

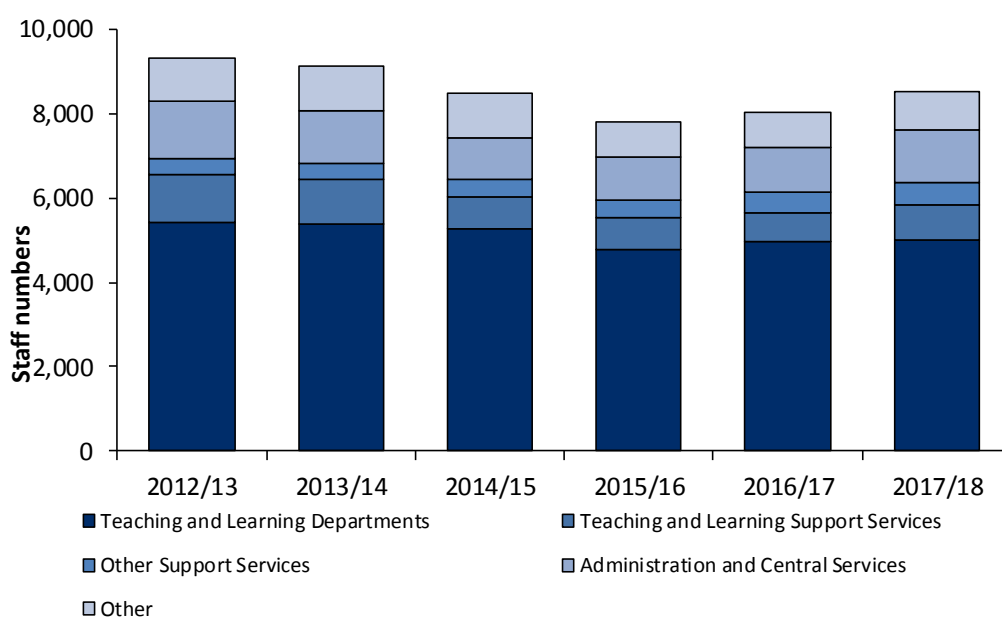
## Staff at Further Education Institutions in Wales 2017/18

24 May 2019  
SFR 35/2019

### Key points

- During 2017/18, staff numbers directly employed by further education (FE) institutions in Wales amounted to 8,520 full time equivalents (FTEs).

**Chart 1: Full-Time Equivalent Staff Numbers by pay expenditure category, 2012/13 to 2017/18**



- The overall number of FTE staff directly employed by FE institutions in Wales rose by 6 per cent between 2016/17 and 2017/18.
- There were increases in FTE staff numbers in 8 of the 13 FE institutions to varying degrees but most notably at Cardiff and Vale College, where there was an increase of 340 FTE staff (a 40 per cent increase). This was due to the acquisition of two work-based learning training providers during 2016/17 and 2017/18.
- The increase in staff numbers was mainly within the administration and central services category – an increase of 195 FTE staff (19 per cent).

### About this release

This statistical first release provides information on the number of full time equivalent (FTE) staff (including work-based learning and adult community learning) directly employed by further education institutions at any time during the academic year 2017/18. 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](http://StatsWales).

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**Table 1: Full-Time Equivalent staff numbers by Further Education institution, 2009/10 to 2017/18 (a)**

