	71	Ards and North Down
Murlough	89	Newry, Mourne and Down
Glen 1	97	Ards and North Down

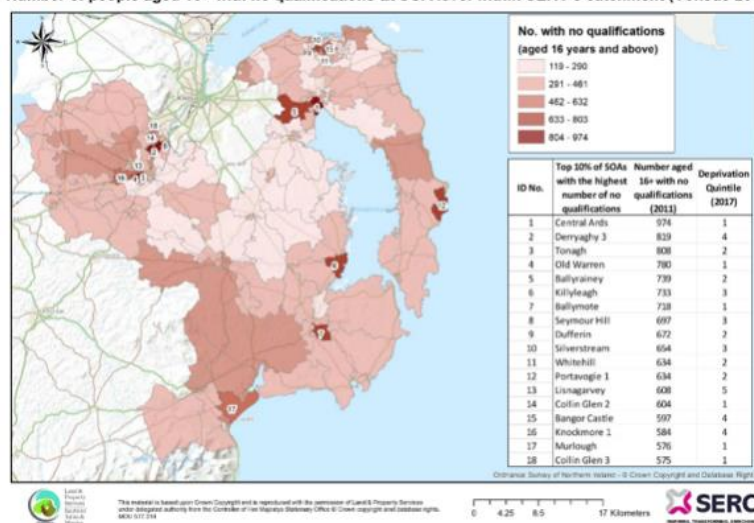
Central	99	Ards and North Down
Cathedral 2	106	Newry, Mourne and Down
Kilwee 2	107	Belfast
Ballymote	115	Newry, Mourne and Down
Old Warren	118	Lisburn and Castlereagh
Conlig 3	134	Ards and North Down
Harbour 1	174	Ards and North Down
Ardglass 1	176	Newry, Mourne and Down

Table of Data from image 1 above.

Challenges:

Figure 2: Number of people aged 16+ with no qualifications at SOA level within SERC Catchment (Census 2011)

Number of people aged 16+ with no qualifications at SOA level within SERC's catchment (Census 2011)



The map shows concentrations of low educational attainment in the areas of multiple deprivation as expected.

This directs SERC's activities to engage with partners, schools, community and voluntary organisations in these areas, to enable those furthest from employment to restart their education and pursue a path to a good job.

The FE Sector and SERC are challenged with overcoming perceptions of education and the barriers which exist for many learners.

SERC provides extensive pastoral support to learners through its Wellbeing Framework alongside Matrix accredited careers advice and financial support programmes covering child care, travel and resources.

However, overcoming the barriers caused by poor experience at school and fear of loss of benefits are two of the main challenges to be overcome when encouraging adult learners to return to education.

ID No.	Top 100% of SOAs with the highest number of no qualifications	Number aged 16+ with no qualifications (2011)	Deprivation Quintile (2017)
1	Central Ards	974	1
2	Derryagh 3	819	4
3	Tonagh	808	2
4	Old Warren	780	1
5	Ballyrainey	739	2
6	Killyleagh	733	3
7	Ballymote	718	1
8	Seymour Hill	697	3
9	Dufferin	672	2

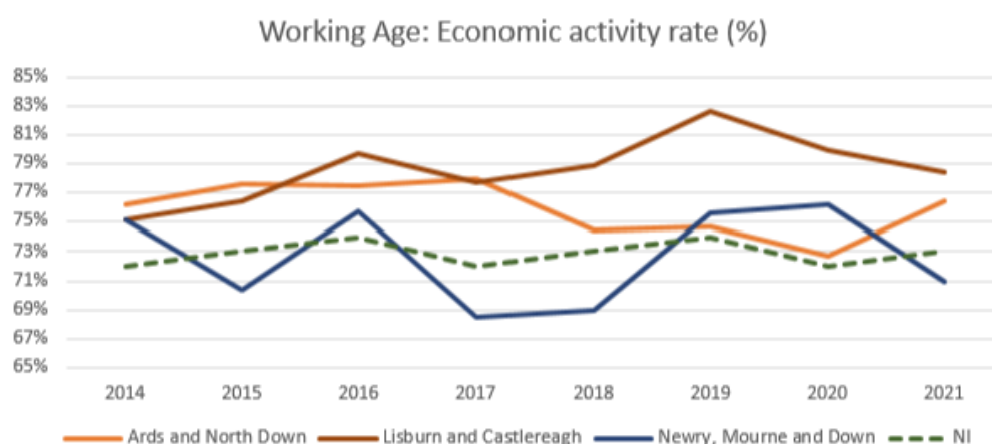
10	Silverstream	654	3
11	Whitehill	634	2
12	Portavogie 1	634	2
13	Lisnagarvey	608	5
14	Collin Glen 2	604	1
15	Bangor Castle	597	4
16	Knockmore 1	584	4
17	Murlough	576	1
18	Collin Glen 3	575	1

Table of Data from image 2 above.

Industry Profile

The South eastern area is often viewed as affluent due to the number of higher paid individuals living in the Lisburn Castlereagh City and Ards & North Down areas. However, data from the Labour Force Survey shows that while the economic activity rates in these areas are above the Northern Ireland average, the mean wage in Ards & North Down, and Lisburn & Castlereagh are below the Northern Ireland average.

Figures 3: Distribution of the working age population by LGD 2014-2021

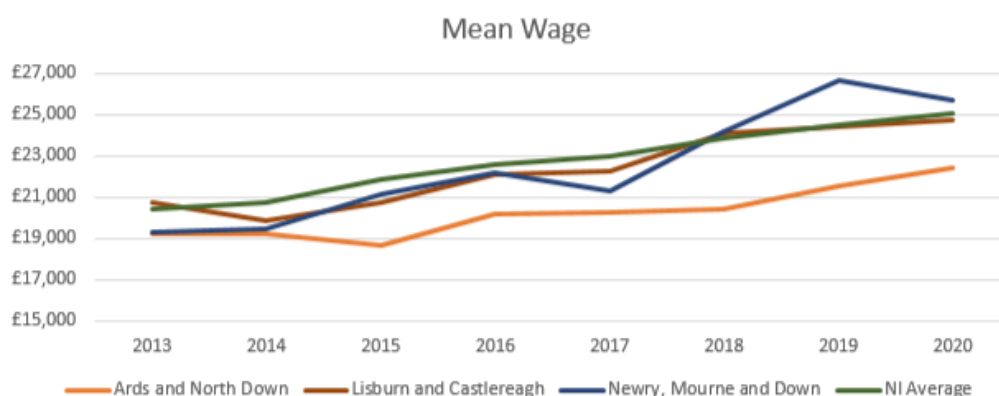


Source: Labour Force Survey

This table shows distribution of the working age population between 2014 – 2021, the data has been taken from the Labour Force Survey.

Location	2014	2015	2016	2017	2018	2019	2020	2021
Ards and North Down	76%	76%	78%	78%	74%	74%	73%	76%
Lisburn and Castlereagh	75%	75%	80%	78%	79%	83%	80%	78%
Newry, Mourne and Down	75%	70%	76%	68%	69%	76%	76%	71%
Northern Ireland	72%	73%	74%	72%	73%	74%	72%	73%

Figure 4: Mean Wage in Ards & North Down, Lisburn & Castlereagh, Newry, Mourne and Down



Source: Labour Force Survey

This table shows Mean Wage in Ards & North Down, Lisburn & Castlereagh, Newry, Mourne and Down 2013 – 2020, the data has been taken from the Labour Force Survey.

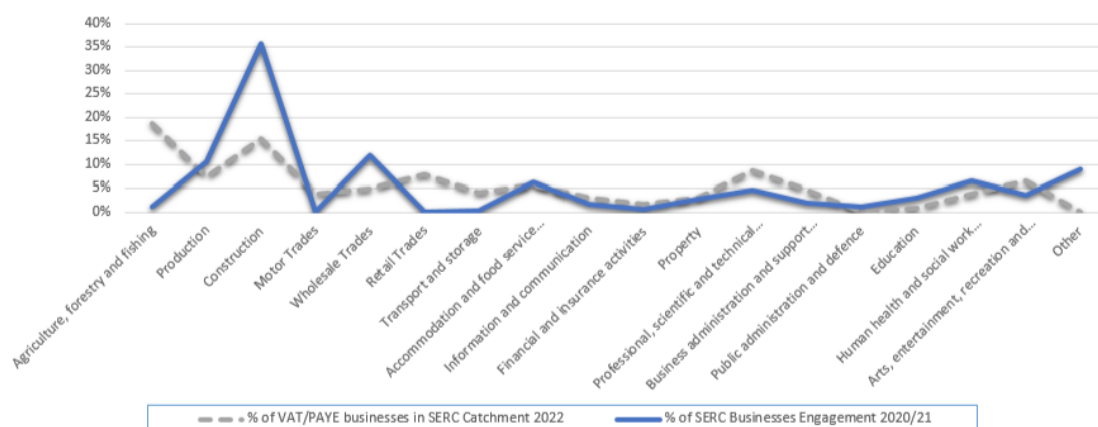
Location	2013	2014	2015	2016	2017	2018	2019	2020
Ards and North Down	£19,000	£19,000	£18,500	£20,000	£20,250	£20,500	£21,500	£22,500
Lisburn and Castlereagh	£21,000	£20,000	£20,500	£22,000	£21,500	£24,000	£24,500	£24,750
Newry, Mourne and Down	£19,000	£19,000	£21,000	£22,000	£21,250	£24,000	£26,750	£26,000
Northern Ireland	£20,500	£21,000	£22,000	£22,500	£23,000	£24,000	£24,500	£25,000

People with lower qualifications, from more deprived areas, are likely to work within the Council areas in lower paid jobs, while others living in these area commute to higher paid jobs in Belfast or elsewhere.

