

Kent & Medway

# Local Skills Improvement Plan

2026 – 2029

Shaping the future workforce for Kent & Medway



## Annex D

## Annex D - Kent and Medway Education Landscape

This annex summarises the current education and training landscape across Kent and Medway, bringing together headline participation and enrolment evidence alongside provider-reported supply to set clear context for local skills planning

### D1. Further Education: 16-18

While many young people choose a sixth form education at schools to complete A levels, a significant proportion continue education at Further Education colleges or private sector providers (with public sector funding). DfE Further Education data shows that just over 17,000 young people aged under 19 in Kent and Medway were studying at Further Education colleges and other further education providers during academic year 2024/25. These young people were collectively enrolled on a total of 45,123 learning aims. This indicates that each learner has an average of 2-3 aims. However, these aim enrolments reduce to 20,255 when English and maths, foundation for life and work and Preparation for Work are excluded, resulting in a sector subject of just over 1 enrolment per learner, reflecting that study programmes are the main route. The table below shows all enrolments by notional NVQ level by provider type.

#### Young people aged under 19 - Further Education Learning aim enrolments, 2024/25

Notional NVQ level	Total	FE College	Local Authority	Private Sector	Schools	Other Providers
E - Entry	3,937	2,571	540	660		166
Level 1	6,786	4,658	573	1,201	51	303
Level 2	18,890	17,044	104	1,495	54	193
Level 3	10,069	9,596	0	458	13	2
Level 4	121	108		13		
Level 5	16					16
Not Applicable/ Not Known	5,304	4,633	56	505		110
<b>Total</b>	<b>45,123</b>	<b>38,610</b>	<b>1,273</b>	<b>4,332</b>	<b>118</b>	<b>790</b>

Source: DfE Statistics

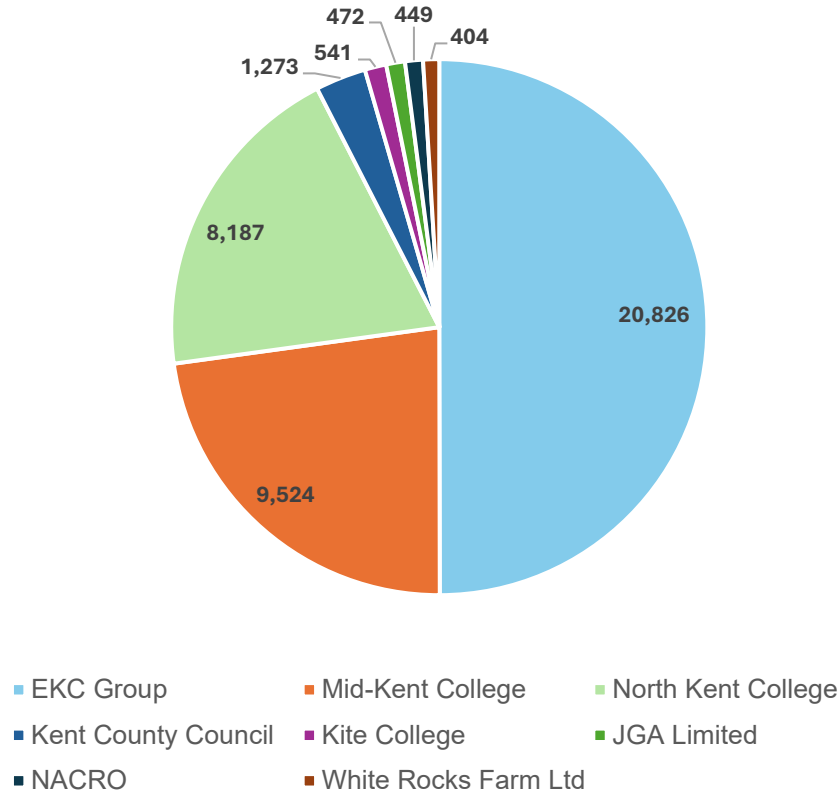
Only 22.6% of enrolments were for a level 3 or above courses, with level 2 courses being most prevalent.

The most taken learning aim was "Foundations for Learning and Life" with 11,165 enrolments and with these being mostly taken at Level 1 or Entry level, but with some also at level 2 and a small number at level 3. The learning aims without an assigned NVQ level are predominately "Preparation for Work" which was the second most taken learning aim.

The next most taken learning aims were English and Maths, nearly all taken at level 2, each with over 4,000 enrolments. Note that these enrolment figures are based on provider location, and while Kent and Medway resident pupils account for most of the enrolments, some are from young people living in bordering London boroughs such as Bexley and Bromley, which together account for 4.2% of enrolments.

Almost 86% of young people undertake their study within FE colleges, and just under 10% within the private training sector. Young people from the north and east of the county are more likely to enrol in Further Education courses with over 50% of enrolments being from young people living in Medway, Thanet, Ashford, Swale and Dover. There are much fewer enrolments from Sevenoaks, Tunbridge Wells and Tonbridge and Malling.

### Aim Enrolments by main provider 2024/25 – young people aged under 19



East Kent College Group (EKC) has the largest provision for this age group, with more aim enrolments than Mid-Kent College (MKC) and North Kent College (NKC) combined. In total there were 39 providers recorded in the DfE data working in Kent and Medway, but some only provide a few learning aims and so are not all listed here. The table below splits this by the proportion studying at each level.

#### Aim Enrolments by main college 2024/25, aged under 19

Notional NVQ Level	EKC	MKC	NKC
Entry level	8.5%	5.1%	3.9%
Level 1	9.5%	11.5%	19.2%
Level 2	39.8%	55.3%	42.3%
Level 3	23.2%	22.8%	31.5%
Level 4	0.1%	0.0%	1.1%
Not Applicable/ Not Known	19.0%	5.2%	2.1%

Of the three main Further Education college groups in the county, EKC has the highest provision of aim enrolments which are not assigned an NVQ level, MKC has the highest level 2 enrolments and NKC has the highest level of enrolments at Level 3.

#### Aim enrolments shares 2024/25 young people aged under 19<sup>1</sup>

Subject Area – Tier 1	EKC	MKC	NKC
Agriculture, Horticulture and Animal Care	3.1%	2.6%	7.5%
Arts, Media and Publishing	<b>12.5%</b>	9.5%	<b>18.8%</b>
Business, Administration and Law	8.0%	3.1%	5.4%
Construction, Planning and the Built Environment	<b>11.7%</b>	8.8%	6.7%
Digital Technology	4.2%	3.2%	2.5%
Education and Training	2.7%	1.4%	2.1%
Engineering and Manufacturing Technologies	7.9%	3.5%	6.8%
Health, Public Services and Care	9.3%	9.0%	5.7%
History, Philosophy and Theology	0.7%	0.1%	0.0%
Languages, Literature and Culture	<b>13.0%</b>	<b>20.8%</b>	<b>14.7%</b>
Leisure, Travel and Tourism	3.1%	3.2%	6.8%
Retail and Commercial Enterprise	6.8%	6.9%	8.5%
Science and Mathematics	<b>13.6%</b>	<b>27.2%</b>	<b>14.5%</b>
Social Sciences	3.4%	0.8%	0.0%

<sup>1</sup> Excluding Preparation for Life and Work and courses with no assigned NVQ level

The above table shows that English and Maths are more widely taken at MKC, but all colleges have a high share of enrolments in these subjects.

Arts, Media and Publishing is a top choice for all three colleges with very high enrolments at NKC. Health and Public Services is also a popular choice, but less so at NKC. EKC has notably higher enrolments in both Business and Construction. Agriculture is more prevalent at NKC.

While as expected History and Social Sciences both have low levels of enrolments, Education and Digital technologies also have low take-up.

Just looking at Level 3 courses, we see that Language and Maths are less taken at this level and Arts and Media comes out as a clear top choice at all colleges, with this particularly so at NKC. Business and Health show as the next most popular aims studied.

NKC is strong at this level for Agriculture and Leisure, Travel and Tourism but has low take-up for Construction. Digital technology comes out as a much more popular choice at level 3 across all colleges.

#### **Aim enrolments shares 2024/25 young people aged under 19, Level 3 aims<sup>2</sup>**

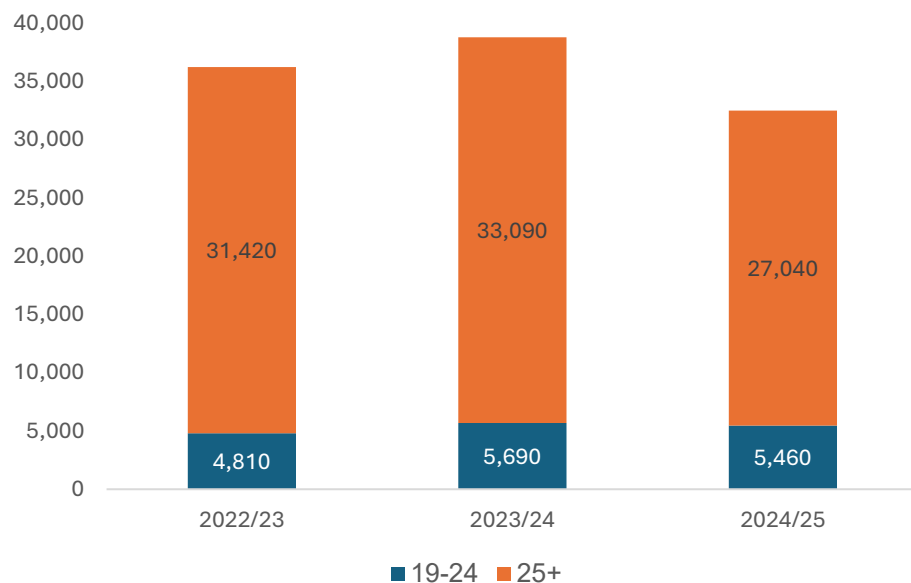
<b>Subject Area – Tier 1</b>	<b>EKC</b>	<b>MKC</b>	<b>NKC</b>
Agriculture, Horticulture and Animal Care	3.7%	6.2%	<b>10.9%</b>
Arts, Media and Publishing	<b>22.0%</b>	<b>24.8%</b>	<b>37.2%</b>
Business, Administration and Law	<b>12.2%</b>	7.4%	<b>10.7%</b>
Construction, Planning and the Built Environment	6.3%	7.1%	1.7%
Digital Technology	5.6%	6.5%	5.2%
Education and Training	4.5%	3.4%	5.7%
Engineering and Manufacturing Technologies	7.6%	3.3%	3.1%
Health, Public Services and Care	<b>10.5%</b>	<b>13.6%</b>	7.1%
History, Philosophy and Theology	1.5%	0.5%	0.4%
Languages, Literature and Culture	1.8%	1.4%	0.0%
Leisure, Travel and Tourism	4.7%	4.9%	<b>12.5%</b>
Retail and Commercial Enterprise	2.4%	6.9%	5.5%
Science and Mathematics	9.3%	<b>11.0%</b>	0.0%
Social Sciences	7.9%	3.0%	0.0%

<sup>2</sup> Excluding Preparation for Life and Work and courses with no assigned NVQ level

## D2. Further Education: Adult Learning (19+)

32,500 people participated over the age of 19 participated in adult education and training in 2024/25<sup>3</sup>. This number has been declining, which reflects national participation, which fell by 4.6% in 2024/25 and most LSIP areas saw a reduction. To what extent this was due to changes in reporting is unclear, however, it is clear that Kent and Medway saw a much larger fall of 16.2%, which was significantly higher than other LSIP areas.

### Education and training participation by year and age



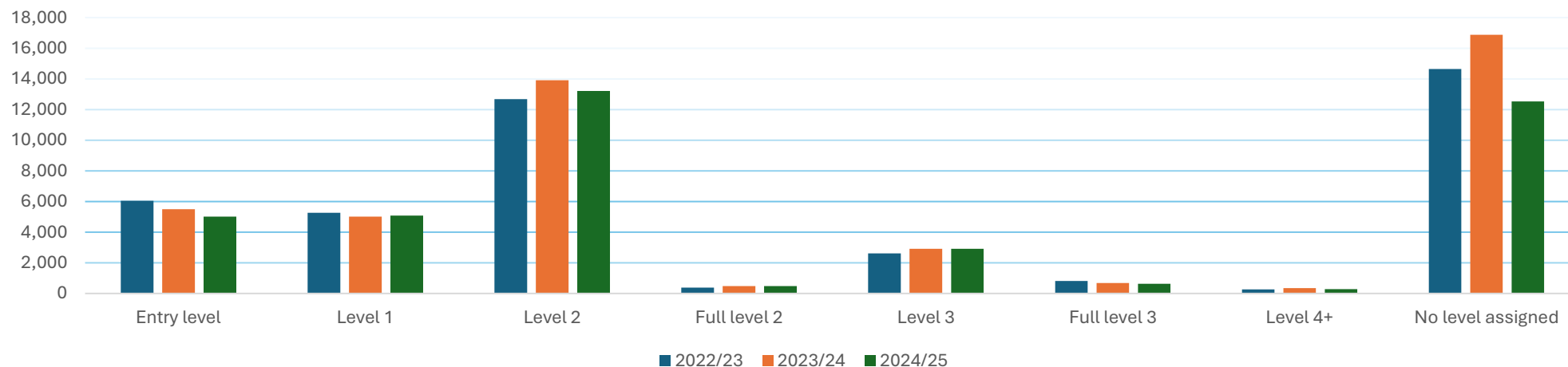
### Education and training participation age 19+ – LSIP Comparison

LSIP Area	2023/24	2024/25	Change
Buckinghamshire	8,370	8,000	-4.4%
Enterprise M3	28,960	27,220	-6.0%
Greater Essex	29,840	28,440	-4.7%
Greater London	246,230	232,340	-5.6%
Hertfordshire	17,650	16,750	-5.1%
Kent and Medway	38,770	32,500	<b>-16.2%</b>
Sussex	31,830	29,160	-8.4%
Thames Valley Berkshire	17,540	16,630	-5.2%

The fall in participation for Kent and Medway was most pronounced for the age range 25 and above. It was also pre-dominantly within non-regulated courses (those not overseen by an official body and which do not have a recognised level), which implies either community learning has declined or not been fully picked up in the new data collection process for tailored learning. The course participation numbers when broken down by level is higher than overall participation, due to some 20% of students taking more than one course at different levels.

<sup>3</sup> The DfE has changed the presentation of statistics for adult education and learning for 2024/25. Tailored learning replaces Community learning and is now included within the overall numbers of participation and enrolments.

