



Annual Accountability Statement Action Plan



2026-27

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Local Skills Improvement Plan 2.0 (LSIP) priorities	Current impact / future actions to ensure aims/objectives contribute to national, regional and local skills priorities (LSIP)	College Strategic Aims/Objectives
Priority 1: Employer Participation in Skills Activities and Workforce Solutions <i>The strategic aim is to ensure all residents develop the foundational skills needed to succeed in modern workplaces by strengthening communication, teamwork, problem solving, critical thinking, resilience, Maths, English and spoken English. Essex will improve employability, workplace readiness and long-term progression with earlier exposure to the world of work, high-quality placements and real-world learning will help young people build confidence and adaptability. Alongside this, strengthening enterprise and entrepreneurial capabilities will support Essex's predominantly small-business economy. By embedding these skills across pathways, the region will accelerate onboarding, increase productivity and create a more resilient, opportunity-rich workforce</i>	- Engage with industry to provide industrial placements for all T-level students - Deliver Industry Boards in all sectors with regular engagement of stakeholders in the co-design and co-delivery of the curriculum - Continue to offer the 'Pass-it-on' programme in T-level subject areas for employers to offer guest lectures and masterclass sessions - Continue to promote the Inspire to Teach model of attracting dual professionals from industry into teaching careers - Introduce the Industry Associates Programme from Gatsby - Collaborate with FEDEC members on solutions for teacher recruitment and retention issues utilising LSIF funding to support - Work with ECC and Essex Chamber on 'delivering skills for the future' model with the major infrastructure project employers - Engage with ARU and other partners to promote a graduate training scheme - Utilise supported interns and Accessible Apprentices within areas of the college (e.g., Catering and Estates) - Continue to offer free initial teacher training as part of a recruitment package, utilising the College's apprenticeship levy to deliver the L5 Learning and Skills Teacher standard	Our Performance: To be recognised as an outstanding provider of inspirational education and training
Priority 2: Essential Skills and Behaviours <i>The strategic aim is to equip Essex residents and businesses with the digital, Digitech and AI skills required to thrive in an increasingly technology-driven economy. By</i>	- Enhanced life skills curriculum aligned to essential employability skills, using the Skills builder Framework and move from Bronze accreditation to Silver - All adult SWAPs fully integrate employability skills within programme	Our Philosophy: To prepare our students to be resilient, adaptive, and socially

<i>expanding access to targeted, flexible and affordable digital training, especially for SMEs, the region will build capacity for innovation and competitiveness. Strengthening pathways into high-demand roles such as programming, cybersecurity and systems design will support local sectors undergoing rapid digitalisation. Encouraging AI-aware working practices will boost productivity across all industries. Through coordinated action aligned with national Industrial Strategy priorities, Essex will develop a digitally confident workforce prepared for future growth</i>	• Continue the Ready, Respect, Safe ethos towards behaviours and attitudes throughout an enhanced Life Skills programme • All 16-18 students' study maths and English as part of their programme of study if they have not yet acquired a grade 4 or above • Make all campuses smoke and vape free and engage learners in discussions on social media restrictions • Work in partnership with the NHS to deliver functional skills to new entrants wanting to progress into Apprenticeships • Introduce online and flexible delivery of M/E to adults • Deliver ESOL programmes for adults, to meet the need in the local community • Develop a Foundation Apprenticeship that provides opportunity to build on English and maths skills to allow progression onto a full-time Apprenticeship	responsible citizens.
Priority 3: Modern Leadership and Management <i>The strategic aim is to strengthen leadership and management capability across Essex's SME-driven economy, enabling businesses to adapt, innovate and grow. By championing collaborative and agile leadership models and improving digital and data confidence, the region will help employers navigate rapid technological and workforce change. Expanding accessible, modular and flexible leadership training will support "accidental managers" and build future talent pipelines. Improved people management approaches will boost retention, workplace culture and resilience. Through targeted support, Essex will equip leaders with the skills and confidence needed to drive productivity and secure long-term business success.</i>	• Expand the AI professional coaching model (in partnership with SEATs) to Essex businesses • Introduction of commercial bite size management training toolkit training for leaders and managers including 1st line management, appraisal, inclusive recruitment and team building. • Embed Leadership content of Skills Builder Framework into curriculum content • Invest in middle and senior leaders through a strategic partnership with the Education and Training Foundation (ETF), with a view to deliver the Middle Leader Mastery programme to all middle leaders • Continue to roll out the ETF professional standards for teachers and leaders to the wider leadership group of staff	Our People: • To empower and inspire our people, who bring passion to their job and are proud of their college

