

General Overview

The University College Isle of Man (UCM), is the only further (FE) and higher education (HE) college on the Isle of Man (IOM) and provides a broad range of education and training opportunities for all ages.

UCM sits within the Department for Education, Sport and Culture and in 2020/21 had an operating budget of circa £11.9m. There was an increased facility in place from Treasury to £12.8m, following a successful business case for disruption and response funding to support the Island's additional upskilling and reskilling needs, due to the pandemic. The financial year runs from 1st April to 31st March. There has been an end of year surplus for the past 5 years.

UCM is spread across six campuses but also utilises a range of schools and outreach centres across the Island for adult education provision. All buildings are owned by the Isle of Man Government and there is a further central estates and technology budget utilised.

Annually, there are around 4,500 students attending UCM. These are within all qualification types, academic, vocational and technical and at all levels up to Level 7. Provision is broken down into further education, apprenticeships, schools link (14-16), adult and community, prison education, higher education and services to business commercial programmes. There are four faculties, Digital Enterprise, Creative & Leisure Industries, Wellbeing and Environment & Sustainability.

UCM has around 370 staff fulfilling a range of roles, with approximately 120 permanent lecturing staff, 130 support staff and 120 lecturers with sessional contracts.

Strategy and governance

The Instrument and Articles of Government set out the composition of the governing body and items for discussion/scrutiny. The governing body is made up of private and public sector business leaders. There are six full board meetings a year.

The five-year strategy was shaped in 2016 and was fully embedded by September 2017 – found here: https://www.ucm.ac.im/media/3846/ucm-strategy_2020-update-2.pdf

Operational plans underpin this strategy. Annual key performance targets and indicators (KPIs) are set collaboratively by UCM governors and senior leaders (this also considers any views and targets set by the Department for Education, Sport and Culture and wider Government). The UCM vision is to:

'Deliver learning that is world-changing and drives our Nation's future'

This is twofold, firstly seeking to change the world of those who come to UCM, making a real difference to their future possibilities and in turn, we hope that they will make a real difference to the world around them.

A key component of the strategy is the curriculum. This is designed around the UNESCO 'four pillars of learning' model; learning is an activity undertaken throughout life and thus 'lifelong' or 'continuous learning' and is an important consideration for all of our futures.

Data, Quality and Review

Benchmarking is undertaken in line with UK comparisons (Tribal EBS is used to capture and report data). UCM takes part in a pan-island peer review process (Isle of Man, Jersey and

Guernsey) now in its 4th year. Annual self-assessment considers feedback from the peer review, internal QA/lesson observations, external examiner reports, analysis of trend data and student voice. Data is submitted to the department quarterly to inform the programme for government figures. Quality improvement actions sit within each faculty and feed into overarching targets which are then monitored through the strategic KPIs. Annual appraisals of staff ensure that individuals contribute to strategic objectives, as well as personal development goals.

FE and Apprenticeships

Student further education numbers have grown, there is a slight shift for upskilling and reskilling adults. FE is delivered at entry level through to Level 5, with qualifications offered in most of the core disciplines. Achievement rates have increased steadily and in 2019/20 were at 89% (**all ages, all levels**). Retention in 2019/20 was 94%.

Apprenticeships are offered in 16 skills with the biggest volume being for the construction, hair and beauty, IT and engineering sectors. Achievement rates are high and in 2019/20 were at 87%, well above UK averages. There is no employer levy in place on the Island and apprenticeship training is funded by the IOM Government. There are strong links with employers for all curriculum areas and at all levels within the organisation. Members of the senior team sit on skills boards and on the Department for Enterprise Business Development Agency.

Higher Education

UCM's validating and awarding partner is the University of Chester. A wide range of Higher Education programmes are offered in art, history, business, IT, sport, nursing, health care and teacher training. There has been significant growth in higher education in recent years and many students benefit from smaller group sizes and 1-1 support. Most recent validations and re-validations have included BSc Cyber Security, MSc Cognitive Behaviour Therapy and BN Nursing (adult and mental health). Higher Education achievement rates and grades are exceptionally high at 87% (2:1 or 1st class honours) in 2019/20 and are well above UK rates.

Employer Engagement and Learning Environments

Employer engagement supports the development of curriculum and progression mapping. Some employers are involved in the delivery of programmes via talks, student placements and delivery of specialist modules. HE placements and dissertation projects are linked to the workplace.

There are four real work environments (RWE's), the Synnova hair and beauty salon, Cristory's Restaurant, Annie Gill Cafe and Little Explorers nursery. Vocational programme areas are furnished with up-to-date resources, including an advanced manufacturing and technology centre, IT and cybersecurity labs and construction workshops. In recent years there has been further investment into updating the campuses for informal learning spaces, a cyber security lab, refurbishment of the creative arts floors, catering training areas and other spaces.

Exams

Exams run 12 months of the year for over 270 different qualifications. UCM also provide an exam service for Island residents, including professional exams, GP exams and the Government driving theory tests. There is a dedicated exam centre at the main campus and exams are also administered within the Isle of Man Prison as part of the UCM education programme.