## Course participation by level and year



The most popular courses did not have a level assigned to them, with these courses being unregulated and provided by community learning organisations. There were 27,620 enrolments on courses with an assigned level, and this was 4.3% lower in 2024/25 than in the previous year.

Of courses with an assigned level, in 2024/25 many (47.8%) in Kent and Medway were level 2 courses, which was above the 37.4% for England as a whole. Instead, Kent and Medway has a much lower level of enrolments in Entry level courses, 18.1% compared to the England average of 25.7%.

Total course enrolments by subject for Kent and Medway was 56,960 in 2024/25, much higher than participation numbers, with many learners studying more than one subject. Many students take a course in Preparation for Life and Work, and many other courses (predominately community learning) do not have a specified subject area. There were 23,600 enrolments in courses with a specified subject area other than Preparation for Life and Work.

### Enrolments by type, 2024/25

Enrolments by subject	<b>23,600</b>
Subject area - Not Applicable/ Not Known	18,270
Preparation for Life and Work	15,090
<b>Total Enrolments</b>	<b>56,960</b>

### Enrolments with an assigned subject, 2024/25

Subject Area	Enrolments	Share	England Share
Agriculture, Horticulture and Animal Care	680	2.9%	2.4%
Arts, Media and Publishing	470	2.0%	2.9%
Business, Administration and Law	2,780	11.8%	12.3%
Construction, Planning and the Built Environ.	<b>3,160</b>	<b>13.4%</b>	9.9%
Digital Technology	1,510	6.4%	10.1%
Education and Training	840	3.6%	5.0%
Engineering and Manufacturing Technologies	1,620	6.9%	9.1%
Health, Public Services and Care	<b>7,660</b>	<b>32.5%</b>	29.2%
Languages, Literature and Culture	490	2.1%	3.1%
Leisure, Travel and Tourism	150	0.6%	1.4%
Retail and Commercial Enterprise	<b>3,630</b>	<b>15.4%</b>	10.3%
Science and Mathematics	540	2.3%	4.0%
Social Sciences	70	0.3%	0.3%

The most popular subject in Kent and Medway is Health and Care, with Retail, Construction and Business also being favoured. Compared to the England average there are significantly more enrolments in Health and Care, Retail and Construction and a lot less in Digital Technology and Engineering.

The choice of enrolments varies greatly by gender with over 50% of females taking Health and Care compared to just 14.1% for males. Males are much more likely to take Construction, Engineering or Retail instead. Just 140 females enrolled in construction courses compared to 3,010 males.

### D3. Apprenticeships

Apprenticeship starts have increased slightly in the last academic year for Kent and Medway residents. There has also been a noticeable trend in the last two years that more apprenticeship starts are now at the Higher level, with a reduction in lower-level apprenticeships starts. Within this the number of level 7 (post-graduate) apprenticeships was 1,205 in 2024/25, up from 400 in 2019/20<sup>4</sup>.

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<sup>4</sup> It should be noted that as this data is based on residents in Kent and Medway and therefore is not necessarily representative of the volume of apprenticeships within a particular provider.

Nationally apprenticeship starts in 2024/25 increased by 4.1% compared to a slightly lower increase in Kent and Medway of 3.8%. Kent and Medway however now have 40.1% of starts being Higher level compared to 39.7% for England.

### Apprenticeship starts by year and level

Apprenticeship Level	2022/23	2023/24	2024/25
Intermediate (Level 2)	2,340	2,280	2,100
Advanced (Level 3)	5,190	5,010	4,820
Higher (Level 4+)	3,630	3,850	4,640
<b>Total</b>	<b>11,160</b>	<b>11,140</b>	<b>11,560</b>

### Apprenticeship starts by year and by age

Age Range	2022/23	2023/24	2024/25
Under 19	22.2%	22.0%	19.4%
19-24	30.0%	29.0%	27.8%
25+	47.9%	49.0%	52.9%

Measured on a per 1,000 head of working age population Kent has 9.9 apprenticeships starts compared to 9.5 at the England level. This also compares well with other LSIPs surrounding London, with only Surrey achieving a higher rate per 1,000 head of working age population. Most local authorities in Kent and Medway are close to the county average for apprenticeships starts but numbers are lower in Canterbury, Sevenoaks and Thanet, all below 8.5 per 1,000 working age population. Starts are exceptionally high in Medway at 13.9 per 1,000.

Over half of apprenticeships starts are now for people aged 25 or older, with this increasing year on year, now at 52.9% for Kent and Medway compared to 51.2% for England.

### Top Apprenticeship providers in Kent and Medway – 2024/25

Provider	Starts
The British Army	695
Lifetime Training Group	398
East Kent College Group	376
Multiverse Group	311
BPP	303
Paragon Education and Skills	273
Cornel	271
First Intuition South	246
ABM Training	232
Mid-Kent College	211
JTL	205
Parenta Training	202

Looking at apprenticeship starts at a broader subject level, shows again that Business Administration is now more popular than Health and Care. This is the case both locally and at a national level.

### Apprenticeship broad subject area starts in Kent and Medway – 2024/25

Broad Subject Area	2022/23	2023/24	2024/25
Business, Administration and Law	2,749	2,948	3,417
Health, Public Services and Care	3,482	3,063	3,068
Engineering and Manufacturing Technologies	1,704	1,790	1,750
Retail and Commercial Enterprise	1,045	1,039	916
Digital Technology	707	789	860
Construction, Planning and the Built Environment	796	731	707
Education and Training	317	369	467
Agriculture, Horticulture and Animal Care	205	204	217
Leisure, Travel and Tourism	92	133	105
Arts, Media and Publishing	44	58	37
Social Sciences	8	9	10
Science and Mathematics	7	3	9
<b>Total</b>	<b>11,156</b>	<b>11,136</b>	<b>11,563</b>

When looking by subject area, it is similar to the broad subject area, with Business Management currently the most popular subject for Kent and Medway apprenticeship starts, having replaced Health and Social Care in the top spot the previous year.

### Top Apprenticeship subject area starts in Kent and Medway – 2024/25

Subject Area	2022/23	2023/24	2024/25
Business Management	1,309	1,446	1,700
Health and Social Care	1,402	1,261	1,417
Engineering	974	1,060	1,022
Accounting and Finance	737	749	967
Child Development and Well Being	806	854	955
Digital technology (practitioners)	684	772	846
Building and Construction	771	706	685
Transportation Operations and Maintenance	592	619	617

The mix of subjects in Kent and Medway is very similar to the national mix, except that Kent and Medway has proportionally much more starts in Engineering and Manufacturing and Education and Training and much less in Digital Technology. Also of note is that although Kent and Medway has a strong employment presence in Construction, the number of apprenticeships starts is somewhat proportionally lower than the national average.

## Apprenticeship Achievements

Apprenticeships achievement rates are only published at a national level by provider and show that only 60.5% of those leaving an apprenticeship did so with an achievement. This has risen from two years ago when the figure was 53.4%.

Apprenticeships achievement numbers have certainly been rising fast in the last few years and were up 20.6% in 2024/25 compared to the previous year, with noticeable improvement for both Advanced and Higher apprenticeships.

The breakdown of achievements by age shows a similar distribution to apprenticeship starts suggesting achievement rates are similar for all age ranges.

### Apprenticeship achievement numbers by year and level

Apprenticeship Level	2022/23	2023/24	2024/25
Intermediate	1,413	1,207	1,300
Advanced	2,221	2,500	3,057
Higher	1,302	1,703	2,165
<b>Total</b>	<b>4,936</b>	<b>5,410</b>	<b>6,522</b>

### Apprenticeship achievement numbers by age and level

Age Range	2022/23	2023/24	2024/25
Under 19	1,026	1,175	1,337
19-24	1,564	1,645	1,997
25+	2,346	2,590	3,188
<b>Total</b>	<b>4,936</b>	<b>5,410</b>	<b>6,522</b>

Achievements by broad subject area also has a similar proportional breakdown compared to starts, with one noticeable exception. Achievement numbers for Digital Technology is somewhat lower than might be expected with this subject also having lower take-up than the national average.

### Apprenticeship achievement by broad subject area

Broad Subject Area	2022/23	2023/24	2024/25
Health, Public Services and Care	1,275	1,383	1,976
Business, Administration and Law	1,334	1,521	1,666
Engineering and Manufacturing Technologies	913	898	1,021
Retail and Commercial Enterprise	500	448	518
Construction, Planning and the Built Environment	225	399	435
Digital Technology	247	329	368

Education and Training	220	199	276
Agriculture, Horticulture and Animal Care	143	129	142
Leisure, Travel and Tourism	53	65	74
Arts, Media and Publishing	23	23	35
Science and Mathematics	1	3	6
Social Sciences	1	13	5
<b>Total</b>	<b>4,936</b>	<b>5,410</b>	<b>6,522</b>

#### D4. Not in Education, Employment or Training

Data on the education, training and employment status of young people aged 16 and 17 are collected by local authorities at the start of each calendar year. The proportion of these young people not in education, employment or training (NEET) was much higher in Kent than the England average.

#### Young people aged 16 and 17 not in education, training and employment, 2025

Age	Kent and Medway	England
16	3.6%	2.7%
17	5.0%	4.2%
16 + 17	4.3%	3.4%

This proportion (the NEET rate) has been rising each year since 2022 both in England and in Kent and Medway. In 2022 the overall NEET rate was 2.6% for England and 2.8% in Kent and Medway. Kent and Medway has consistently had a higher NEET rate than the England average, with this gap increasing over recent years.

Across England the majority of young people aged 16 and 17 remain in full-time education (86.1%) with 4.2% taking apprenticeships, which is the next most popular choice. The **figures for Kent and Medway are lower at 83.3% and 3.4% respectively**. The lower figures are in part due to a higher NEET rate, but also as more young people in Kent and Medway move into employment without training, or some other form of participation.

Nationally the rate of young people taking apprenticeships has been falling slightly over recent years, with more taking full-time education. Kent and Medway has seen a higher decline in apprenticeship take-up.

Young people with Special Educational Needs (SEN) have a higher NEET rate than other young people, at 6.8% for those with a statement and 7.0% for those needing other SEN support compared to 3.8% for those without SEN.

The NEET rate might actually be higher than the figures above reveal due to the status of a proportion of young people not being known. Local authorities go to great effort to track all young people, but not all can be contacted or their status otherwise known (e.g. not found enlisted on a full-time education course). Kent and Medway also has a higher rate of “not knows” than the England average.

#### Young people aged 16 and 17 where status is unknown, 2025

Age	Kent and Medway	England
16	3.1%	1.4%
17	5.0%	3.0%
16 + 17	4.0%	2.2%

Over time the proportion of young people with unknown status has been reducing, and in 2024 Kent actually had a lower rate of not knows than the England average, but this figure increased significantly for Kent and Medway in 2025. The figures above translate into 1,981 young people in Kent and Medway being NEET with 1,859 not knows.

For those young people who continue on in post-16 education, destination information is collected when they leave courses at age 18. The destinations vary significantly between those who attend a sixth-form school (63%) and those who attend a Further Education college (37%). School leavers are most likely to go onto Higher Education, whereas those who attended Further Education colleges are more likely to go into employment, but also with a large proportion who do not have a sustained destination.

#### Destinations at end of Key Stage 5, 2023/24

	Schools	Further Education	Total K&M	England
Key Stage 5 leavers	11,720	6,896	18,616	
Into employment	25.6%	40.0%	30.9%	27.9%
Higher Education	51.8%	12.4%	37.2%	38.2%
Apprenticeship	5.6%	6.8%	6.0%	6.7%
Other education	3.1%	7.6%	4.8%	6.8%
Not sustained destination	9.6%	25.4%	15.5%	15.1%
Unknown	4.4%	7.9%	5.7%	5.3%

## D5. Supply of Skills Provision

This section provides an analysis of the supply of skills provision in the Kent and Medway area based on returns collected from further education colleges, universities and a small selection of independent training providers<sup>5</sup>.

### Further Education

Returns were received from the three further education college groups in Kent And Medway and the returns focused on Vocational Training courses including Apprenticeships and T-Level courses. The intention, as far as possible, was to include only full study programmes, that is full courses as opposed to individual modules or individual subjects, so that students are only counted once within the data.

A total of **19,197 course enrolments** were identified and these enrolments covered learning levels from Entry level to level 6 courses (equivalent to a bachelor's degree with honours).

### Number of enrolments by course level by College group

Course level	EKC	NKC	MKC	Total
Entry		33	126	159
Level 1	77	835	827	1,739
Level 2	4,793	1,563	1,826	8,182
Level 3	3,873	2,872	1,670	8,425
Level 4	116	137	111	364
Level 5	133	123	66	322
Level 6	10	6		16
<b>Total</b>	<b>9,002</b>	<b>5,569</b>	<b>4,626</b>	<b>19,197</b>

As might be expected the majority of enrolments are at level 2 or level 3, which together account for 86.5% of enrolments. Enrolments are level 4 and above account for just 3.7% of total enrolments and those at level 1 or below account for just under 10%.

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<sup>5</sup> While data sense checks have been conducted on the returns from providers, the report authors cannot take responsibility for the accuracy of the returns and any data omissions or errors included in these will be reflected in the analysis, with the responsibility for data completeness and accuracy remaining with providers. The main input of the report writers has been to define custom detailed Subject Area names based on full Course Titles in order to enhance the analysis and make it more meaningful to the reader.

An additional **2,972 students** were cited within data returns from six Independent Training Providers (ITP). Of these 40% were on short courses and 35% on level 3.

