



**B&FC FOR
BUSINESS**



B&FC
BLACKPOOL AND THE FYLDE COLLEGE



Northwest
automotive
Alliance

Sarah Hall – Senior Business Development Manager

Our History - Timeline

HIGHEST PERFORMING COLLEGE 3 YEARS RUNNING

B&FC Launch
1892

Ofsted Outstanding
Oct 2013

#1 Large College Skills Funding Agency
2015 & 2016

Foundation Degree Awarding Powers
Sep 2016

#1 Large College Skills Funding Agency
Jun 2017

Quality Assurance Agency Commendation
May 2013

Queen's Anniversary Prize
Nov 2015

Chartered Institute for FE
Jul 2016

TEF Gold
Jun 2017

1892 - 2017

- ▷ Project Management Centre of Excellence
- ▷ Leadership & Management
- ▷ Digital Innovation
- ▷ Continuous Improvement
- ▷ Skills for Business

Our numbers

1,800+

number of businesses we work with



60+

degrees accredited by UK top 10 university



25,500

professional development programmes for employees delivered in last three years

570

teachers and trainers employed with high levels of specific industry experience



Our accolades



Education and Skills Funding Agency National Achievement Rate Tables (NARTs) of large general further education colleges published on 15 June 2017

Myth Busting

20% off-the-job training is inflexible – Does not have to be one day a week. Can be delivered in a way which suits the employer.

Apprenticeships are only for young people – Not just for 16-18 year old. Anyone over the age of 16 can start an apprenticeship.

Apprenticeships are only for entry level, or lower skilled workers – Apprenticeships can provide degree level and professional level qualifications

Apprenticeships aren't available for current staff – Apprenticeships can be used to retrain or up-skill current employees. As long as it is giving them skills to improve their ability in their chosen occupation.

Apprenticeships are only available in manual industries – They are available across a range of industries including fashion, banking and accounting



Levy as a Funding Mechanism

Utilise the Levy to fund development challenges within your organisation

Upskill your existing employees to future proof your workforce

Return on investment



Added Value – Programme Overview



- Agile customised programme
- Skills gap analysis to identify specific areas of need
- Close working with the L&D team and Managers to co-create a customised, branded programme
- Diagnostic tests to ensure correct level of enrolment – CIPD RIDI; research task
- Introduce support plans where skills shortfalls are identified – partners for success



- Provide a visible and tangible career pathway from Level 3 for existing learners to progress to Level 5 incorporating a CIPD Qualification into the programme
- Deliver blended learning and experiential learning directly linked to role and responsibilities
- Overarching programme built with quarterly plans to identify activities, customise content and build 20% CPD activities
- Plan, deliver, review and continuously shape and customise learns and content throughout
- Integrate digital technology solutions into learning and development



