

NA College

Strategic Overview



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Proud of our shopfloor facility

NA College has invested in partnership with the NEIOT in **state-of-the-art facilities** to create the first in the country, **smart factory, learning production line** allowing learners to gain real world experience while on their course.

Our blended learning receives significant acknowledgement for supporting learners at all levels via **great classroom facilities, high-quality workshops, immersive technologies and digital content.**



Achievements

- “Highly responsive to employer’s demand”
- “Strategically significant independent training provider to support North East technical and emerging skills demand”
- Our apprentices became finalists in the National Apprenticeship Awards 2022 picking up top awards in Engineering.

We contributed significantly to our
Corporate Social Responsibility
across the Northeast and the wider communities.

Over 50% of our teaching staff, join with an industry background!



Who are we?

NORTH EAST										
I	N	S	T	I	T	U	T	E	O	F
T	E	C	H	N	O	L	O	G	Y	

NA College, is an independent training provider specialised in Engineering, Advanced Manufacturing and Logistics sector. Our offer includes: apprenticeships (L2- L6), short courses funded by **AEB** and **Bootcamps (green, digital, manufacturing , technical, business excellence)** as well as commercial ad-hoc training offers.

We are the only private training provider partner of the **North East Institute of Technology (NEIoT)**, providing high technical skills and quality delivery.

We are based in Washington, near to key industry in **Sunderland's industrial advanced manufacturing park**; where Envision, IAMP, NMUK and Vantec are based.

Our MBO via Shard Investment, installed a board of directors last November 2023.

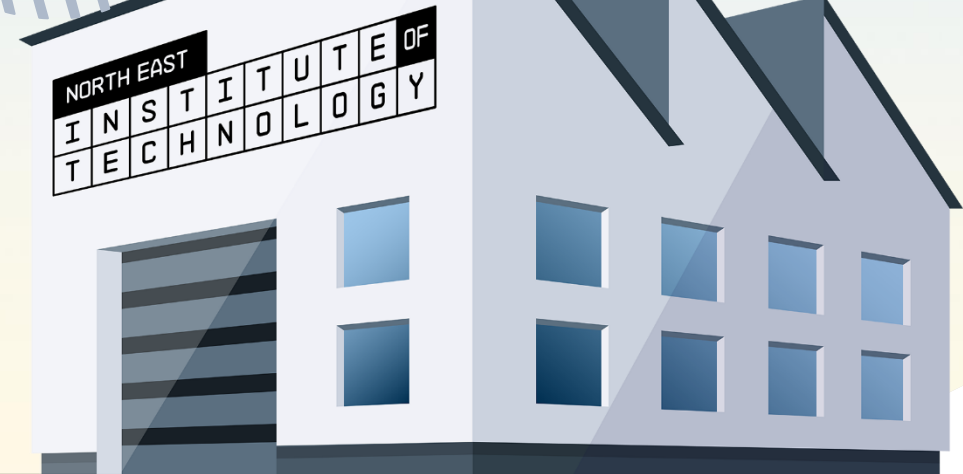
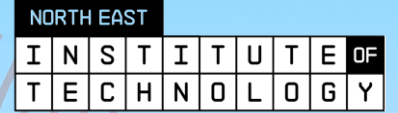


Institute Of Technology

We are proud to be part of an Institute of Technology (IoT). North East IoT's are **collaborations** between 6 Further Education colleges and Independent training provider (New College Durham, East Durham College, Sunderland College, Middlesbrough College, Tyne Coast College and NAC), Newcastle University and construction and advanced manufacturing representatives, Esh and Nissan Motor Company.

