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| --- | --- | --- | --- |
| **FOR DISCUSSION/INFORMATION** | | | |
| Meeting: **Curriculum and Student Affairs and Outcome** | | | |
| Presented by | Ann Baxter | | |
| Author/Contact | Ann Baxter | Department / Unit | **Executive** |
| Date Created | 1 February 2025 | Telephone | **2359** |
| Appendices Attached | **Credit and Curriculum Update** | | |
| Disclosable under FOISA | | **Yes** | |

1. **PURPOSE**

To update CSAO on NCL credit target for academic year 2024-2025.

1. **BACKGROUND**

Report provided to CSAO updates on progress against targets within the Regional Outcome Agreement.

1. **DETAIL**

The report includes data submitted to SFC and current NCL performance in 2024-2025.

1. **BENEFITS AND OPPORTUNITIES**

This report illustrates the progress made in relation to KPIs measures and gives a greater understanding of departmental activity.

1. **STRATEGIC IMPLICATIONS**

The Board retains an overview of NCL activity in the interests of good governance.

1. **RISK**

**N/A.**

1. **FINANCIAL IMPLICATIONS**

Inability to achieve SFC credit targets could result in loss of income to New College Lanarkshire.

1. **LEGAL IMPLICATIONS**

There are no legal implications.

1. **WORKFORCE IMPLICATIONS**

There are no workforce implications.

1. **REPUTATIONAL IMPLICATIONS**

There are no reputational implications.

1. **EQUALITIES IMPLICATIONS**

There are no equality implications.

|  |
| --- |
| **CONCLUSIONS/RECOMMENDATIONS**  CSAO are asked to note the information contained in this report and raise or discuss any issues which may prevent publication. |

### **1. INTRODUCTION**

* 1. This paper seeks to provide an update on the credit target for academic year 2024-2025, recruitment, retention and a synopsis of learning and teaching activity to date.

### **2. CREDIT, RECRUITMENT AND RETENTION ACTVITY 2023-2024**

2.1 For academic year 2024-2025, New College Lanarkshire has been allocated a core credit of 117,290. Foundation Apprenticeships are no longer allocated as additional credits and are incorporated into core funding targets. At the time of writing this report in January 2025, student enrolments had given the college 111,510 credits. January recruitment is ongoing and additional planned courses still have to commence to enable the college to achieve the overall college credit target.

2.2 At 31st January 2025, there were 11,651 student enrolments which is circa 1,668 student enrolments higher than at the same time last year. Appendix 1 summarises credits achieved per department on 31st January 2025.

2.3 Credit and Performance Monitoring Report is reviewed fortnightly by the Executive Board and Deans. Based upon planned activity, the college is projected to slightly over achieve the credit target, but will not exceed the 2% upper limit.

2.4 Recruitment drop-in sessions took place to promote January and August courses, on the following dates and campuses:

* Tuesday 28th – Motherwell *(Recruitment Hub)*
* Wednesday 29th – Coatbridge *(Wellbeing Hub)*
* Thursday 30th – Cumbernauld *(Wellbeing Hub)*

2.5 The table below show the college position in relation to overall recruitment, early and further withdrawal on 31st January 2025. Appendix 2 summarises the position in relation to Departmental Credit and Retention on 31st January 2025.

**Table 1**: Enrolments, Early and Further Withdrawals – 31st January 2025

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level/Mode | Enrolled | EW | % EW | FW | % FW | Retention |
| FEFT | 4130 | 260 | 6.4% | 505 | 12.4% | 81.2% |
| FEPT | 5196 | 201 | 4.4% | 136 | 3.0% | 92.6% |
| HEFT | 1871 | 82 | 4.4% | 136 | 7.3% | 88.3% |
| HEPT | 454 | 21 | 4.6% | 3 | 0.7% | 94.7% |

2.6 The overall focus is to increase the rate of successful completion for students on all levels and modes of study. Through discussion with Academic Heads, spotlight on poorer performing programmes will continue via a Plan, Do, Study, Act project.

