

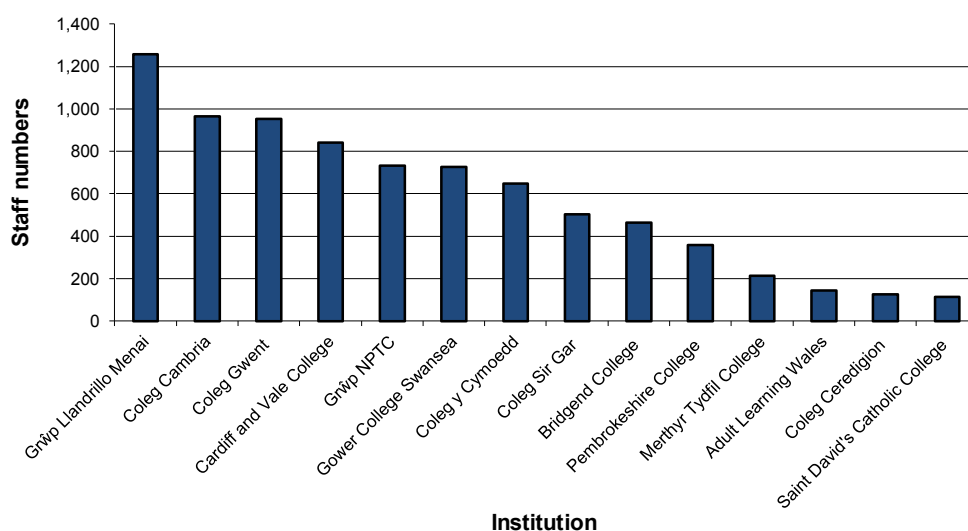
Staff at Further Education Institutions in Wales 2016/17

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Key points

- During 2016/17, staff numbers directly employed by Further Education (FE) institutions in Wales amounted to 8,045 full-time equivalents (FTEs).

Chart 1: Full-time equivalent staff numbers by further education institution, 2016/17



- The overall number of staff FTEs directly employed by FE institutions in Wales rose by 3 per cent between 2015/16 and 2016/17
- There were increases in staff FTE numbers in 9 of the 14 FE institutions, to varying degrees but most notably at Cardiff and Vale College – which acquired a private training provider as a wholly owned subsidiary during the course of the year - this has influenced the scale of increase seen at the Wales level.
- The increase is mainly within the Teaching and Learning Departments category.

About this release

This Statistical First Release provides information on the number of staff full-time equivalents directly employed by Further Education institutions at any time during the academic year 2016/17. The data used in this release were collected from the institutions by the Welsh Government via the Finance Record. Additional detail is available on the Welsh Government's interactive data dissemination service StatsWales.

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Table 1: Full-time equivalent staff numbers by further education institution, 2008/09 to 2016/17 (a)

