

**SOUTHWARK
COLLEGE**



Southwark College

Part of NCG

Annual Skills Report
2023/24



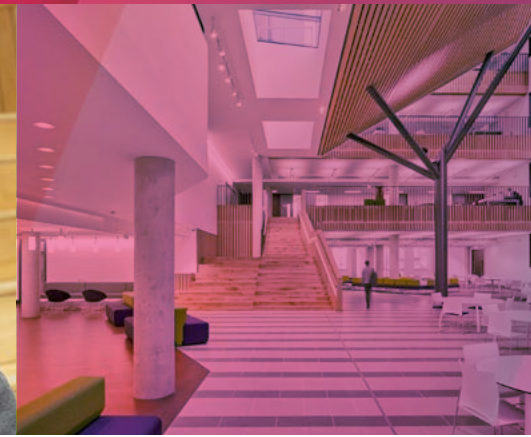
Welcome

At Southwark College, our vision for 2024/25 is to strengthen our partnerships, build our collaborative network of civic, education and employer partners.

Southwark College students are an untapped talent pool for local employers to work with to open the doors of the great career opportunity in our borough. Located in the heart of SE1, Southwark College is strategically positioned at the centre of creative industries, digital business, green technology, and science innovation. Our institution is dedicated to providing employers with the next generation of talent.

Join us on the journey to build the inclusive and diverse workforce the borough needs to thrive.

Jane Button
Principal



1. Introduction

Southwark College is a modern further education college in SE1 London, with a proud history of preparing students for a fulfilling career in their chosen sector through courses designed with this in mind. Southwark College is part of NCG, a national college group, made up of seven colleges spread across the country that each aim to inspire excellence, spark curiosity and make a real impact on our learners and local communities.

Our mission is to 'enable social mobility and economic prosperity through exceptional education' and every college in the group plays an important role in achieving it.

In 2023 - 2024, Southwark College provided further education to over 2000 adults and 1000 16-18-year-olds supporting learners on their journey into work or further training. The college works in collaboration with over 150 local and national employers providing work experience placements, industry talks and endorsing our curriculum.

Our mission to 'enable social mobility and economic prosperity through exceptional education' is supported by our values, which underpin the culture and beliefs of our organisation.

Our Values

We value and empower people by:



2. How can you help Southwark College shape the new talented workforce?

Stakeholder Advisory Forums (SAFs)

Southwark college is launching Stakeholder Advisory Forums(SAFs) to support industries tackle the labour market skills gaps and align our curriculum to the needs of the industry. Join us in shaping the future talent and making a difference in your industry.

SAFs will be an opportunity to speak to fellow stakeholders in your industry and support the college to make a real difference to employment skills for our students. If you would like to join the college's focus groups, please contact:

Claire Reed,
Assistant Principal
020 3757 3957 | claire.reed@southwark.ac.uk



- **Health Science and Care sector**
- **Digital**
- **Business**
- **Green Skills**
- **Creative Industries**
- **Essential Skills - English Speakers of Other Language (ESOL), English and Maths**

3. Our contribution and impact

EMPOWERING OUR COMMUNITY

Over 450 students provided with real-world work experience

Supported over 160 students into higher education

Assisted over 80 long-term unemployed individuals in gaining sustainable work

Southwark College is committed to supporting the local community providing industry support to local skills gaps and driving young students and adults to make informed decisions about their careers choice and next steps.

We are driven by our accountability statement that aligns with the Local Skills Improvement plan (LSIP) outlining how we will support local skills gaps and barriers to the labour market.

The College has worked in collaboration with the Southwark Council Skills Delivery Plan. We are committed to tackling the current and future skills gap of Southwark borough and have been supporting Southwark Council along with other local stakeholders.

4. Skills training and Education commitment

As a further education college, we provide skills training and education to learners supporting them on their learning journey in their chosen field. The college's curriculum is attached to:



*English Speakers of Other Language (ESOL), English and Maths

CASE STUDY



FATIMA HAMOUDI
GP SURGERY SECTOR-BASED
WORK ACADEMY PROGRAMME

Fatima Hamoudi's remarkable journey through the GP Surgery Sector-Based Work Academy Programme at Southwark College serves as a powerful testament to the transformative impact of dedicated education and training initiatives. Overcoming challenges such as a loss of confidence and health issues, Fatima found herself equipped with essential skills and knowledge through the course, ultimately leading to her successful employment.

"During the SWAP programme at Southwark College, I gained confidence in interview techniques and cover letter writing. I improved my skill set by learning the importance of tailoring my CV and exploring new avenues for job search. The program also provided valuable insights on software, legal rights of employees, and knowledge from guest speakers, which prepared me for future success in my career.

"After the course, I had the opportunity to shadow experienced professionals and made a strong impression, leading to a paid trial period offer. The program's teachings and the skills I acquired helped me secure the job I had been working towards, marking a significant turning point in my career. I highly recommend the GP Surgery SWAP course due to its high success rate and the significant impact it can have on employment opportunities. I encourage others to consider the course as a transformative step towards a successful career."