### **3. ALTERNATIVE FUNDING ACTIVITY – EFI AND MODERN APPRENTICESHIPS**

3.1 **External Funding and International**

UKSPF: The purchase of materials for Smart Hub Lanarkshire continues, but it looks like the grant for staffing will not be completely absorbed. To that end, this information was communicated to North Lanarkshire Council (the indirect funder and manager of the funding) in November 2024; in that communication the College indicated that between £25,000 and £35,000 of the total grant may not be drawn down before the current award period ends. Although it is too early to be confident about future UKSPF awards, the Council is hopeful that the College will be awarded further funding in the next grant period.

UKRI/Innovate: As the CLIC Project enters its final quarter, the achievement of all targets set for the project gathers pace and should be reached. UKRI/Innovate have advised project partners that the initial review of all college projects which they have funded under this Call indicates that they have achieved a positive impact. Consequently, the UK Government has agreed to extend funding for all such projects, including CLIC, for a further year. Further information on this will emerge in February and March. In the light of requests for additional funding for materials, the spending profile on the project has been amended; the result is a reduction of some £14,000 in the grant for staffing and increases in the proposed expenditure on materials of £12,000 and £5,000 in consultancy costs. A delay in payments has been resolved and so, the College will receive the grant for the first three quarters in a single tranche.

Turing Scheme: the application window for the next round of Turing (2025-2026) will soon open and close quickly thereafter. The latest information from the UK Department for Education (the fund manager) is that the maximum grant for college sector projects will be capped at £205,000. This is around a fifth of the Erasmus+ grants for mobility that the College secured. It will mean there will around a third fewer mobility places for students next year to around 65 places. This will be challenging as around 600 applications were received for just over 100 places this academic year.

Scottish Educational Exchange Programme (SEEP): This Programme is run by the Scottish Government and is aimed at helping the tertiary education sector sustain its international ambitions. The College made an application to the fund in the last quarter of 2024 and was awarded nearly £19,000 to revive the College’s European links and support an International Week in the College in March 2025.

Cycling Scotland: The College has secured a grant of £9,950 from Cycling Scotland to purchase ten bikes and associated peripherals like helmets that will be used to set up a Bike Library which will be open to students.

3.2 **Modern Apprenticeships**

Contract Amendments – Total Allocation 223 New Starts. In December we made changes due to a shortfall in Electronic Fire and Security and Children and Young People, 23 places were reallocated to Automotive, Business Admin, Dental and Social Services and Healthcare to meet demand within these areas.

New Starts. January is our SDS KPI measurement month, our target for new starts is 192 (89% of our overall allocation) as of 24th January 2025 we have 179 new starts on the system with a further 10 in progress and we are hopeful these will contribute towards our target. We will submit a case to our SDS Contract Manager for the shortfall of three from our Automotive and Dental waiting lists to try and prevent any clawback as we exceeded our August and October targets.

Claims Target. Our SDS KPI claims target for January is £850,252 and as of Friday 24th January our total is £761,160 which leaves a shortfall of £89,062. The shortfall is due to a lack of planned achievers and milestones being submitted in areas such as Engineering, Security and Automotive. We are hopeful some additional milestones/outcome payments will be processed before the cut-off date on Thursday 30th January but these will not fully bridge the gap and SDS will potentially claw back between £60,000 to £80,000 in funding. We will include the income shortfall within our business case to our SDS Contract Manager as we have outcomes waiting to be claimed once fully resulted at a value of approximately £40,000 but will not meet the January deadline, if accepted this will reduce the potential clawback amount.

Challenges. Staffing issues within Engineering, Automotive and Electronic Fire and Securities has had a negative impact on our new starts and income targets. Recruitment has taken place with two new Security WBAs starting in January. Engineering still require an additional WBA along with Automotive due to an internal secondment.The availability of internal verifiers within Engineering has impacted achiever outcome payments being processed along with further issues in relation to the continued extensions of planned achievers. These issues could potentially impact our ability to meet our contract value of £1,062,815 by the end of March.

### **4. DEPARTMENTAL UPDATES**

4.1 **Access and Progression department,** in partnership with the Miracle Foundation, will be working with the Women's Aid project and includes a six-week art therapy programme, a week of sleep therapy and a session on nutritional awareness.  The Miracle Foundation was set up to assist young people and their families affected by mental health and trauma related issues.  This opportunity corresponds with our social justice purpose enabling whole person education and partnering to release potential within our communities.

* 1. **Automotive Studies** hosted Scottoiler who delivered a technical session and workshops in January giving motorcycle students new knowledge and skills on motorcycle final drive maintenance. Scottoiler offer a 50% discount on their products to all NCL students and staff.