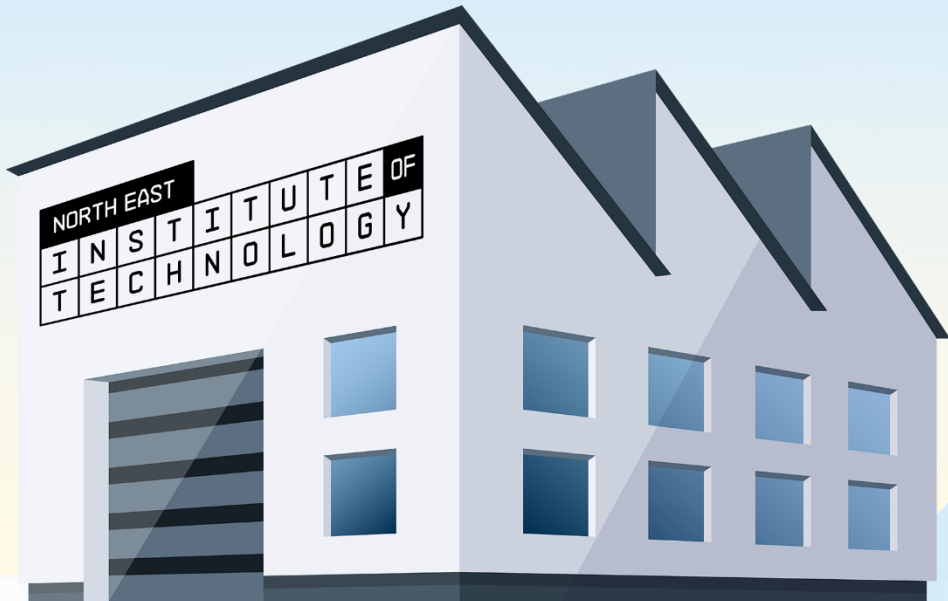
<https://neiot.ac.uk/>

Optimising the NEIoT's combined collaborative **strengths** to deliver best in class higher level technical skills training supporting industry **growth** across the North East region.

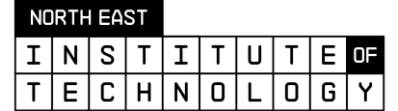


Ambitions

- Provide an **exciting students' learning journey**, embedding the *Real Life, Real Knowledge, Real Education* methodology in each of our students training plan.
- Deploy a **Smart Learning Factory** in our NAC campus. The digital production environment engages the learner in the manufacture of a real product and provides practical and **unique learning** experience of the transformational impact of industrial digitalisation with cutting edge equipment.
- Offer **high quality curriculum** delivered by industry expert and professional tutors.
- Design, develop and deliver technical training that reflects **employer needs** today and in the future.
- Expand and build strong **sustained employer partnerships**.
- Ensure compelling HTQ training experiences, supporting employers, inspiring learners, helping to grow the local economy, broaden accessibility, raise aspirations and improve inclusivity.



Our USP



Real life.

We ensure real work experience to our learners mirroring industry shopfloor activities and offering experience in our SMART learning factory.

Real Knowledge.

Training delivery shaped by industry-trained educators, adopting a blended delivery model with enrichment activity to engage learners and maximise their success.

Secondments of specialists from industry to support curriculum development and delivery high quality standard.

Real education.

Training standards created with employers' contribution and certified by awarding bodies to inspire student, supporting their progression.

Smart Factory – Digital Production Line

The **Smart Factory – Digital Production Line** provides the right environment and supports vocational training.

The SMART factory is equipped with innovative automation, vision sensors, including collaborative robots, autonomous guided vehicles, and an EffiMat pick and place system. Learners experience how to integrate these digital technologies into a lean manufacturing process, developing skills related to business improvement, data analytics, and machine programming. Sustainability is central through the elimination of waste and maximising energy efficiency. The facility **creates multiple production scenarios** to allow for independent and group thinking.

Our last Ofsted inspection identified that learners benefit from a **realistic and well-resourced learning environment**, since then, we are continuously investing to create a unique experience for our students. Through our Smart Factory

“Simulated working environments and immersive learning have many benefits, and should continue to be deployed, but have limitations in terms of developing the behavioural awareness and skills important to employers. Further hybrid innovation will be required to address this dilemma and make work-experience more accessible. The SMART learning factory at NA College illustrates what is possible”

North East LSIP



Our Vision

To be the provider of choice and of **outstanding education and training** in the North East, aligned with employers' skills demand.

Develop and deliver soft skills and key industry sector training to improve productivity, competitiveness, boost local economy growth and contribute to a more sustainable economy.



Our Mission

Inspire students and shape new leaders by offering the core technical skills, the knowledge and behaviour required to support their career and professional development.

