

COLLECTIVE AMBITION, PRIDE AND PASSION

Annual Review 2017

BUILDING OUR REPUTATION - SHOWCASING OUR TALENT

- WINNER**
College Development
Network Essential
Skills Award
November 2016
- WINNER**
College Development
Network Student
Citizen of the Year
Award
November 2016
- WINNER**
College
Marketing Awards
Design Award
March 2017
- WINNER**
Herald FE Employer
Engagement Award
June 2017
- FINALIST**
Herald FE
Widening Access
June 2017
- FINALIST**
Inverclyde Chamber
of Commerce Best
Performing Large
Business
June 2017
- FINALIST**
Herald Global
Game-Changer
Award Innovation in
STEM Education &
Training
September 2017
- WINNER**
Bridge 2 Business
Student Team of
the Year Award
October 2017



FINALIST



2017 HIGHLIGHTS



October 2016

The College sponsors the 2016 **Scottish Boat Show** at Inverkip Marina, Inverclyde. Students enjoy real-life work experience with celebrity chef Nick Nairn at the West College Scotland Hospitality Tent.



November 2016

650 students graduate at **six ceremonies** in Clydebank, Greenock and Paisley. They are joined by hundreds of family members and friends to mark their achievement.



November 2016

Dr Joseph Morrow, The Lord Lyon King of Arms, formally presents the College with its new **coat-of-arms**. The design reflects our role as a learning institution but also remembers our three legacy colleges.



November 2016

West College Scotland's team win the **Essential Skills Award** at the College Development Network Annual Awards ceremony, while Amanda Allan from our Greenock campus wins **Student of the Year**.



November 2016

The College accepts an invitation to join the UK-wide **Collab Group**. The Collab Group is a prestigious body of 33 colleges from across the UK. West College Scotland is one of only three Scottish colleges to be members.



November 2016

West College Scotland and **Renfrewshire Council** enter into a strategic partnership, which will see WCS use its size, expertise and presence to further improve job opportunities and assist the regeneration of Paisley town centre.



December 2016

Principal Audrey Cumberford visits **Vietnam** to sign a partnership agreement with Lilama 2 College to provide training support for opportunities connected with the new airport being built to service Ho Chi Minh City.

December 2016
Clydebank staff join a Festive Fun Run, in memory of Eddie McColl a talented young student who died suddenly. **Charity fundraising** by staff in 2016-17 has raised £16,000 for a range of good causes across the region.



January 2017

A state-of-the-art science laboratory opens at the **Greenock campus**, following a £160,000 refurbishment programme, designed to enhance the student experience.



February 2017

Following its accreditation as a STEM-assured institution, the College publishes its **STEM Manifesto**, outlining its commitment to students, employers and the West Region as a whole.



March 2017

The annual **College Development Network Marketing Awards** sees WCS win the Gold prize for the design of our student recruitment campaign Your Future Starts Here.



April 2017

Dance Lecturer Rosina Bonsu is among just 10 women nominated as **"Outstanding Women of Scotland" 2017** by the Saltire Society. The award is made for her "contribution to Scottish life."



May 2017

The College is the main sponsor of the **Holyrood Annual STEM** event in Edinburgh, showcasing our innovative approaches to teaching and learning to the Education Minister, MSPs, school heads and deputy heads.



June 2017

The first national improvement programme in Scotland's colleges is launched at WCS by **Shirley-Anne Somerville MSP**, Minister for Further Education, Higher Education and Science.



June 2017

The College wins the **Employer Engagement Award** at the prestigious Herald FE Awards. The Designers of Tomorrow Project is a collaboration between WCS and Neat Living which builds and designs energy-efficient homes.

July 2017
David Renton, senior Computing Lecturer at Paisley, is nominated for a **BAFTA Mentor Award** for his outstanding contribution in engaging young people in Games Development.



September 2017

The College becomes an accredited **Living Wage** employer, being awarded the Living Wage Employers' Mark by the Poverty Alliance.



September 2017

Construction students and staff host an event at the historic Paisley Abbey celebrating **traditional construction skills**. Scottish Parliament Presiding Officer Ken McIntosh MSP was among those who tried his hand at ancient crafts.



Being regional Chair of West College Scotland continues to be a tremendously satisfying and rewarding role.