Fatima's story highlights the potential of the programme to not only provide employment but also valuable experience for future career endeavours. Fatima's gratitude towards those involved in organising the course echoes the life-changing influence of such educational opportunities.

4a. Supported internships

We are especially proud to provide Supported Internship programmes of which is designed to support neurodivergent young people develop employability skills in a work setting and progress onto employment.

Southwark College has been delivering Supported Internships for the last 4 years through specialised and bespoke internship placements in partnership with local employers, including The Young Vic, Guy's and St Thomas' NHS Foundation Trust, and Hilton London Bankside.

We are delighted 2023-24 has seen all six of our Supported Internship students who have completed their programme gain permanent work through one of their "on programme" work placements while studying at Southwark College.

We have watched our Supported Internship learners blossom from introverted people to gaining confidence and work experience to secure permanent work. Our Supported Internship delivery team work tirelessly in collaboration with local stakeholders to raise the awareness of employing neurodivergent young people.

4b. Sector Work based Academy Programmes (SWAPs)

SWAPs are a six-week programme connected to an employer with guaranteed interviews for genuine vacancies. We are proud to have a long-standing relationship with Guys and ST Thomas Trust for the NHS, Health and care Job Hub for South London NHS and a long standing Security guard course.

303 local unemployed citizens have enrolled on our SWAP programmes we have delivered this year with 80 gaining sustainable work. This has shown one in four students gain sustainable

work on our SWAP courses and expecting this to rise as the outcomes are recorded up to four weeks after completing the course. We have worked in collaboration with the DWP and connected to all of our local Job Centre Plus to provide opportunities job seekers may not have necessarily had.

4c. T-Levels

We saw the launch of our first T-level programme in Digital Product development and Design. T -levels are the equivalent of A Levels aimed at providing technical learning in the form of a 315 or 45 day industry placement.

Connection to employers who can provide quality industry placements with genuine projects for students to complete in real working conditions has been key. Our strong connections to local employers have allowed students to flourish in gaining essential work experience in the field. Industry placements have included Coders and Founders, Associate of Colleges (AoC) and Guys and St Thomas.

"We were thrilled to have identified two T Level students from Southwark College for their industry placements. These students are now enhancing their skills, knowledge, and experience by contributing to various departments across the AoC. We look forward to continue working with the students over the next year to further develop their professional and employability skills."



Dominic Holroyd
Senior Project
Manager Association
of Colleges

5. Industry expertise and work experiences

As part of our Study programme for 16-18-year-old students we work with many stakeholders who are industry experts providing that all essential knowledge and work experience placements.

Many of our stakeholders are guest speakers at the college and provide essential work experience placements. We are very proud of our local connections and making sure students get industry related work experience to help them make informed decisions about their future goals.

In 2022/23 we placed 40 students in work experience to support their learning experience in the real world of industry. With the commitments and collaborations brought in by you as our stakeholders we increased this to over 450 students this year. We couldn't have done this without your support and on behalf of Southwark college thank all those who have supported our students.

The following pages show some of our collaborations:



"Good People" established in 2012 and is an organisation that connects businesses, government and the social sector. "Good People" have been working in collaboration with Southwark College for the last two years to provide high quality work experience placements to our students resulting in over 230 work experience placements over the last two years.

"Good People work at the intersection of business and community to design and deliver social impact programmes. By working closely with Southwark College over the last two years, we have now supported 230 young people with career support and guidance and positive experiences of the world of work. The team at Southwark College are professional and responsive and are a pleasure to collaborate with. Our work with Jane and the team continues to go from strength to strength, and we look forward to building on our considerable joint success to date."



Richard Tyrrie
Founder of Good People

Guy's and St Thomas Foundation Trust (GSTT) has had a long-standing relationship with Southwark College and has worked in collaboration with us across all our delivery arms. As an NHS trust there are a vast number of opportunities for our adult students as well as our 16-18 students with careers you may not have considered. We are committed to raising the awareness of hidden careers and all of the support services GSTT provide to the local community.

Jo Young- Widening Participation Development Manager-Guy's & St Thomas' NHS Foundation Trust, also a board member at Southwark College has worked in collaboration providing Job opportunities and work experience for our students.

"Guy's and St Thomas' NHS Foundation Trust are really proud of our collaboration with Southwark College, helping to build our local workforce pipeline. In 2023/24 we have seen some great successes, both for the Trust and the students, specifically from the Supported Internship programme and the Sector Work based Academy Programme (SWAP), with participants being recruited across all areas of the Trust including Pharmacy, Staff Nursery, Workforce Directorate and Clinical Services. We are really looking forward to further developing our partnership to support new learners with T-Level industry placements in Health, Digital and Business."



Jo Young
Widening Participation
Development Manager

CASE STUDY



MARY OGUNDAIRO
STUDENT UNION PRESIDENT
SUPPORTED INTERNSHIP PATHWAY TO WORK
PROGRAMME, SOUTHWARK COLLEGE

Mary Ogundairo has recently completed her studies at Southwark College where she embarked on a transformative journey, committing to her course and becoming the Student Union (SU) president. Her profound commitment to her peers and exceptional leadership skills have not only left a mark on the College's community but also seen her successfully progress to employment at Guy's and St Thomas' NHS Foundation Trust.