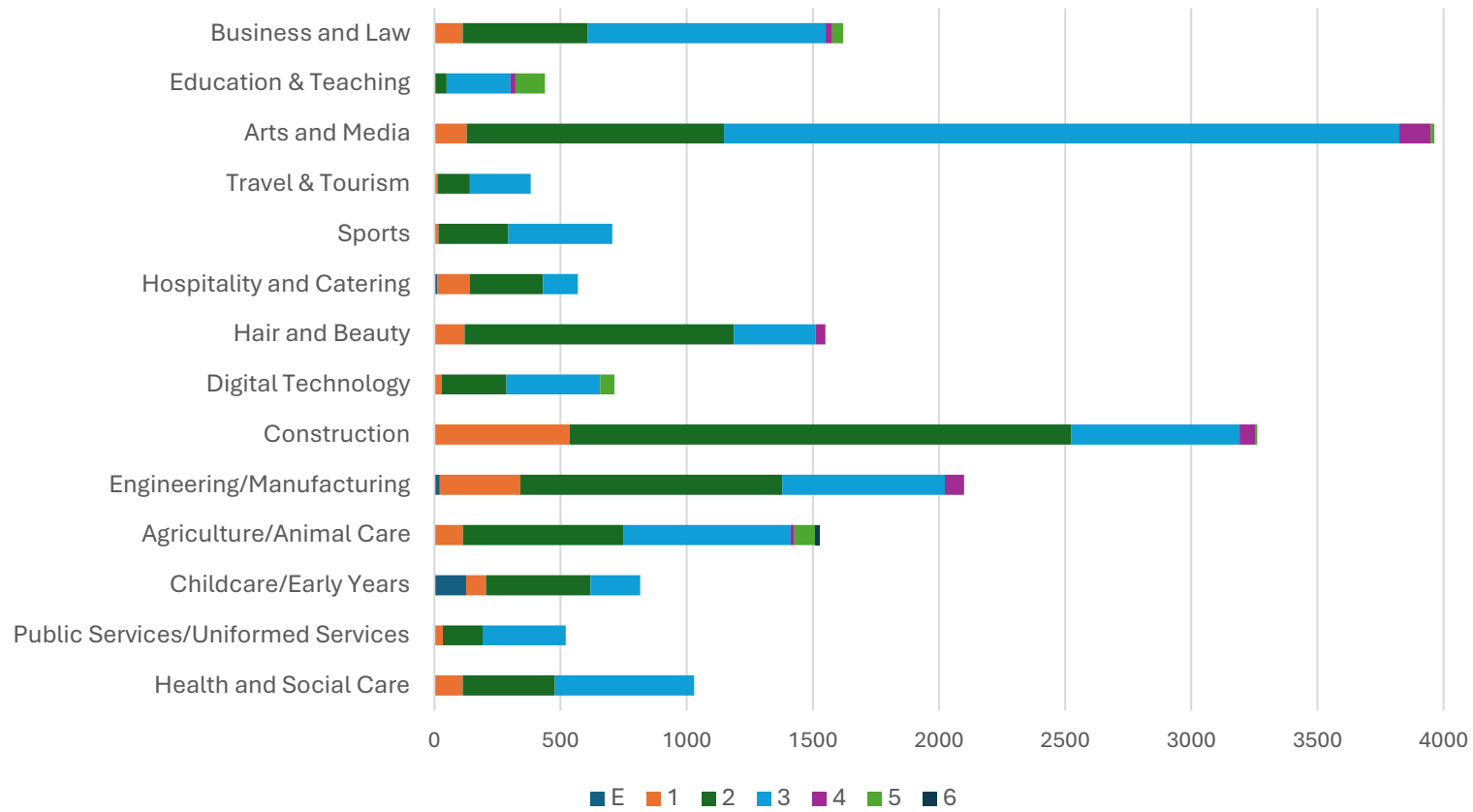
Included within the courses were 1,520 Apprenticeship enrolments and 1,003 T-level enrolments. A small number of enrolments were noted as being provided commercially or from direct funded, but these accounted for less than 200 enrolments. A further 878 enrolments were recorded as being part-time. Within the higher-level courses at Level 4 and 5, 189 or 27.5% of these are provided as Apprenticeships.

A high-level overview of enrolments by subject area is provided in the table below<sup>6</sup>.



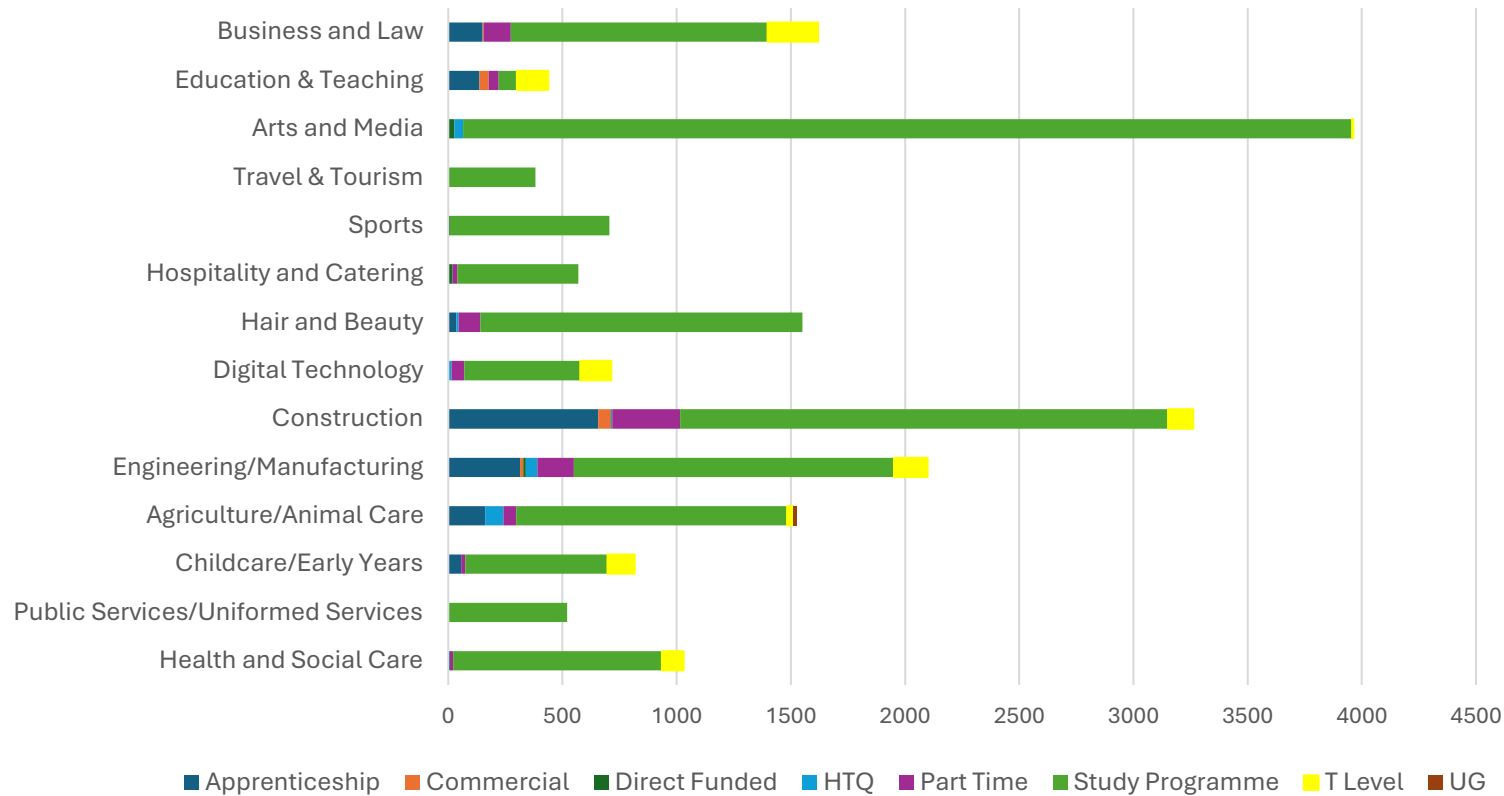
## Course Sector Subjects and Levels

<sup>6</sup> While this breakdown is mostly based on standard Subject Sector Area (SSA) coding, it should be noted that a small number of courses have been moved into a different category based on the specific name of the course. *Some SSA shown are classed a Tier 1 and more detailed breakdowns are provided below for these. Whereas some of the Subject Areas below are classed as Tier 2 which represents a lower level of detail in SSA coding.*



As stated, levels 2 and 3 dominate, however there are some clear subject differentials here, with construction and hair and beauty clearly more dominate at level 2 and below, whereas arts and media more heavily weighted to level 3+.

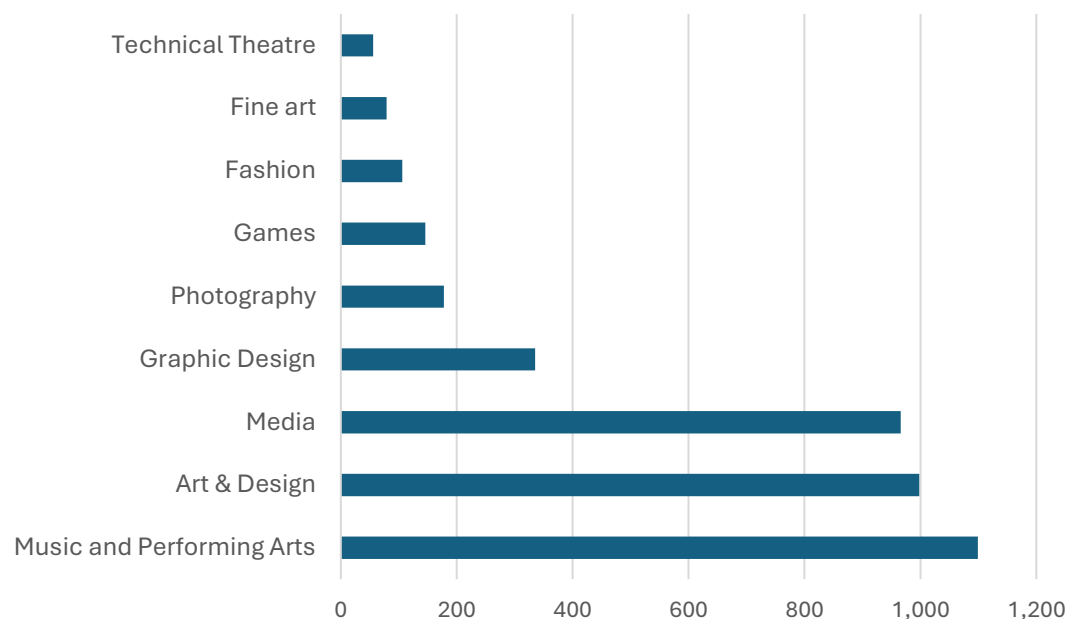
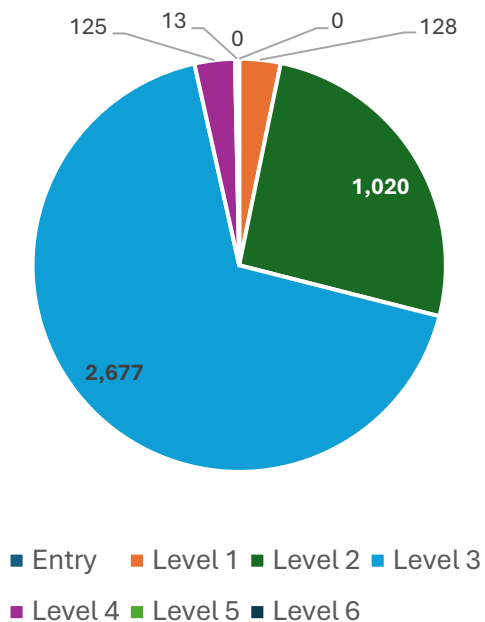
## Course Sector Subjects and Types



Study programmes dominate in terms of course type. However, construction, engineering, business and law, education and teaching and agriculture/animal care having a broader range. As we can see, from an apprenticeship perspective these are heavily weighted in construction and engineering. And T levels more prevalent in business and law, engineering, education and teaching and digital.

The sections below provide further breakdown of the subject areas. Those with higher enrolment numbers are analysed in more detail.

## Creative - Arts and Media



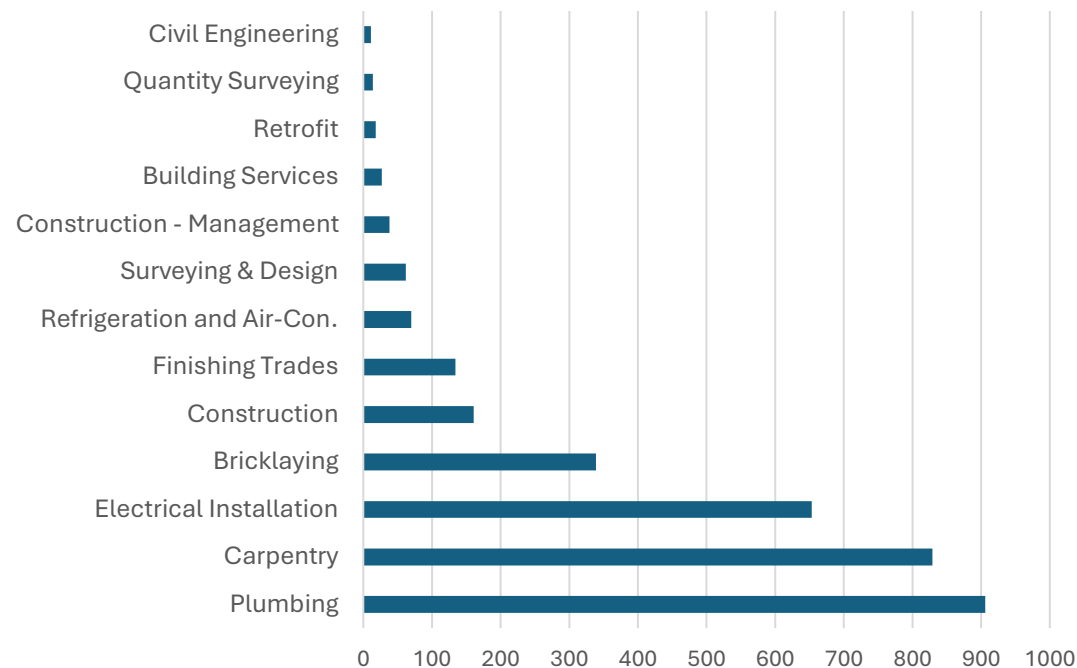
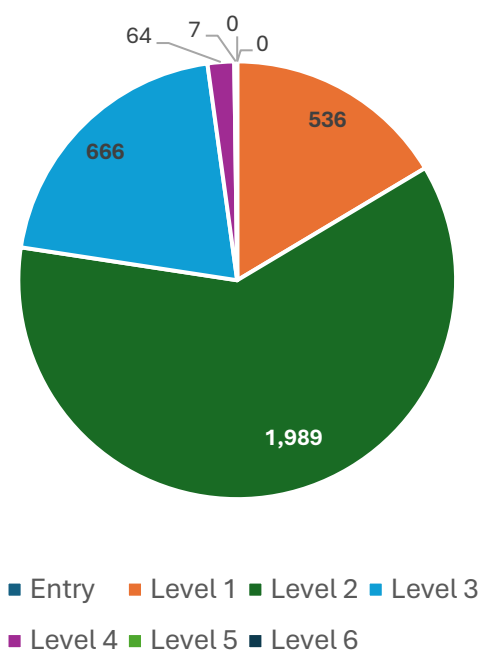
Arts and Media courses account for 20.6% of total enrolments, with this weighted towards level 3 and level 4, accounting for 31.8% and 34.3% respectively of enrolments at these levels. None of the enrolments are apprenticeships and only 6 are T-levels.