SERC has engaged with businesses across our catchment, and beyond, to support them to innovate, to grow and to create jobs thereby enhancing the local economy. The graph below shows that SERC engagement is largely in line with the proportion of business sectors in the catchment.

Figure 5:

Comparison of the proportion of businesses SERC engaged with 2020/21 and the profile of VAT/PAYE registered businesses 2022 in the catchment



Source: VAT/PAYE Business data provided at SOA Level by special request to Department of Finance/NISRA, based on the Inter-Departmental Business Register

This table shows the percentage comparison of the proportion of business SERC engaged with in 2020/21 and the profile of VAT/PAYE registered businesses 2022 in the catchment within the different industries. Data provided at SOA Level by special request to Department of Finance/NISRA, based on the Inter-Departmental Business Register.

Industries	% of VAT/PAYE businesses in SERC Catchment 2022	% of SERC Businesses. Engagement 2020/21
Agriculture, Forestry and Fishing	19%	1%
Production	7%	10%
Construction	15%	36%
Motor Trades	4%	0%
Wholesale Trades	5%	12%
Retail Trades	7%	0%
Transport and Storage	4%	0-1%
Accommodation and Food Services	5%	6%
Information and Communication	3%	2%
Financial and Insurance Activates	2%	1%
Property	4%	3%
Professional, Scientific and Technical	9%	5%
Business Administration and Support	4%	2%
Public Administration and Defence	0%	1%
Education	0-1%	3%
Human Health and Social Work Activities	4%	6%
Arts Entertainment Recreation and Other Services	6%	4%
Other	0%	9%

2023/24 Planned Activity

Aim 1

To increase the number of businesses in Northern Ireland engaging in innovation activities.

10x Tier Metrics:

- Number of R&D companies
- R&D companies by (employee) size, ownership, location, sector
- FTE of R&D workforce (Business)
- Number of Innovation Driven Enterprises (IDEs) (subject to data availability).
- Number of innovative active firms
- Innovation accreditation

KPI 1.1: To deliver 165 no. innovation-based projects in SMEs in the 2023/24 financial year.

Background:

SERC Business Services Unit is an income generating, target-focused unit which provides practical, effective training and innovation support to businesses and individuals. Support provided, enables client businesses to upskill and reskill their staff and to develop new products, processes, and services. The unit supports SMEs to achieve growth through job creation, job safeguarding, improved efficiencies, and increased turnover. The provision of support helps to improve innovation and productivity, to safeguard jobs and to address the skills shortages.

Planned Activity:

To deliver 165 Innovation based projects to SME's in 2023/24 financial year. This will comprise of the following:

- 150 InnovateUs Projects
- 6 Innovation Vouchers
- 1 KTP Project
- 6 Innovation Boost Projects
- 2 Commercial Innovation Projects

Aim 2

To meet the skills needs of businesses in Northern Ireland to support increased business productivity and growth.

10x Tier 2 Metrics:

- STEM graduates
- Number of R&D companies

- R&D companies by (employee) size, ownership, location, sector
- FTE of R&D workforce (Business)
- Number of Innovation Driven Enterprises (IDEs) (subject to data availability)
- Number of innovative active firms
- Innovation accreditation
- High growth businesses

KPI 2.1: To deliver tailored training programmes to 680 no. of businesses on 2023/24 financial year.

KPI 2.2: To deliver 70% of the tailored training courses at L2+ in Broad STEM related subject areas in 2023/24 financial year.

Background:

Core areas of delivery for SERC include Construction Engineering Skills, Manufacturing Engineering, Electrical Engineering and Mechatronics. SERC has developed five new qualifications in Engineering in 22/23 financial year, including Advanced Electrical Upskilling, Electrical Upskilling Refresher, PLC Programming, Level 2 SIEMENS Mechatronics and Industrial Automation. A Level 5 Retrofit qualification offering an Award, Certificate and Extended Certificate was also developed and launched.

The focus of Skills and Innovation activity will support the aim of the NI Civil Service to increase productivity of Northern Ireland SME's.

The College actively engages with the Business community to promote the available support. Businesses are engaged through marketing and follow-ups, one to one assessment, business breakfasts, seminars, presentations to industry bodies, presentations to local Councils and through partnership activity with local enterprise agencies.

Overall retention for the Business Service provision in 2022/2023 was "outstanding" at 95.4% and achievement was "very good" at 91.1% leading to "outstanding" success of 86.9%.

Planned Activity in 2023/24 financial year:

- Skills Focus – to support 300 SME's and upskill 700 individuals, budget £850K.
- SME Productivity Booster – complete 10 projects with SME's, budget £51K
- The College will deliver approximately £560K Full Cost recovery work including:
 - NIESS Framework for Mentoring
 - DFI Roads and Rivers and Gas Safety Awareness training

KPI 2.3: To complete 3 Academies in 2023/24 financial year.

Background:

SERC delivered 7 Assured Skills Academies in 22/23 financial year. 23/24 has presented Northern Ireland with a stark economic landscape. As a result of this, companies such as Deloitte and ASOS who previously engaged in Assured Skills Academies have paused all recruitment. This has had an impact on the delivery of Academies across the FE sector.

Where possible, SERC has bid for a number of Academies funded through the Council led Labour Market Partnerships.

Planned Activity:

There is no planned Assured Skills activity for 23/24 financial year.

The following Labour Market Partnership Academies have been awarded for 23/24:

- NMDDC - Upskilling for Growth – Budget £32K
- NMDDC – Women Returners Programme – Budget £12,500
- ANDBC - Female Leadership Programme -CMI Level 3, 5 & 7 – Budget £25K

Aim 3

Creating a culture of life-long learning - Providing access to FE¹ and HE in FE², to those furthest away from the labour market and those with low or no formal qualifications.

Encourage learners to progress to achieve higher industry relevant qualifications and employment.

10x Tier 2 Metrics:

- Proportion of the working age population with qualifications at Level 2 and above or Level 3 and above
- Economic inactivity
- Proportion of population aged 25+ who have engaged in education or training in the last 13 weeks
- Proportion of the population (16+) with no digital skills
- Women in narrow STEM - proportion of enrolments in narrow STEM

KPI 3.1: To decrease the number of individuals from 10,983 no. in 2021-22 to 10,182 no. in 2023-24 academic year, equating to a 7% decrease.

KPI 3.2: To maintain FE retention rates³ of 86% in 2023-24 academic year.

KPI 3.3: To maintain FE achievement rates⁴ of 94.6% in 2023-24 academic year.

KPI 3.4: To maintain HE in FE retention rates⁵ of 86.9% in 2023-24 academic year.

KPI 3.5: To maintain HE in FE achievement rates⁶ of 96.5% in 2023-24 academic year.

¹ Up to and including Level 3.

² At Level 4 and above.

³ As Per the FE Sector Activity in Northern Ireland Bulletin: The percentage of final year regulated enrolments completed by students.

⁴ As Per the FE Sector Activity in Northern Ireland Bulletin: The percentage of final year regulated enrolments completed by students who achieve a qualification.

⁵ As per footnote 3 above.

⁶ As per footnote 4 above.

Background:

While the College has had a 9% increase in Full Time Enrolments, an increase of 380 individuals and has not had any additional funding with which to meet this increased demand, the overall level of enrolments is predicted to decrease. This is due to a reduction in part-time learners directly linked to a decrease in funding for the College's Business Services section.

The College delivery has been impacted by the lack of a consolidated budget causing the College to be unable to plan effectively. The College has been forced to turn down funding from DfE offered late in the financial year due to not having adequate staff to deliver projects.

The College teams continue to develop partnerships with the statutory, community and voluntary sectors across the south-eastern region. SERC has implemented an innovative Neighbourhood Renewal Funded programme in the Downpatrick area, that collaborates with County Down Rural Community Network, local entrepreneurs and the Men's Shed to support adults in the area returning to education through the Be Your Own Boss L2 Entrepreneurship programme.

SERC is working with councils, food banks and charities to enrich the Hospitality and Catering Curriculum by providing 50% of PBL activities in community-based food poverty social enterprise work. The work supports real-world food poverty problems in the heart of the most deprived communities. Student engagement shows that 88% of students prefer working on food poverty projects to industry-related projects. As a result, we have seen the following positive impacts on aggregate PT and FT enrolments increased by 12% since 19/20, a reduction in course withdrawals since 20/21 by 81% and final destination improvements of 0% unemployed in 22/23 from 5.93% in 202/21 and 6.59% in 19/20.