Since my appointment three-and-a-half years ago, I have seen our College emerge as the largest in Scotland; an award-winning institution that has built for itself a reputation as an educational leader, both nationally and locally.

When decisions are being made, the views of this College are sought, listened to and respected.

And in the meantime, West College Scotland continues to deliver first-class training and education to the people and communities of the West of Scotland, helping to meet the needs of a modern, regional economy.

I congratulate the College's dynamic leadership and staff for the way they engage with employer partners, encouraging them to mentor students, to act as guest lecturers or to adopt a class. In many cases, students get to work directly with employers on "live" projects, giving them invaluable experience of the world of work.

As a scientist by profession, I am particularly pleased by the College's commitment to the STEM subjects (Science, Technology, Engineering and Maths). The publication this year of a STEM Manifesto, for students, employer partners and the wider region underlines that commitment.

The Board of Management is responsible for the strategic direction and governance of the College. Board members volunteer expertise, experience and insight from the private sector, the public sector and the third sector. Former and current students sit on the Board, as well as teaching and support staff.

MESSAGE FROM OUR CHAIR



“ When decisions are being made, the views of this College are sought, listened to and respected. ”

As Chair, I am very aware of the high standards expected of all who serve in public life. In August 2016, the Scottish Funding Council published its revised Code of Good Governance for Scottish Colleges. I am pleased that an excellent report following an external review found that our Board complies with the Good Governance Code and "strives for continuous improvement". I would, however, like to develop a more diverse Board of Management.

The years ahead promise many challenges and rewards for West College Scotland. I believe that we have in place the team to meet those challenges and reap the rewards.

A handwritten signature in black ink that reads "Keith McKellar".

Keith McKellar
Chair, Board of Management

Collective Ambition, Pride and Passion is at the core of West College Scotland.

The West College Scotland team is ambitious for our students, customers and partners. We are proud of the impact we have on our region and beyond. We are passionate about making a difference.

I am delighted to report that 2016-17 has been another successful year for West College Scotland.

Thanks to the efforts of our dedicated staff, we have seen a hugely impressive jump in student attainment: success rates have increased by 5% among those studying full-time at HE, and by 4% among full-time students at FE level. Indeed, across the board, our Performance Indicators are the highest they have ever been.

We continue to be Scotland's largest college, teaching 22,100 students and employing 1,200 people across our campuses in Clydebank, Greenock and Paisley. That is equal to 1 per cent of total regional employment. We also spend nearly £40 million a year in salaries, with an annual turnover of £67 million.

Almost a third of our activity is delivered to students from the 10% most deprived areas in Scotland, the second highest level of any college in Scotland.

Like so many others in the public sector, we face a future that is increasingly uncertain. The fourth Industrial Revolution is here. Along with uncertainty there will be opportunities. For West College Scotland this means changing what we do and how we do it. We must ensure our students are not only educated but develop the skills for jobs that do not yet exist. Our ambition is to "future-proof" our College and our curriculum. To do this successfully, however, we must be prepared to embrace innovative change and show ourselves to be agile and able to test-and-learn.

We will do this while ensuring support for our students is maintained.

MESSAGE FROM OUR PRINCIPAL

A recent Scottish Funding Council review acknowledged the need for capital investment in our estate, especially at Greenock and Paisley, is among the most acute in the entire sector. Our plans are not just to rebuild what we have but to create a state-of-the-art, industry-standard hub for local businesses to utilise and for our local communities to access.

Our College is establishing a national and international profile, ensuring that our voice is heard, our expertise is valued and our example is used to influence change. Our partnerships with industry go from strength to strength. We invest in them to support improvements to business performance. They invest in us to shape our vocational, technical and professional training. This is a "win-win" relationship.

West College Scotland is a dynamic and ever-changing organisation. We recognise the rate of digital change is now exponential and that disruptive technology presents educators across the globe with challenges and opportunities. The College will remain agile in responding to our ever-changing economy - helping our partners prepare for the future.

A handwritten signature in black ink that reads "Audrey Cumberland".

Audrey Cumberland
Principal & Chief Executive





"ANY COURSE YOU
STUDY WILL INCLUDE
STEM LEARNING"

In an era of constant and rapid technological change, West College Scotland believes it has never been more important for every student to leave our College equipped with core STEM skills (Science, Technology, Maths and Science).