Institution	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Bridgend College	580	575	595	605	650	590	570	460	465
Coleg Ceredigion	125	125	125	130	135	135	135	125	125
Coleg Gwent	1,045	950	925	955	985	975	905	925 (r)	955
Merthyr Tydfil College (b)	.	.	.	.	235	255	235	210	215
Pembrokeshire College	390	380	395	405	405	405	395	355	360
Saint David's Catholic College	110	120	110	100	105	115	115	115	115
Coleg Sir Gâr	560	550	535	530	545	570	565	505	505
Adult Learning Wales (m)	.	.	.	.	.	.	.	150	145
YMCA (m)	15	15	10	10	10	15	15	.	.
WEA Cymru (l)(m)	.	.	.	.	.	160	135	.	.
Coleg Harlech/WEA (North) (l)	100	100	125	120	140	.	.	.	.
WEA (South) (l)	65	60	65	85	85	.	.	.	.
Coleg y Cymoedd (k)	.	.	.	.	.	770	710	665	650
Coleg Morgannwg (k)	410	420	440	420	430	.	.	.	.
Ystrad Mynach College (k)	430	390	390	400	405	.	.	.	.
Grŵp NPTC (j)	.	.	.	.	.	905	925	780	730
Neath Port Talbot College (j)	575	585	665	700	720	.	.	.	.
Coleg Powys (j)	265	270	250	240	250	.	.	.	.
Coleg Cambria (i)	.	.	.	.	.	1,115	1,065	945	965
Yale College Wrexham (i)	465	465	450	465	470	.	.	.	.
Deeside College (c)(e)(i)	460	585	675	665	650	.	.	.	.
Coleg Llysfasi (e)	115	110	.	.	.	.	.	.	.
Welsh College of Horticulture (c)	180	.	.	.	.	.	.	.	.
Grŵp Llandrillo Menai (h)	.	.	.	1,420	1,500	1,550	1,295	1,240	1,260
Coleg Menai (h)	385	385	460	.	.	.	.	.	.
Coleg Llandrillo (d)(h)	660	810	970	.	.	.	.	.	.
Coleg Meirion Dwyfor (d)	210	.	.	.	.	.	.	.	.
Cardiff and Vale College (g)	.	.	.	800	825	785	650	640	840
Barry College (g)	330	330	335	.	.	.	.	.	.
Coleg Glan Hafren (g)	445	445	470	.	.	.	.	.	.
Gower College Swansea (f)	.	.	825	815	790	785	750	700	725
Gorseinon College (f)	305	315	.	.	.	.	.	.	.
Swansea College (f)	590	540	.	.	.	.	.	.	.
Total	8,805	8,530	8,810	8,855	9,330	9,130	8,465	7,815 (r)	8,045

Source: Finance Record

(a) Figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(b) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected from 2012/13 onwards.

(c) The Welsh College of Horticulture merged into Deeside College in August 2009.

(d) Coleg Llandrillo and Coleg Meirion-Dwyfor combined to form Coleg Llandrillo Cymru in April 2010.

(e) Coleg Llysfasi merged into Deeside College in August 2010.

(f) Swansea College and Gorseinon College combined to form Gower College Swansea in August 2010.

(g) Barry College and Coleg Glan Hafren combined to form Cardiff and Vale College in August 2011.

(h) Coleg Llandrillo Cymru and Coleg Menai combined to form Grŵp Llandrillo Menai in April 2012.

(i) Yale College Wrexham and Deeside College combined to form Coleg Cambria in August 2013.

(j) Coleg Powys and Neath Port Talbot College combined to form Grŵp NPTC in August 2013.

(k) Coleg Morgannwg and Ystrad Mynach College combined to form Coleg y Cymoedd in September 2013.

(l) Coleg Harlech/WEA (North) and WEA (South) combined to form WEA Cymru in January 2014.

(m) WEA Cymru and YMCA combined to form WEA YMCA Community College Cymru in August 2015.

WEA YMCA Community College Cymru adopted the name Adult Learning Wales in November 2016.

(r) The data item has been revised since previously published.

Staff full-time equivalents at further education institutions

- Chart 1 shows the distribution of staff full-time equivalents (FTEs) across Further Education (FE) institutions in 2016/17, and [Table 1](#) details staff FTE numbers from 2008/09 onwards.
- During 2016/17, staff numbers amounted to 8,045 FTEs. The number of staff at individual institutions varied from 115 FTEs at Saint David's Catholic College to 1,260 FTEs at Grŵp Llandrillo Menai.

Changes in staff full-time equivalent numbers

- The total FTE of staff across all FE institutions in 2016/17 was at its second lowest since the data series began in 2004/05.
- The overall number of staff FTEs directly employed by FE institutions rose from 2010/11 to a peak of 9,330 in 2012/13, since when it has decreased year on year until the observed increase of 3 per cent in 2016/17. ([Table 1](#)).
- The number of staff FTEs at 9 institutions has increased when compared to 2015/16, with the largest increases occurring at Cardiff and Vale College, Gower College Swansea and Coleg Gwent. The scale of the increase at the Wales level has been influenced by expansion at Cardiff and Vale College through its acquisition of a private training provider.
- Total staff FTEs were unchanged at 2 institutions and 3 saw a decrease.

