



OUR IMPACT

2021/22



In 2021/22 we developed a new Strategic Plan 'Choose Success' that sets out our ambitions for 2021/22 – 2023/24 and our five strategic objectives to be:



College of Choice



Employer of Choice



Partner of Choice



Digital by Design



Sustainable by Nature

We have developed the following 10 targets to measure our progress towards our objectives and, in the Strategic Plan, we committed to reporting progress on these annually.

They crosscut each of the strategic objectives which all College Directorates are collectively responsible for achieving and are regularly reviewed.

The targets sit alongside our Annual Report for 2021/22 to demonstrate both our performance and challenges.

What did we do?

Meet all our enrolment targets for our main programmes as agreed in our Annual College Development Plan for each year of this Strategic Plan.

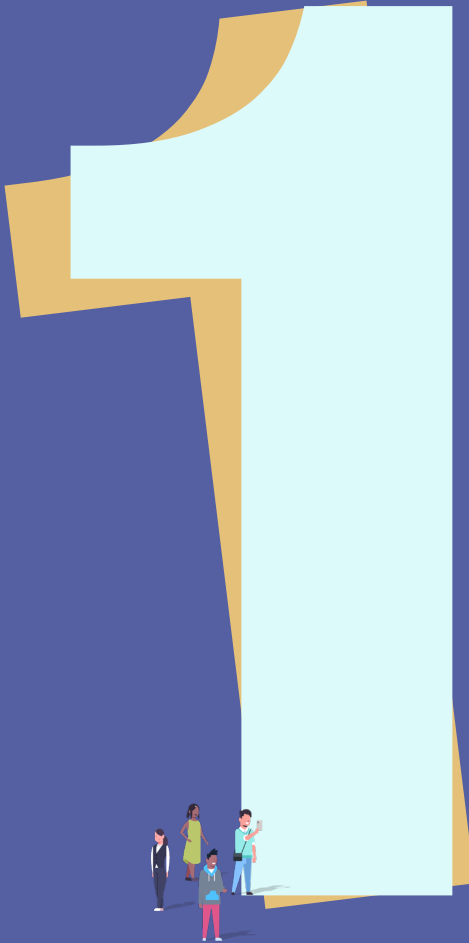


19,171

Total number of
enrolments across
Belfast Met in 2021/22

While we exceeded our overall enrolment targets across full-time Further Education (FE), part-time FE, part-time Higher Education (HE) in FE, Training for Success, Traineeships and Essential Skills, we fell short of target across full-time HE in FE, Apprenticeships NI and Higher-Level Apprenticeships.

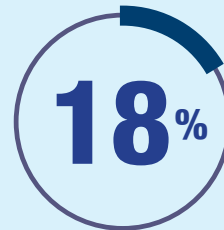
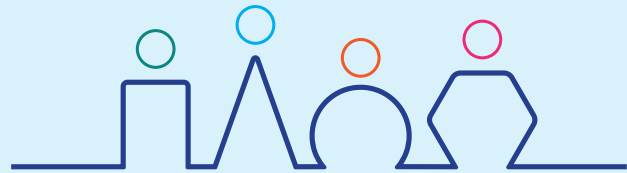
Our overall enrolments in 2021/22 were **19,171** against a planned target of **18,648**.



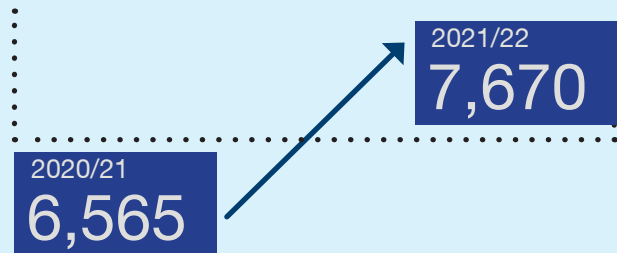


What did we do?