The College is also represented on Community Planning Partnerships, Labour Market Partnerships, Peace Plus Partnerships, People and Place consultation fora, a range of inter-agency fora and is active in responding to, and aligning provision with, local and regional need. The aim of engagement activity is to provide better outcomes for learners and business, helping those furthest from education, overcome barriers to restart their education or to support those with low skills to reskill and upskill. The College promotes the benefits of Lifelong learning and actively seeks partnering opportunities.

A key aim for the College is developing an education-employment pathway that connects those from socially deprived backgrounds with employment opportunities which addresses both the skills shortage in NI and the high levels of economic inactivity.

The college consistently engages with the Post Primary sector in the South-Eastern Region, participating on Area Learning Communities, providing training for Careers Teachers, and visiting schools to present options and to highlight opportunities to students.

SERC leads the Construction Hub and supports the other Hubs in the FE Sector, Digital IT, Engineering, Health & Social Care, Life Sciences, Hospitality & Tourism and Entrepreneurship. The College is committed to driving curriculum development through the aggregate of increased employer engagement and stronger collaboration between NI Colleges. The College supports the other College Hub Managers across a broad range of work including the review of apprenticeship qualifications and cross-referencing to the out workings of future scoping carried out in conjunction with the Business Services unit.

A new Green Technology Curriculum has also been developed as mentioned earlier in this document. Course details are available in the Annex.

SERC provides extensive pastoral support for learners within a Wellbeing Framework. During 2022/23, restructuring activity resulted in the appointment of a Head of Learner Welfare. This role consolidated responsibility for all aspects of Learner Welfare, including the Safeguarding, Wellbeing and Learning Support needs of our students.

In 22/23 SERC:

- Supported 4,168 enrolments declaring a disability.
- Supported 460 individuals through a range of issues including mental health, family issues and caring responsibilities with five cases being escalated to Social Services.
- Supported 743 individuals to receive financial support.

Contributing to 10X metric for digital skills, the College develops the digital skills of all learners. Learners with a basic understanding of digital technology learn how to use a variety of software, also utilising the plethora of e-resources available at the College to supplement their learning. This is in addition to the many enhanced level courses in digital technology.

Planned Activity:

To increase no. of FE Full Time individuals in Downpatrick Campus in 2023/24 academic year.

Key areas identified in the WCQIP of specific concern and action include:

Improve retention on:

- Level 2 Diploma in Health and Social Care from 79% (Good) to 86% (Very Good)
- Work Based Apprenticeships from 54% (RSI) to at least 60% for 21/22 and 70% for 22/23 apprentices
- Level 1 SFLW programme to retain a minimum of 60% of 23/24 starts by 31st August 2024
- Level 2 Traineeship Hospitality and Tourism Team Member (55% Year 1); Motor Vehicle Light (69% Year 2) and Engineering (29% Year 1) of 80% or better
- Level 2 ApprenticeshipNI Joinery Programme from 54% (RSI) to 70% (Good) or better for 2022 starts

Improve achievement on:

- Level 2 Health and Social Care (84%); Level 3 National Foundation Diploma in Info Tech (86%); Level 3 National Diploma in Info Tech (80%) and Level 3 National Foundation Diploma in Health and Social Care (85%) to 90% or better
- Level 2 Essential Skills Numeracy from 48% to 60% or better

KPI 3.6: 1,424 no. of individuals enrolled who are furthest away from the labour market and/or with low or no formal qualifications in 2023/24 year.

Background:

Widening Participation

The College values diversity within the student population and is committed to widening participation and avoiding unfair discrimination on any grounds. SERC recognises that success depends on the ability to attract a wide range of students from a range of educational backgrounds.

In relation to Higher Education, SERC seeks to ensure that all students can participate in higher education regardless of financial circumstances. The College uses additional fee income to financially support those within the lowest income groups. All higher education students at SERC in 2022/23, who were in receipt of the maximum maintenance grant from Student Finance NI or a student support grant, were eligible for a bursary of 10% of the tuition fee. The bursary amounts totalled £23,155.

SERC has set Widening Participation targets with DfE that focus on target groups:

Groups	Target
Enrolments from MDM Quintile 1	9% or 133 enrolments
Enrolments from adult returners	53% or 757 enrolments
Enrolments from students with disability	8% or 103 enrolments
Enrolments from students who have a Care Experience	15
Young male students in MDM Quintile 1	14
Students in receipt of DSA	22

Engagement activity with the community and voluntary organisations will continue throughout the 23/24 academic year to raise awareness of opportunities and support to re-enter education as outlined earlier in this document. In 2022/2023, we visited 22 post primary schools to raise awareness with pupils of the opportunities in SERC. We intend to continue and build on this engagement activity in 23/24.

New opportunities in the form of the Step-Up Programme became available in 23/24. This is a highly supported programme for women returners, individuals with a disability and the economically inactive. A variety of flexible pathways makes this an ideal choice for those tentative about returning to education.

The College also offers a popular Skills for Life and Work entry level programme which provides a pathway for young people with learning needs. The programme seeks to enhance their independence, providing practical learning.

Planned Activity⁷:

- To achieve 5,418 no. enrolments from Quintile 1 and 2 in 2023/24 academic year.
- To achieve 3,271 no. enrolments declaring a disability/long term health problem in 2023/24 academic year.
- To achieve 1,878 no. enrolments on Entry Level and Level 1 Programmes (including Essential Skills) in 2023/24 academic year.
- To achieve 725 no. enrolments on Step Up and Skills for Life and Work⁸ in 2023/24 academic year.
- To achieve 288 no. enrolments on Targeted Programmes⁹ in 2023/24 academic year.
- To achieve 411 no. enrolments on ESOL programmes in 2023/24 academic year.

⁷ It is acknowledged that enrolment activity in the below measures may be counted in more than one metric.

⁸ Breakdown of activity by programme is included in the supporting Educational Report Card.

⁹ College Targeted Programmes (excluding Step Up and Skills for Life and Work) are: Restart and Access to HE

KPI 3.7: To increase percentage of women in narrow STEM related subjects from 17% in 2021/22 to 18% in 2023/24

Background:

As this is the first year that SERC has specifically measured the level of female participation in narrow stem, we will use 2023/2024 as the baseline.

This academic year we will engage with women’s groups and community groups across the South-Eastern region to encourage them to return to education and explore opportunities in STEM subjects.

Several engagement initiatives will be developed and implemented with primary and post-primary schools to raise awareness, specifically of engineering opportunities, and to encourage more participation from female students. This will complement the College’s project with the Royal Academy of Engineering.

SERC Deputy Head of School, Aine McGreeghan has established the Women in Manufacturing network to discuss and address barriers for females in the Manufacturing industry. Participants include Thales, Caterpillar, JANS group, the Royal Academy of Engineering, Mid-Ulster MEGA and FENI Engineering Hub.

Planned Activity: 362 women enrolled in narrow stem.

Aim 4

Upskilling and reskilling learners to progress in life-long learning and to meet employer skills needs through provision of focussed training, providing the skills and qualifications necessary to secure employment.

10x Tier 2 Metrics:

- Proportion of the working age population with qualifications at Level 2 and above or Level 3 and above
- Economic inactivity by gender, age, disability, MDM
- Proportion of population aged 25+ who have engaged in education or training in the last 13 weeks

KPI 4.1: To upskill/reskill 3,035 no. of individuals on training programmes in 2023/24 academic year.

Background

Programmes covered:

SERC is a major provider of ApprenticeshipNI training, delivering some 35 different pathways.

In recent years the College has been committed to increasing its apprenticeship provision and achieved an increase of 60% over the 5 years to 2022/23. This period saw the introduction of new frameworks and pathways in Security Systems, Glass Industry and Engineering. SERC also introduced Work-based Apprenticeships which are delivered on employers’ premises in Hospitality and Catering, Health and Social Care and Child Care which was in response to employer demand.

There has been extensive employer engagement through a variety of events held as part of NI Apprenticeship Week and other initiatives. It is intended that in 2023/24 this growth strategy will continue and a further increase of 5% in ApprenticeshipNI enrolment will be realised.

SERC's HLA provision has also grown over the last 5 years with the introduction of Advanced Engineering and Culinary Arts. A Cyber Security HLA has been introduced in 2023/24 and a Leadership and Productivity programme is planned to start in January 2024. There will also be an expansion of provision with courses such as Mechatronics and Health and Care being offered in additional campuses. It is anticipated that this expansion in SERC's provision will lead to an increase in enrolments of 10%.

Competitions:

In 2022/23, DfE approved funding helped to drive participation in 27 subject areas, the highest in seven years, and gave students the opportunity to fulfil their potential by qualifying for national and international competitions representing SERC and NI.

In 2023/24, SERC is planning to hold 6 Campus, 11 Intercampus and 2 NI College DfE Funded Competitions and will be sending 3 students to compete in the WorldSkills National Finals in Fire Detection and Security Alarms. An estimated 425 students will be given the opportunity to compete in 28 Skills areas.