During catch-up week, the department hosted the Energy Skills Partnership and Technical Trainer from Lucas Nuelle to give staff training on new equipment for hybrid and electric vehicle technologies marking a significant advancement in education within the heavy goods vehicle sector.

* 1. **Beauty, Aesthetics and Hair Design** department is proud to be the first college to receive sponsorship from Ellisons, the UK’s leading supplier to hair and beauty professionals. This partnership provides a range of benefits, such as student prizes, workshops, and discounts, aimed at supporting students across all campuses. One key initiative is the £75 Ellisons credit for selected students (selected by department giving recognition) from beauty, nails, hair, and barbering courses, as well as a unique student discount code. Additionally, staff can access CPD opportunities, including accredited online training courses. This sponsorship will be introduced in Semester 2 as part of a retention strategy, recognising students who have excelled since the start of the term. This is a welcomed collaboration which has strengthened our connections with industry and enhanced our profile within the sector.
  2. **Computing and Digital Technologies** department have six Student Ambassadors appointed to represent the computing team and will be involved in a variety of activities throughout the year. From working with other student groups to helping with recruitment events, they will have the opportunity to develop valuable skills and make a lasting impact in areas.

CADD team have started work with heart transplant specialist Mr David Varghese on a project to create 3D printed models of hearts and other organs to allow surgeons to train/practice in a realistic but safe environment, by using realistic copies of organs.

Currently two HNC Computing Next Gen students are working with the college development team on projects and HND Digital Design and Development students are engaged in projects with Made in Scotland. Discussion has taken place with Routes to Work in development of an app to support their organisation and the team are involved in the initial stages with Motherwell Heritage Trust to investigate how we can support their plans.  These opportunities and engagements allow our students to grow and develop whilst learning about the workplace.

* 1. **Construction Trades Technology** department has facilitated a number of activities, such as mental health stigma and discrimination training, Be Financially Fit as well as visits from companies such as Robertson construction, Bell group. Staff have also undertaken school visits and plan to attend the Careers Convention for NLC Schools in February.

Electronic Fire & Security section have recruited two new work-based assessors, to replace members of staff who have left, and will help support the delivery of the Modern Apprenticeship provision within the area. Two second year Modern Apprenticeship students competed in the WorldSkills event with one achieving second place in the electronic security section and another achieving 4th place for the fire section and a commendation from the judging panel. There will four students attending the regional heats in April 2025 which feeds into the WorldSkills event later in the year.

Through SECTT collaboration, the 1st stage MA's received an electrical tool kit from Edmundson Electrical at the beginning of their apprenticeship.

Working closely with CITB a RAG document/ performance tracker has been developed that covers: student achievement and progress, contracts and finance, Quality and Annual Reports, Education Support and Safeguarding. The section currently has a rating of zero actions required (Green).

* 1. **Culinary Arts** department will be attending Scothot - Scottish Culinary Exhibition, SEC Glasgow; 26th and 27th February 2025, an industry specific event, that includes inspirational discussions, live chef competitions and skills classes, Michelin starred chefs cooking on “The Staff Canteen Live stage” and sommeliers and drinks experts sampling and sharing insights on the Liquid Academy. Over 21 students have applied and are competing in the Scottish Culinary Championships from across the curriculum. Four Lecturers will be judging at the Scothot Scottish Culinary Competition.

Epos System Installation at Taste and ML One Training Restaurant, which is an electronic point of sale, that ensures learners are learning in an environment that is current, relevant and industry specific. In addition, it removes barriers to learning and achievement, enhances the learning and teaching environment, promoting employability and industry specific skills and attributes required in a modern hospitality environment.

Working in partnership with others, the department will be participating in International Week. Students and staff will be hosting a Gala Dinner at the Coatbridge campus. This cross campus working with the wider college community will provide students to show case their talents.

* 1. **Dental, Science Health and Social Care** department have contacted the Management Board and Rangers at a Local Natural Reserve, Viewpark and we are working on developing a partnership to provide students with the opportunity to develop their practical skills and volunteer in the local community. NQ6 Animal Care and Biology will develop interpretation and environmental conservation projects as part of their Environmental Science units and complete their work placement volunteering at the reserve. The department are also developing a partnership with Summerlee Museum to provide the opportunity for students to gain a greater understanding of biodiversity and conservation as well as working on environmental projects.