NKC has higher enrolments in this subject area, at 26.3% of enrolments compared to 18% to 19% for the other colleges. As the graph shows, the most popular course in this subject is Music and Performing Arts, with a more generic course of Art and Design being second.

Nearly all detailed subject areas include some enrolments which are at higher levels except games and fashion. Both graphic design and technical theatre are more weighted towards higher level courses.

Achievement rates for this subject area are generally about 87%

## Construction



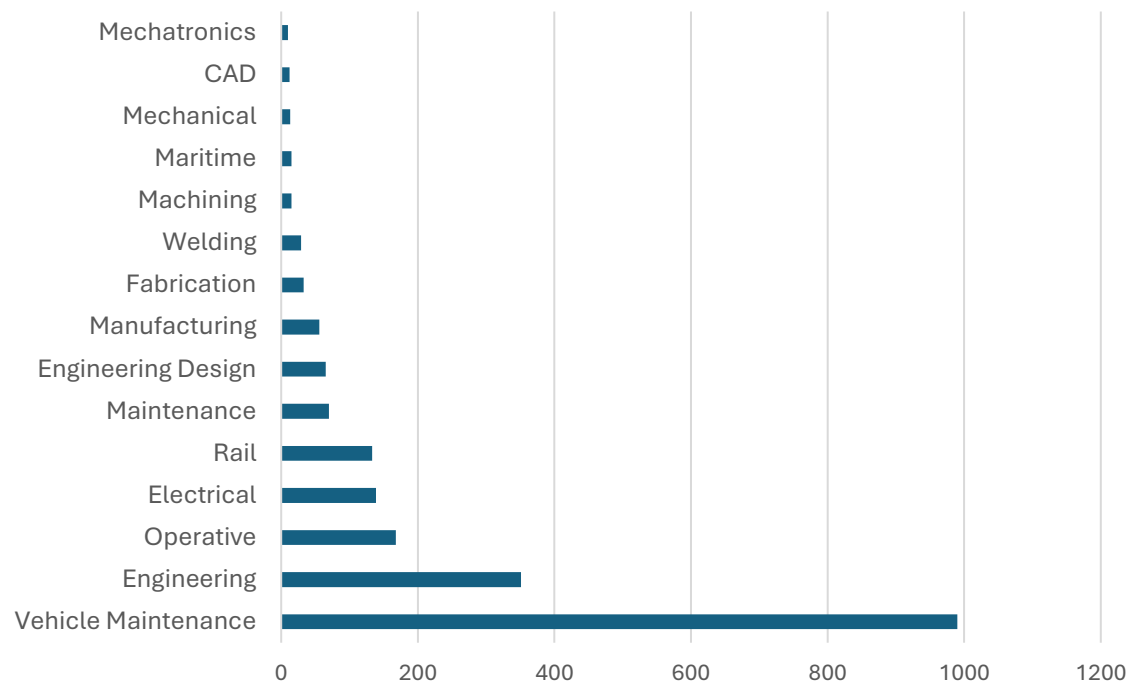
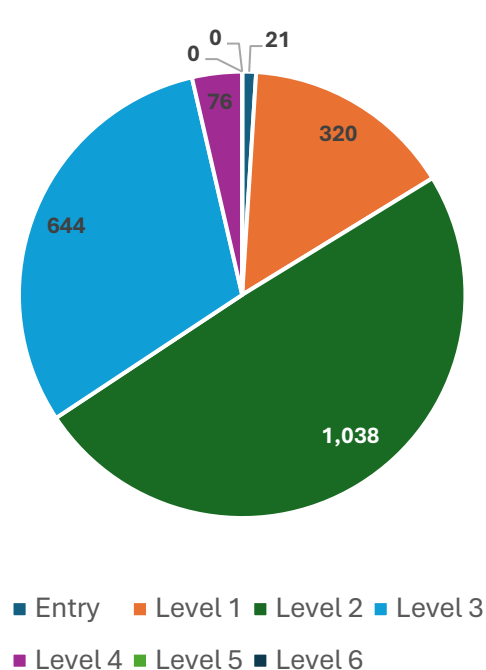
Construction courses account for 17.0% of total enrolments, with this weighted towards level 1 and level 2 accounting for 30.8% and 24.3% respectively of enrolments at these levels. A total of 657 of the enrolments are apprenticeships and 110 are T-levels.

East Kent College Group deliver high volumes in this subject area relative to the other colleges at 22.8% of enrolments.

At a more detailed subject level the most popular course in this subject is Plumbing, with Carpentry and Electrical Installation being the next most popular courses. It is noted however, that JTL Training numbers are not included in this analysis, which would highly likely increase numbers in Electrical considerably. The higher-level courses (level 4 and above) are in the detailed subject areas of Civil Engineering, Building Services, Construction Management and Quantity Surveying.

In terms of achievements a lower 75% achievement rate seems to be the norm in this subject area. A further 300 students in construction were studying with ITPs were mostly in electrical installation at level 3.

## Engineering/Manufacturing

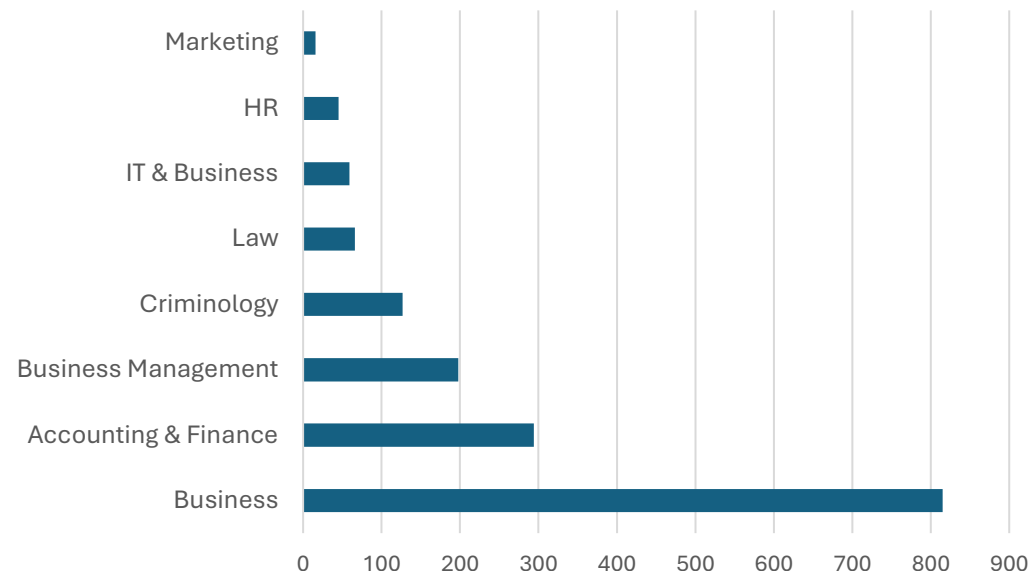
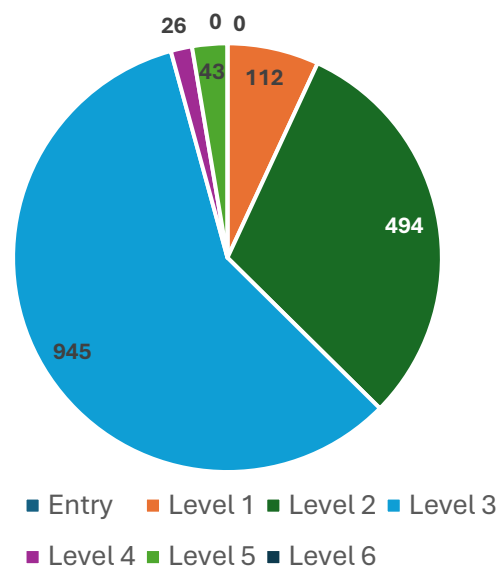


Engineering and Manufacturing courses account for 10.9% of total enrolments, with this weighted towards level 1 and level 2, accounting for 18.4% and 12.7% respectively of total enrolments at these levels. There are also a relatively significant numbers of enrolments at Level 4. A total of 314 of the enrolments are apprenticeships and 148 are T-levels.

East Kent College Group and North Kent North College deliver slightly higher volumes in this subject area relative to Mid-Kent College where this subject only makes up 8.1% of enrolments.

At a more detailed subject level the most popular course in this subject by a significant margin is Vehicle Maintenance, with general engineering being the next most popular. The high-level courses (level 4) are mostly in general Engineering but also in Electrical and Mechanical Engineering. A further 358 students in engineering were studying with ITPs, with 65% being in electrical and mostly electrical testing at level 3. This was followed by maintenance and mechatronics.

## Business and Law



Business and Law courses account for 8.4% of total enrolments, with this weighted towards level 3 and level 5, accounting for 11.2% and 13.4% respectively of enrolments at these levels. A total of 151 of the enrolments are apprenticeships and 222 are T-levels.

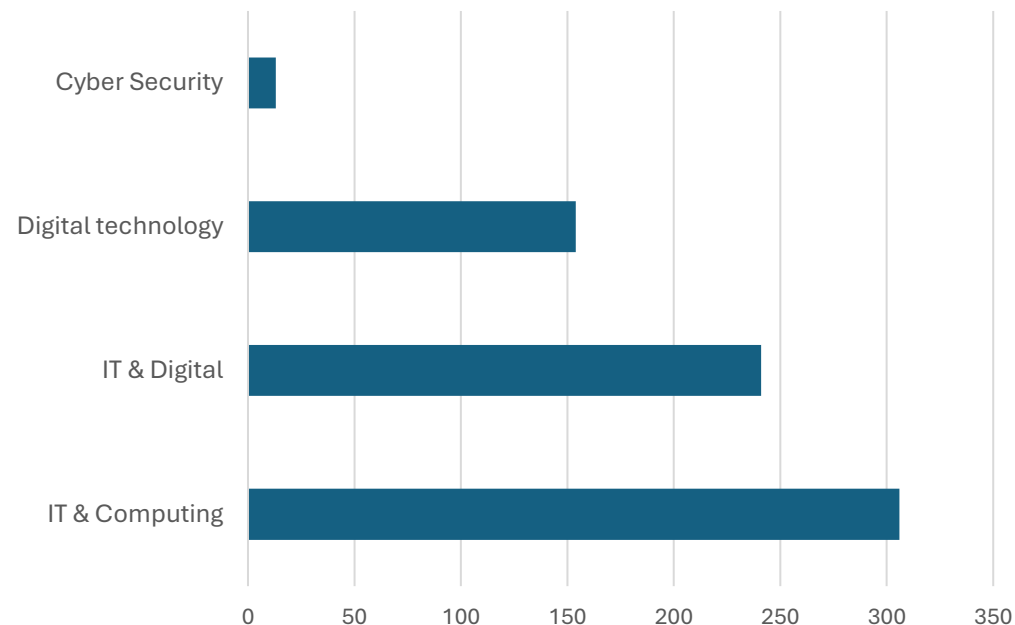
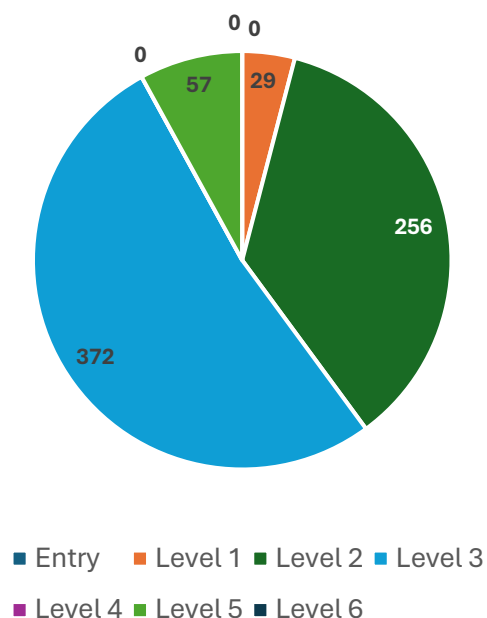
All College Groups provide a similar proportion of their enrolments in this subject area, ranging from 7.1% of enrolments to 9.9%.

At a more detailed subject level the most popular course in this subject by a significant margin is general Business Studies with Accounting and Finance and Business Management also being popular.

The higher-level courses are in Accounting and Finance at Level 4 and Business Management and HR for Level 5.

Achievement rates in this subject are variable by college for Business Studies except for Accounting and Finance which are more consistent. North Kent College report 96% for Business related studies and a lower 70% for Accounting and Finance.

## Digital Technology



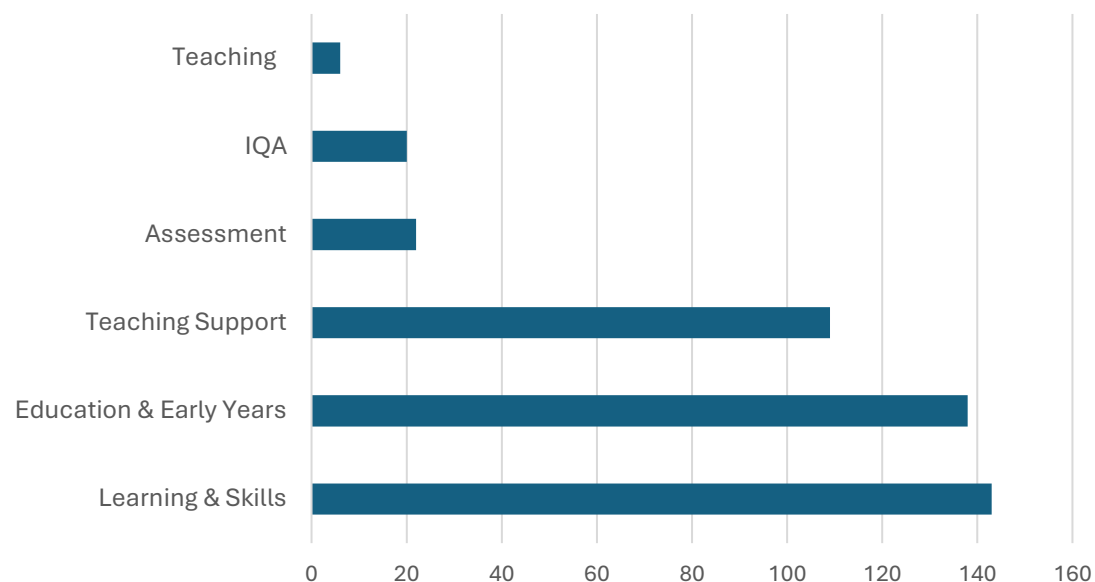
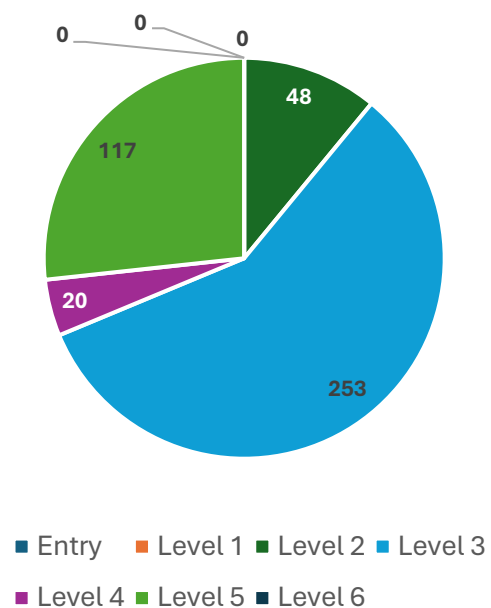
Although there are only a relatively low number of enrolments in Digital Technology, given the importance of this subject in a modern economy and that this is considered a Tier 1 SSA, some detailed breakdowns are provided for this Subject Area.

