

14<sup>th</sup> November 2016

**Coast to Capital Response to merger of Northbrook College and City College Brighton and Hove**

- 1. Do you agree or disagree that the proposed merger of City College Brighton & Hove and Northbrook College will effectively meet the needs of students, communities and employers of Brighton and Hove, Adur and Worthing?**

Agree

Coast to Capital endorse the vision for a high quality college over the 2 estates, the outcomes of employability and skill development that the consultation sets out, and the professional way it meets the recommendations of the area-based review.

- 2. Do you think that any group, including students or staff, will be adversely affected by these proposals? If so, would you please state what group and how you believe they will be affected.**

There is potential for staff to be adversely affected by the restructure as job losses may occur to avoid duplication of roles. This should be mitigated as best as possible if it occurs.

Students may be adversely affected depending on how courses are structured; research shows students are willing to travel for level 3+ courses, if specialisation is concentrated at either campus it should reflect the local needs and be at the higher qualification levels.

If as part of the restructure any courses are discontinued any students currently on those courses expecting to continue should be able to do so. Any course changes will need to be clearly communicated to school leavers and local businesses as part of effective careers guidance to allow them to make informed decisions about their future and ensure supply continues into the college.

- 3. Are there any local needs that are not currently met that you would like to see addressed through the merger?**

Please see the attached presentation which gives the evidence base for the following.

In the future we would like to ensure adequate provision is available for all industries across the region, notably Health, Retail, Education, and Accommodation and Food, and that local specialisations are taken into account, such as Information Technology and Finance in the Greater Brighton City region and Manufacturing industries in Coastal West Sussex.

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We would also like to ensure that provision is suitably tailored to the types of occupations within these industries and that the differences in roles between Greater Brighton and Coastal West Sussex are taken into account, e.g. in Coastal West Sussex there are higher levels of machine operative, transport and drivers, caring service, administration, health profession, and other manager and proprietor occupations. In the Greater Brighton City Region there are higher levels of secretarial, culture and sport, health and care professional, business and media professional, teaching and education, science and research and engineering professional occupations.

We would also draw attention to the different skills issues across the college's patch. In Brighton and Hove there are very high instances of skills shortages affecting recruitment caused by a lack of applicants with the required skills. In West Sussex high skilled occupations are more likely to be difficult to fill, whereas in Brighton and Hove the difficulty is in middle skill roles. In terms of the skills gaps found in current employees Brighton and Hove has higher gaps in higher skilled occupations and in West Sussex middle skilled and service intensive occupations are more likely to experience skills gaps.

The curriculum also needs to address the poor attitude and motivation and lack of required skills and competencies of FE leavers reported by businesses that have recruited straight from college across the patch.

Looking to the future the college needs to be aware of, and plan for, the changes in employment, notably in higher skilled roles, and in professional service, information technology, support services, construction and health and social work industries. It should also be aware of the forecasted decline in public admin, manufacturing, and engineering industries, and the potential need for changes in provision and retaining opportunities.

**4. Do you support the proposed name of the merged college: 'The Metropolitan College'?**

No – we don't feel that the name Metropolitan reflects the nature and feel of the area where the two colleges are based.

**5. Is there anything we haven't considered or any further comment that you would like to make about the proposed merger of City College Brighton and Hove and Northbrook?**

We would like to see the college position itself at the centre of the regeneration of its local economy and community, working with local partners, government, businesses, and other stakeholders. The college should also ensure it works with others to maintain up to date LMI.

It is important to work with local employers on proper governance, curriculum planning, and delivery of provision to meet local needs.



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