The first cohort of PDA Acute and Community students from NHS Lanarkshire graduated in December 2024. The course was positively received and 22 students have been recruited for the next group.

Ellyn MacPhee, student on degree in dental nursing had an article published in British **Dental Journal** (December 2024). Her insights and experiences highlight the importance of the profession and its future scope, inspiring students and professionals alike.

CLIC Project: Innovation and Digital Transformation has facilitated a partnership with **3Shape**, experts in 3D digital technology, and workshops were held in January 2025 focusing on the latest software and CAD developments in dentistry.

* 1. **Education and Sport** department following a positive start to the academic year, the department will bolster our provision with three new programmes starting in Semester 2. These programmes are designed to align with the college's strategic objectives of broadening career pathways, enhancing employability, and addressing the evolving needs of our industry partners. Below is an outline of the key programmes launching January 2025:
* A Career in Education: Let's Explore (Coatbridge). This course offers participants the opportunity to explore key areas within the field of Education, while developing the skills, knowledge, and understanding necessary for pursuing a career working with children and young people. Designed as a flexible and introductory programme, this course provides a valuable insight into group awards in Education. Importantly, it is tailored to accommodate those with family commitments, with classes scheduled from 9:30 am to 2:30 pm. Upon completion, participants will be guided toward further courses that align with their interests and intended career pathways within the Education sector.
* PDA Childhood Practice in partnership with South Lanarkshire Council (Motherwell). The Professional Development Award in Childhood Practice represents a key initiative in meeting the growing demand for highly skilled professionals in early years education and childcare. This programme provides those practitioners already working in the childcare sector with essential skills in child development, communication, and leadership, equipping them for advanced roles in childcare settings or further study. Tailored specifically for South Lanarkshire Council employees, this programme broadens NCL reach across the Lanarkshire area.
* Pathways to Sport and Fitness (Motherwell). Recognising the growing interest in sport and fitness careers, this introductory programme has been designed to provide practical training for students aspiring to work in the sport, fitness, and coaching field. Students will have the opportunity to enhance their practical skills in various activities whilst working towards a recognised Skills for Work (SfW) qualification, ensuring they are well-prepared for the demands of this competitive sector.

All programmes have existing progression and articulation routes available for those students wishing to continue with their academic studies.

* 1. **Humanities** department organised Breaking the Cycle Conference: Perspective on Mental Health and class took place in December at the Coatbridge campus, bringing together diverse voices to tackle the pressing issues surrounding mental health and social class. Please see link for further details: [Breaking the Cycle - The Clan - NCL](https://nclan.interactgo.com/page/32426?SearchId=338761).

In January 2025, L6 Social Science at Coatbridge Campus were participants in research with the John Smith Institute.  The class were visited by Eddie Barnes, from John Smith, as part of a larger research project: UK Youth Poll.  The class found this extremely enjoyable and engaged fully with the questions posed.

One of the Social Science lecturers Shaheen Tariq delivered a talk at the National Gallery Scotland on Scotland and chattel slavery through the lens of art.

* 1. **Lanarkshire Business School** was visited by two former students, who are now in management positions at local Hays Travel stores, and met Travel and Tourism students as guest speakers to present information on career opportunities beyond college. As Assistant Managers at the Lanark and Motherwell branches, they were keen to highlight that after completing their HND Travel & Tourism qualification at NCL, they had moved directly into employment with Hays Travel. The presentation included daily roles, perks of the job, salary enhancements, how their HNC/HND helped them with their daily tasks as well as opportunities to progress within the company. Students found it very beneficia with one commenting that it was one of the best talks she had been to so far in the college and it made her excited about her prospects when she finishes her studies. The presentation allowed the students to see that there are job opportunities out there which complement the knowledge and skills acquired on their college course and that the role of travel adviser on the high street remains a viable career option.

The department also invited NCL Fellow and former Judge Lady Rita Rae to visit law students when she delivered an empowering speech about her journey from growing up in Plains to becoming a senior judge and rector of Glasgow university. The lawyer, judge, and former senator of the College of Justice shared her experiences, highlighting the challenges she faced as a Catholic, half-Italian woman without the advantage of a private education and candidly spoke about the self-doubt that accompanied her journey but emphasised that her love for the courtroom drama kept her going. Lady Rae urged NCL students to follow their passions fearlessly and to dream big. Her personal story deeply resonated with the students and one remarked, “It was amazing to meet Lady Rita. She was so inspirational. Her story shows what you can achieve when you dream big”.