Digital Technology courses account for 3.7% of total enrolments, and while most enrolments are at Level 2 or 3 in line with other subjects, the enrolments are relatively highly weighted towards level 5 and this accounts for 17.7% of total enrolments at this level. There are no apprenticeships enrolments in digital technology, but there are 136 T-level enrolments.

All Colleges provide courses for this Subject Area, with the share of total enrolments ranging from 3.3% of total enrolments at Mid-Kent College to 4% at North Kent College.

The graph shows a breakdown of enrolments based on custom subject areas which are based on full course name. Course names which mention Information Technology (IT) are assumed to follow the standard definition which implies a focus on the internal infrastructure including hardware and software, whereas Digital assumes a more outward-facing, user-centric focus (e.g. apps, websites, and AI). Some courses clearly aim to cover both aspects.

## Education & Teaching



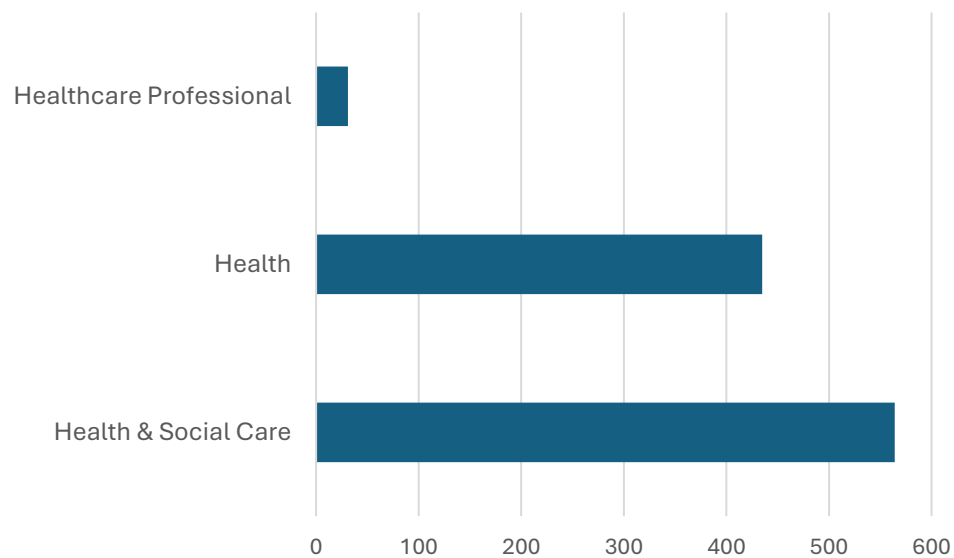
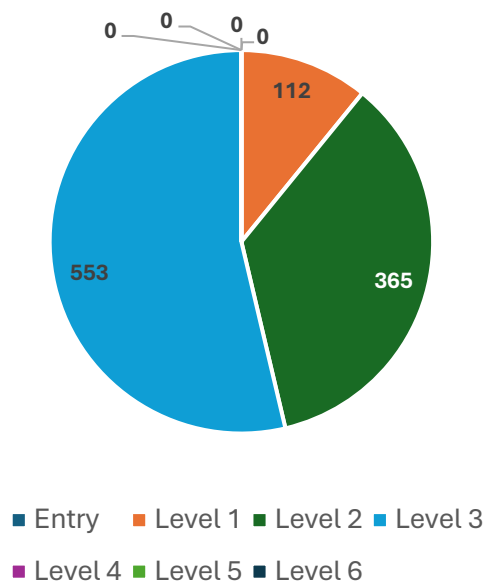
Education and teaching courses account for only 2.3% of total enrolments, with this weighted towards level 3 and level 5. A total of 137 of the enrolments are apprenticeships, largely the learning and skills teacher at level 5, often utilised by colleges to train FE teachers. There are also 138 T-levels in education and early years.

All colleges offer courses in this subject, with EKC providing the largest range and volume, with 70% of all enrolments.

At a more detailed subject level breakdown of this subject, education and early years and learning and skills make up the majority, with teaching support also popular.

A further 60 students were studying with ITPs, largely through teaching assistant apprenticeships.

## Health and Social Care



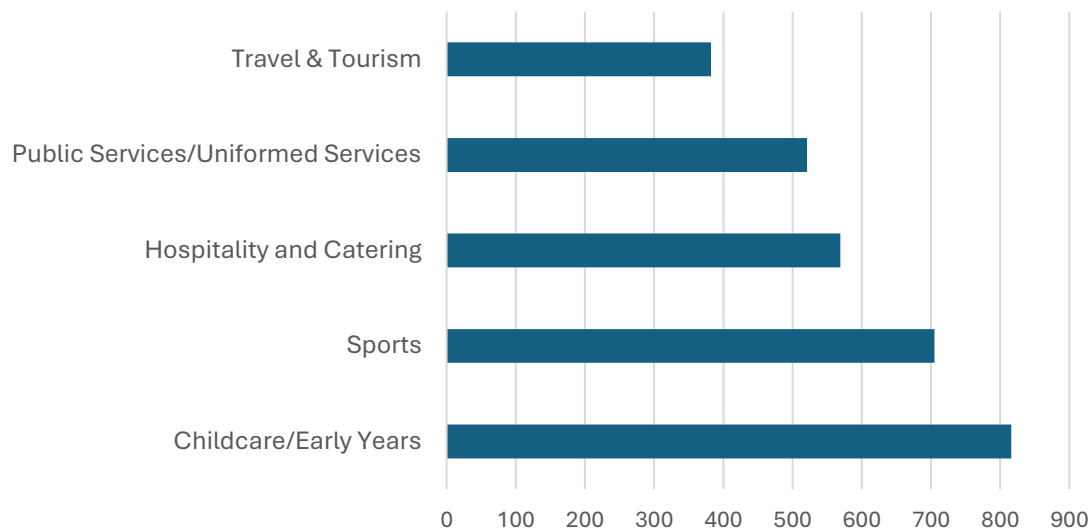
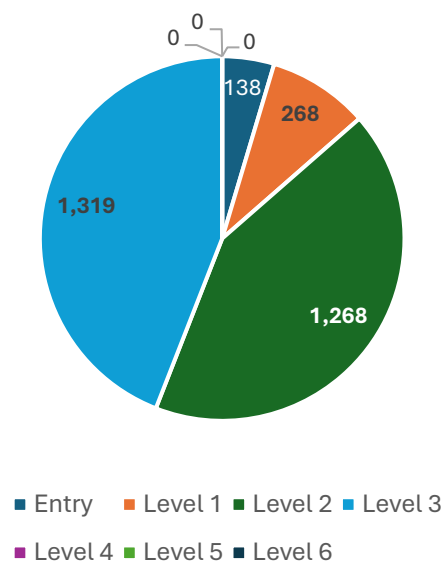
Health and social care courses account for 5.4% of total enrolments, with this heavily weighted towards levels 2 and 3. Only 7, less than 1%, are apprenticeships, with dominance of study programmes at nearly 89% of enrolments in this subject area. There are also 95 T-levels in health and social care.

All colleges offer courses in this subject, with a relatively even spread of provision and volume of enrolments.

A further 444 students in health and social care were studying with ITPs, mainly on short courses in first aid and safeguarding at level 3.

## Other Subjects

The Subject Areas shown in the graphs below have been grouped together, due to both lower enrolment numbers and low ability/usefulness to provide a more detailed subject area breakdown.



Other Subjects shown above account for 15.5% of total enrolments, with this relatively weighted towards levels 2 and 3, accounting for 15.5% and 15.7% respectively of all enrolments at these levels.

All colleges offer courses in this subject, with a relatively even spread of provision and volume of enrolments.

Hospitality and catering makes up a large proportion of level 1, with 22% of enrolments. Childcare/Early Years also has a stronger weighting towards Entry and level 1 courses. There are no courses above level 3 in these subjects.

## **Hair and Beauty**

Hair and Beauty courses account for 8.1% of total enrolments, with this weighted towards level 2 and level 4, accounting for 13.0% and 10.4% respectively of enrolments at these levels. A total of 36 of the enrolments are apprenticeships and none are T-levels. North Kent College provides a lower proportion of their enrolments in this subject area, at 6.4%.

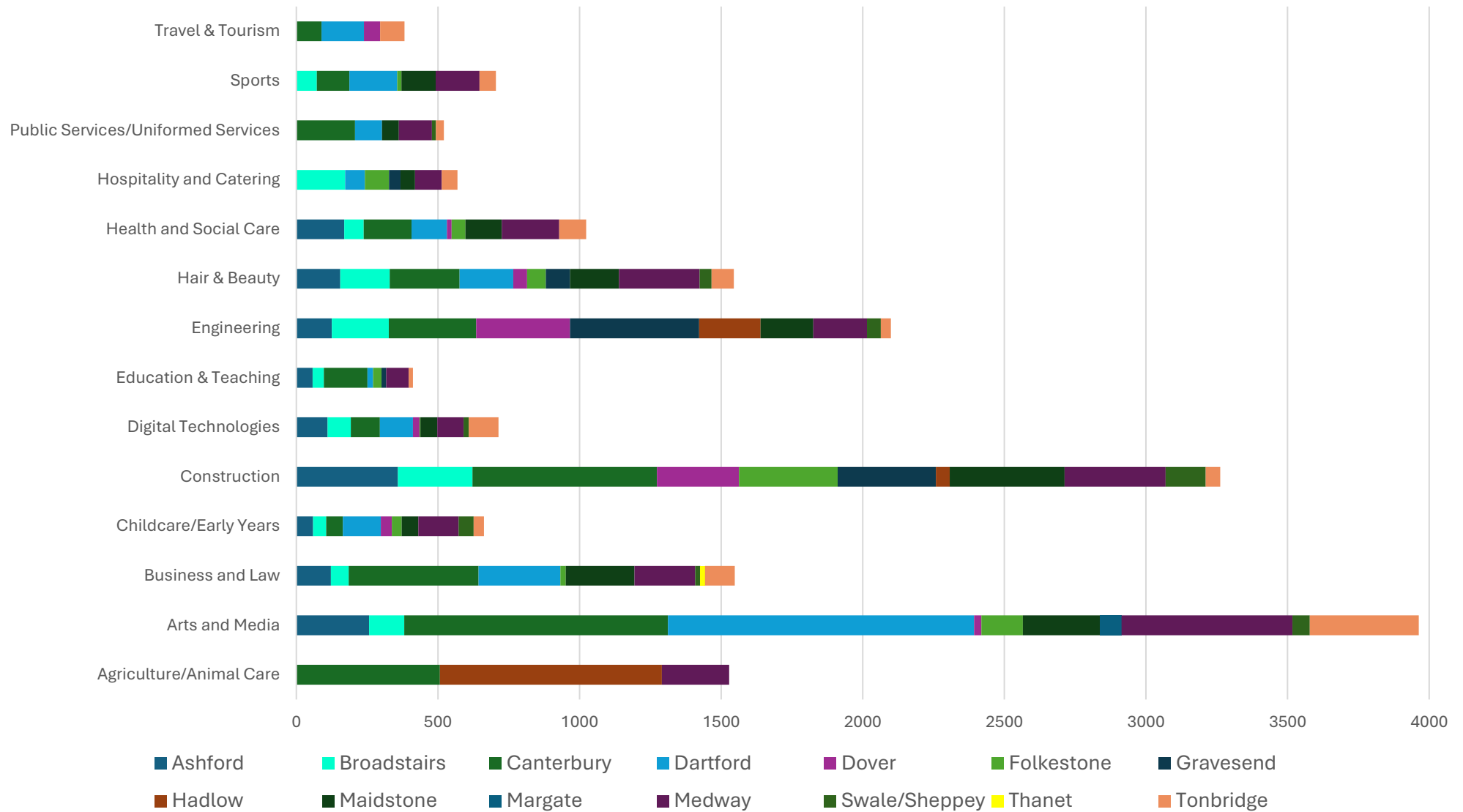
At a more detailed subject level breakdown of this subject is not provided with most courses being either hairdressing or beauty therapy, with some courses in nail treatment and make-up. However higher-level courses at level 4 do include such specialisms as Laser Treatments.

## **Agriculture and Animal Care**

Agriculture and Animal Care courses account for 8.0% of total enrolments, with this relatively weighted towards level 5 and level 6, accounting for 26.4% and 100% respectively of enrolments at these levels. A total of 162 of the enrolments are apprenticeships and 29 are T-levels.

North Kent College is the main provider in this subject area accounting for 14.1% of its enrolments compared to between 5% and 6% for the other two college groups. At a more detailed subject level breakdown of this subject is not provided with most courses being either Agriculture or Animal Management. However, some specialist courses are provided by colleges and include such areas such as Equine, Landscaping and Countryside Management.

## Location of Course Provision



This graph shows that there is a reasonable spread of most provision across Kent and Medway. As to be expected, Canterbury, Medway and Dartford have the highest number of overall enrolments, with 20.8%, 14.4% and 12.7% respectively.