Nor has it been more important for employers to have a source of well-trained, properly-qualified people with a firm grasp of STEM subjects.

It is also vitally important for the College, schools and employers to work together to shape teaching and learning in ways that ensure STEM is at the heart of ALL training and education.

In February 2017 the College published a STEM Manifesto, outlining our commitment to these important principles. The Manifesto was launched after the College was given STEM-assured status by the Innovation Council of the STEM Foundation.

// By integrating STEM skills across all its programmes, West College Scotland will certainly equip students with the employability skills required in this new digital era.

Aileen Hamilton,
Science Connects



In our Manifesto we made this pledge to our students: **Any course you study at West College Scotland will include STEM learning.**

We made this pledge to our employer partners: **You will be involved in developing and delivering West College Scotland's STEM provision.**

We made this pledge to the wider region: **Everything West College Scotland does will be informed by the strategic, economic and employment needs of the West of Scotland.**



WOMEN INTO STEM

The College has a firm commitment to developing a better balance between males and females studying STEM subjects and recently published our Gender Action Plan. We continue to support Women into Construction events and have already increased the number of women studying construction and engineering. Two-thirds of science students at WCS are female – 8% above the Scottish average. The College is especially committed to encouraging more females into Computing courses.



STEM IN HOSPITALITY

STEM skills are for more than just traditional STEM subjects. At West College Scotland we use STEM in courses such as professional cookery. Students are taught about nutrition, dealing with waste and its cost implications. They are introduced to a range of modern catering tools and equipment. Learning is enhanced by visiting professional chefs who speak on the scientific aspects of food preparation. All of this, as well as important health and safety qualifications, underlines the importance of STEM throughout the curriculum.

WORKING WITH **EMPLOYERS** TO BUILD THE WORKFORCE OF THE FUTURE

Our College has partnerships with 600 employers across the West of Scotland - from FTSE-100 listed companies to local authorities, from charities to small and medium-sized companies.

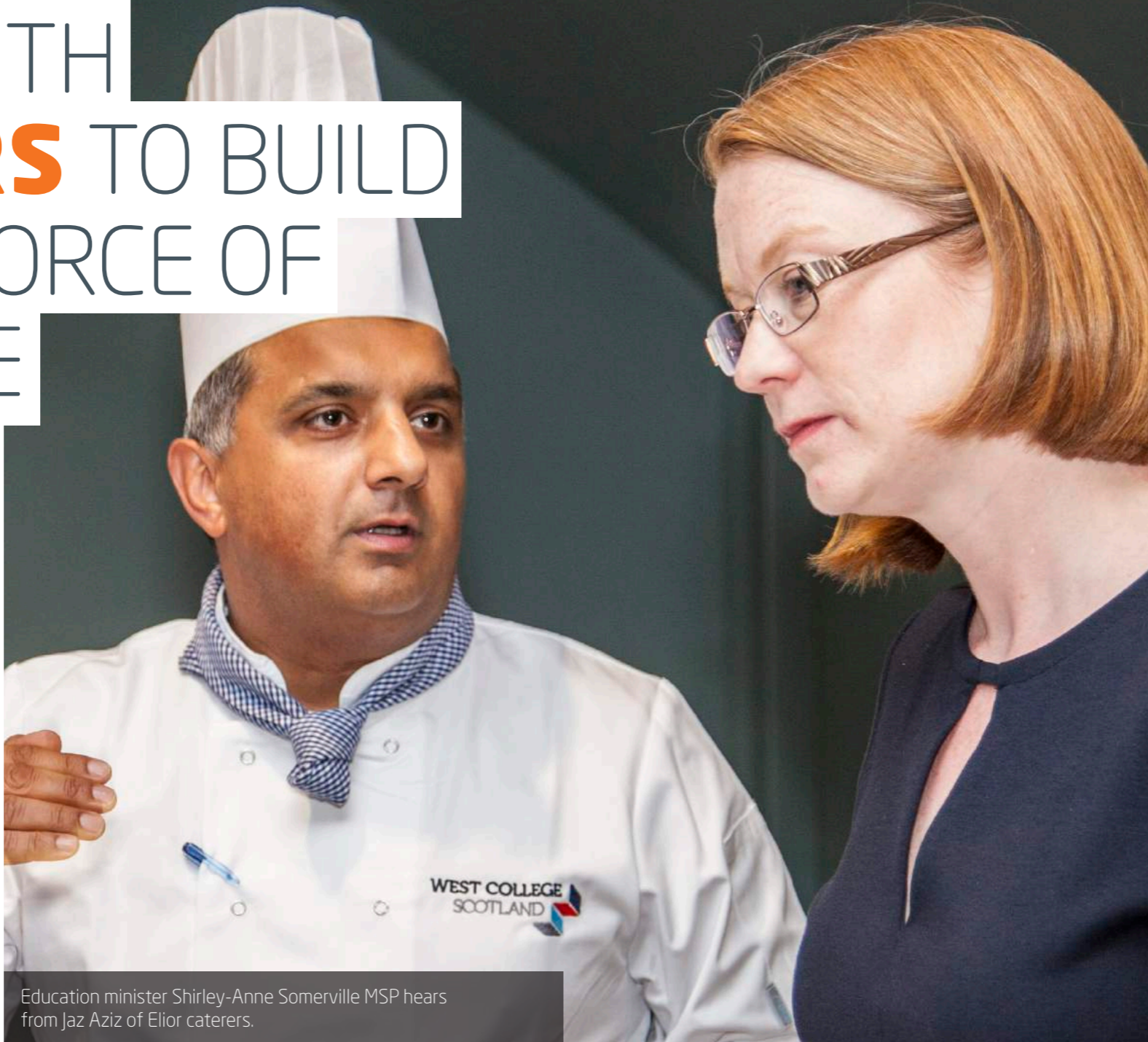
But we don't just connect. We also collaborate to ensure our curriculum and apprenticeship programmes are future-proofed - that they are always up-to-date and meet the needs of a modern regional economy.