The BA Business Enterprise and Marketing students at Motherwell campus were treated to a visit from Marion Menzies. Marion provided the following overview of Dress for Success Scotland, a registered charity, part of the Dress for Success not for profit organisation founded in New York in 1997. It has affiliates in 23 countries globally. Dress for Success was set up in 2010 in Bellshill Business Park and operated from there until 2023 when they moved to premises in Glasgow City Centre. “The mission of Dress for Success is to help unemployed and underemployed women achieve economic independence by providing no-fee programmes development tools and professional attire to thrive in work and in life.” Marion has been involved with Dress for Success Scotland for several years, firstly as a board member and now as the operational manager. Since taken up this role, she has extended the services that the charity provides to include helping clients develop skills in CV writing, interviews and self-confidence. Clients are also given business attire which is interview appropriate and a basic makeup kit. The students are planning a visit to the organisation’s premises in Bellshill. This will give the students the opportunity to have experience of the organisation’s operation and discuss possible volunteering.

* 1. **Music and Performing Arts** department are currently developing a new academic proposal, MA Creative Change: Theatre, Innovation & Leadership, which is an innovative and flexible postgraduate programme of study designed for practitioners and innovators from diverse performance backgrounds, eager to shape the future of theatre and performance through creative leadership, innovation and collaboration. The programme combines rigorous practical exploration with reflective and critical inquiry with a focus on innovation and interdisciplinary approaches to performance and theatre making. This unique programme offers a holistic approach, blending artistic creation with advanced collaborative practice, while providing consistent opportunity for industry engagement including regular interaction and mentorship from professional artists as students develop greater insight and networks for future collaborations.

Other new developments include, new outreach with Impact Arts and Getting Better Together. Both organisations work with young people who are not engaging in formal education. Access Level courses been developed in the subject area of Podcasting.

Eva MacCallum (BA Acting Graduate, 2024) became the first recipient of the newly founded *Elaine C. Smith Student Prize*.  The award aims to empower and support talented women pursuing a career in the arts. On receiving the award Eva said, “I am so grateful for this award and to Elaine. It’s so important that women create these opportunities so other women can follow in their footsteps and prove we can take the spotlight”.

Since completing her degree in Performing Arts in earlier this year, Eva has appeared Reconnect Theatre’s production of Macbeth at the Edinburgh festival and is currently filming a TV series and said her experience at New College Lanarkshire had been fantastic. She said: “The most important thing I took away from my time at the College was the connections with other people—my fellow students and the lecturers. There’s a fantastic sense of community here”.

<https://nclan.interactgo.com/page/32263?SearchId=332867>

* 1. **Staff Development Academy** has commenced planning and development of the All Staff Essential Learning 25/26 for the new suite of modules in August 2025. This year staff will continue to be updated on cyber security and data protection, alongside new modules on fire safety, sexual harassment and keeping everyone safe. Health & Safety – the target for all managers and Turing flow co-ordinators to have a certified qualification in managing safely will be nearing completion by June 2025. In addition, managers will also have an Occupational Health and Wellbeing qualification and be undertaking a module in understanding mental health. All to ensure all staff, students and stakeholders are safe at NCL. Health & Safety Survey to be undertaken to identify training needs for all staff prior to the roll-out of the staff programme in 2025-2026 to ensure all staff have the IOSH Working Safely qualification.

Building Digital Skills – January sees the introduction to upskilling in PowerPoint and Sway to create dynamic presentations. To support the development of the curriculum, 20 managers have completed a SCQF Credit Rating workshop to support them to future proof the curricular offer. Classroom Support workers have completed a minute taking workshop to support the development of their skills in the vital role they play. Collaborating with a colleague in Computing and Digital Technologies, the SDA provided a pilot workshop entitled Stress Decoded: Understanding Your Body's Hidden Stress Workshop Enrolment. This is currently being evaluated however initial feedback was been exceptional. The development of a digital learning and teaching handbook for staff is underway to support new staff and to be a resource for all staff.