Some outliers in terms of location of delivery include:

- Dartford and Canterbury have particularly high numbers in **creative**, with 27.2% and 23.4% respectively.
- Canterbury, Maidstone and Ashford have the highest numbers in **construction**, with 19.9%, 12.4% and 11% respectively.
- Gravesend has the highest number of **engineering** enrolments with 21.7% of enrolments in that subject. Followed by Dover with 15.7% and Canterbury with 14.7%.
- Whilst **health and social care** is fairly widely spread, Medway with 19.7% and Ashford and Canterbury with 16.4%, have the highest enrolments. Gravesend and Thanet have no provision with Dover showing very low numbers.
- Medway and Dartford stand out in terms of enrolments in **childcare and early years**, with 17.4% and 16.4% respectively.
- Enrolments in **hospitality and catering** are particularly weighted in Broadstairs with 30.2% of students in this subject.
- **Travel and tourism** is heavily weighted to Dartford with 39.2% of enrolments in that subject and **public services** is dominate in Canterbury, where there are nearly 40% of all enrolments.
- **Agriculture and animal care** is only offered in 3 locations – Hadlow, Canterbury and Medway, with Hadlow making up over half (51.3%) of enrolments in this subject area.

## D6. Higher Education

This section provides an analysis of the supply of skills provision in the Kent and Medway area based on returns collected from universities. The returns provide a census of students as at December 2025<sup>7</sup>.

Returns were received from the University of Greenwich, the University of Kent and Canterbury Christ Church University (CCCU). The returns covered courses delivered within the Kent and Medway area and which were not delivered in partnership, except that on request the University of Kent included joint award courses with CCCU for the Medical degrees at the Kent and Medway School of Medicine. It also appears Greenwich included Pharmacy courses at the Medway School of Pharmacy jointly awarded by Greenwich and Kent.

Kent and Greenwich have provided information for all students across all subjects. CCCU provided a lower number of students compared to their overall student numbers, confirming they had excluded partnership awards, many of which are delivered in Birmingham, Manchester and London.

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<sup>7</sup> While data sense checks have been conducted on the returns from providers, the report authors cannot take responsibility for the accuracy of the returns and any data omissions or errors included in these will be reflected in the analysis, with the responsibility for data completeness and accuracy remaining with providers. The main input of the report writers has been to define custom detailed Subject Area names based on full Course Titles in order to enhance the analysis rather than using standard Subject Sector Areas (SSAs), which in places lack appropriate detail.

A total of **25,352 students** were included in the returns, with a breakdown of the type of course provided below.

<b>Course Type</b>	<b>Students</b>
Undergraduate	18,085
Postgraduate	6,053
Apprenticeship	1,743
Continuing Professional Development (CPD)	245
<b>Total</b>	<b>25,352</b>

The undergraduate students, with few exceptions, are studying for a Level 6 qualification, and 96% of postgraduates are studying for a Level 7 qualification. Apprenticeship courses range from Level 3 to Level 7 but with the majority (79%) at Level 6<sup>8</sup>. The CPD courses included are nearly all at Masters (Level 7).

A breakdown of student numbers by provider by standard SSA coding is provided in the table below. Medical related courses account for 17.4% of students, with Science and Social Science each accounting for over 10% of students.

<b>Subject Sector Area</b>	<b>Greenwich</b>	<b>CCCU</b>	<b>Kent</b>	<b>Total</b>
Medical related	1,469	2,547	388	<b>4,404</b>
Science	1,442	129	1,702	<b>3,273</b>
Social Science			2,932	<b>2,932</b>
Health and Social Care	400	843	733	<b>1,976</b>
Law		206	1,581	<b>1,787</b>
Business Management	13	95	1,561	<b>1,669</b>
Digital Technology	5		1,337	<b>1,342</b>
Engineering	872	146	301	<b>1,319</b>
Accounting & Finance		119	1,091	<b>1,210</b>
Construction	749		458	<b>1,207</b>
Arts and Media		539	565	<b>1,104</b>
History & Philosophy			602	<b>602</b>
Medicine			557	<b>557</b>
Leisure Services		368	184	<b>552</b>
Languages & Literature			394	<b>394</b>

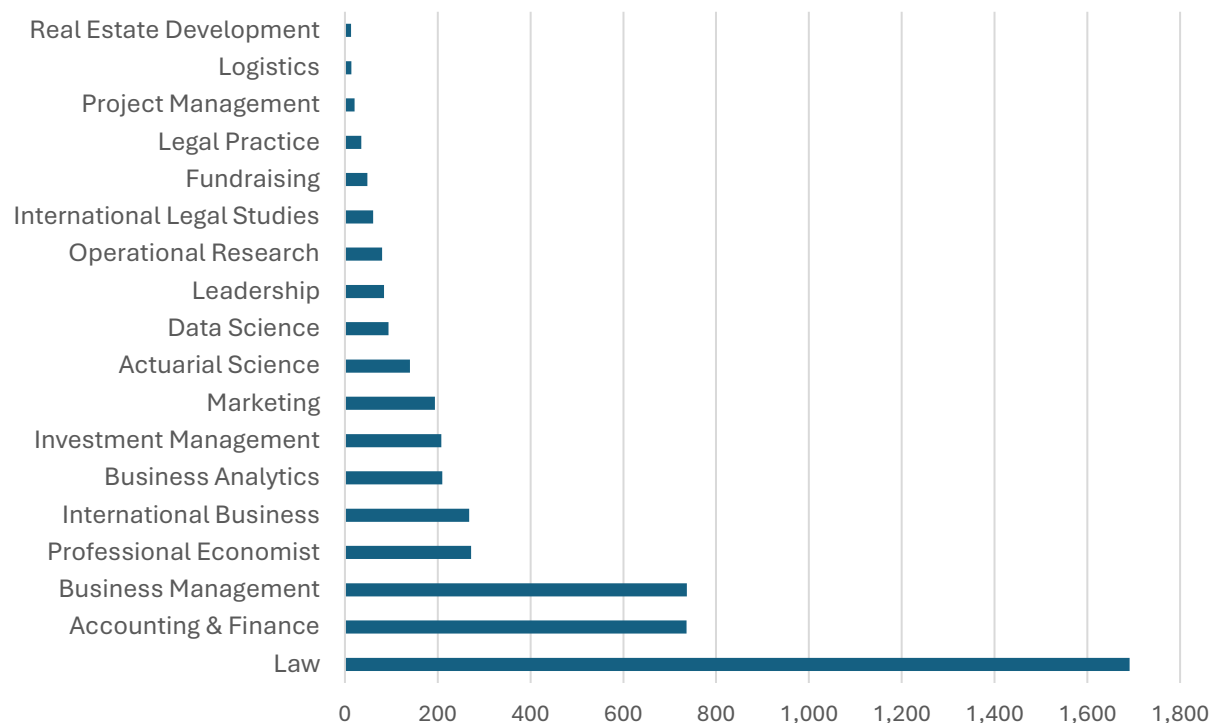
<sup>8</sup> It should be noted that Kent did not provide course information for any PhD students in their return, and CCCU only provided them for one subject.

Mathematics			356	<b>356</b>
Agriculture & Environment	117		164	<b>281</b>
Retail and Commercial	214	46		<b>260</b>
Teaching			75	<b>75</b>
Manufacturing	51			<b>51</b>
Other			1	<b>1</b>
<b>Total</b>	<b>5,332</b>	<b>5,038</b>	<b>14,982</b>	<b>25,352</b>

For the rest of this report a more detailed analysis of courses, using the exact course title, is used to explore what subject's students are studying. As some study areas can be found in more than one SSA, for example, courses with Nursing in the title can be found both within Health and Social Care and also Medical related, the rest of the report uses Custom Subject Areas to bring similar course titles into the same category for analysis.

## Business and Law

For further analysis the SSAs of Business Management, Accounting and Finance, and Law<sup>9</sup>, along with some Mathematical subjects with strong business application have been combined in this section. This gives a total of **4,906 students** or 19.4% of all students.



Law is the most popular subject studied in this area, with Accounting and Finance and Business Management also popular.

Nearly all of these students (91.2%) are at the University of Kent with CCCU including 420 students in their return across these Subject Areas (mostly in Law and Accounting and Finance). 95.7% are delivered at Canterbury with the remaining at Medway.

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<sup>9</sup> Professional Economist has been included here and not with other economic courses under Social Science as this course is coded within the SSA of Accounting and Finance and because this is provided as an Apprenticeship (on behalf of the Government Economic Service).

Within the Kent and Medway area Greenwich only provides for the 13 students studying Real Estate Development at the Medway campus.

There are **528 Apprenticeships** across these subjects being 10.6% of students, with Professional Economist accounting for over half of these and with high numbers for Leadership, Operational Research and Business Management.

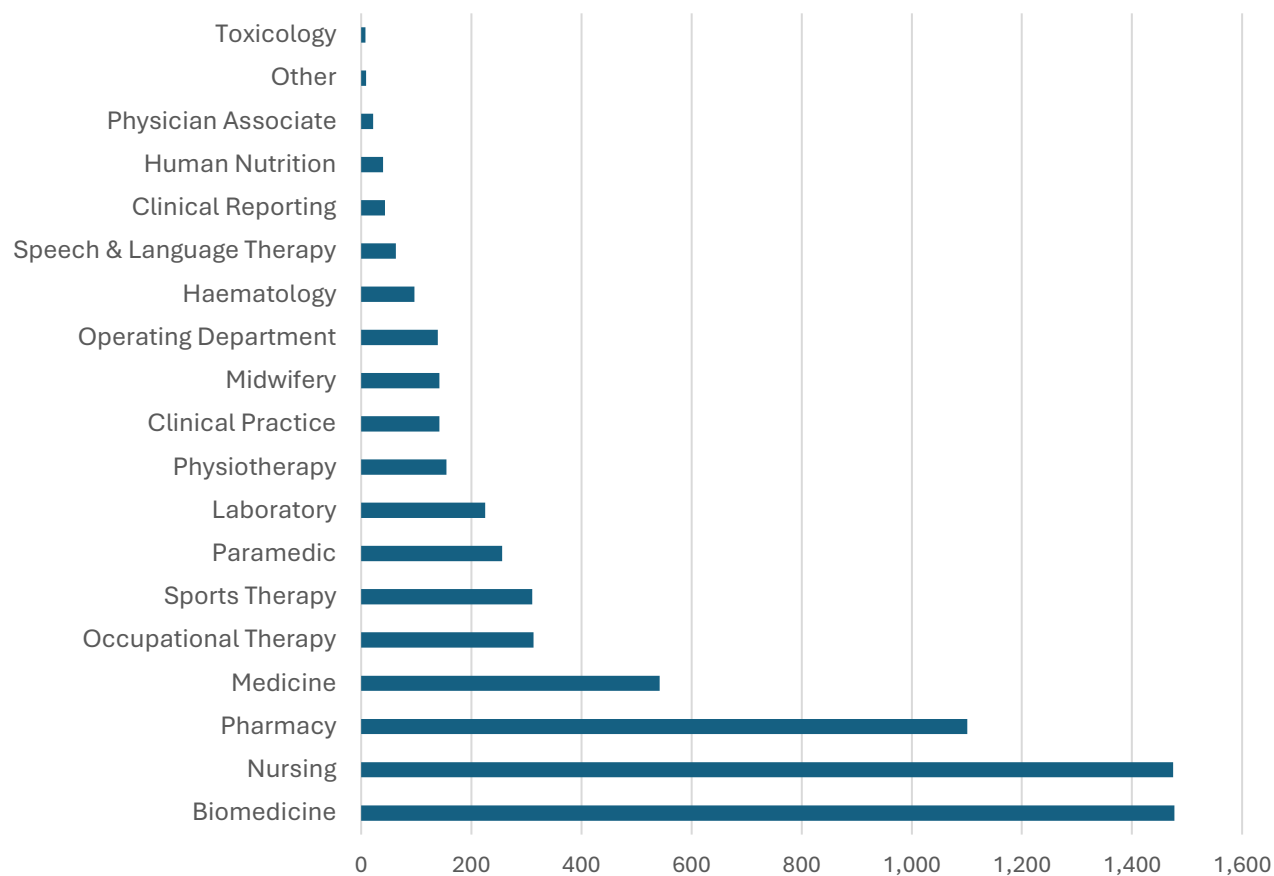
Subject Area	Apprenticeship	Undergraduate	Postgraduate	Total
Law		1,586	105	<b>1,691</b>
Business Management	92	626	19	<b>737</b>
Accounting & Finance		722	14	<b>736</b>
Economics	272			<b>272</b>
International Business		172	96	<b>268</b>
Business Analytics		72	138	<b>210</b>
Investment Management		182	26	<b>208</b>
Marketing		161	33	<b>194</b>
Actuarial Science		89	51	<b>140</b>
Data Science		66	28	<b>94</b>
Leadership	71		13	<b>84</b>
Operational Research	80			<b>80</b>
International Legal Studies		47	14	<b>61</b>
Fundraising	3		45	<b>48</b>
Legal Practice		35		<b>35</b>
Project Management			21	<b>21</b>
Logistics			14	<b>14</b>
Real Estate Development			13	<b>13</b>
<b>Total</b>	<b>518</b>	<b>3,758</b>	<b>630</b>	<b>4,906</b>

Postgraduate courses account for 12.8% of students, and there is postgraduate study in nearly all subjects, with subjects like Project Management and Logistics only studied at postgraduate level.

## Medicine and Medical Related

A total of **6,560 students** are considered to be studying Medicine and medical related courses. There is a close overlap with courses in health and social care, and some courses have been moved into this area for this report, as well as a number of courses shown under Science<sup>10</sup>.

Biomedicine, nursing and pharmacy come out as the top subjects studied with over 1,000 students in each of these subjects.



<sup>10</sup> For example, Biomedicine (or Biomedical science) courses are often coded to Science within standard SSA coding but are included here with other Biomedical courses found within the Medicine and Health SSAs.

CCCU and Greenwich each provide for over 2,500 students in these subjects, with Kent providing for 1,460. Pharmacy is a particular strength for Greenwich, nursing for CCCU and medicine and biomedicine for Kent.

The following subjects are provided predominantly or entirely at Level 7, Clinical Practice, Clinical Reporting, Haematology, Pharmacy, Physician Associate and Speech and Language Therapy.

As the table below shows, there are **641 apprenticeships** across these subjects, with 197 in nursing, 225 in laboratory, 99 in occupational therapy, and 91 in operating department. There were also 46 students doing CPD with nearly all of these within nursing.

Overall, this subject area is more weighted to postgraduate at 33% of students compared to 23% for all courses overall. The apprenticeship rate is also above the average at 9.8% compared to the 6.9% average across all courses.

Over half (52%) of students are at Medway with 38% at Canterbury and over 8% at the Kent and Medway Medical School.