This would be an increase of 5.5% of student competitors from 2022/23, when 403 students took part in 3 campus, 13 intercampus, 3 NI competitions and one Masterclass.

Further information is available in the Annex.

Turing Mobility Scheme:

Recovering from the pandemic the government has noted that young people need to build skills, resilience and self-confidence, particularly those from disadvantaged backgrounds whose mental health and wellbeing were particularly negatively affected. This project is, therefore, relevant in that learners from all backgrounds can increase their self-confidence, resilience and chances of employment through a period of international sector specific work experience whilst opening their minds to global career opportunities and social mobility. Learners state that relevant industry experience enhances their knowledge and skills in current developments and best practice.

Skill Up & Ignite Your Skills:

These initiatives are delivered through the College's Business Services Unit and seek to address the imbalance of low or no qualifications in the 40-64 age group. Ignite Your Skills seeks to deliver in an inclusive manner by offering participants on most courses the opportunity to study either online, part-time, or both.

Skill Up is a flexible fund which gives individuals access to free training to enhance their skills, to progress their career or to enhance their employment opportunities.

Planned Activity:

- Support 488 learners on Traineeships at Level 2 in 2023/24 academic year.
- Support 1,329 learners on Level 2 and Level 3 Apprenticeships in 2023/24 academic year.
- Support 100 learners on Advanced Technical qualifications in 2023/24 academic year.
- Support 223 learners on Higher Level Apprenticeships in 2023/24 academic year.
- Support 787 learners through Skill Up in 2023/24 academic year.

- Support 108 learners on Ignite Your Skills in 2023/24 academic year.
- Support 425 learners¹⁰ through participation in Skills Competitions in 2023/24 academic year.
- Support 87 learners¹¹ through 10 no. Turing programmes in 2023/24 academic year.

Aim 5

To address the skills needs of the future workforce in green industries through upskilling and reskilling learners in support of a net zero economy in Northern Ireland.

10x Tier 2 Metrics:

- Employment in the low carbon and renewable energy economy
- Turnover in low carbon and renewable energy economy

KPI 5.1: In 2023/24 academic year, to develop curriculum and train staff for delivery on green sustainable skills in 2024/25 academic year.

Background:

Sustainability is a core pillar of the 10x Economic Strategy. The FE sector has secured £299,880 with an allocation of £49,980 per college for an integrated curriculum development project, which will enable colleges to develop a range of accredited provision which will support knowledge and skills aligned to sustainability to implement sustainability into everyday working practices.

Action 11.4 of the 10X Delivery Plan 2023/24, outlines the delivery of a Sustainability Programme, delivered by FE Colleges to support businesses to realise the economic and Net Zero Sustainability ambitions set in the 10X Economic Strategy. The action point details the importance of the development of new curriculum and skills support with core common content and approach. The six colleges will collaborate on content design and development in support of this programme and aligned with key industry and economic strategies.

SERC leads the Construction Hub and is developing a strategy to help employers meet Decarbonization Targets. Developing a Zero Carbon Centre at the Holywood Campus and offering an extensive range of training and support.

SERC has also developed a new Green Technology Curriculum and a full list of courses is available in the Annex.

In addition, and working collaboratively, the six Further Education Colleges will develop a suite of Sustainability modules and short courses that support skills and knowledge transfer across every industry. The suite of materials will build a foundational resource, beginning at level 2 and work up to sector specific skills at higher levels, developing pathways throughout. When accredited the content can be used to support individuals through Skill Up, businesses through Skills Focus, as well as the wider student base, including apprenticeships, where sustainability modules and units can be incorporated into curriculum delivery.

¹⁰ To reflect the range of competitions which individuals are registered on e.g. a learner registered on three competitions would be reflected as three learners.

¹¹ As per footnote 10

The Sustainability Programme content developed will include a cross-sectoral, common, introductory strand that will form the foundation of knowledge for all businesses and will include topics such as:

- Understanding the different terminologies and their relationship to each other – Sustainability, Green Technology, Net Zero, Embodied Carbon, Circular Economy etc.
- UN Sustainable Development Goals & Economic Strategies – breaking down the strategic goals at local, national and international levels to show relevance and impact that can be achieved through changes to business practices.
- Pathways to Success – Opportunities to review business strategies and processes, assess goals, implement available tools and develop roadmaps.

This will set the scene with businesses and individuals, ensuring a core foundational knowledge prior to moving into business and industry specific areas.

Business/Industry Areas for Development

Each college is leading on a designated area, developing accredited provision at level 2 and at higher levels where possible. Figure 6 below indicates the range of areas where curriculum is required.

SERC is leading the development of provision in Construction.

Figure 6: Sustainability Foundation Introduction

- Business
 - Carbon Accounting
 - Leadership and Strategy
 - Procurement and Supply Chain
- Construction
 - Embodied Carbon
 - Materials Waste Retrofit
- Manufacturing
 - Circular Economy
 - Sustainable Processes
- Energy and Transport
 - Infrastructure and Maintenance
 - Adopting New Energy Sources
- Other
 - Fashion, Food, Production, TV and Film Production etc

Supporting Actions/Planned Activity:

- To improve the level of awareness and understanding of climate change through delivery of formal training to 30% of college staff in 2023/24 academic year.
- A training module will be developed and rolled out on the College's internal training platform.

Aim 6

To deliver against the Public Body reporting duties of the Climate Change legislation delivering an energy efficient and sustainable estate.

10x Tier 2 Metrics

- Energy Related Green House gas emissions
- Energy efficiency indicators
- Circular Economy

KPI 6.1: In 2023/24 academic year, establish a baseline position for the College.

KPI 6.2: In 2023/24 academic year establish the key actions to improve/maintain energy efficiency.

Background:

SERC Estates Unit has developed a 10-year strategic plan, to plan for development and maintenance of the estate to allow for a co-ordinated approach as opposed to short term reactive schemes.

The Estates Unit regularly monitors energy consumption on a Campus-by-Campus basis and maintains detailed records.

The Estates Unit is a member of the Energy Management Forum, the operational delivery arm of the Energy Management Strategy and Action Plan to 2030 body. The College has availed of funding opportunities, primarily on energy saving schemes such as LED lighting, insulation schemes, double glazing etc.

Having taken action over the past decade to be more energy efficient, SERC has reduced its energy consumption significantly, as shown in the table below.

Electricity Consumption / Costs

Period	Consumption	Cost
2015/16	3,953,943kWh	£465,134
2016/17	3,766,390kWh	£397,911
2017/18	3,594,565kWh	£425,517
2018/19	3,616,952kWh	£416,836
2019/20	3,047,831kWh	£387,951
2020/21 (Covid)	2,909,473kWh	£367,859
2021/22	3,218,418kWh	£627,454
2022/23	2,938,482kWh	£782,704

An outline of work undertaken to date across all campuses is included in the Annex.

A range of schemes aimed at further lowering energy consumption are proposed for 2023/24 (subject to funding):

- Bangor – BMS & heating controls scheme
- Newtownards – BMS & heating controls scheme
- Newtownards – Environmental / roofing scheme
- Downpatrick – P.V. scheme

Supporting Actions/Planned Activity:

- Apply for £300k towards minor works projects¹² in 2023/24 financial year contributing towards a sustainable College estate.
- In 2023/24 academic year, establish a baseline position for each College campus.
- In 2023/24 academic year, establish key actions to improve/maintain energy efficiency of college campuses.

¹² Includes Invest to Save Funded projects.

Key Challenges/Constraints

The below table sets out the key challenges/constraints towards achievement of 2023/24 planned delivery set out in section 4 above.

Risk	Potential Impact	Mitigating Actions
Managing the Financial Viability of the College	Failure to meet the College's financial targets in terms of living within NDPB budget allocation and maintain appropriate cash reserve levels.	Prepare and deliver annual budget and forecasts which facilitate meeting DfE year-end target and maintaining an appropriate cash balance.
Maintaining current levels of Further & Higher Education provision	Failure to maintain enrolment levels in line with SERC's delivery targets.	Engage with stakeholders including DfE, awarding bodies and FE/HE sector to develop and promote offering. Monitor and report on development of programmes options.
Managing the Impact of Industrial Action	Failure to manage the impact of continuous and discontinuous industrial action by members of UCU and NASUWT, NIPSA, UNITE, UNISON and GMB.	The College continues to assess the impact of the action on delivery and the requirement for action to address any lost learning. In terms of resolving the dispute, the Sector awaits communication from trade unions on proposals as well as details of their pay claim for 2023/24.
Cyber Threat	Increased risk of cyber threats including ransomware to educational establishments.	Increased network resilience, awareness training and testing of staff response, and regular testing of system security and application of patches.
Inability to operate DfE's Training Management System (TAMS) due to implementation issues	Failure of TAMS to accurately manage learner information, including achievements and completers and submit accurate claims without extensive manual backup work by SERC staff.	Use of SERC PTP systems and EBS to provide information on occupancy and provide data which is shared with DfE to identify errors on TAMS. Agreement with SERC Finance to assist with manual payments to learners if required. SERC's Finance and Information Systems Officer fully engaged with DfE through the TAMS Operational Resolutions group
Managing the College's Sickness Absence	Failure to manage the level of absence due to sickness.	Review of existing patterns and measures currently in place to manage absence including Healthcare Scheme and training for line managers. Review sick pay provisions to ensure consistency across all staff. Re-launch Health and Well-Being Strategy including provision of resilience and mental health well-being.