Some employers mentor students or take classes as guest lecturers. Crucially, many assist the College in its ambition to guarantee every student "real-life" work experience, allowing them to work directly on "live" projects. In return, our talented business development professionals and teaching staff work with employers to help develop people and products.



In June 2017, Shirley-Anne Somerville MSP, the Minister for Further Education, Higher Education and Science, visited the College to see for herself how these relationships work in action. She met a range of employers, including representatives of Elior, a major contract caterer which has operations in 15 countries and employs more than 80,000 people.

The Minister heard from Jav Aziz, Executive Chef at Rangers Football Club who also lectures part-time at the College. He described how Elior and the College would be running a season-long, full-time course at Ibrox Stadium. Students work three days a week at the stadium (including match-days) and attend College for one day. Upon successful completion, they will achieve an SVQ in Food Preparation and Cooking, as well as other SQA units and qualifications.



Education minister Shirley-Anne Somerville MSP hears from Jav Aziz of Elior caterers.

“ Between us all... we have created something that is, perhaps, really quite unique, where a diverse group of people are coming together to recognise, connect and support the next generation of designers. ”

Colin Taylor,
Director and Founder,
Neat Living

“ I feel this will contribute to my design portfolio and help me to articulate on to university. Live client briefs are important, as they give students an excellent learning experience whilst giving us credibility in our projects. ”

Joanne Cherry, Competition
Winner and HND Student

DESIGNERS OF TOMORROW



The College won the prestigious Herald HE Employer Engagement Award in 2017 for its work with Neat Living, a Glasgow-based company which is committed to building energy efficient and sustainable homes, combining innovative interior design and precision engineering.

The **Designers of Tomorrow Project** was an inspiring and uplifting initiative for the College's HND Interior Design students, giving them opportunities to create original interior designs for Neat Living's "micro 40", a 40-square-metre home, designed for first-time buyers.

A design brief was set by company director Colin Taylor and for 12 weeks students were immersed in a "real-life" work environment - working to deadlines, making contacts, preparing presentations and answering robust questions about their designs.



“ Neat Living has provided tremendous support... in championing the work of the College, in preparing students for the design industry and progression to Higher Education Institutions. ”

Stephanie Graham,
Vice-Principal Educational
Leadership, West College Scotland

FROM REGIONAL TO GLOBAL



A LEADERSHIP ROLE

West College Scotland is one of the largest organisations in the West of Scotland.