Reflecting on her journey, Mary said: "Being a student at Southwark College has provided me with the incredible opportunity to serve as the SU President. It has been exciting and challenging, and I have felt an immediate sense of belonging and support from the College community. The encouragement and mentorship from students and staff have been instrumental in shaping my growth and success. The guidance and support from my teachers especially have been great, helping me develop essential people skills, build confidence, and prepare for future success."

"As SU President, my role was a tremendous responsibility. I take immense pride in what the Student Union achieved together. Looking back on this experience, being a student at Southwark College has provided me with an enriching education and offered me so many opportunities. As I look forward to my next steps, I am excited to join the Guy's and St Thomas' NHS Foundation Trust Community Paediatrics team."

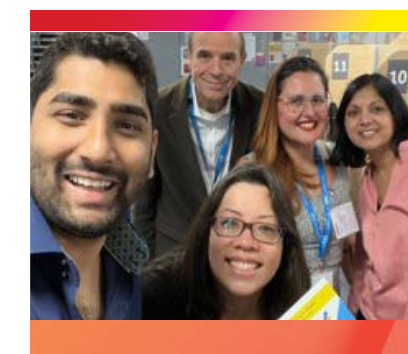
Read more here: <https://www.southwark.ac.uk/case-studies/1106-mary-ogundairo-a-journey-of-leadership-and-success-at-southwark-college>



Supported by the Mayor's Skills Academies Programme, the Health & Care Jobs Hub is a partnership of local colleges and health and social care employers across southeast London. The Jobs Hub have worked in collaboration with Southwark College in connecting local job seekers to local jobs in the Health and Care industry.

This has resulted in 170 local job seekers enrolling onto our SWAP programmes within the Health and Care industry, guaranteeing job interviews for real opportunities to step into work. 33 students from our health and care related SWAPs have already been offered permanent positions or agency work as a result of our programmes and expecting this to rise as people progress through the application process.

"We have built a really strong and successful partnership with the trainers and tutors, Claire Reed and the team at Southwark College in delivering and developing the Sector-Based Work Academy Programme (SWAP) scheme. Their support has been fundamental to our ability to innovate - taking the programme in new directions with new groups of partners to enable more SWAP graduates to secure quality jobs in health and care."



Back Luu Kaparia
(centre bottom of photo)
Health & Care Hub Lead -
SE London



6. Southwark College Stakeholder Events

Southwark College has provided events throughout the year connecting to the local community and promoting career opportunities. These have been in the form of celebrations, networking events, workshops and Job Fairs, all providing the essential links to job opportunities, wider support services and industry knowledge and advice.

Some highlights of 2023-2024:



Southwark Business Awards 2024 (SBA)

Southwark College hosted The Southwark Business Awards 2024 on 15 February 2024. The event organised by White Label on behalf of Southwark Council and The Southwark Chamber of Commerce welcomed local employers for an evening of celebration of entrepreneurship, business excellence, growth and community spirit within the borough.



College careers fair and visit from the Permanent Secretary of the Department for Work and Pensions.

We were very pleased to host a careers and Job Seekers fair in collaboration with the Department for Work and Pensions (DWP). With over 250 16-18 students and 300 adult job seekers, the event saw local employers, including the London Ambulance, Transport for London (TfL), the Old Vic and Barclays connecting with our community bringing careers advice and job opportunities to one place.

The DWP took the opportunity to invite the Permanent Secretary, Peter Schofield, to the fair to visit our students and have an employer round table. This was a high-profile visit and was very successful giving us public endorsement on the work we have developed with the DWP and establishing us as a key stakeholder of the borough supporting local citizens into sustainable work.



The Elephant and Castle Town Centre Careers fair

The Elephant and Castle Town Centre regeneration project hosted a careers fair at Southwark College with 500 students and local job seekers attending the fair. More than 35 employers exhibited offering careers advice, work experience and apprenticeships in a wide range of industries including science, architecture and engineering.



Southwark Works 20th Anniversary.

We were very proud to host the 20th anniversary of Southwark Works, a free employment service working with local job seekers and employers funded by Southwark Council. DWP, CLF, council officers and community providers were present to support the celebrations. Successful job seekers told their stories of success, and the impact of Southwark works for the community was great to see.



Health & Care Jobs Hub SE London Integrated Care System

The Health & Care Jobs Hub has been instrumental in supporting our Health & Care SWAPs connecting to local employers and raising the awareness of opportunities to local job seekers. In July, we hosted a student reunion of all students who completed a SWAP programme with Southwark College and Lambeth College. Students who have been successful in gaining sustainable work gave speeches on their experience and employers supported with instant job interviews for students still looking for work. This resulted in three students being offered positions from the interviews on the day.

**SOUTHWARK
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