The College has a Risk Management Framework in place including Corporate and Operational Risk Registers from which key risks are reflected. Strategic challenges/constraints affecting the Sector are highlighted with the use of 'Corporate Risk'

College Data Analysis

Enrolment Trends

The following tables show comparison of enrolments from 22/23 to 23/24 and show increased enrolments across all academic schools and funded programmes.

Source data for all the following tables is taken from EBS, October 2023.

It should be noted that the data is subject to change as students enrol, withdraw or move programme and is accurate at a point in time only.

All Enrolments – Yearly Comparison

Academic Year School	22/23 ENR	23/24 ERN	Difference in Numbers	Difference in Percentage
Computing & Engineering	557	593	+ 35	+ 6%
Construction, Engineering Services & Skills for Work	1615	1807	+ 192	+ 12%
Health, Early Years & Adult Education	546	556	+ 10	+ 2%
Hospitality, Management, Tourism, Languages & A-Levels	428	470	+ 42	+ 10%
Other	39			
Performing & Creative Arts	650	762	+ 112	+17%
Sport & Applied Science	436	479	+ 43	+ 10%
Total	4271	4666	+ 395	+ 9%

App NI

School	22/23	23/24
Computing & Engineering	152	172
Construction, Engineering Services & Skills for Work	1032	1097
Health, Early Years & Adult Education	43	37
Hospitality, Management, Tourism, Languages & A-Levels	73	52
Performing & Creative Arts	18	15
Sport & Applied Science	7	2
Total	1325	1375

Higher Education

School	22/23	23/24
Computing & Engineering	117	118
Construction, Engineering Services & Skills for Work	2	
Health, Early Years & Adult Education	72	50
Hospitality, Management, Tourism, Languages & A-Levels	56	49
Performing & Creative Arts	30	42
Sport & Applied Science	81	91
Total	358	350

While the College did not recruit the full, HE MaSN, there was an overall increase of 6% from 22-23 for Full Time Year 1 HE enrolments but an overall decrease of 1%.

Year 1 enrolments increased from 218 in 22/23 to 232 in 23/24. Year 2 enrolments fell from 122 in 22/23 to 104 in 23/24. The reasons for students not continuing at Year 1 are multiple; for example, some learners only study a one-year course, some learners get enough credit to transfer to another HE Institution after a year; some learners do not progress at Exam Board, and some withdraw.

Traineeship Enrolments – Yearly Comparison

Academic Year School	22/23 ENR	23/24 ERN	Difference in Numbers	Difference in Percentage
Computing & Engineering	13	42	+ 29	+ 223%
Construction, Engineering Services & Skills for Work	213	280	+ 67	+ 31%
Health, Early Years & Adult Education		50		
Hospitality, Management, Tourism, Languages & A-Levels	49	84	+ 35	+ 71%
Performing & Creative Arts		31		
Sport & Applied Science	44	46	+ 2	+ 5%
Total	319	533	+ 214	+ 67%

FE Main (in Trainee, Adv Tech & SLDD, ex SfLW & SfW 123)

School	22/23	23/24
Computing & Engineering	275	300
Construction, Engineering Services & Skills for Work	448	538
Health, Early Years & Adult Education	431	468
Hospitality, Management, Tourism, Languages & A-Levels	279	358
Other	39	-
Performing & Creative Arts	602	705
Sport & Applied Science	346	384
Total	2420	2753

Skills for Life and Work

Schools	22/23	23/24
Construction, Engineering Services & Skills for Work	120	170
Hospitality, Management, Tourism, Languages & A-Levels	9	8
Total	129	178

Comparison of HLA enrolments 2022/23 and 2023/24

Higher Level Apprenticeship	22/23	23/24
Accounting	21	41
Advanced Technician Mechanical and Manufacturing	8	18
Building Services Engineering	8	10
Computing	6	3
Construction	19	9
Construction Management	-	6
Culinary Arts Management	16	13
Cyber Security and Digital Forensics	-	4
Health and Social Care	21	20
Leadership for Children's Care, Learning and Development	47	46
Mechatronics	64	84
Total	210	254

Source: EBS

Performance

Higher Education (HE)

22-23 Retention and Achievement – Full Time Provision - Mainstream

Academic Year	Enr (Sept)	Ret (Nov)	Ret (May)	Ach	Partial Arc %	Ret (May / Nov)	Arc (Ach / May)	Success (Ret * Ach)
22/23	261	225	240	232	10	94.1%	96.7%	91.0%
Hospitality, Management, Tourism, Languages & A-Levels	27	26	24	24	2	92.3%	108.3%	100%
Health, Early Years & Adult Education	53	51	49	47	0	96.1%	95.9%	92.2%
Performing & Creative Arts	30	30	27	27	1	90.0%	100%	90.0%
Computing & Engineering	90	89	86	80	5	96.6%	93.0%	89.9%
Sports & Applied Science	59	57	53	51	2	93.0%	96.2%	89.5%
Construction, Engineering Services & Skills for Work	2	2	1	1	0	50.0%	100%	50.0%
Total	661	225	240	232	10	94.1%	96.7%	91.0%

Source: EBS

Business Services

Overall retention for the Business Service provision was “outstanding” (95.4%) and achievement was “very good” (91.1%) leading to “outstanding” success (86.9%).

Regulated enrolments by sex, STEM indicator and FE College (2017/18 to 2021/22)

Sex	STEM	2017/18	1018/19	2019/20	2020/21	2021/22
Female	Non-STEM	9,635	8,835	7,760	5,514	5,307
Female	Broad STEM	1,531	1,996	1,961	2,083	1,849
Female	Narrow STEM	1,168	1,305	1,102	932	859
Female	Total (Broad STEM plus non-STEM)	11,166	10,831	9,721	7,597	7,156
Male	Non-STEM	9,592	7,602	7,265	5,293	4,458
Male	Broad STEM	4,917	5,657	5,353	5,278	5,029
Male	Narrow STEM	3,580	4,087	3,649	3,230	3,142
Male	Total (Broad STEM plus non-STEM)	14,509	13,259	12,618	10,571	9,487
Total	Non-STEM	19,227	16,437	15,025	10,807	9,765
Total	Broad STEM	6,448	7,653	7,314	7,361	6,878
Total	Narrow STEM	4,748	5,392	4,751	4,162	4,001
Total	Total (Broad STEM plus non-STEM)	25,675	24,090	22,339	18,168	16,643

Source: DfE CDR data

Data shows a slight decrease in 21/22 of enrolments of female students in stem subjects. As this is the first year the College has specifically measured individuals in STEM, the College will use 23/24 figures as the baseline position.

Student Destinations

Data published by DfE showing student destinations six months after the end of their course of study.

SERC Destinations	19/20	19/20	20/21	20/21	21/22	21/22
Destinations	Achieved	%	Achieved	%	Achieved	%
Employed Full Time (30hrs or more per week)	1287	13%	1416	23%	1158	22%
Employed Part Time (less than 30hrs per week)	817	8%	594	10%	572	11%
No Response	228	2%	124	2%	209	4%
Not in work & not looking for work: At school/6 th form	9	0%	0	0%	0	0%
Not in work & not looking for work: FE Full Time	4015	41%	2190	35%	1758	34%
Not in work & not looking for work: FE Part Time	88	1%	89	1%	79	2%
Not in work & not looking for work: HE Full Time	1809	19%	1009	16%	821	16%
Not in work & not looking for work: HE Part Time	84	1%	91	1%	109	2%
Not in work & not looking for work: Other	970	10%	391	6%	325	6%
Self-employed full time (30hrs or more per week)	28	0%	43	1%	21	0%
Self-employed part time (less than 30hrs per week)	22	0%	25	0%	14	0%
Unemployed (out of work and looking for work)	397	4%	247	4%	116	2%
Total	9754	100%	6219	100%	5182	100%

Source: CDR data from the EBS FELS report

Data shows 2% of SERC students were unemployed 21/22.