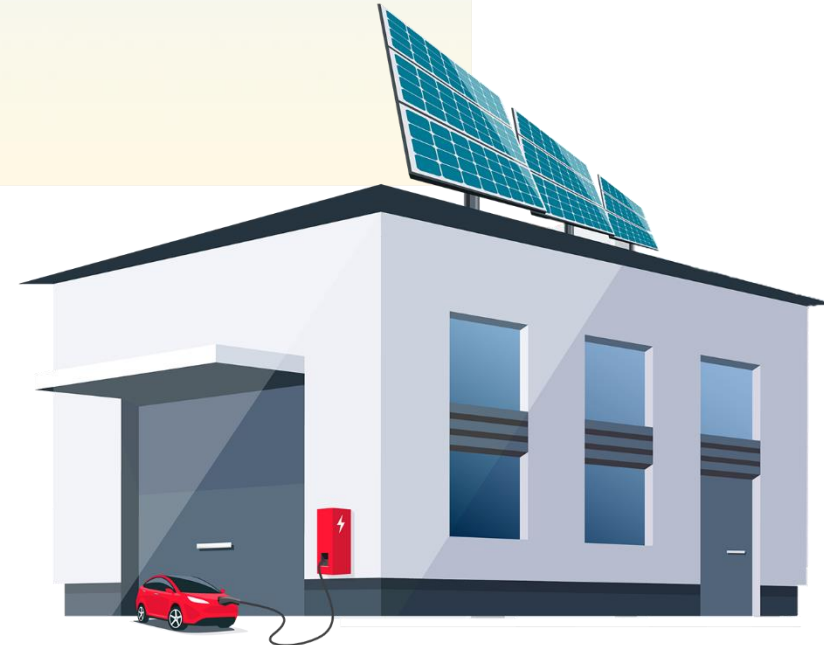
Satisfy employers' skills demand, create a sustainable pipeline of talented employees to boost the adoption of new technologies and digital tools to support North East business growth and transition to **Net-zero economy**.

Collaborate to create a more inclusive society improving participation of under-represented groups (URGs) and removing barriers preventing access to better jobs.



Our Value Statement

- V** – Value & Trust our staff, clients, leaders and stakeholders.
- A** – Ambitious to empower our students to achieve their maximum potentiality.
- L** – Lead & Inspire to work together, focus on the goals and build resilience.
- U** – Understanding and Awareness of North-East local priorities and industry needs.
- E** – Equality & Respect to build a more inclusive society.



Our Provision

Our key subjects for apprenticeships, bootcamps and AEB short courses are:

- Business Excellence,
- Engineering & Advanced Manufacturing,
- Industrial Digitalisation & Technology,
- Emerging skills to support a Net-Zero economy and transition to EV.

Our curriculum and training resources are developed in partnership with our employers' partners, sharing a team of industry experts and education leaders.

Blended delivery and a bespoke learning platform, designed to give our learners an innovative and engaging experience. Our Smart Factory is accredited for T-Level Work Placements and complement technical training provision at all levels, leverage best-practice, teaching capability, and develop work-readiness for learners in the region.

We promote a safe and stimulating training environment.
We support unemployed, under representative groups (URGs)
and those with disabilities confident employer.



Organisation Structure

NORTH EAST										
I	N	S	T	I	T	U	T	E	O	F
T	E	C	H	N	O	L	O	G	Y	

Investors

Alastair Brown
Greg Lomas
Charles Belfiori

Governance

Paul Robson
Anthony Mills

MBO team

Lisa Snaith – Chief Finance & Executive officer
Margherita Pasquariello – Chief Strategy & Executive officer
Steve Pallas – Operations director and Nissan relationship Manager
Lindsey Vickerson – Head of HR & ESG

Leadership Team

Maureen Askew – Head Of Quality
Terry Taylor – Head Of Engineering
Adam Jenkins – Head Of Manufacturing

Judith Jackson – Head of continuous Improvement
Julia Banks – Strategy Lead and MIS
Julie Dixon – Compliance Lead