The on-going development of academic staff through the Learning and Teaching Development journey, continues to support academic staff through qualifications to support awarding body requirements and GTCS registration.

* 1. **Supported Learning** students held a fashion event at Cumbernauld and Motherwell Campuses. The event centred around raising awareness of clothing sustainability and preventing fast fashion. The events were run in partnership with North Carbrain Community Hub who kindly allowed the students to use items from their clothing bank.
  2. **Visual and Creative** **Arts** department, Art & Design HNC students pitched their banner designs, created to celebrate 160 years of education at Coatbridge, to the Principal and Claire from Brand, who provided feedback to each student which was invaluable to building their confidence.   All of the HNC banners will be printed and there are discussions around further work experience for interested parties, to gain graphic design experience, within the department.

Film students worked with Karen Allan at National Theatre of Scotland on the production of Thank U, Next. Students were responsible for filming a series of BTS of the production which were all published on the NTS Social Media platforms and work is underway to deliver The Social Connects in partnership with BBC The Social, including a series of Masterclasses and guest speakers ahead of students pitching their film ideas to the producers. Five ideas have been taken forward into production, that will potentially be screened on BBC The Social.

In partnership with the Summerlee Project, film students are documenting the progress towards developing and building the new Heritage Centre. This includes filming some employee profiles as well as the public consultation event- currently awaiting council approval to collect drone footage of the site in its current state.

Make-up Artistry have secured a great partnership with BPerfect Cosmetics - Not only are they now our kit suppliers, they are supporting our students with ongoing trends led Masterclasses, interview skills, student discounts in store and online, and approach NCL students in the first instance when employment opportunities arise. We currently have four students who were recruited as Christmas temps have been offered permanent employment.

We have been partnering with MAC Cosmetics at their pro store in Glasgow - MAC are providing Industry led Masterclasses for all students as well as launching their student pro cards with us offering students up to 40% off in store.

### Appendix 1 – NCL Credit Summary – 31st January 2025



### Appendix 2 – Departmental Credit and Retention Summary – 31st January 2025

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Department | FEFT Enrolled | FEFT Withdrawn | FEPT Enrolled | FEFT Withdrawn | HEFT Enrolled | HEFT Withdrawn | HEPT Enrolled | HEPT Withdrawn |
| Access and Progression | 361 | 57 (15.8%) | 384 | 25 (10.8%) |  |  |  |  |
| Automotive Studies | 341 | 61 (17.9%) | 263 | 23 (8.7%) |  |  |  |  |
| Beauty, Aesthetics and Hair Design | 501 | 93 (18.6%) | 264 | 38 (14.4%) | 40 | 7 (17.5%) |  |  |
| Computing and Digital Technologies | 303 | 61 (20.1%) | 470 | 25 (6.3%) | 347 | 29 (8.4%) | 150 | 4 (2.7%) |
| Construction Trades Technologies | 489 | 91 (18.6%) | 964 | 57 (6.5%) |  |  | 34 | 3 (8.8%) |
| Culinary Arts | 146 | 39 (25.3%) | 92 | 8 (10.3%) | 26 | 5 (19.2%) |  |  |
| Dental, Science Health and Social Care | 608 | 122 (20.1%) | 422 | 37 (8.7%) | 292 | 35 (12%) | 89 | 4 (4.5%) |
| Education and Sport | 414 | 64 (26.8%) | 997 | 50 (5.2%) | 226 | 40 (17.7%) | 34 | 4 (11.8%) |
| Humanities | 291 | 78 (23.1%) | 313 | 26 (8.3%) | 200 | 19 (9.5%) | 29 | 2 (6.9%) |
| Lanarkshire Business School | 149 | 33 (22.1%) | 326 | 27 (8.3%) | 230 | 31 (13.5%) | 76 | 7 (9.2%) |
| Music and Performing Arts | 103 | 27 (26.5%) | 248 | 6 (4.2%) | 350 | 30 (8.6%) | 3 | - |
| Staff Development Academy |  |  | 151 | - |  |  | 38 | - |
| Supported Learning | 217 | 1 (0.6%) | 143 | - |  |  |  |  |
| Visual and Creative Arts | 207 | 40 (19.3%) | 159 | 15 (9.4%) | 160 | 22 (13.7%) | 1 | - |