We are a single-region college and, therefore, in an excellent position to lead the training and skills agenda. We are using our connections and scale to help build a modern workforce which can assist local economic growth and contribute to social cohesion. In particular, our links to schools and employers are deep, enduring and beneficial to all.

The College sits at the centre of a busy network of important organisations. We are uniquely placed to shape and deliver a strategic vision of future employability for the region. In November 2016 we signed a Memorandum of Understanding with Renfrewshire Council to use our scale to help improve job opportunities and assist the regeneration of Paisley town centre.

“ The College sits at the centre of a busy network of important organisations. We are uniquely placed to shape and deliver a strategic vision of future employability for the region. ”

The College is a powerful advocate for the wider college sector. We use our influence and connections to argue for the key role colleges have in delivering the innovation agenda, particularly the development of new skills, products and processes, especially for small and medium-sized businesses.

In December 2016, WCS was invited to join the prestigious Collab Group. This is a forward-thinking organisation representing the UK's leading colleges who collaborate with each other at a local and national level. WCS became the Collab Group's 33rd member and only the second from Scotland.

PAISLEY 2021

FOR UK CITY OF CULTURE

CULTURE AND PLACE

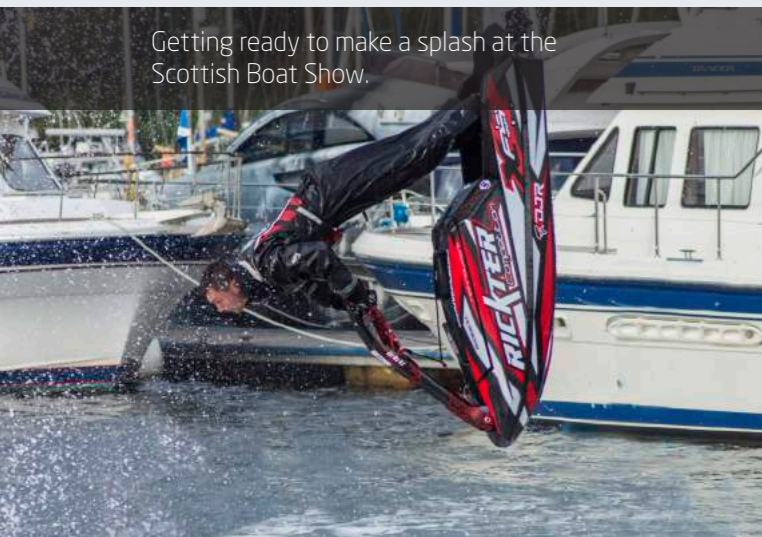
The College acknowledges that we are more than an educator. We are also part of the fabric of the communities we serve.

The College was delighted Paisley's bid to be UK City of Culture 2021 made the final shortlist. We have been strong backers of the bid and many staff have volunteered their time and expertise to support it.

We know our facilities, particularly in Greenock and Paisley, desperately need to be rebuilt or refurbished. Surveys conducted for the Scottish Funding Council confirmed this to be the case and in the last year the College has submitted outline business cases for the multi-million pound redevelopment of both campuses. Our plans would provide students, communities and local industry with state-of-the-art regional hubs.

We continue to be generous supporters of local events and organisations, including the West Dunbartonshire Provost Awards, regional Sports Awards for Inverclyde, Renfrewshire and West Dunbartonshire and the 2017 Scottish Boat Show in Inverkip.

Getting ready to make a splash at the Scottish Boat Show.



INTERNATIONAL

Activity throughout 2016-17 confirmed West College Scotland as an organisation which is outward-looking and keen to connect with international partners to provide opportunities for students and generate income.

The College has been working with Scottish Development International (SDI) to develop an international strategy to build partnerships and meet our ambitions. Earlier this year, SDI delivered a workshop to Senior Managers, Faculty Heads and Board members, helping us to outline strategic priorities and identify key projects. The event also helped identify what support SDI can provide in terms of in-country research, market and product opportunities and stakeholder engagement.



International partnerships and exchanges can give outstanding opportunities to our students to enhance their skills and learning. For some, these might be once-in-a-lifetime opportunities.