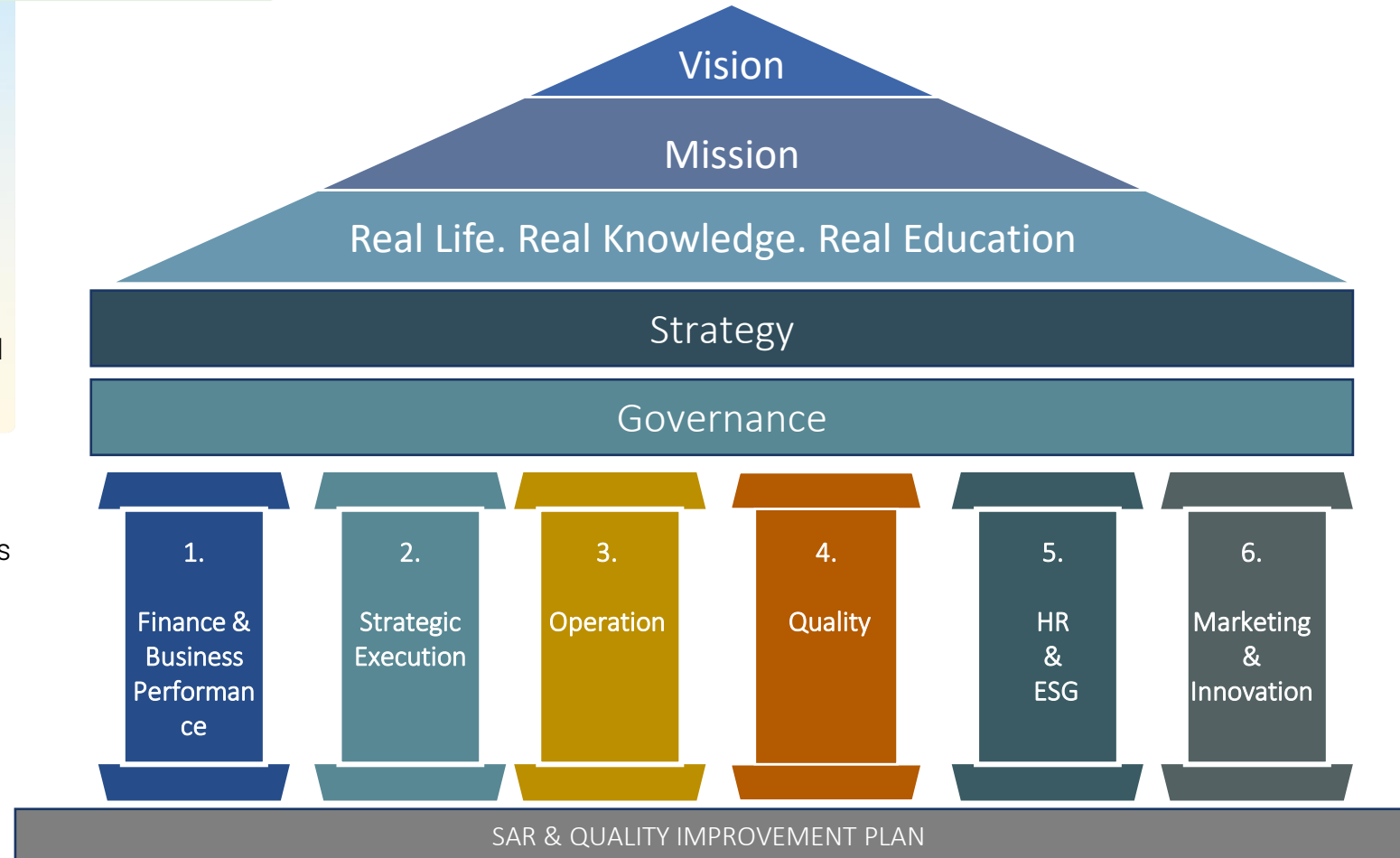
Strategy Drivers

The strategic leadership and vision to the organisation is ensured by the NAC Strategy roadmap that outlines the direction and priorities of the organization, ensuring that they are aligned with its mission and long-term sustainability.

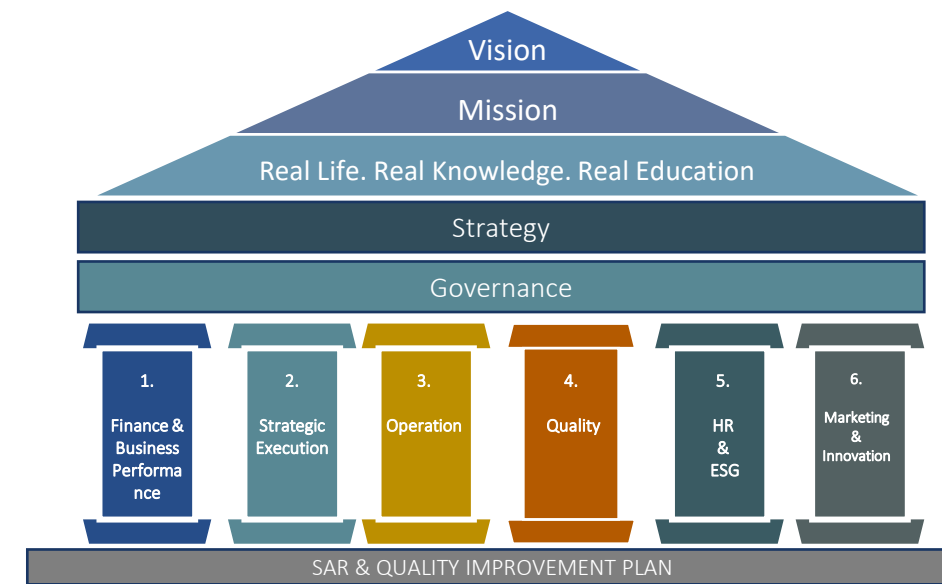
6 NAC strategy drivers have been designed to consider all the internal/external key factors that impact on the business execution. Clear goals and objectives are assigned to lead the business to **success**.