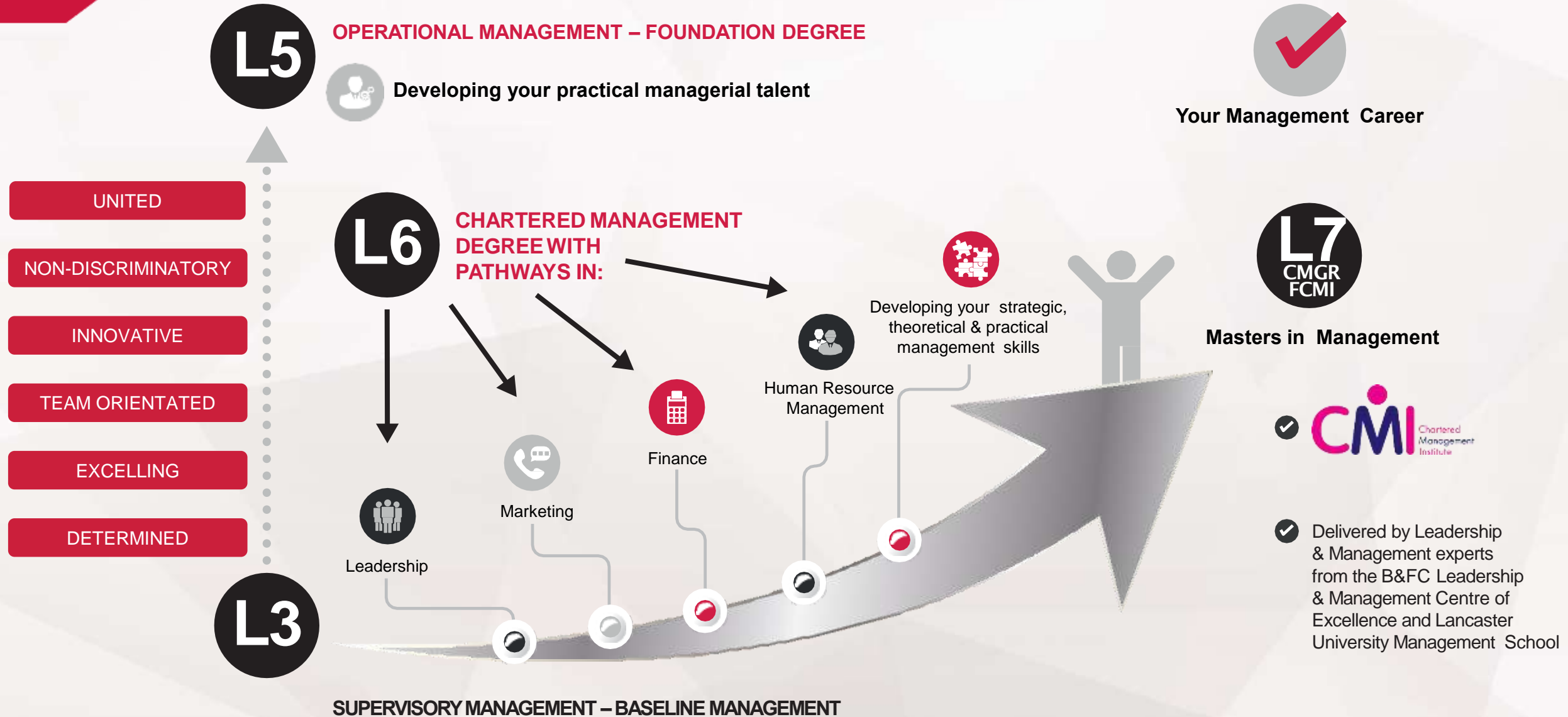
- Promote inclusion and equality throughout the programme of learning
- Delegates encouraged to believe anyone can succeed
- Increase employee retention and promote the HR pathway as a desirable career pathway by creating a pipeline of trained HR professionals.



Leadership and Management Centre of Excellence



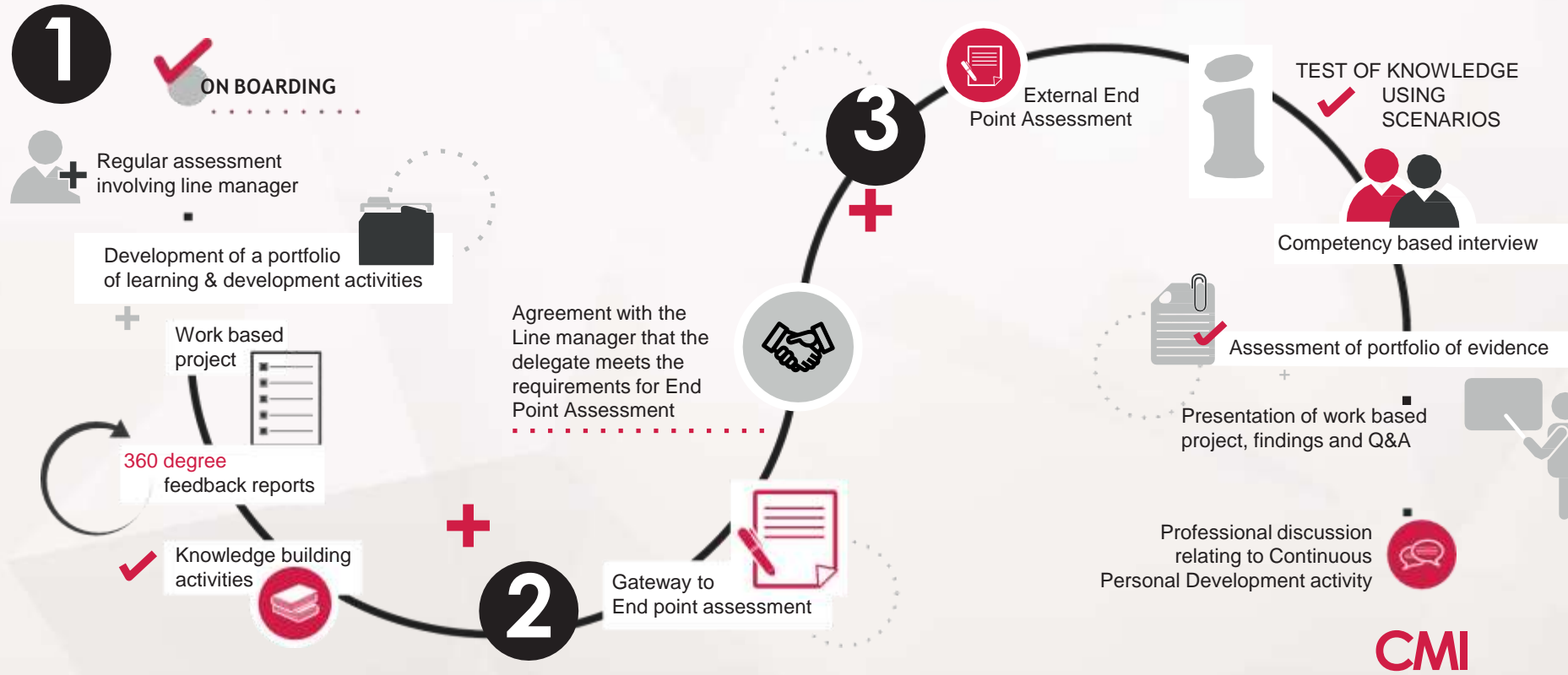
Blackpool and the Fylde College Journey through Aspirational leadership