Priority 4: Building Inclusive, Future Ready Skills Pathways from Entry Level - L8 <i>The strategic aim is to design a future-ready skills system that fully aligns with national reforms and ensures every resident can progress from Level 2 to Level 8. By integrating V Levels, new Level 2 pathways, the LLE and employer-aligned short courses, Essex will build seamless learning journeys that reflect modern workforce needs. NEET young people will be prioritised through early intervention and coherent support. Embedding Bootcamps and SWAPs into longer-term pathways will open rapid entry into high-demand sectors. This inclusive, coordinated approach will meet employer shortages, widen opportunity and secure long-term prosperity.</i>	• Continue to develop our 'Restart' offer for those most in need of personal development and progression focused content, including those not in education, employment or training, those with mental health needs, those who have been elected home schooled and those with emotional and behavioural needs • Continue working with SEATs on the 'Start Well' project to promote inclusive employment practices and improve early employment retention for adult NEETs • Expand the Accessible Apprenticeship programme for those learners with EHCP or other learning needs, acting as a progression route for the Supported Interns • Train all staff who are involved in recruitment on inclusive recruitment practice, complimenting training already in place for safer recruitment • Fully endorse the AoC EDI charter and Mental Health Charter and engage with the Inclusive Employer's Standard accreditation body to audit current practice and implement best practice • Promote supported internships to local employers, focusing on anchor institutions and those with social value commitments • Utilise adult and young people bursary funds to identify and remove barriers to learning including: • Lack of aspiration • Availability of information • Complexity of system • Cost of equipment • Transport (cost and availability) • Childcare (cost and availability) • Complexity of language and application processes • Work with ECC and partners on the Youth Guarantee scheme and review options to open a Youth Hub on campus	Our Pride: • To celebrate our success as a diverse and inclusive College and be proud of individual and collective achievements
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Priority 5: Digital Skills, Digitech & Artificial Intelligence <i>The strategic aim is to equip Essex residents and businesses with the digital, DigiTech and AI skills required to thrive in an increasingly technology-driven economy. By expanding access to targeted, flexible and affordable digital training, especially for SMEs, the region will build capacity for innovation and competitiveness. Strengthening pathways into high-demand roles such as programming, cybersecurity and systems design will support local sectors undergoing rapid digitalisation. Encouraging AI-aware working practices will boost productivity across all industries. Through coordinated action aligned with national Industrial Strategy priorities, Essex will develop a digitally confident workforce prepared for future growth</i>	• New cyber security and digital forensic labs constructed to expand provision in this area • Continue to strengthen the relationship with Sharp as a key collaborator in the design and development of the digital skills curriculum • Work in partnership with the AI Guys to develop a comprehensive AI training programme for business support and learning support staff, launching new pilots and embedding a train the training model • Work with teachers and learners on appropriate guardrails for the ethical and responsible use of AI in teaching, learning and assessment • Launch a new commercial programme for employers to use the Igloo immersive suite for training, product development or other uses • Commercial AI readiness strategy working with Hosomoto and SEAT's to deliver short AI learning micro-credentials	Our Prosperity: • To create a financially resilient College that is investing in its future.
Priority 6: Greater Essex Skills Planning System <i>The strategic aim is to develop a coordinated, integrated and forward-looking skills system that meets the needs of learners, employers and communities. By expanding digital access, flexible learning and labour-market-informed careers guidance, the region will widen participation and support better decision making. Strengthening tutor recruitment and CPD will ensure providers can deliver emerging skills aligned to employer demand. A more collaborative planning system will reduce duplication, improve efficiency and create long-term stability. Through a data-driven, coherent approach aligned with devolution opportunities, Essex will build a resilient, inclusive and future-ready skills ecosystem</i>	• Deliver online adult programmes including Access and Level 2 certificates. • Streamline the employer onboarding process (EASE) with apprenticeships, taking on more control of employer accounts to 'hide the wiring' • Engage with ECC and others to promote Apprenticeship levy transfer opportunities to SME's • Utilise the Adult Skills Fund innovation funding and tailored learning funding to develop flexible programmes with employers and other stakeholders • Monitor the developments with the Growth and Skills Levy and the Lifelong Learning Entitlement to align provision to meet the needs • Update the FEDEC Skills Manifesto in line with new political priorities	Our Partnerships: • To create connected communities through our influence, engagement, and collaboration with stakeholders