Table 2: Staff full-time equivalent numbers by pay expenditure categories, 2008/09 to 2016/17 (a)(b)(c)

Pay Expenditure Category	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Teaching and Learning Departments	5,220	5,100	5,300	5,225	5,420	5,390	5,280	4,795	4,985
Teaching and Learning Support Services	970	955	980	975	1,150	1,050	760	740 (r)	675
Other Support Services	365	335	370	355	385	360	410	425	495
Administration and Central Services	1,345	1,235	1,210	1,305	1,345	1,275	980	1,000 (r)	1,045
General Education Expenditure	70	75	60	60	60	90	100	55	40
Premises	345	335	335	335	340	340	325	290	285
Research and Consultancy	*	*	*	0	20	20	15	*	10
Other Income Generating Activities	300	315	370	415	425	410	415	375	380
Catering and Residence	165	160	170	165	175	165	155	110	100
Farm	20	15	20	25	25	25	25	25	25
Total	8,805	8,530	8,810	8,855	9,330	9,130	8,465	7,815 (r)	8,045

Source: Finance Record

(a) A "*" represents a number greater than 0, but less than 5.

(b) Other figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(c) Data for Merthyr Tydfil College were not collected between 2006/07 and 2011/12 following its merger with the University of Glamorgan in 2006, but these data were collected from 2012/13 onwards.

(r) The data item has been revised since previously published.

Staff full-time equivalent numbers by pay expenditure category

- Table 2 shows staff full-time equivalent (FTE) numbers by pay expenditure category.
- The largest contributor to the overall rise in staff FTE numbers between 2015/16 and 2016/17 is the Teaching and Learning Department category - an increase of 190 FTEs (4 per cent).
- The Teaching and Learning Departments category continues to have the largest number of staff FTEs directly employed by FE institutions, amounting to 62 per cent of total FTEs – a slight increase since the previous year.
- Teaching and Learning Support Services saw a 9 per cent decrease in 2016/17 and constitute 8 per cent of all FTEs, a slight decrease to the previous year. When combined, the Teaching and Learning Departments and Teaching and Learning Support Services categories make up 70 per cent of total FTEs, similar to last year.
- The largest increase in percentage terms was observed in the Other Support Services category (a 17 per cent increase), to stand at its highest level in absolute numbers (495) and proportion of total FTEs (6 per cent). Administration and Central Services staff FTE numbers increased by 5 per cent in 2016/17 representing a similar proportion (13 per cent) of FTEs.

Table 3: Staff full-time equivalent numbers by further education institution and pay expenditure categories, 2016/17 (a)(b)

Institution	Teaching and Learning				Other (c)	Total
	Teaching and Learning Departments	Learning Support Services	Other Support Services	Administration and Central Services		
Bridgend College	235	35	30	60	105	465
Coleg Cambria	690	55	20	85	115	965
Cardiff and Vale College	520	45	65	80	135	840
Coleg Ceredigion	65	15	5	25	15	125
Coleg y Cymoedd	445	55	30	85	35	650
Gower College Swansea	495	15	40	90	90	725
Coleg Gwent (d)	455	185	0	300	15	955
Grŵp Llandrillo Menai	825	170	135	55	75	1,260
Merthyr Tydfil College	140	10	25	15	15	215
Grŵp NPTC	440	0	115	75	100	730
Pembrokeshire College	255	30	10	40	25	360
Coleg Sir Gar	255	45	10	75	110	505
Saint David's Catholic College	60	20	10	20	5	115
Adult Learning Wales	100	10	*	35	*	145
Total	4,985	675	495	1,045	840	8,045

Source: 2016/17 Finance Record

(a) A "*" represents a number greater than 0, but less than 5.

(b) Other figures are rounded to the nearest 5 and there may be slight discrepancies between the sums of constituent items and the independently rounded totals.

(c) The 'Other' category includes 'General Education Expenditure', 'Premises', 'Research and Consultancy', 'Other Income Generating Activities', 'Catering and Residence' and 'Farm' pay expenditure categories.