Institution	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Adult Learning Wales (m)	.	.	.	.	.	.	150	145	135
Bridgend College	575	595	605	650	590	570	460	465	500
Cardiff and Vale College (g)	.	.	800	825	785	650	640	840	1,180
Coleg Cambria (i)	.	.	.	.	1,115	1,065	945	965	990
Coleg Gwent	950	925	955	985	975	905	925	955	975
Coleg Sir Gâr (n)	550	535	530	545	570	565	505	505	650
Coleg y Cymoedd (k)	.	.	.	.	770	710	665	650	635
Gower College Swansea (f)	.	825	815	790	785	750	700	725	810
Grŵp Llandrillo Menai (h)	.	.	1,420	1,500	1,550	1,295	1,240	1,260	1,240
Grŵp NPTC (j)	.	.	.	.	905	925	780	730	720
Merthyr Tydfil College (b)	.	.	.	235	255	235	210	215	220
Pembrokeshire College	380	395	405	405	405	395	355	360	365
Saint David's Catholic College	120	110	100	105	115	115	115	115	110
Barry College (g)	330	335	.	.	.	.	.	.	.
Coleg Ceredigion	125	125	130	135	135	135	125	125	.
Coleg Glan Hafren (g)	445	470	.	.	.	.	.	.	.
Coleg Harlech/WEA (North) (l)	100	125	120	140	.	.	.	.	.
Coleg Llandrillo (d)(h)	810	970	.	.	.	.	.	.	.
Coleg Lllysfasi (e)	110	.	.	.	.	.	.	.	.
Coleg Meirion Dwyfor (d)	.	.	.	.	.	.	.	.	.
Coleg Menai (h)	385	460	.	.	.	.	.	.	.
Coleg Morgannwg (k)	420	440	420	430	.	.	.	.	.
Coleg Powys (j)	270	250	240	250	.	.	.	.	.
Deeside College (c)(e)(i)	585	675	665	650	.	.	.	.	.
Gorseinon College (f)	315	.	.	.	.	.	.	.	.
Neath Port Talbot College (j)	585	665	700	720	.	.	.	.	.
Swansea College (f)	540	.	.	.	.	.	.	.	.
WEA (South) (l)	60	65	85	85	.	.	.	.	.
WEA Cymru (l)(m)	.	.	.	.	160	135	.	.	.
Welsh College of Horticulture (c)	.	.	.	.	.	.	.	.	.
Yale College Wrexham (i)	465	450	465	470	.	.	.	.	.
YMCA (m)	15	10	10	10	15	15	.	.	.
Ystrad Mynach College (k)	390	390	400	405	.	.	.	.	.
<b>Total</b>	<b>8,530</b>	<b>8,810</b>	<b>8,855</b>	<b>9,330</b>	<b>9,130</b>	<b>8,465</b>	<b>7,815</b>	<b>8,045</b>	<b>8,520</b>

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 Lllysfasi 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.

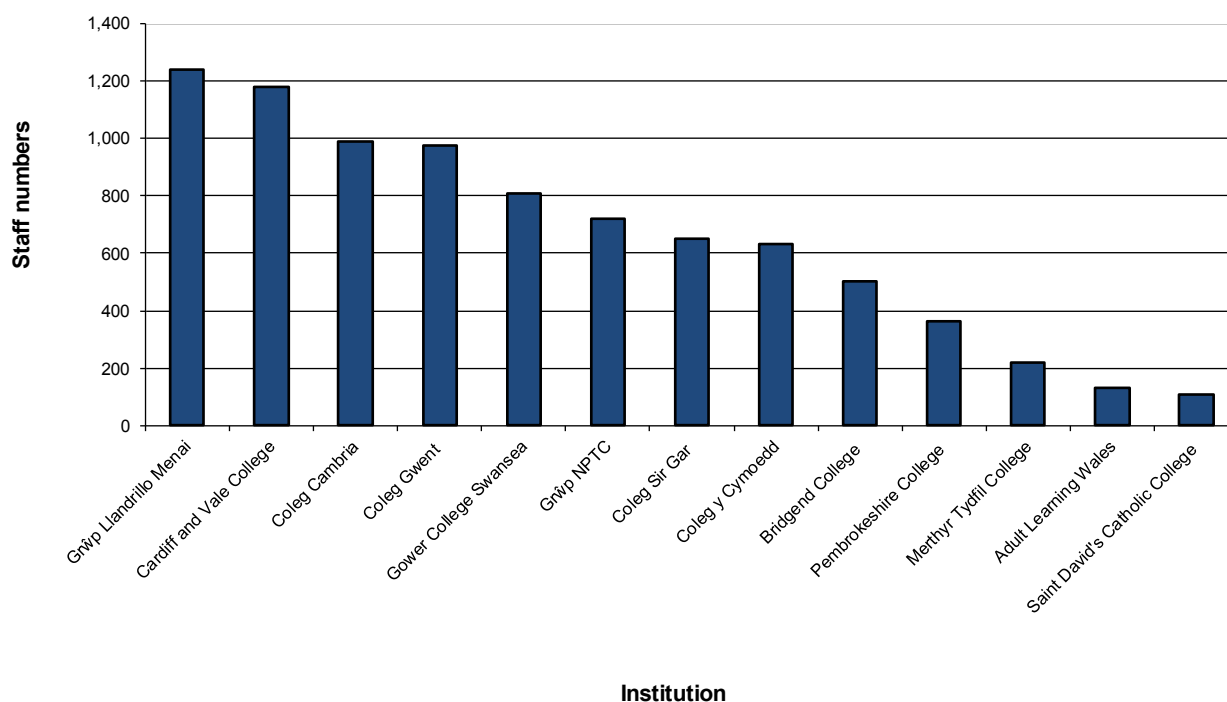
(l) Coleg Harlech/WEA (North) and WEA (South) combined to form WEA Cymru in January 2014.