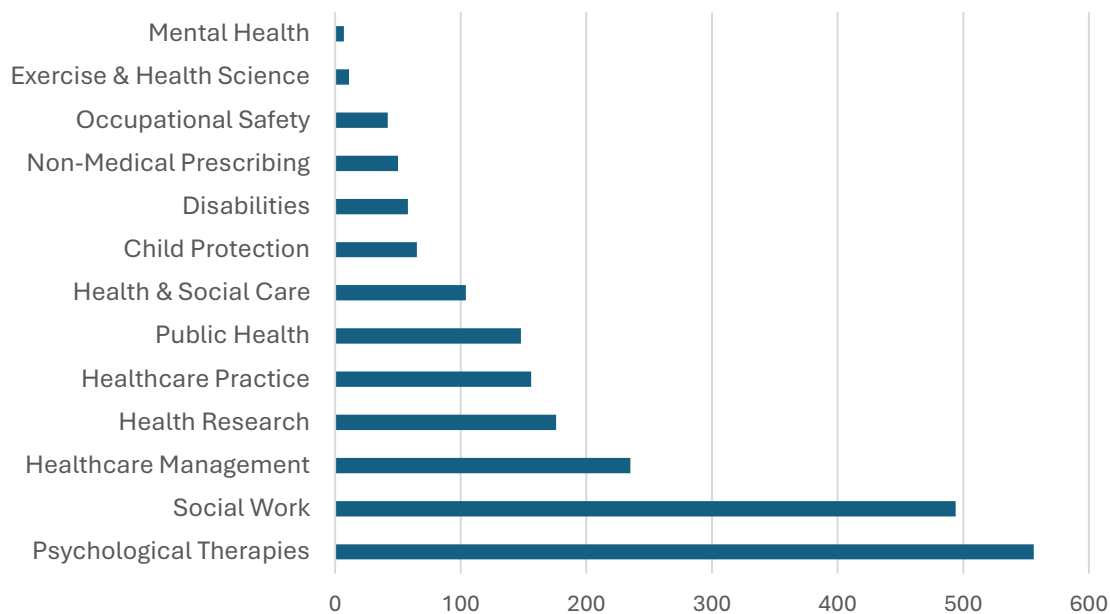
Subject Area	Apprenticeship	CPD	Undergraduate	Postgraduate	Total
Biomedicine			751	726	<b>1,477</b>
Nursing	197	43	1,118	117	<b>1,475</b>
Pharmacy			167	934	<b>1,101</b>
Medicine			542		<b>542</b>
Occupational Therapy	99		196	18	<b>313</b>
Sports Therapy			311		<b>311</b>
Paramedic			256		<b>256</b>
Laboratory	225				<b>225</b>
Physiotherapy			137	18	<b>155</b>
Clinical Practice	29			113	<b>142</b>
Midwifery			142		<b>142</b>
Operating Department	91		48		<b>139</b>
Haematology				97	<b>97</b>
Speech & Language Therapy				63	<b>63</b>
Clinical Reporting		2		41	<b>43</b>
Human Nutrition			40		<b>40</b>
Physician Associate				22	<b>22</b>
Other		1		8	<b>9</b>

Toxicology			8		8
<b>Total</b>	<b>641</b>	<b>46</b>	<b>3,716</b>	<b>2,157</b>	<b>6,560</b>

## Health and Social Care

As mentioned, a number of subjects cut across the subject areas of Medical and Health and Social Care. The health and social care subject area as presented here is more focused on healthcare management, the social aspects of healthcare, and of course social work and child protection. A total of **2,102 students** have been included in this area for this report, including 228 Social Work students moved into this subject area.<sup>11</sup>

Psychological or talking therapies comes out top in this area, slightly ahead of general social work.



Of the psychological therapy courses, 260 students are in Tunbridge Wells, provided by CCCU at the Salomons Institute for Applied Psychology.

<sup>11</sup> Which under standard SSA coding were shown within Social Science.

Greenwich only provides Healthcare Management and Occupational Safety within this area, being the main and only provider respectively.

Kent is the only provider for the more the specialist social work areas of Child Protection and Disability, as well as being the only provider for Health Research. CCCU is the only provider for Healthcare Practice, Non-medical prescribing and Public Health.

Both Kent and CCCU have about 930 students each and provide similar numbers in the top two subjects of Psychological Therapies and Social Work.

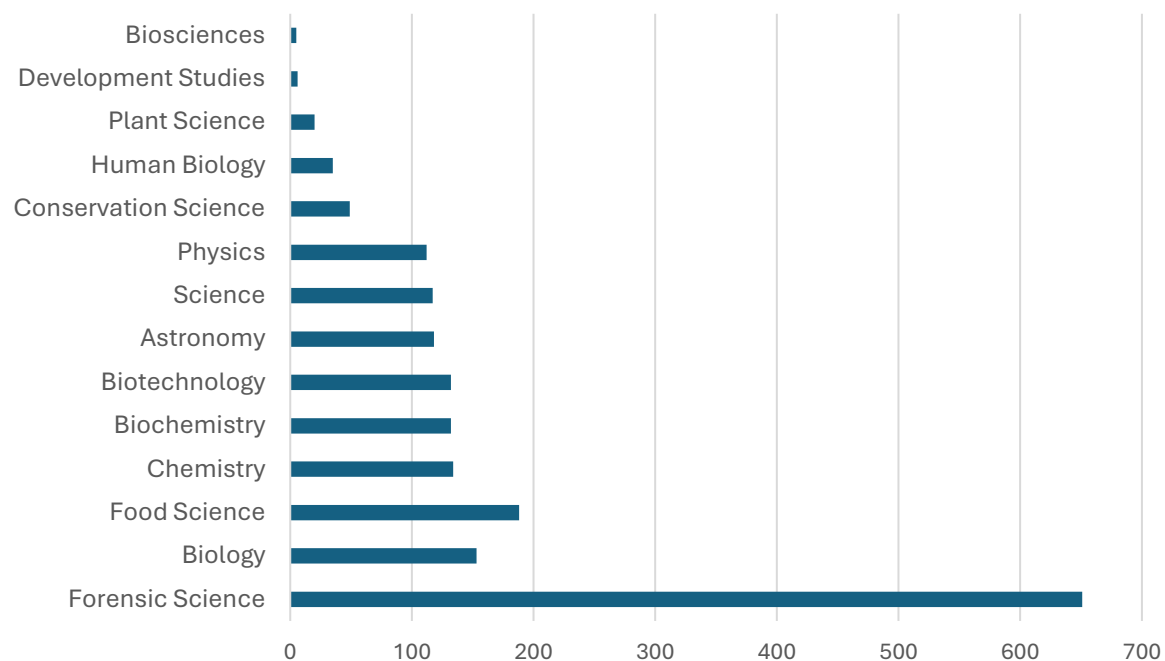
Many of the subject areas within Health and Social Care are only studied at Level 7, with postgraduate student numbers making up 52.4% of student numbers. For Psychological Therapies there are 210 students working on PhDs, which accounts for nearly all the PhDs included in the returns.

**Apprenticeships make up 7.9%** of student numbers and most of these are within Social Work. There is a high level of CPD students at 9.5% and Non-medical prescribing is uniquely only provided as CPD.

Subject Area	Apprenticeship	CPD	Undergraduate	Postgraduate	Total
Psychological Therapies	31		257	268	<b>556</b>
Social Work	136	51	217	90	<b>494</b>
Healthcare Management				235	<b>235</b>
Health Research		11		165	<b>176</b>
Healthcare Practice			37	119	<b>156</b>
Public Health			81	67	<b>148</b>
Health & Social Care		87	17		<b>104</b>
Child Protection				65	<b>65</b>
Disabilities				58	<b>58</b>
Non-Medical Prescribing		50			<b>50</b>
Occupational Safety			19	23	<b>42</b>
Exercise & Health Science				11	<b>11</b>
Mental Health			7		<b>7</b>
<b>Total</b>	<b>167</b>	<b>199</b>	<b>635</b>	<b>1,101</b>	<b>2,102</b>

## Science

A total of **1,801 students** remain within the SSA after the biomedical students were recategorised to Medicine. Forensic science is the most popular subject studied in this area, but there is also a strong focus in various forms of bioscience from Human Biology to Biotechnology.



Kent has 1,144 students in this area, Greenwich 579, with only 129 at CCCU. Kent is the main provider of standard physical sciences being the only provider for Physics and Astronomy and the main provider for Chemistry. Kent is also the predominate provider for Forensic Science with 508 out of the total 651 students.

CCCU is the only provider for Plant Science and Conservation Science. Greenwich is the main provider for Biotechnology, and Food Science but has more students in Forensic science than any of the other disciplines.

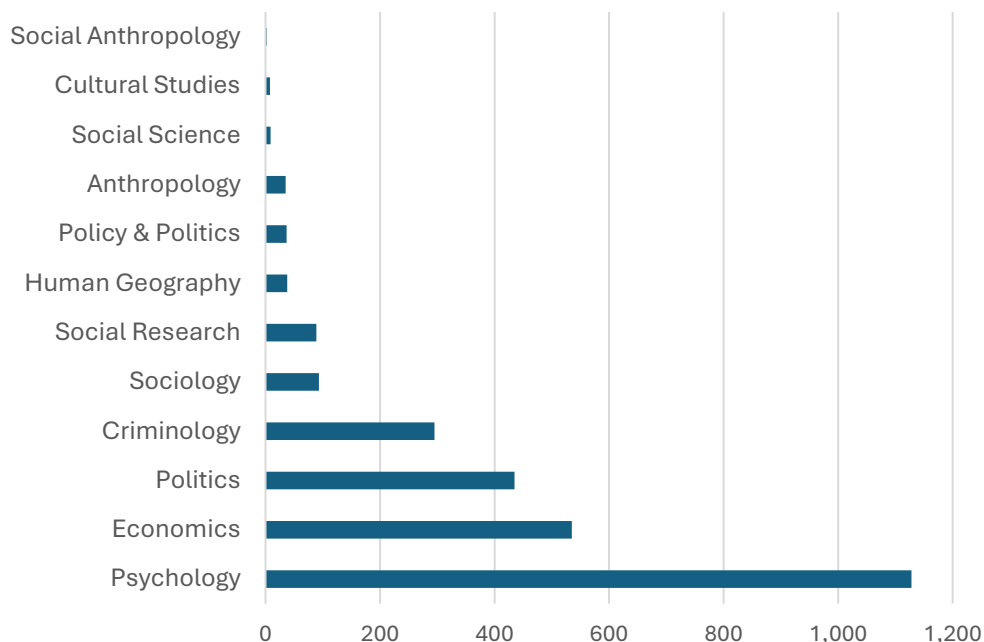
Most courses are at Level 6, with Biotechnology and Food Science mostly provided at Level 7. Overall, only 21.2% of students are at postgraduate level.

There are 85 Apprentices, mostly studying general science (or Scientist) at Kent.

## Social Science

After recategorising Social Work students from this area to Health and Social Care, a total of **2,704** are shown as studying other Social Sciences<sup>12</sup>.

All students shown are studying at the University of Kent, with 96% being in Canterbury.



Psychology is the most popular subject accounting for 41.7% of students, with Economics and Politics also quite popular. Most of the students studying Politics are within courses which focus on International Relations, including Negotiation and Conflict Studies.

Students are mostly studying at level 6 with 13.5% at postgraduate level.

There are 98 apprentices (3.6% of students) who are studying mostly Social Research with 18 also within Policy and Politics (as Policy Officers).

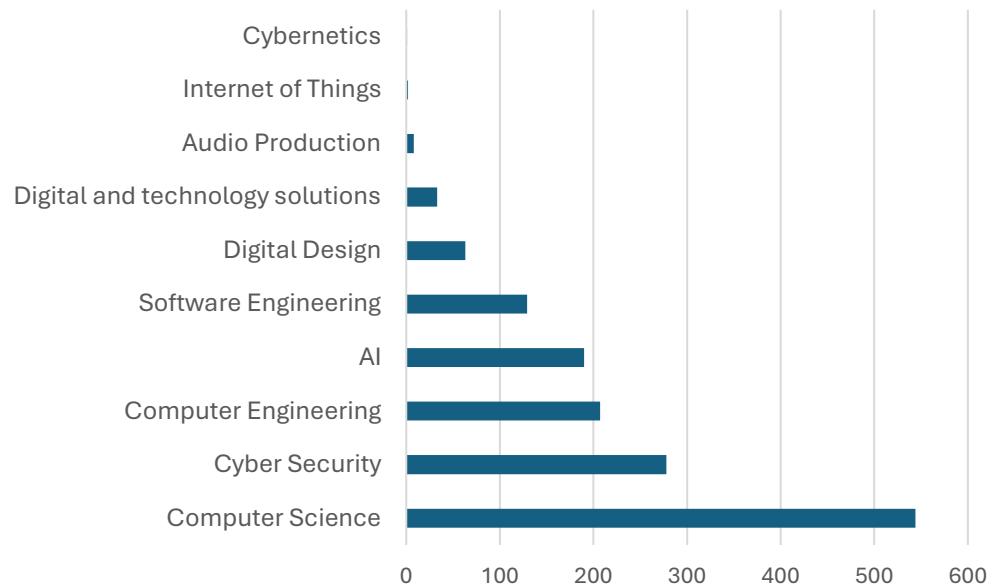
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<sup>12</sup> Note the CCCU did not provide any student numbers for social science subjects.

## IT and Digital

After combining Digital Technology courses with some Engineering subjects, a total of **1,455 students** are within the subject area relating to Information Technology. The most popular type of course is Computer Science with high numbers also engaged in Cyber Security.

Nearly all students (91%) are at the University of Kent in Canterbury, with 116 students at Greenwich and CCCU only provided information on 2 students studying the Internet of Things. Greenwich is the only provider of Digital and Technology Solutions, with other students there mostly studying Computer Engineering, with some also studying AI.