Much of our international activity continues to be in Malaysia and Vietnam and, once again, 2016-17 saw a number of useful exchange visits, including in December 2016 a visit by Principal Audrey Cumberford and Vice Principal Liz Connolly to Lilama 2 Technical College in Vietnam. This was to sign an agreement with them and the government officials to provide training and advice for opportunities related to the construction of the multi-billion dollar airport to serve the nearby capital, Ho Chi Min City.



International partnerships and exchanges can give outstanding opportunities to our students to enhance their skills and learning. For some, these might be once-in-a-lifetime opportunities.



In April this year, the College participated in the Erasmus+ funded 'Enhancing Employability and Skills through Mobilities' programme. It strives to support the personal development of students and provide them with an awareness of other cultures and countries in Europe.

This involved a series of exchanges with students from Vaasa in Finland and Aarhus Tech in Denmark. Students from our Construction, Science and Hospitality faculties travelled to Finland, while Computing and Professional Cookery students made the trip to Denmark.



The College strongly believes that these visits can be life-enhancing for students who make them; not only do they provide them with additional certification, they also expose our young people to international cultures and life experiences through learning and work.

OUR STUDENTS

Our students are at the heart of everything we do.

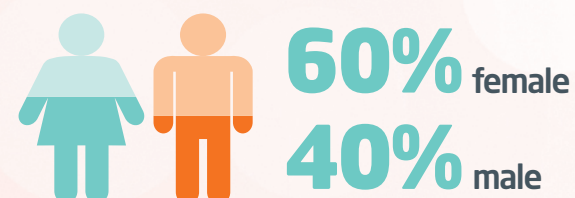
We teach a huge range of subjects at our campuses in Clydebank, Greenock and Paisley. In 2016-17 our performance indicators were the best the College has ever achieved.



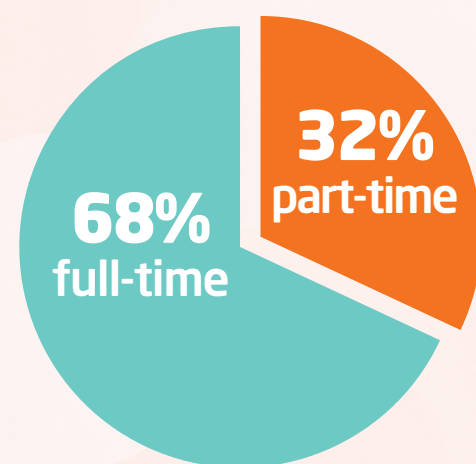
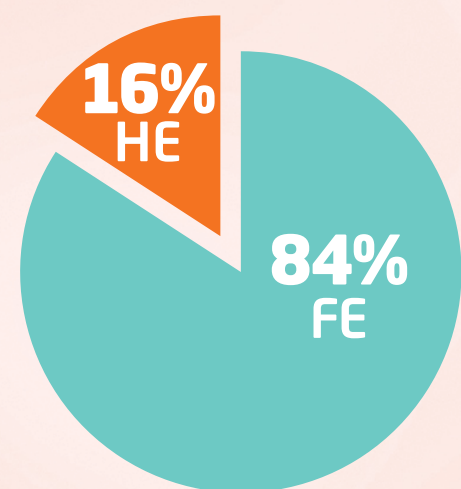
This included a **4%** increase in the success rate of full-time students in Further Education

And a **5%** increase in the success rate of full-time students in Higher Education