(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.

(n) Coleg Ceredigion merged into Coleg Sir Gar in August 2017.

**Chart 2: Full-Time Equivalent staff numbers by Further Education institution, 2017/18**



### Staff Full-Time Equivalents at Further Education institutions

- Chart 2 shows the distribution of FTE staff across FE institutions in 2017/18, and Table 1 details staff FTE numbers from 2009/10 onwards.
- During 2017/18, staff numbers amounted to 8,520 FTEs. The number of staff at individual institutions varied, from 110 FTEs at Saint David's Catholic College to 1,240 FTEs at Grŵp Llandrillo Menai.

### Changes in FTE staff numbers

- The overall number of FTE staff directly employed by FE institutions rose to a peak of 9,330 in 2012/13, after which it decreased year-on-year, reaching a low of 7,815 in 2015/16.
- Over the last two years, the number of FTE staff has begun to increase – with a 6 per cent increase in the most recent year. These recent increases are, at least in part, due to the acquisition of two work-based learning training providers – ACT Ltd and ALS Ltd – by Cardiff and Vale College in 2016/17 and 2017/18.
- The number of FTE staff increased at eight institutions in 2017/18 compared to 2016/17, with the largest increases occurring at Cardiff and Vale College, Coleg Sir Gar and Gower College Swansea. The increase at Sir Gar was a result of the merging in of Coleg Ceredigion. The scale of the increase at the Wales level has been influenced by Cardiff and Vale College, which now makes up 14 per cent of all FTE staff at FE institutions in Wales, compared to 10 per cent in the previous year.
- The total number of FTE staff fell at five institutions, the most significant proportion being Adult Learning Wales – a decrease of 8 per cent.

**Table 2: Staff Full-Time Equivalent numbers by pay expenditure categories, 2009/10 to 2017/18 (a)(b)(c)**

<b>Pay Expenditure Category</b>	<b>2009/10</b>	<b>2010/11</b>	<b>2011/12</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>	<b>2017/18</b>
Teaching and Learning Departments	5,100	5,300	5,225	5,420	5,390	5,280	4,795	4,985	4,990
Teaching and Learning Support Services	955	980	975	1,150	1,050	760	740	675	865
Other Support Services	335	370	355	385	360	410	425	495	500
Administration and Central Services	1,235	1,210	1,305	1,345	1,275	980	1,000	1,045	1,240
General Education Expenditure	75	60	60	60	90	100	55	40	40
Premises	335	335	335	340	340	325	290	285	310
Research and Consultancy	*	*	0	20	20	15	*	10	0
Other Income Generating Activities	315	370	415	425	410	415	375	380	440
Catering and Residence	160	170	165	175	165	155	110	100	110
Farm	15	20	25	25	25	25	25	25	25
<b>Total</b>	<b>8,530</b>	<b>8,810</b>	<b>8,855</b>	<b>9,330</b>	<b>9,130</b>	<b>8,465</b>	<b>7,815</b>	<b>8,045</b>	<b>8,520</b>

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.

### **FTE staff numbers by pay expenditure category**

- Table 2 shows FTE staff numbers by pay expenditure category.
- The Teaching and Learning Departments category continues to have the largest number of FTE staff directly employed by FE institutions, amounting to 59 per cent of total FTEs – a slight decrease from 62 per cent in the previous year.
- Teaching and Learning Support Services saw a 27 per cent increase in 2017/18 and constitutes 10 per cent of all FTEs, a slight increase to the 8 per cent in 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 contributor to the overall rise in staff FTE numbers between 2016/17 and 2017/18 is the administration and central services category – an increase of 195 FTEs (19 per cent). The acquisition of ACT Ltd and ALS Ltd by Cardiff and Vale College has increased the number of WBL staff, thus has likely to have increased the administration and central services staff. Growth at Gower College Swansea in specific areas relating to new employability & construction activities, along with investment in the college business development as well as the ESF projects it has taken forward, has also likely to have contributed to this increase.