(c) The 'Other' category includes 'General Education Expenditure', 'Premises', 'Research and Consultancy', 'Other Income

(d) See "Staff full-time equivalent numbers by institution and pay expenditure category" section below for information regarding potential data quality issues with institution level comparisons by pay expenditure category.

Staff full-time equivalent numbers by institution and pay expenditure category

- Table 3 shows staff full-time equivalent (FTE) numbers by institution and pay expenditure category.
- Caution needs to be exercised in comparisons between institutions at the level of detail of pay expenditure category shown, as there is likely to be some variation in approach.
- We have previously advised of the split made between Teaching and Learning Departments and Teaching and Learning Support Services. However, as highlighted by the Coleg Gwent split between Teaching and Administration/Central Services, we have become aware that there are potentially wider definitional issues across all categories, which require further investigation, and to improve consistency across institutions going forward.

Notes

Data source

This Statistical First Release provides information on the number of staff full-time equivalents (FTEs) directly employed by Further Education (FE) institutions at any time during the academic year 2016/17. The data used in this release are collected from the institutions by the Welsh Government (Economy, Skills and Natural Resources Department) via the Finance Record as has been the case since 2009/10. Earlier releases were sourced from the Staff Individualised Record (SIR). However, the SIR collection was suspended after 2008/09 owing to a prioritisation of statistical activity at that time and in order to reduce the burden of two separate data collections by DfES.

The staff FTE data are used for monitoring and to inform strategy development. Furthermore, the data provide the official source of statistics on Post 16 staff FTEs in Wales.

The staff FTE data are collected as part of the Finance Record. The Finance Record is primarily a financial return supplied to the Welsh Government by FE institutions and comprises a replica of their financial statements. Where FE colleges have merged, the figures represent the position following the merger and constituent institutions are not identified separately from the academic year of the merger onwards. The constituent institutions are however shown separately in the years prior to the merger in [Table 1](#) where footnotes give details of each amalgamation up to 31 July 2016.

Any FE colleges which have merged between 2008/09 and 2016/17 inclusive have been listed consecutively in [Table 1](#) for ease of reference.

The Education Workforce Council is an additional source of information on staff in Further Education institutions. Further detail is given in the [comparability section](#).

Definitions

The academic years used throughout this release refer to the period 1 August to 31 July.

Staff FTE figures are as supplied directly from the Further Education institutions via the Finance Record.

Rounding

All figures in this Statistical Release have been rounded to the nearest multiple of 5, and therefore there may be slight discrepancies between the sum of the constituent rows/columns and the given totals. A '.' means that a data item is not applicable, and an asterisk represents a non-zero value less than 5.

Key quality information

This section provides a summary of information on this output against five dimensions of quality: Relevance, Accuracy, Timeliness and Punctuality, Accessibility and Clarity, and Comparability.

Relevance

The measures set out in this publication are primarily used:

- by the Welsh Government - Economy, Skills and Natural Resources Department, to monitor the staff numbers in FE institutions
- by education providers themselves, as a management tool to monitor staff levels
- unions and other representative bodies of education providers.

The data are also used both within and outside the Welsh Government to monitor staff FTE trends. Some of the key users are:

- Cabinet Secretaries/Ministers and the Members Research Service in the National Assembly for Wales
- officials in the Welsh Government
- other government departments
- students, researchers, and academics
- individual citizens, private companies, and the media.

The statistics are used in a variety of ways. Some examples of these are:

- general background and research
- inclusion in reports and briefings
- advice to Cabinet Secretaries/Ministers
- to inform and evaluate the education policy-making process in Wales.

Accuracy

Data in releases up to the 2008/09 were sourced from the Staff Individualised Record (SIR). This collection was suspended following the 2008/09 publication and the Finance Record collection has been used as the data source for releases from 2009/10 onwards. Following this change, data within this series is now taken from the Finance Record for all years replacing data up to 2008/09 sourced from the SIR. Quality information around this change can be found in previous versions of this Release.

In collating this release and data for 2016/17 we have been made aware of revisions necessary to 2015/16 information for Coleg Gwent. Revisions are reflected within this release and underlying [StatsWales data](#).

