Working together for a more diverse future

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Outline

1. Diversifying our learning community
2. Creating diverse talent pipelines
3. Diversifying our education offer
We are continuing to diversify our learning community and our educational offer by increasing the proportion of international students and doubling the number of undergraduate students we recruit from our region by 2025 (to 15% of the total intake for home students).

We are focusing on communities where participation in higher education is lowest, through targeted offers for local people including new flexible programmes and short courses, and partnerships with industry, civic and educational organisations.

We will ensure these students gain the future skills needed to thrive in a changing world, creating a diverse talent pipelines into the south west’s most exciting industries and supporting regional growth and productivity.
www.menti.com
3834 5868
We’re diversifying our intake

<table>
<thead>
<tr>
<th>Category</th>
<th>16/17</th>
<th>17/18</th>
<th>18/19</th>
<th>19/20</th>
<th>20/21</th>
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</thead>
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<tr>
<td>Aspiring state school</td>
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<td>33.6%</td>
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<tr>
<td>State school</td>
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<td>72.7%</td>
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<td>17.4%</td>
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<td>Local postcode</td>
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<td>14.5%</td>
<td>19.5%</td>
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<tr>
<td>Disabled</td>
<td>9.5%</td>
<td>12.3%</td>
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</table>
We’re growing the number of mature students
We’re growing the number of local students
This is how we’ll realise our ambition

• We will develop a **guaranteed offer** for students educated in the City of Bristol and surrounding regions, as well as those taking Access Qualifications.

• We will **extend the Bristol Scholars scheme** beyond the City of Bristol, with a specific focus on Weston-Super-Mare.

• We will **develop alternative entry routes** into the University, including foundation years and degree apprenticeships.

• We will **develop more flexible delivery**, encompassing part-time options, short courses and stackable qualifications.
Creating diverse talent pipelines

Stuart Johnson
Not enough graduates stay local

2018/19 graduating cohort: work – location*

- London 26.5%
- Bristol 12.7%
- South West 2%
- Overseas 2.9%
- Other UK 55.8%

* UKFTUG, n=1,913, response rate = 65.3%

[PGTs 17.1%, PGRs 32.3%]
[PGTs 3.2%, PGRs 2.5%]
[PGTs 33.7%, PGRs 42.6%]
[PGTs 9.3%, PGRs 6%]
Staying local has value

Taken purely in economic terms, or by using graduate salary levels as a definition, risks encouraging a form of social mobility that stresses ‘mobility’ of students – namely to London and the South East – over the ‘social’ need for universities to act as anchor institutions in their local communities, providing a source of talent to help generate not only regional economic growth, but also to widen cultural horizons and improve the health and well-being of an area.

*Chris Skidmore: Now is the time to recast universities’ relationships with their local areas - HEPI*
Not enough graduates work for smaller companies

2018/19 graduating cohort: work – employer size*

* UKFTUG, n=2,540, response rate = 65.3%
We have key sectors

Aerospace & advanced engineering
Clean tech & energy
Creative & media
Financial & professional services
Digital & tech
Fintech
Life Sciences
Logistics & distribution
We have local skills needs

Employers in the West of England have more vacancies and find it harder to recruit than the national average, particularly for higher skilled occupations. [...] **employers were more likely to be reporting skills shortages in higher and mid-skilled occupations [...]** – highlighting the need to [...] develop a pipeline of more highly skilled people.
The future of jobs is changing*

1. COVID-19 has had a lasting effect
2. Automation continues to increase
3. New jobs will emerge
4. The most in-demand skills are a mix of hard and soft skills
5. Human capital is increasingly important

* Future of work: 5 things to know about the future of jobs | World Economic Forum
Diversifying our education offer

Prof Tom Sperlinger
Diversifying our education offer

Prof Tom Sperlinger

bristol.ac.uk/
Josh's story...

I left school early and was educated at home due to being dyslexic...

The University of Bristol is one of those places where things can really happen.

If you’re interested in deep academic learning, but you also want to combine technical real-world experience with your time at university, there are lots of great opportunities that enable you to do that.

bristol.ac.uk/
Why flexible degrees?

Rapidly changing nature of work

Participation gaps

South West’s globally leading industries
There are people missing in our industry. My theory is that the absence of UK commercially successful companies is a direct result of this lack of understanding of what it takes to make something valuable to someone else. Myopia becomes embedded in systems.’

Lincoln Wallen
CTO at Improbable and former CTO at DreamWorks
What kind of flexibility?

- Micro-accredited units with partners in the region
- 4 years, 1 day per week
- Embedded and sustained placements or work-based learning
Our plans

- 2022 Announce
- 2022 Pilot
- 2023 First degree
- 2025 Scale up