**Table 3: Staff Full-Time Equivalent numbers by Further Education institution and pay expenditure categories, 2017/18 (a)(b)(d)**

Institution	Teaching and Learning				Administration and Central Services	Other (c)	Total
	Teaching and Learning Departments	Support Services	Other Support Services	Support Services			
Bridgend College	240	35	25	85	115	500	
Coleg Cambria	705	60	25	85	110	990	
Cardiff and Vale College	610	100	65	215	195	1,180	
Coleg y Cymoedd	445	50	25	80	30	635	
Gower College Swansea	495	55	25	130	100	810	
Coleg Gwent	460	200	0	300	15	975	
Coleg Gwent (d)	805	170	135	55	75	1,240	
Merthyr Tydfil College	145	10	25	20	20	220	
Grŵp NPTC	435	0	110	80	95	720	
Pembrokeshire College	165	95	40	40	20	365	
Coleg Sir Gar	330	65	20	100	140	650	
Saint David's Catholic College	55	15	10	20	10	110	
Adult Learning Wales	95	*	*	30	*	135	
<b>Total</b>	<b>4,990</b>	<b>865</b>	<b>500</b>	<b>1,240</b>	<b>925</b>	<b>8,520</b>	

Source: 2017/18 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.

(d) Institution level comparisons of staff numbers by pay expenditure category should be made with caution, due to local interpretation of categories and other institutional differences.

### FTE staff numbers by institution and pay expenditure category

- Table 3 and chart 1 show the breakdown of FTE staff numbers by institution and pay expenditure category.
- This breakdown is provided for completeness, but institution level comparisons of staff numbers by pay expenditure category should be made with caution, due to local interpretation of categories and other institutional differences. For example the split between Teaching and Learning Departments and Teaching and Learning Support Services may reflect the different style of teaching in each college. In some instances, instructors and demonstrators may be included under Teaching and Learning Support Services.

## Notes

### 1. Data source

This statistical first release provides information on the number of FTE staff directly employed by further education (FE) institutions at any time during the academic year 2017/18. The data used in this release are collected from the institutions by the Welsh Government via the Finance Record, as has been the case since 2009/10. Earlier releases were sourced from the Staff Individualised Record (SIR). 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.

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

The FTE staff 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<sup>st</sup> July 2018.

Any FE colleges which have merged between 2008/09 and 2017/18 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 section 4.5.

### 2. Definitions

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

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

### 3. 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.

## 4. 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.

### 4.1 Relevance

The measures set out in this publication are primarily used:

- by the Welsh Government 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:

ministers and officials in the Welsh Government;

Assembly Members and the Members Research Service in the National Assembly for Wales;

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 ministers;

to inform and evaluate the education policy-making process in Wales.

### 4.2 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.

The level of change seen between 2016/17 and 2017/18 has been influenced by [Cardiff and Vale Colleges acquisition of the shareholding of ACT Ltd](#) during October 2016 and ALS Ltd during January 2018.

The 2016/17 accounts only included a proportion of ACT staff numbers due to the acquisition occurring part way through the year. 2017/18 staff numbers included the full year impact, hence the increase. ACT Ltd and ALS Ltd are now wholly owned subsidiaries of the college. The acquisition of various WBL providers by colleges is likely to have been a factor seen across the years.

Gower College Swansea reported that they have experienced continuous growth resulting in their requirement to employ more staff. Some specific areas in growth relate to new Employability & Construction activities along with an investment in the College Business Development, [ESF approved projects](#), income generating and premises staff (e.g. cleaners).

Institution level comparisons of staff numbers by pay expenditure category (Table 3) should be made with caution, due to local interpretation of categories and other institutional differences. For example the split between Teaching and Learning Departments and Teaching and Learning Support Services may reflect the different style of teaching in each college. In some instances, instructors and demonstrators may be included under Teaching and Learning Support Services.

### **4.3 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.

### **4.4 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](#)

### **4.5 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 2018 and records 5,844 registered Further Education teachers and 2,554 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) 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 the StatsWales website here:

[StatsWales - Further Education and Work-Based Learning Learners](#)

## **5. Further details**

The document is available at: <https://gov.wales/staff-further-education-institutions>

Further data associated with this release covering the academic years 2004/05 onwards are available to download from the StatsWales website here:

[StatsWales - Staff at Further Education Institutions](#)

## **Next update**

May 2020

## **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](mailto:post16ed.stats@gov.wales)

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