They are key elements to control and monitor the business execution and/or promptly address critical factors.

The 6 strategy drivers are cascaded to all the business levels across the business through the Quality Improvement Plan (QIP), to ensure implementation of strategy plans, measure business achievements and support the continuous improvement plan.

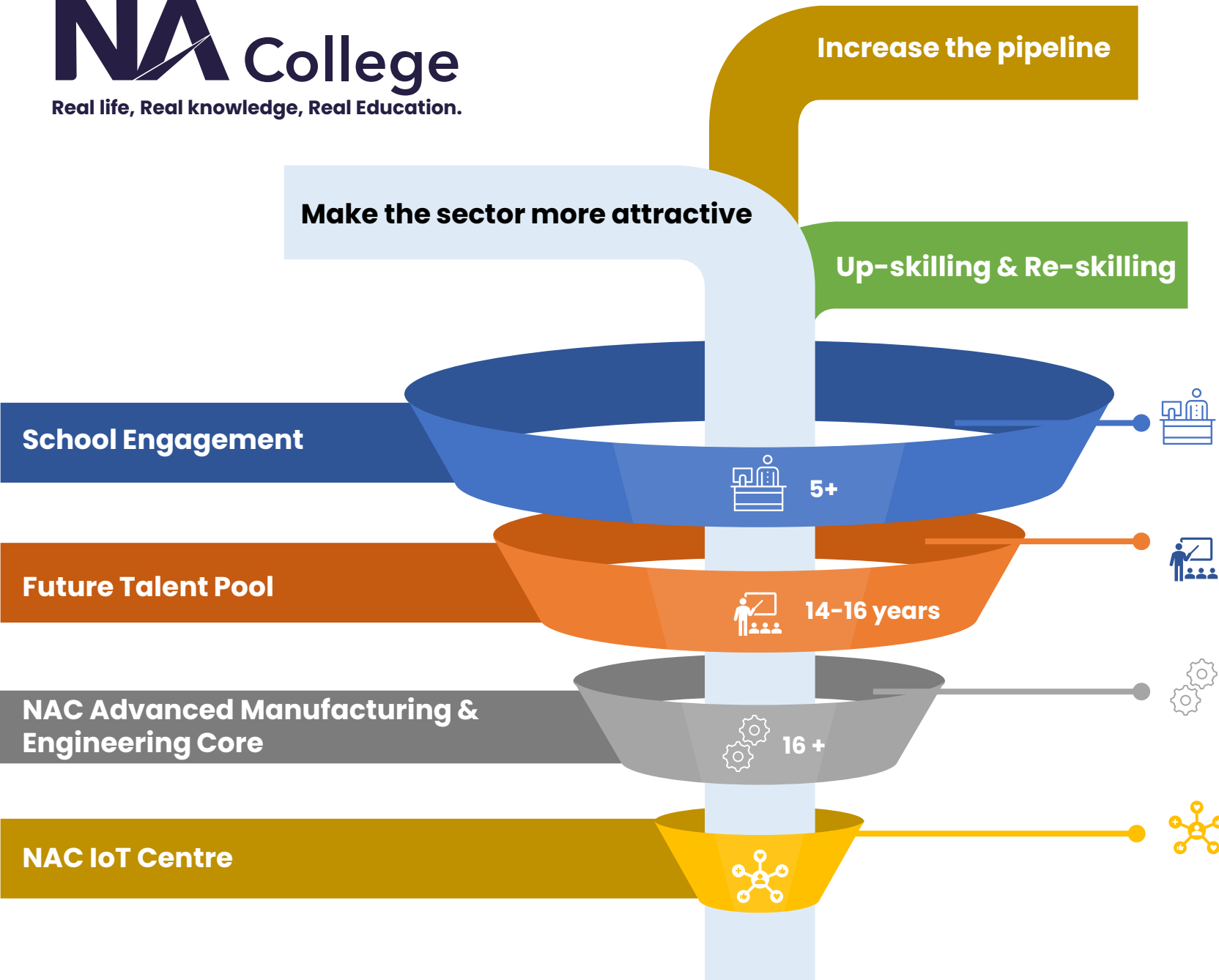


KEY Business Monitor



1.
 - ESFA Financial Health assessment
 - Departments' health check
2.
 - Quality of curriculum and training delivered
 - Promote internal/external corporate identity to support business growth
 - Diversification of income streams to reduce and optimise business cash flow management
 - Diversification of clients – reduce business risk
3.
 - RACI & Monitoring and reporting
 - Induction checklist - learner journey
 - Staff caseload – accountable of learners' progress
 - Compliance paperwork requirements to completion and standards
 - Achievements rate, Withdrawals and Timely progress and completion
 - Functional Skills learners progress
 - Learners' progression to higher qualification
4.
 - Adherence with Ofsted ESFA requirements – overall effectiveness
 - Quality of Education
 - Behaviour and Attitudes
 - Personal Development
 - Leadership and Management
 - Safeguarding and Prevent
 - Ensure all staff members are aware of the QIP through working focus group, assign tasks, meetings and doc. distributions
 - Business risk management

5.
 - Policy & Procedure - support strategy & business governance
 - Induction/Skills Matrix/CPD
 - Right people in the right job – salary band & recruitment strategy
 - Staff satisfaction & morale – reward and career progression
 - Lead/ Implement the the KAA/ KPI annual appraisal process implementation
 - Lead the business ESG improvement plan
6.
 - Development of the Smart Factory
 - Website
 - Internal/External business promotion
 - Develop new curriculum and engaging resources
 - Continuously innovate the training offer



Business Vision

- Engagement with Primary and Secondary schools to promote STEM, diversity and inclusion, and role models example in the Advanced Manufacturing sector
- Pre- apprenticeship - P/T & FT Study programme
- T-level
- Apprenticeships L2 – L3
- Bootcamps L2 – L3
- AEB
- Apprenticeship L3 – L6 & HTQ
- Bootcamps L3 – L5