Student Feedback

NSS 2023 – Full Time Analysis

Question Theme	Full-time Positivity measure % 2022/23 SERC	Full-time Positivity measure % 2022/23 NNS Benchmark	Diff % 2022/23	Full-time Positivity measure % 2022/23 SERC	Full-time Positivity measure % 2022/23 Sector Avg	Diff % 2022/23
Teaching on my course	90%	88%	+ 2%	90%	85%	+ 5%
Learning opportunities	91%	87%	+ 4%	91%	81%	+ 10%
Assessment and feedback	89%	87%	+ 2%	89%	77%	+ 12%
Academic support	92%	90%	+ 2%	92%	83%	+ 9%
Organisation and management	83%	78%	+ 5%	83%	73%	+ 10%
Learning resources	84%	83%	+ 1%	84%	86%	- 2%
Student voice	77%	78%	- 1%	77%	72%	+ 5%
Students' union	82%	77%	+ 5%	82%	72%	+ 10%
Mental wellbeing services	80%	80%	0%	80%	76%	+ 4%
Overall Satisfaction*	87%	80%	+ 7%	87%	77%	+ 10%

*(Scotland, Wales, & NI only) Source: NSS23_Internal_T_10020699.xlsx & NSS23_Summary-Taught_Full-time.xlsx

Student Achievement and successes

Our Success in 2022/2023 is reflected in high 'overall satisfaction' rate in the National Student Survey which was 3% above benchmark.

The college achievement rate for HE provision was 96.7%.

Overall retention for FT HE Mainstream was "outstanding" (94.1%) and achievement was "outstanding" (96.7%) leading to "outstanding" success (91.0%).

Overall success (retention x achievement) increased by 4.3% to 91.0% from 21-22 (86.7%)

FT HE- International had "outstanding" retention (100%) and achievement was "outstanding" (100%) leading to "outstanding" success (100%).

The Colleges students and staff achieved numerous awards and recognition for their dedication and talent. (A full list of awards is included in the Annex)

Widening Access and Participation (FT HE)

Overall retention was for Quintile 1 participants was 94.1%, achievement was an outstanding 96.7% and success 91.0%.

Student and Staff Wellbeing Activities

The Table below outlines the Students Union Clubs and Societies and their membership in 22/23.

Club/Society	Campus	Number of student members
Computing Academic Society	Bangor	16
Dungeons and Dragons	Bangor, DPK and Lisburn	108
Engineering Academic Society	Bangor and Lisburn	8
Gaming society	Lisburn	10
International Students Society	Lisburn	4
Pride Alliance	All	68
Neurodivergent Alliance	Bangor	3
Music Club	Bangor	9
Netball Club	Lisburn	6
Volleyball Club	Bangor	19

The Students Union supported Student Wellbeing in 22/23 through:

- A Freshers Fair event across six SERC Campuses engaging 1,755 students.
- Delivery of a free student breakfast and Breakfast Club. Fully funded by DfE, 23,178 breakfasts were provided of which the SU supported 8,645 students through wellbeing sessions. 2,681 of these students engaged in awareness of the 'Five Ways to Wellbeing' and importance of self-care.
- Delivery of a suite of activities to achieve the objectives of the Student Wellbeing and Resilience Framework. 273 Activities were delivered with 6,534 engagements.
- Implementation of the Recharge room in Bangor and Downpatrick Campuses. Partnership was established with UHUB Counselling services in Bangor who provided 31 drop-in sessions, supporting 167 students. The Downpatrick room provided 16 sessions and engaged 29 students in signposting and support.

Competitions

In the last 7 academic years 3,138 SERC students had the opportunity to compete in DfE funded competitions.

Academic Year	Planned and Held Competitions	Student Numbers
2022 2023	3 Campus 13 Intercampus 3 NI Competitions Masterclass – Sugar and Pastry	403 Students
2021 2022	2 Campus (1 cancelled) 13 Intercampus (1 cancelled) 2 NI competitions (1 cancelled)	313 students
2020 2021	5 Campus 10 Intercampus (2 cancelled including SkillBuild due to Covid) 1 Northern Ireland competition 1 'Have a Go' Activity (cancelled)	363 students

SERC was able to provide evidence and claim the full amount of DfE funding, £59,084.35 in 2022/23,

DfE have awarded £54,541.00 for 2023/24 competitions which are a pathway to WorldSkills UK Finals.

2023 2024 Planned DfE Funded Competitions

Nos.	Skills Areas	Type of Competitions – College/NI	Estimated Student Numbers
1	Electronics – x 2	Campus	21
2	Heavy Vehicle	Campus	6
3	Hospitality and Food Service	Campus	20
4	Beauty Therapy	Campus	36
5	Land Based Engineering	Campus	6
6	Networking and Programming x 4 Campus, 1 intercampus	Campus/Intercampus	120
7	Manufacturing Engineering - Automation	Intercampus	12
8	Auto Tech Light Vehicle	Intercampus	6
9	Electronics	Intercampus	8
10	Welding, Sheet Metal Fabrication, Milling and Turning	Intercampus	36
11	SkillBuild – 10 Skills Areas	Intercampus	
12	Hair and Media Makeup	Intercampus	19
13	Hairdressing	Intercampus	20
14	Beauty Therapy	Intercampus	9
15	Professional Cookery	Intercampus	40
16	CAD	Intercampus	15
17	Auto Tech Light Vehicle	Northern Ireland	8
18	Welding, Sheet Metal Fabrication, Milling and Turning	Northern Ireland	40
19	WorldSkills UK Finalists	WorldSkills	3

Estimated Student Total - 425

Turing funded Student Mobility

Student Mobility 2023/24

Curriculum area	Country	Students	Staff
Business Studies	Tenerife, Spain	10	2
Culinary Arts	Stellenbosch Region, South Africa	12	2
Patisserie	Malaga, Spain	10	2
Sport	Port Elizabeth, South Africa	10	2
Travel & Tourism	Stellenbosch Region, South Africa	8	2
Animal Management	Game Reserve, South Africa	8	2
Computing	Malta	7	1
Science	Game Reserve, South Africa	5	1
Construction	Malta	7	1
Business Management	Malaga, Spain	10	2

Learning outcomes:

- *Improved technical knowledge and skills through access to industry experts, processes, techniques and equipment
- *Improved team-working in workplace and College
- *Enhanced employability and improved career prospects through work placements
- *Increased sense of responsibility as learners take ownership of the project through class discussions and active participation
- *Improved foreign language competence
- *Enhanced intercultural awareness and global citizenship
- *Increased awareness of global work environment and career opportunities

Impact on learners:

- *Improved ability and confidence to work to deadlines, communicate with people from a different culture, be responsive, committed and self-sufficient
- *Provide those from disadvantaged backgrounds with new career aspirations and social mobility opportunities
- *New social skills and friendships with NI peers and overseas colleagues
- *Increased sense of initiative, resilience, self-empowerment, and self-esteem
- *Recent project feedback indicates that learners have improved independence, motivation, problem-solving, communication, teamwork, organisation, leadership, cultural awareness, listening, respect and positive behaviour

New Green Technology Curriculum

Sustainability and Environmental courses

- Air Source Heat Pump Design
- Air Source Heat Pumps Installation (Core and Air Source Units)
- Level 3 Award in Design, Installation & Commissioning of Electrical Energy Storage Systems
- Level 3 Award in the installation & Maintenance of Small Scale Photovoltaic PV systems
- Level 3 Award in the Installation & Commissioning of Electrical Vehicle Charging Equipment in Domestic, Commercial & Industrial Locations
- WRAS Water Regulations Certificate
- Unvented Hot Water (Systems & Safety)
- Decarbonisation of Carbon Fuels & Process Innovation in HVO Heating Appliances
- Introduction to Low Energy Buildings
- Introduction to Hydrogen
- Water Safety in Health Care
- Legionella for Operators or Managers
- OCN NI Level 5 Award/Certificate/Extended Certificate in Green Technologies
- OCN NI Level 5 Award/Certificate/Extended Certificate in Retrofitting Domestic Properties¹³
- City & Guilds Level 2 in Retrofitting
- Level 4 NVQ Diploma in Construction Site Supervision

¹³ The Extended Certificate of the Retrofitting qualification has recently been added to the BSI (British Standards Institute) as one of only 3 UK qualifications that meet PAS35 standards allowing a successful candidate to become a Retrofit coordinator

Student and Staff Awards 2022/2023

SERC Student Samantha Shortlisted in Side Hustle Initiative 2023 10/08/23

South Eastern Regional College Level 3 Technical Diploma in Art and Design student Samantha Brown is gearing up to show off her business skills in the Side Hustle Initiative 2023, hosted by The Apprentice star and first-ever winner, Tim Campbell. [News Story](#).

SERC Shortlisted in CMI Partner Awards 28/07/23

Shortlisted for Outstanding Training Provider and Student of the Year Awards. [News Story](#).

SERC Finalists in Institute of Hospitality Awards for Professionalism 27/07/23

Staff, apprentices and former student, employee and renowned local Chef shortlisted for prestigious awards. [News Story](#).

SERC IFSEC Competitors Secure Place at WorldSkills Live 2023 18/07/23

Three SERC apprentices from the Level 3 Fire & Security Systems Apprenticeship NI course have secured podium places at the Engineers of Tomorrow competition, enabling them to compete in the WorldSkills UK Live contest in November. [News Story](#).

SERC Student Finley Wins Sentireal Game Development Competition 05/07/23

SERC Level 3 IT student Finley Houston has reached the top of the leaderboard and won a game development competition hosted at SERC on behalf of Sentireal. [News Story](#).