Increase the percentage of enrols on non-core targeted programmes by **5%** from the baseline position in 2020/21.



We increased the percentage of people participating in social inclusion programmes by **18%** from the baseline position in 2020/21.





How well did we do it?

Consolidate our rates for retention, achievement and success. This means maintaining a **91.6%** retention rate, **87.7%** achievement rate and an **80.3%** success rate.



Retention

90.6%

Achievement

86.7%



Success

78.5%

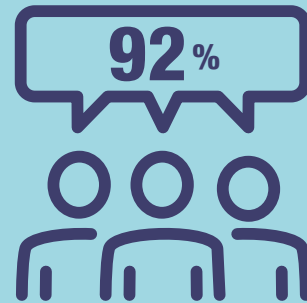
Despite the lasting effects of the Covid pandemic and the many social barriers to educational attainment that some of our students face, they persisted to achieve and succeed.



How well did we do it?

Consolidate a student satisfaction rate of **90%** (average of LSS and NSS results).

Student satisfaction increased to **92%**. Our satisfaction rate was calculated by taking an average of the **six** satisfaction indicators below.



%
Agree

I feel welcome at Belfast Met	97
I feel safe and secure at Belfast Met	96
Belfast Met is an excellent place to study	94
I believe I have made the right course choice	91
Would recommend course to friend or family	93
I enjoy my course	86



How well did we do it?

We established an Employer Satisfaction baseline of **90%**. Our satisfaction rate was calculated by taking an average of the five satisfaction indicators below.



90%

%
Agree

The services provided by Belfast Met addressed my skills requirements and business needs

93

The level of support and advice provided by Belfast Met to my organisation is appropriate to my business needs

89

The services provided by Belfast Met have positively impacted my business

90

I would recommend the services provided by Belfast Met to other businesses

92

I will continue to engage with Belfast Met in the future

88



How well did we do it?

Develop a baseline of Employee Satisfaction.

We established an Employee Engagement Index of **57.63/100**, with younger employees more engaged than older staff members, and support staff more engaged than their academic colleagues.

This index was calculated based on responses to the following questions:



I would recommend Belfast Met as a great place to work

I am proud when I tell others I am part of Belfast Met

I feel a strong personal attachment to Belfast Met

Belfast Met inspires me to do the best in my job

How well did we do it?

For the three years of this Strategic Plan, we aim to consolidate our financial position to live within our budget.

Over the three years of the plan we will seek to:

- increase the total value and contribution of non-core funded programmes (including all apprenticeship programmes).
- ensure we maximise the opportunities for additional funds we will seek to ensure that all our non-core programmes draw down at least 95% of total budgets throughout the period of this plan.

We lived within our budget



We increased our total non-core funded programmes income by 7.99% from 2020/21 to 2021/22.

We drew down 85% of total non-core programme budgets.





How well did we do it?

We will comply with all obligations placed upon us as a non-departmental public body.



We exceeded our overall enrolment target by **523** enrolments.

We were **100%** compliant in providing timely accountability returns to our parent body, the Department for the Economy (DfE).



We are progressing all **62** of the key internal controls required of us by the Department for the Economy (DfE).

How well did we do it?

- Produce a baseline across our business engagement programmes, including the number of businesses reached with an opportunity to upskill through business programmes.



We enabled 248 businesses to upskill through business programmes and will use this as our baseline.





Is anyone better off?

At least 90% of both FE and HE leavers going into further learning or employment and the number of those going into unemployment reduced.



89.50% of both FE and HE leavers went into further learning or employment.

86.5% of FE leavers surveyed in 2019/20 were in further learning or employment six months after completing their course of study.



90% of 2019/20 Belfast Met HE graduates were either in employment or further study 15 months after graduating. Belfast Met ranked above the UK HE sector (**87%**) and NI FE sector (**85%**) averages and matched the NI HE sector average of **90%**.

CHOOSE SUCCESS

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