ESG

Environmental

Focussing on the impact of NA College on the natural world.

- Reducing carbon footprint and pollution,
- Minimising waste e.g. re-use and recycling.
- Using environmentally friendly goods.
- Saving energy and resources e.g. energy efficient lighting and equipment, saving water etc.
- Working with the local community to promote environmental awareness and implement climate positive projects.

Social

Focussing on the impact on our employees, contractors and wider community.

- Supporting local charities.
- Helping local community groups.
- Ethical suppliers.
- Community engagement e.g. involving local residents.
- Promoting social integration e.g. work opportunities for disadvantaged people.
- Protecting against modern slavery.
- Mental health support.
- Corporate Social Responsibility.

Governance

Focussing on the running of our business.

- Board composition.
- Management diversity.
- Shareholder rights.
- Accounting transparency.
- Reporting and disclosures.
- Conflict of interest.



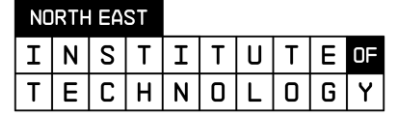
Good

Quality of education
Personal development
Leadership and management
Adult learning programmes
Apprenticeships

Outstanding

Behaviour and attitudes

Quality



The Quality Team strive to enhance the delivery of apprenticeships and training programmes, reaching higher levels of learner and employer satisfaction, meeting ESFA and OFSTED requirements.

We aim to ensure our staff are supported to:

- **Raise aspirations,**
- **Create ambitious, well-sequenced curriculum,**
- **Monitor learners' progress,**
- **Provide opportunities for learners to develop and excel.**

Clear oversight and reporting from SMT into our Data dashboards, with MIS data to ensure quality is closely monitored and actions can quickly be put in place.

Compliance

We monitor our performance in line requirements for:

ESFA,

OFSTED,

EPAs,

Awarding Bodies.

HR & Workforce

We pride ourselves in hiring staff directly from industry. These team members join the business and are upskilled to gain teaching qualifications.

Our aim is to maintain over 50% of direct staff from the industry we serve, promoting real knowledge, and real life experience.

We attract, develop, engage and retain our workforce through a range of CPD and internal promotion opportunities.



Thank You