Musical Society Award Recognises Theatrical Makeup Skills 29/06/23

Professional skills right on target at AIMS Awards. [News Story](#).

SERC Takes Home Win in Open College Network NI Awards 2023 27/06/23

SERC has won the 'Provider of the Year' Award and has been Highly Commended in three award categories at the Open College Network Northern Ireland (OCN NI) Learning Endeavour Awards 2023, which were held at the Titanic Hotel, Belfast on 26 June. [News Story](#).

SERC Winners of Three Silver Awards honoured in celebration on National Thank a Teacher Day 21/06/23

A lecturer, a creche team and the team responsible for entrepreneurship from SERC have been selected from thousands of nominations to each win a Pearson National Teaching Silver Award. [News Story](#).

MBE Birthday Honour for Heather 19/06/23

Bangor woman Heather Miller, lately Head of Quality, Excellence and Development at South Eastern Regional College (SERC), has been honoured with an MBE for Services to Education in Northern Ireland in the first Birthday Honours of King Charles III. [News Story](#).

Automation Skills Put to The Test at Campus Competition 15/06/23

SERC Manufacturing and Engineering students from the Bangor campus recently tested their knowledge at the Automation competition. [News Story](#).

SERC Construction Product Shortlisted in Digital Construction Live Awards 14/06/23

A product SERC has produced in collaboration with ConstructTuition has been shortlisted in the 'Most Innovative New Product' category of the Digital Construction Live Awards 2023. [News Story](#).

SERC Wins PBL Intercollege Competition 13/06/23

SERC students prove their entrepreneurial skills as SERC wins the overall college victory, as well as two out of the four categories, in the Intercollege Project Based Learning (PBL) Competition held at Northern Regional College. [News Story](#).

SERC Shortlisted in Open College Network NI Awards 2023 12/06/23

South Eastern Regional College (SERC) has been announced as a finalist within five categories in the Open College Network Northern Ireland (OCN NI) Learning Endeavour Awards 2023. [News Story](#).

Cookery Apprentice Dylan Showcases Culinary Talent at Combi Guru Challenge Final 12/06/23

SERC Level 3 Professional Cookery Apprentice Dylan Murphy recently competed in the Combi Guru competition final; a prestigious international cooking competition, organised by UNOX. [News Story](#).

SERC Stars Shine at Electrical Awards 09/06/23

Electrical Apprentice and part-time lecturer lift top awards. [News Story](#).

Students Shine in Computer Aided Design Intercampus Competition 08/06/23

South Eastern Regional College (SERC) Level 3 Manufacturing students, recently tested their computer aided design (CAD) skills in a CAD intercampus competition that took place at the college's Lisburn campus. [News Story](#).

SERC Hairdressing Student is Top Stylist 07/06/23

Work ethic, drive and exceptional skills win the day for Ami at NI Hair and Beauty Awards. [News Story](#).

Eimear Scoops Craft Guild of Chefs Award 06/06/23

A SERC student has been recognised with a prestigious Craft Guild of Chefs Award – the chefs' Oscars, which recognises the exceptional talent across the whole of the industry throughout the UK. [News Story](#).

Success for SERC Student at Barbering UK Championship 01/06/23

SERC Level 3 barbering student Blaine McKeown recently beat rivals from across the UK to come third at the Association of Hairdressers and Therapists (AHT) UK Championship. [News Story](#).

Trees Mark Honours for SERC Staff 23/05/23

Trees planted to recognise honours for staff. [News Story](#).

Podium Places for Team SERC at SkillBuild 2023 18/05/23

Podium places for SERC in **SkillBuild NI 2023** in Fire & Security, Cabinet Making and Electrical Installation. [News Story](#).

This Year's Excellence Awards- Downpatrick 19/05/23, Bangor 18/05/23 and Lisburn 17/05/23

2023 Excellence Awards Ceremony in Downpatrick. [News Story](#).

2023 Excellence Awards Ceremony in Bangor. [News Story](#).

2023 Excellence Awards Ceremony in Lisburn. [News Story](#).

SERC Wins Barbering Regional Heat 03/05/23

SERC Barbering students have taken home the win for the College in the Association of Hairdressers and Therapists' Barbering Competition regional heat, which took place at Belfast Met. [News Story](#).

SERC Students Go Head-to-Head at Electronics Intercampus Competitions 27/04/23

Level 3 National Extended Diploma Engineering – Advanced Electronics recently competed in the intercampus competitions. [News Story](#).

Student shortlisted for Craft Guild of Chefs Award 21/04/23

A SERC student has been shortlisted for the 'chefs' Oscars'. [News Story](#).

SERC Creche Team among Finalists for National Award 20/04/23

Little SERC Team shortlisted for national award. [News Story](#).

Top Marks for SERC at Inter College Engineering Competition 19/04/23

In March, SERC Engineering apprentices competed in an inter college competition to test their skills across Fabrication, Welding, Turning and Milling categories. [News Story](#).

SERC Students Win Royal Navy Cook and Serve Competition 18/04/23

SERC students take First Place at the Royal Navy Cook and Service Challenge. [News Story](#).

Greenview and Turkington Finish in Top Three at NIAA23 07/04/23

SERC Apprenticeship employers Greenview Gas and Turkington Windows and Conservatories were among the top three finalists at NIAA2023. [News Story](#).

A Close Shave at SERC Barbering Intercampus Competition 06/04/23

Lisburn and Bangor Level 3 NVQ Barbering students recently sharpened their skills at an inter campus competition. [News Story](#).

SERC Apprentice Tops in Inter College Vehicle Maintenance and Repair 05/04/23

Inter College Competitors put their skills and knowledge to the test at SERC's Downpatrick Campus. [News Story](#).

A Cut Above the Rest at SERC Hairdressing Intercampus Competition 31/03/23

SERC Bangor and Lisburn students studying on the Level 3 NVQ Hairdressing course recently took part in a hairdressing intercampus competition. [News Story](#).

SERC Enterprise, Entrepreneurship and Environment Team Finalist in Pearson National Teaching Award 29/03/23

South Eastern Regional College's Enterprise, Entrepreneurship and Environment team has been announced as a finalist in the Pearson National Teaching Awards 2023, in the FE Team of the Year 2023 category. [News Story](#).

Students Shine at NI College Media Awards 24/03/23

SERC scooped the Best Performing College Award in the annual celebration of work from creative media students from all six Further and Higher Education Colleges across five categories. [News Story](#).

Engineering Excellence at SERC Intercampus Competition 23/03/23

In February, apprentices from the Level 2 and Level 3 Apprenticeship NI across the Bangor, Downpatrick, Lisburn and Nutts Corner campuses took part in an Engineering competition. [News Story](#).

SERC Lecturer Shortlisted for Prestigious Pearson National Teaching Award 22/03/23

Pearson National Teaching Awards is an annual celebration of exceptional teachers. [News Story](#).

SERC Students Showcase Creativity at Hair and Media Makeup Intercampus Competition 16/03/23

Students from Level 2 Hair and Media Makeup recently took part in an intercampus competition at the Lisburn campus. [News Story](#).

Apprentices Show Drive to Win at Intercampus Competition 13/03/23

Vehicle Maintenance and Repair skills put to the test. [News Story](#).

Celebration Marks Success for NI WorldSkills Participants 22/02/23

SERC's WorldSkillsUK participants join celebration at Stormont. [News Story](#).

Pampering Perfection at Level 3 Beauty Therapist of the Year Inter-Campus Competition 16/02/23

Students from Level 3 Beauty Therapy and Level 3 Spa Therapy recently got their pampering stations at the ready to compete in the 'Level 3 Beauty Therapist of the Year' intercampus competition, which took place in Bangor. [News Story](#).

Congratulations to WorldSkills UK Medal Winners 06/02/23

Students receive Medals for WorldSkills UK National Finals success. [News Story](#).

SERC Entrepreneur Club Shortlisted for Smarter Working Live Public Sector Awards 06/02/23

SERC's Entrepreneur Club has secured a shortlist position for Smarter Working Live, a leading awards event for the public sector. [News Story](#).

Heavy Vehicle Competition Win for Mark 02/02/23

Seven apprentices put their skills to the test for SERC's annual Campus Competition for Vehicle Maintenance & Repair Heavy Vehicle at the College's Lisburn Campus. [News Story](#).

SERC Success at BT Young Scientist and Technology Exhibition 2023 - 16/01/23

SERC projects in this year's BT Young Scientist and Technology Exhibition found success in several areas, including 'Best NI Project', 'Best NI School', and within the Biological and Ecological category. [News Story](#).

SERC Staff Featured in Winning COPNI Photo - 16/12/22

SERC's Joanne White is featured in the winning photo for the Commissioner for Older People's 2022 competition. [News Story](#).

Sweet Success for SERC Students at WorldSkillsUK - 01/12/22

Students from SERC have scooped Gold (Level 3 Patisserie and Confectionary student Marija Kuzaitė) and Silver (Level 3 Hospitality with Events student Eimear McCarthy) for their Confectionery and Patisserie prowess at the WorldSkillsUK National Finals. [News Story](#).