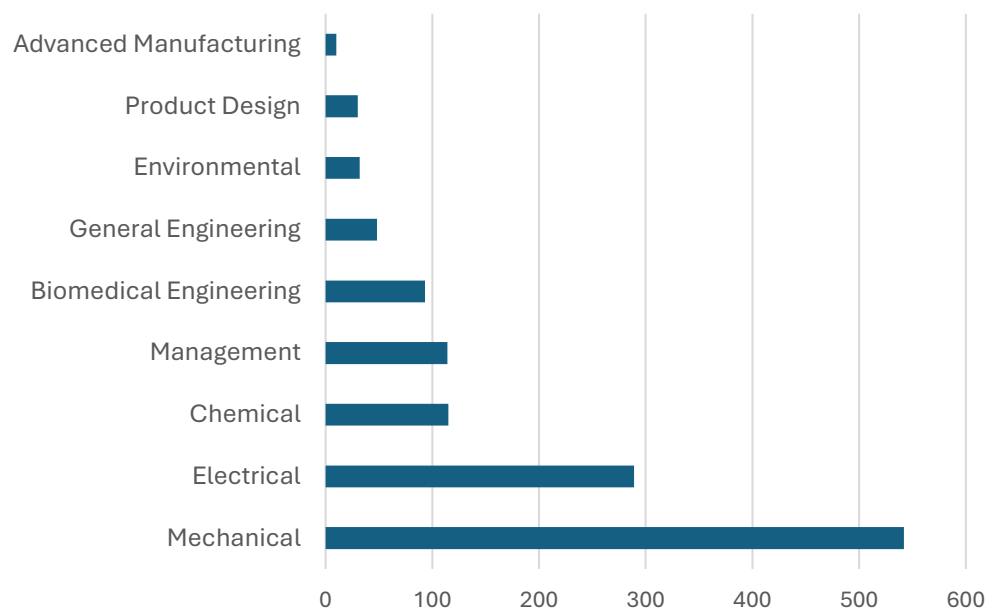


There are just 4 apprentices in this subject area, with the apprentices studying Digital and Technology solutions at Level 6.

There are 164 or 11.3% of students studying at postgraduate level with most of the postgraduate students studying either AI or Cyber Security.

## Engineering

With courses for software and computer engineering being in the IT and Digital subject area, there are **1,273 students** in the Engineering subject area. The most popular subject is Mechanical Engineering which accounts for 42.6% of students.



Greenwich is the main provider in this subject with 761 students, with 379 at Kent and 133 at CCCU. Mechanical Engineering is the top taken subject at all three. Only CCCU provides courses in Advanced Manufacturing and only Greenwich provides courses in Engineering Management. Kent is the main provider of Biomedical Engineering.

There are **15 students taking apprenticeships**, all studying Electrical Engineering at Greenwich.

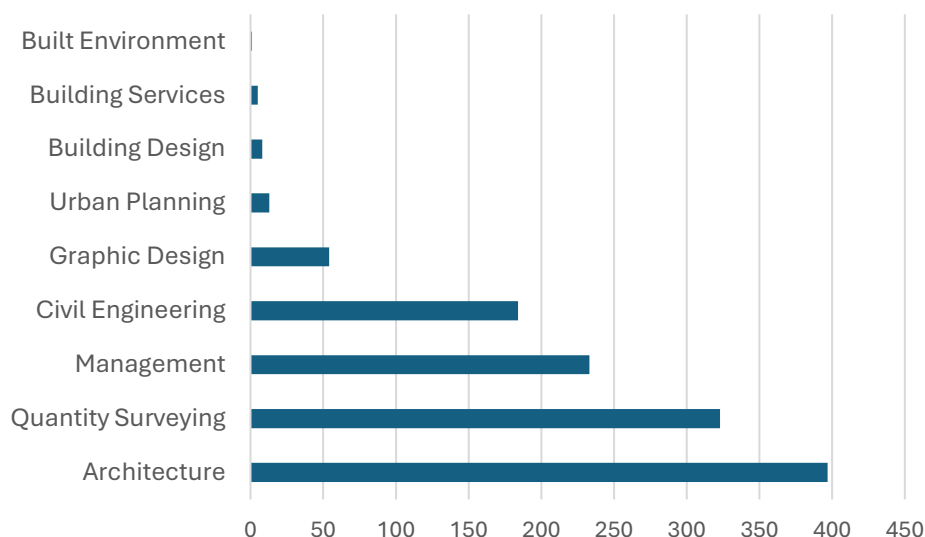
This subject has a high postgraduate rate of 24.2% of students, and these are in all subjects except Biomedical Engineering. Advanced Manufacturing and Environmental Engineering (courses focused on Power and Energy as well as Waste and Water) are only studied at postgraduate level.

## Construction

There are **1,218 students** studying subjects relating to Construction with Architecture being the most popular subject area within this, followed by Quantity Surveying.

Greenwich is the main provider with 749 students (61% of all construction students), with 458 at Kent, and with only 11 recorded for CCCU. Kent provides for nearly all the Architecture students and is the only provider for Graphic Design and Urban Planning. Greenwich provides for all students studying Civil Engineering, Construction Management and Quantity Surveying.

CCCU is the only provider for Building Services Engineering, with 6 students also taking Architecture.

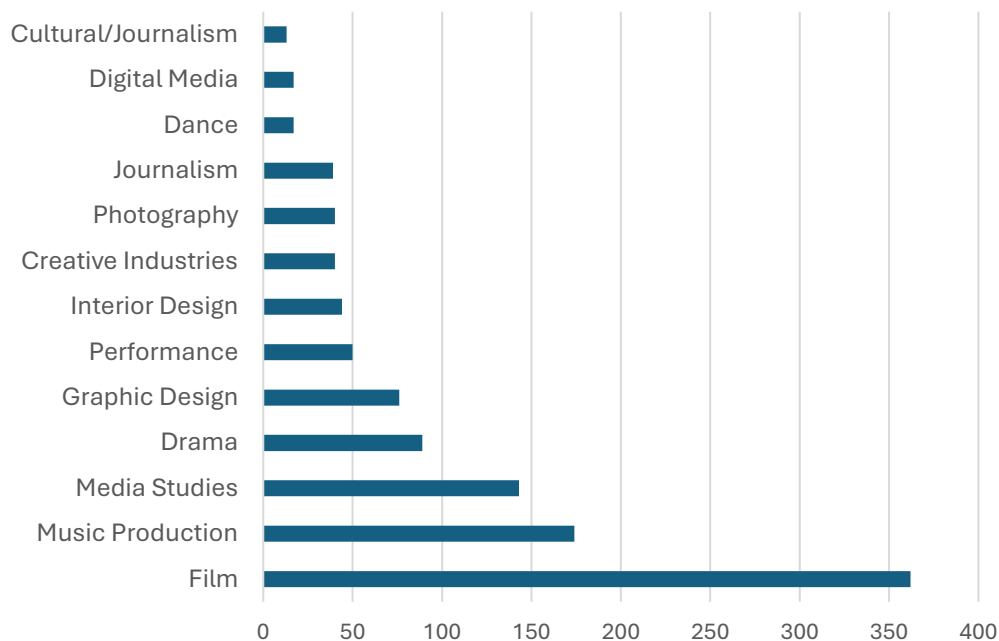


There are a high number of **Apprenticeships in this subject with 184 students** (15.1%), mostly studying Quantity Surveying, with some also taking Construction Management or Architecture.

There are also 252 or 20.7% of students at postgraduate level. Postgraduate students are mostly studying Construction Management (105 students) and also take Civil Engineering (67) and Architecture (59). All the students studying Urban Design and Built Environment are also at postgraduate level.

## Arts and Media

Over **1,100 students** are engaged in courses within the Arts and Media field with Film studies being the most popular course, with Music Production and also general Media Studies also being popular. Nearly all provision is at Canterbury.



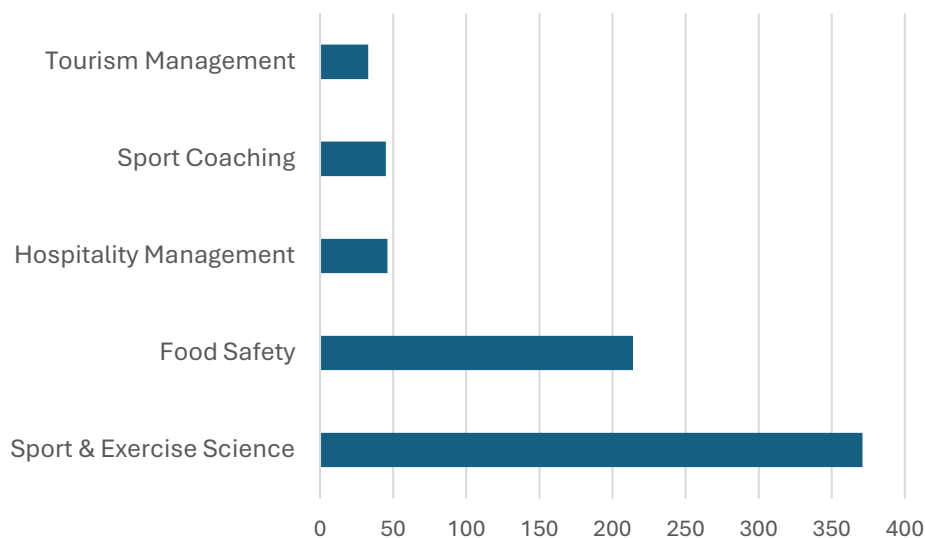
Student numbers are almost evenly split between Kent and CCCU, with Kent being the main provider for Film Studies and CCCU providing for nearly all of the Music students. Only CCCU provides courses in Creative Industries, Dance, Digital Media, Graphic Design and Photography. Kent is the only provider for Interior Design and Journalism.

There are **31 apprenticeships** within this Subject Area, all within Journalism at Kent.

Only 63 students (5.7%) are at postgraduate level, mostly studying Creative Industries with all 40 students in this subject at postgraduate level.

## Retail and Leisure

There are **709 students** across the combined subject areas of Retail and Leisure. Sport and Exercise is the most popular subject here with high numbers also studying Food Safety.



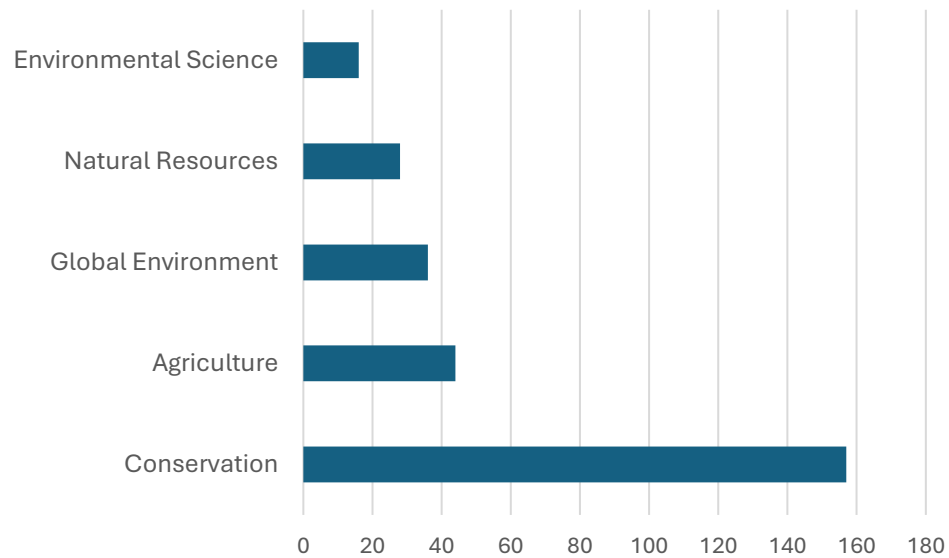
The students are fairly evenly split across the three universities with slightly more at CCCU.

Greenwich is the only provider for Food Safety, and this is the only subject they provide in this area, and Kent only provides Sport and Exercise Science. CCCU also provides Sport and Exercise Science and all the remaining subjects.

There are no apprenticeship courses in these subject areas but there is a high number of 235 (33.1%) postgraduate students. All the Food Safety students are at postgraduate level and there is some postgraduate study in Sport and Hospitality.

## Agriculture and Environment

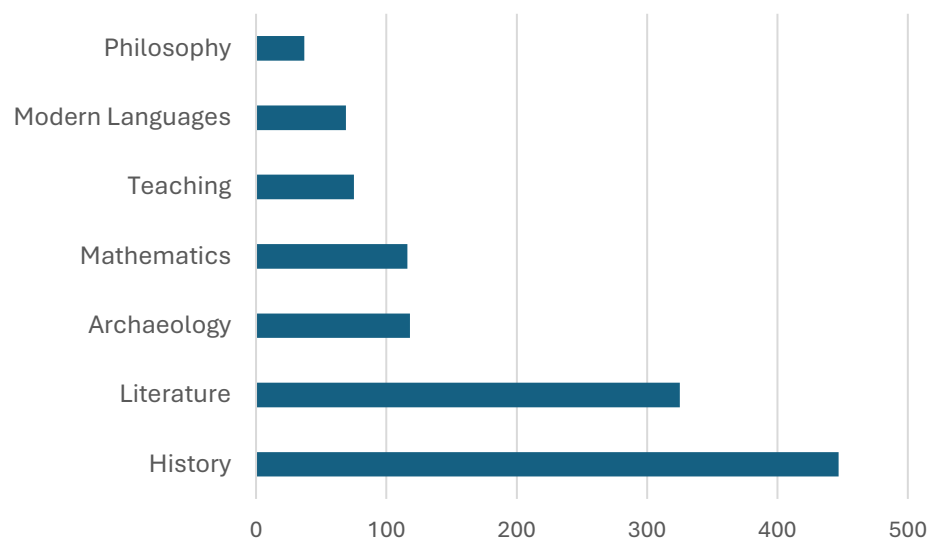
There are **281 students** across Agricultural and Environment studies, with conservation studies being most popular. Courses are provided by Kent and Greenwich with 164 and 117 students respectively aligned to the two locations, Kent providing only at Canterbury and Greenwich at Medway.



Study is almost evenly split between undergraduate and postgraduate with 49.5% of students being postgraduate. Agriculture, Global Environment and Natural Resources are only studied at postgraduate level and with no postgraduate study in Environmental Science.

## Other Subjects

Other subjects with low numbers of students and which are mainly of less interest in relation to business skill needs have been grouped together in this final section. The main subject included here is History.



All of these courses are at University of Kent. There are 121 postgraduate students included here, which is 10.2% of the total. There are some postgraduate students in both History and Literature, but the majority are the 75 students in Teaching.

The 75 postgraduate students in Teaching are fairly evenly split between Higher Education training and Practice Educator Professional Standards for social work.

## D7. Conclusion

Taken together, the evidence in this annex provides a rounded view of both demand and supply across the system; from 16–18 participation and learning aims, adult learning trends, apprenticeships and progression outcomes, through to provider returns on the volume, level and location of provision, and a university census of learners. It highlights where provision is strong and responsive, and where gaps, imbalances or participation challenges remain, including at key levels, subjects and geographies. This baseline is intended to support partners to prioritise collaborative action, align curriculum and pathways to employer needs, and track whether changes in provision are improving access, progression and outcomes for residents and employers across Kent and Medway.