22,100 students

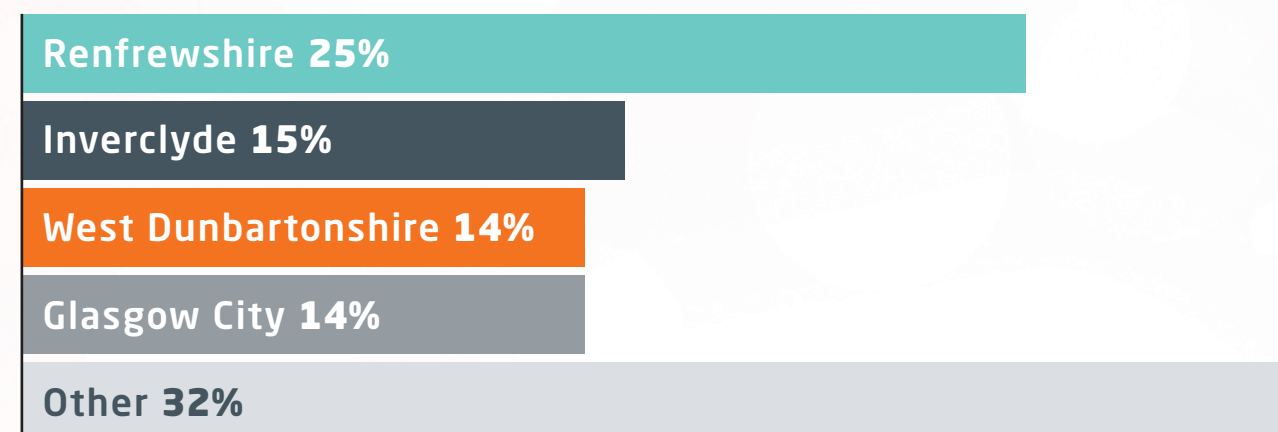


MODE OF STUDY



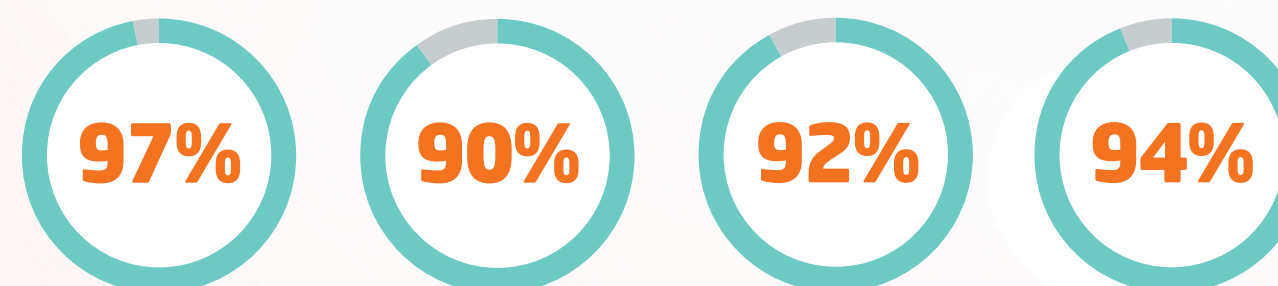
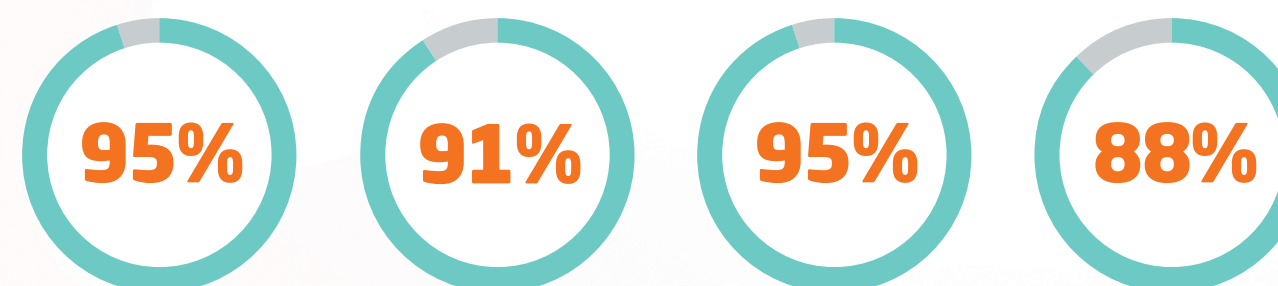
WHERE OUR STUDENTS COME FROM

The vast majority of our students come from in or around the west of Scotland.