	• Continue to engage with the College's Stakeholder Scrutiny Committee to ensure provision is aligned to local, regional needs • Maintain involvement with collaborative skills groups to inform and influence the skills planning system • LSIP Board (and Sub-groups) • Federation of Essex Colleges (FEDEC) • Sixth Sense • Success Essex • Essex Provider Network (EPN) • Greater Essex Business Board • Cultural Compact • Chelmsford Partnership for Skills (ChPS)	
Priority 7: Clean Energy <i>The strategic aim is to position Greater Essex as a leader in the clean energy transition by developing a robust, future-focused skills pipeline. By aligning FE and HE provision with emerging technologies such as offshore wind, hydrogen, solar and sustainable aviation fuel, the region will support innovation and attract investment. Developing specialist capacity in clean energy decommissioning will help Essex build a unique regional strength. Through close employer collaboration, Essex will design pathways that meet the needs of evolving supply chains while ensuring residents can access high-quality green careers, contribute to environmental goals and drive sustainable growth</i>	• Every student to undertake basic carbon literacy training as part of their personal development programme • Staff champions trained as 'Carbon Literate' to cascade training to other staff and students. • Clean Energy qualifications embedded within the construction and built environment courses for full time learners, with a focus on retrofit (installation of insulation) and renewable energy • Map UN's Sustainable Development Goals (SDG's) across all curriculum areas and enhance their visibility and understanding across the college • Deliver Renewable Bootcamp programmes aimed at upskilling and reskilling existing trades people • Lead on Clean Energy Careers and jobs fair event in partnership with other organisations	Our Place: • To provide transformative learning environments that are sustainable, flexible, efficient and inclusive
Essex Priority Sectors and Technical Skills (* denotes also a national priority)		
Advanced Manufacturing, Engineering & Aviation *	• Continue with Higher Technical Qualification (HTQ) in engineering at levels 4 and 5 • Develop short courses for upskilling in CAD/CNC	Our Purpose ▪ To unlock potential and make a positive

	Build on Worldskills National finalist success and embed competition pedagogy across the engineering programmes	contribution to the economic and social communities we serve
AgriTech and FoodTech	No current plans to deliver	
Community and Voluntary	- Social Action to be incorporated into student personal development curriculum, including a Youth Social Action Week for all students - Staff to engage with community groups through 'back to the floor' days - Social value of the College measured annually and incorporated into a social value strategy - Continue to offer a stewards / security SWAP for those working or volunteering at community events - Learners to endorse two charities (local and national) that all fundraising activities contribute to	
Construction *	'Spoke' provider of the Eastern Construction Technical Excellence College (CTEC) - Continue to deliver the multi-skills programme as a progression route onto further study or into general labourer positions - Continue to further develop a plumbing offer and diversify into energy efficiency systems (heat pump technology, solar PV) and the L2 Apprenticeship when available - Focus on sustainable technologies including retrofit (insulation) and energy efficiency (heat pumps), through SWAPs, Bootcamps or other Adult Skills Funded programmes and the Insulation Technical Apprenticeship when available - Ensure all trade students have the opportunity to take a H&S course the leads to them gaining a CSCS card - Work with the CTEC and Writtle College to offer a Work Experience Incubator site for all construction learners - Continue the higher technical qualification (HTQ) in built environment, site supervision and civil engineering	
Creative Industries	T-level in Creative Design	

	• Focus more on content creation and design and digital marketing • Launch a new Performing and production arts programme in collaboration with Chelmsford Theatre and with progression routes to Mountview	
Visitor Economy (Travel & Tourism)	• Strategic partner in the Chelmsford Cultural Compact • Engagement with Concrete Canvas and art and design learners	
Digital and Technology *	• Introduce digital higher technical qualifications (HTQ) at L4 (2026) • Continue a cyber security pathway to level 2 • Continue T-level in digital • Develop new digital apprenticeship programmes • Utilise new labs and IoT for AI, VR and robotics,	
Health, Care & Med Tech *	• Introduce Healthcare higher technical qualification (HTQ) at L4 (2026) • Continue Childcare T-level programme • Expand the online level 3 Access programmes for adults • Develop a SWAP for health care assistant roles aligned to NHS vacancies • Introduce digital skills through metaverse software and VR tech	
Sport	• Continue to work with CIMSPA to align curriculum to the needs of the sectors, including contributing to the T-level Sport consultation and launching a new Sport related SWAP	
Professional Services	• Project Management Bootcamps • Continue T-level in Management and Admin, Marketing, Law	
Transport and Logistics *	No current plans to deliver	