The level of change seen between 2015/16 and 2016/17 has been influenced by Cardiff and Vale College acquisition of the shareholding of ACT Ltd, a private training provider, with whom they now work in partnership.

The release has highlighted that there may be some variation of approach by institutions in the pay expenditure categories information. This requires further investigation, with aim of improving consistency going forward.

Timeliness and punctuality

Statistics on a given academic year are drawn from the Finance Record, following the end of the academic year and are currently published in May of the following year.

Accessibility and clarity

This statistical release is pre-announced and then published on the Statistics section of the Welsh Government website. The full-time series is available through [StatsWales](#)

Comparability

Data for previous years

[Previous editions of this release](#) covering the academic years 2003/04 to 2015/16 can all be found under the past releases tab for this publication.

Data for Merthyr Tydfil College (MTC) were not collected between the academic years 2006/07 and 2011/12 following its merger with the University of Glamorgan (now part of the University of South Wales) in 2006. For those years these data were included in publications for higher education statistics. For 2012/13 onwards, data from MTC has reverted to publication as part of further education statistics and so those data are present in this release from that point onwards. Any comparisons between academic years before and after this point take account of this.

Other publications of Further Education staff numbers

The Education Workforce Council (EWC) produces [annual statistics on all EWC registered practitioners](#). Further Education teachers have been required to register with the EWC since 1 April 2015, and FE (and school) learning support workers since April 2016.

The figures published by the EWC for FE are not directly comparable to those in this release. The EWC information contains a headcount of all those registered at a given snapshot date, whereas this release provides all staff FTE numbers across the academic year. The current EWC data relates to the position at March 2017 and records 5,732 registered Further Education teachers and 2,719 FE learning support workers. This data provides a useful source of information on the gender and age distribution of FE teachers and support staff, which is not available from the finance record data on which this release is based.

Data for the rest of the United Kingdom

Examples of the use of data on staff at Further Education institutions in Scotland and England can be found on the websites of the Scottish Funding Council (SFC) and the Education and Training Foundation respectively:

[Student and Staff Performance Indicators for Scotland's Further Education Colleges](#)

[FE Workforce Data Reports](#)

However, due to differences in methodology and data collection, caution should be exercised in making direct comparisons with the figures contained within this release.

Information on staff at FE institutions across the UK can be found in table 2.1(ii) in the following statistical release, which contains information on staff at English, Welsh and Scottish FE institutions:

[Education and Training Statistics for the UK: 2017](#)

Other related data for further education institutions

Data on learner enrolments at Further Education institutions, along with information on work-based learning and community learning, can be found in this publication:

[Further Education, Work-Based Learning and Community Learning](#)

More detailed information on delivery at further education institutions from 2012/13 onwards is available on [StatsWales](#).

Well-being of Future Generations Act (WFG)

The Well-being of Future Generations Act 2015 is about improving the social, economic, environmental and cultural well-being of Wales. The Act puts in place seven well-being goals for Wales. These are for a more equal, prosperous, resilient, healthier and globally responsible Wales, with cohesive communities and a vibrant culture and thriving Welsh language. Under section (10)(1) of the Act, the Welsh Ministers must (a) publish indicators (“national indicators”) that must be applied for the purpose of measuring progress towards the achievement of the Well-being goals, and (b) lay a copy of the national indicators before the National Assembly. The 46 national indicators were laid in March 2016.

Information on the indicators, along with narratives for each of the well-being goals and associated technical information is available in the [Well-being of Wales report](#).

Further information on the [Well-being of Future Generations \(Wales\) Act 2015](#).

The statistics included in this release could also provide supporting narrative to the national indicators and be used by public services boards in relation to their local well-being assessments and local well-being plans.

Further Information

The document is available at:

<https://gov.wales/statistics-and-research/staff-further-education-institutions/?lang=en>

Further data associated with this release covering the academic years 2004/05 onwards are available to download from [StatsWales](#).

Next update

May 2019 (Provisional)

We want your feedback

We welcome any feedback on any aspect of these statistics which can be provided by email to post16ed.stats@gov.wales

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