Almost **40%** of our students come from communities within the **20%** most deprived areas of Scotland. We strive to widen access to education, improve attainment and enhance social mobility across the West region.*

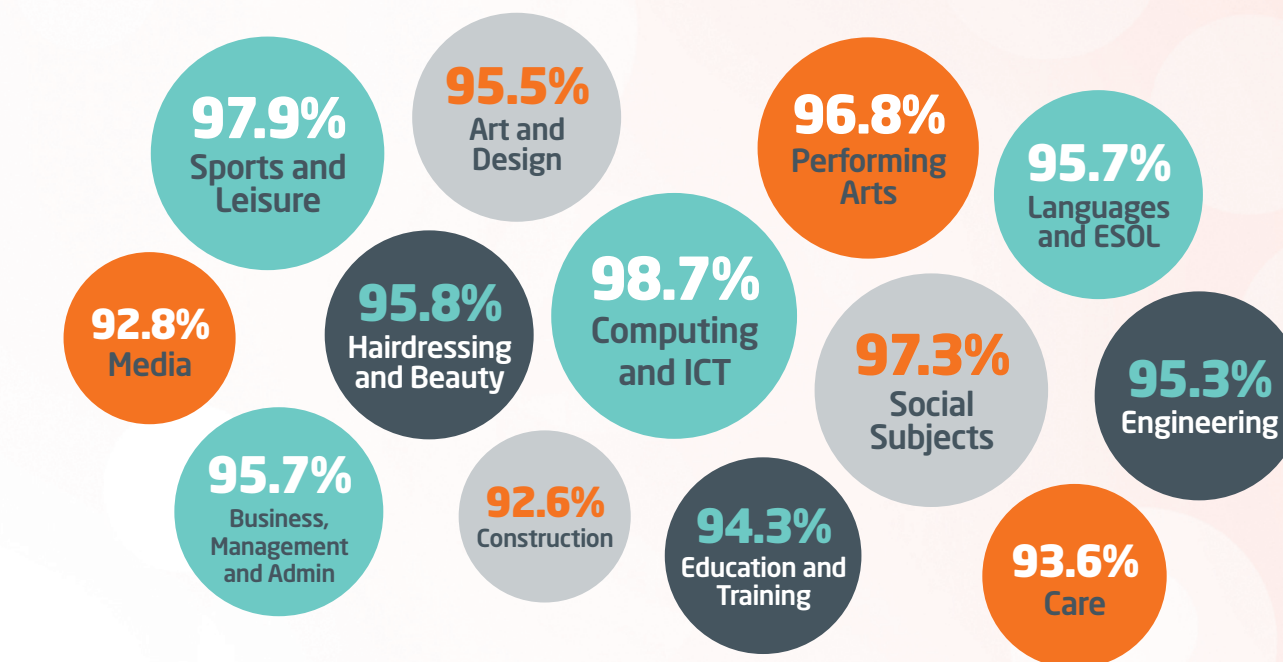
*Scottish Index of Multiple Deprivation 2016



WHERE OUR STUDENTS GO

Latest data shows **96%** of our students go on to Positive Destinations.

A break down by subject area shows the percentage of students from across West College Scotland who have gone on to work or further study after completing their course with us.

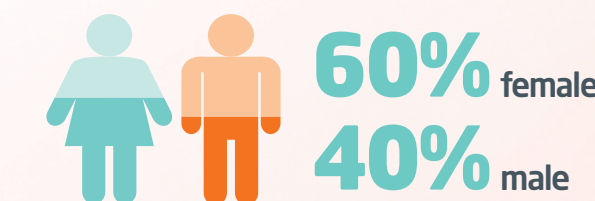


OUR STAFF

West College Scotland is one of the region's largest employers, accounting for **1%** of total regional employment and spending nearly **£40 million** in salaries.

We value our staff who enjoy a range of modern, flexible entitlements.

1,209 staff



4% staff with disability

The College supports professional development and is currently undertaking an all-staff Continued Professional Development Review.

In 2016-17 the equivalent of **1332** staff attended **242** internal and **223** external development events.

AND **FINALLY** ...



This wonderful picture captures the joy of some of our local primary school children as they set about breaking the world record for the number of students being taught in a single computing class!


It was taken at the Lagoon centre in Paisley in October 2017 when more than 400 children from eight schools used the Minecraft learning tool to digitally recreate some of the town's most important buildings.

The initiative was organised by the College's Computing Department to support the town's bid to be UK's City of Culture 2021. The children were taken through their paces by Computing Games lecturer, Amanda Ford.

College Principal Audrey Cumberford says:

“Everyone at the College loves this picture. It sums up what we are trying to do for young people - show them that learning can be fun, as well as rewarding.”



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Produced and designed in-house by the Communications, Policy and Planning Directorate, West College Scotland