Gold WorldSkillsUK Win for Alexander - 30/11/22

SERC Apprentice Alexander Wallace lifts Gold at the inaugural Fire Detection & Alarm Systems WorldSkillsUK Finals. [News Story](#).

Students scoop Gold and Silver at WorldSkillsUK Finals - 29/11/22

SERC students and apprentices take centre stage at WorldSkills UK Finals. [News Story](#).

SERCs Clare Gillen Wins Bronze at Pearson's BTEC Awards 2022 - 28/11/22

SERC Hospitality and Catering Curriculum Manager Clare Gillen has been recognised in the prestigious BTEC Awards and has won a bronze certificate in the Tutor of the Year category. [News Story](#).

SERC Governing Body Member Gareth Hetherington Attends MBE Investiture - 25/11/22

South Eastern Regional College's (SERC) Governing Body member, Gareth Hetherington, recently attended his MBE investiture. [News Story](#).

SERC's Heather McKee Shortlisted for Institute of Directors NI Director of the Year Awards - 23/11/22

Heather McKee, SERC Director of Strategic Planning, Quality and Support, has been shortlisted in the Equality, Diversity & Inclusion category at this year's Institute of Directors (IoD) NI Director of the Year Awards. [News Story](#).

SERC Confirmed Finalist in Association of Colleges Beacon Awards 2022/23 - 21/11/22

South Eastern Regional College has been announced as a finalist in the Association of Colleges Beacon Awards 2022/23 in two categories. [News Story](#).

SERC Lecturer Bernard Finalist in Prestigious Plaisterers' and FIS Training Awards - 21/11/22

SERC Plastering Lecturer Bernard Cunningham's business has been announced a finalist for the prestigious Plaisterers' and FIS Training Awards 2022, taking place at the Plaisterers Livery Hall, London, on 22 November. [News Story](#).

Students Recognised at Awards Ceremony - 18/11/22

One hundred and eighty-two (182) students from SERC were recently recognised at a special ceremony and presentation of their Duke of Edinburgh's (DofE) Award and Gaisce -The President's Award, achieved through the College over the past year. [News Story](#).

SERC Students Set for The BT Young Scientist and Technology Exhibition 2023 Finals - 17/11/22

The BT Young Scientist and Technology Exhibition 2023 is set to take place on 11 – 13 January 2023, and SERC is keen to see similar success as in past years, with several SERC science students confirmed as finalists. [News Story](#).

SERC Highly Commended at Prestigious CIPD NI Awards - 07/10/22

South Eastern Regional College has been highly commended at the CIPD NI Awards 2022 for 'Best Health and Wellbeing Initiative', in relation to SERC's commitment to mental health, breaking the stigma surrounding it and supporting employees. [News Story](#).

E Team Crowned Winners of SERC Expo 2022 - 30/09/22

A team of IT students have been crowned winners of the College's Expo Challenge 2022 for their innovative enterprise for repurposing electronic waste. [News Story](#).

SERC Staff and Student Shortlisted for SENI Awards - 20/09/22

SERC's Enterprise, Entrepreneurship and Environment Team and Student Governor, Sophie Leith Francis are finalists in the SENI awards. [News Story](#).

SERC Campus Environmental Work Undertaken

To ensure the college meets its environmental responsibilities.

The college has always taken its environmental responsibilities seriously. Much work has been carried out prior to the relatively recent issue of governmental plans, strategies and legislation.

Environmental work and related activities carried out to date include:

General

- Closure of the Killyleagh campus.
- Closure of the Ballyboley campus.
- All campuses closed for 2 weeks at Christmas.
- All campuses closed for 1 week at Easter.

Lisburn

- Reduced ambient temperature (21°C to 19°C).
- No heating to stores and corridors.
- Omit Saturday opening hours.
- Construction of additional draught lobby.
- LED lighting schemes.
- E.V. charging points.
- Decarbonisation report.

Downpatrick

- Reduced ambient temperature (21°C to 19°C).
- No heating to stores and corridors.
- Reduced opening hours.
- Gas fired heating in lieu of oil fired.
- E.V. charging points.
- LED lighting schemes.

Newcastle

- Reduced ambient temperature (21°C to 19°C).
- No heating to stores and corridors.
- Reduced opening hours.
- LED lighting scheme.

Ballynahinch

- Reduced ambient temperature (21°C to 19°C).
- No heating to stores and corridors.

- Reduced opening hours.
- LED lighting scheme.
- Improved heating provision co-ordination with SERC requirements.

Bangor

- Reduced opening hours.
- Double glazing in lieu of single glazing (1990's building).
- Heating plant upgrades including boiler replacements.
- Cavity wall insulation.
- Ceiling void insulation.
- Roof insulation including small p.v. scheme.
- Removal of northlight windows and addition of roof insulation to Engineering workshops.
- Reduced number of air conditioning systems.
- Installation of draught lobbies (front and rear entrances at main reception area).
- New energy efficient lifts (3no.).
- LED lighting scheme.
- E.V. charging points.

SPACE

- Reduced opening hours.

Newtownards

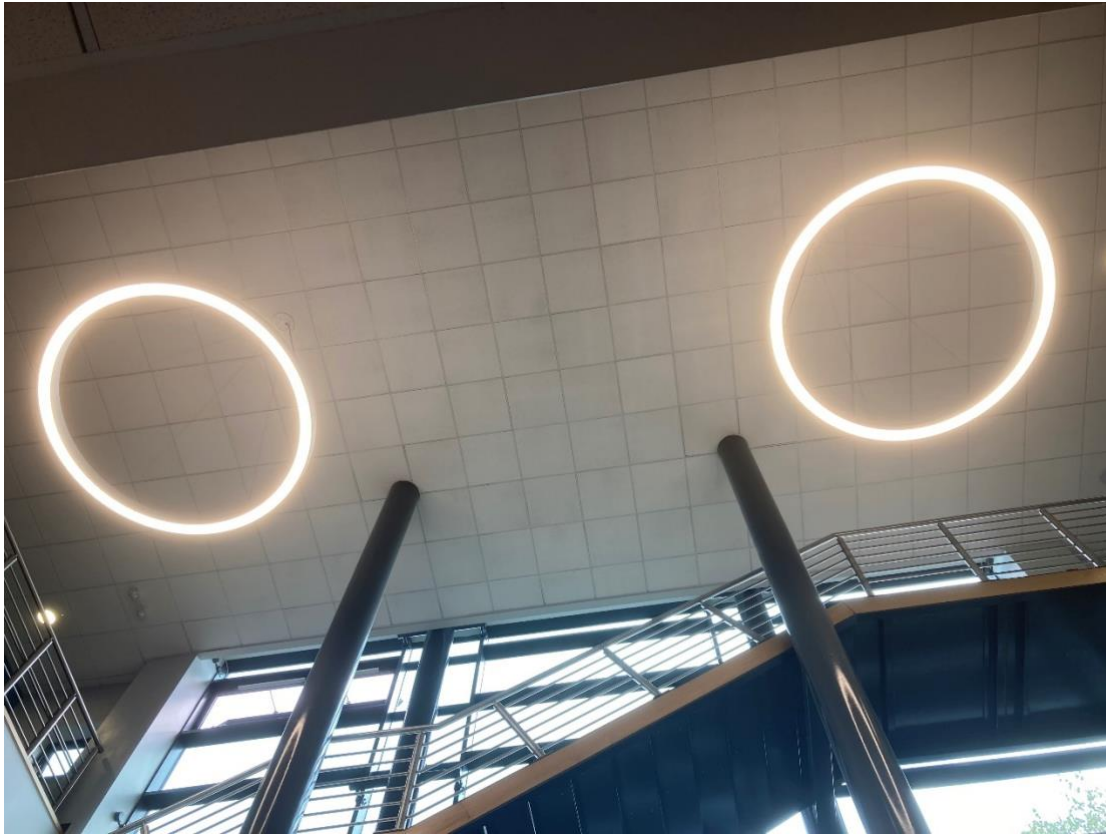
- Reduced opening hours.
- Double glazing at ITEC facility.
- Cavity wall insulation.
- P.V. scheme.
- Reduced number of air conditioning systems.
- Heating plant upgrade.
- Energy efficient lift installation.
- Façade / insulation works.
- LED lighting scheme.
- E.V. charging points.

Hollywood

- Reduced opening hours.
- Demolition of 2no. poor quality energy inefficient classrooms.
- Installation of new energy efficient modular classroom.

Castle House

- Reduced opening hours.
- Gas fired heating in lieu of oil fired.



New LED lighting at the main stairwell, Lisburn campus

Utility Costs

April 21 – Mar 22 Budget	April 21 – Mar 22 Actual	April 22 – Mar 23 Budget	April 22 – Mar 23 Actual	April 23 – Mar 24 Budget
£933,330	£971,426	£1,094,720	£1,440,415	£1,196,153

Due to impact of global issues, energy prices increased dramatically and unexpectedly. Energy costs in 23/24 have remained stable and reduced. Therefore, the actual costs in 23/24 should be lower than 22/23.