✓ **CMI** Chartered Management Institute

✓ Delivered by Leadership & Management experts from the B&FC Leadership & Management Centre of Excellence and Lancaster University Management School

Blackpool and the Fylde College Leadership and Management Model



Fast Facts



- ✓ L3 12-18 months
- ✓ L5 24 months
- ✓ L6 36 months
- ✓ Live work based projects
- ✓ Aligned to talent management strategy & business objectives
- ✓ Professional body recognition (CMI)
- ✓ Evaluation reports and impact measures
- ✓ Full implementation and coordination strategy



Blackpool and the Fylde College L3 Team Leader Supervisor

Knowledge, Skills and Behaviours



Leading People

Understanding leadership styles

Managing People

Understand organisational cultures, equality, diversity & inclusion People and team management models

Understand HR systems & legal requirements

Provide constructive feedback

Building Relationships

Recognising achievement & good behaviour



Organisational Performance

Stakeholder relationship management

Operational Management

Understand strategy development

Project Management

Operational management

Project lifecycle Identifying

risks & issues Project

management tools

Governance & compliance

Monitor budgets

Unconscious bias & inclusivity



Self Awareness

Leading people

Self Management

Managing people

Decision Making

Building relationships

Decision making techniques

Project planning

Successful project delivery

Understand why things happen

Manage workload

Blackpool and the Fylde College L5 Operation Management

Knowledge, Skills and Behaviours



Operational Management

Project Management

Finance

-
-
-
-
-
-

- Management models
- Business planning tools
- Delivery of objectives
- Continuous improvement
- Project management
- Resource management



Leading People

Managing People

Building Relationships

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- Stakeholder relationship management
- Understand strategy development
- Operational management
- Project lifecycle Identifying risks & issues Project management tools
- Governance & compliance
- Monitor budgets
- Unconscious bias & inclusivity



Self Awareness

Self Management

Decision Making

-
-
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- Leading people
- Managing people
- Building relationships
- Decision making techniques
- Project planning
- Successful project delivery
- Understand why things happen
- Manage workload

A field of white tulips with one red tulip in the center. The red tulip is the focal point, standing out against the sea of white flowers. The background is a soft-focus field of more white tulips under bright, natural light.

Service Proposition & Project Implementation

Service Proposition – Our Approach

IMPACT & ROI

SERVICE PROPOSITION

PLANNING

Align vision & values

People strategy

Value add

Impact measures

Co-creation & customise

Scope delivery model

Internal L&M integration

STAKEHOLDER ENGAGEMENT

Identify key stakeholders

Top down/bottom up engagement

Regional/local promotion

Suitability & selection

IMPLEMENTATION

On-boarding Launch

Internal & external PIM

Approach and planning stage

Design/develop 20% off the job model

Define value add/wrap around elements

Clustered cohort roll out

Build Project Schedule

First 12 weeks

Financial levy forecast

DELIVERY

Rolling plan

Quarterly modelling

Internal L&M integration

Embed live work based projects

Diagnostic tools

QUALITY & SERVICE REVIEWS

Co-ordinated reviews

Evaluation reports

Return on investment

Continuous improvement

Progress schedule

Financial forecasting

Short, medium, term plan to spend

Graduation events