

CARDONALD COLLEGE



CARDONALD
COLLEGE
GLASGOW

THE EVOLUTION

'Cardonald College helps you to achieve your potential through a valuable and enjoyable learning experience.'



'The College's ambition is that all those who work with Cardonald – learners, staff and partners – should find the experience enjoyable, inspiring and empowering.'

'Cardonald would wish to be seen by students as their lifelong learning partners, by staff as their employer of choice and by the College's communities as a key asset.'



Old Cardonald College Building



New Cardonald College Building

For over thirty years, Cardonald College has provided the people of West Central Scotland with a top class learning facility. With 'Britain's Best Boss' in our midst and decades of history highlighting Cardonald as a centre of excellence throughout a range of industries and skills, we are delighted to showcase our journey to this point.

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Annual Awards Ceremony

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THE SIXTIES

*Gavin Barr
Principal
1969-86*

IN THE BEGINNING (1960-71)

In **1960** Glasgow Corporation Education Department produced a plan for further education in the city. There was to be a number of centrally placed specialist colleges serving not only Glasgow but the surrounding counties. Each outlying area of the city was to have a general purpose district college which would provide a wide range of general courses and would feed in to the specialist institutions.

In **1964** three new specialist colleges, (Commerce, Building and Printing), two district colleges (Annie'sland and Barmulloch) and a new building for the third district college (Langside) were opened by the Prime Minister, Mr Harold Wilson.

Plans already existed to build three more specialist colleges and to complete the quartet of district colleges by opening one in the south west of the city to serve not only the local communities, but also the training needs of Hillington Industrial Estate and Govan shipbuilding industry.

In January **1967** the Education Committee reported it had opened negotiations for a tender for the building which was to be the fourth district college. In March a bid for this was accepted and the following month work began on Cardonald College.

During the construction phase Principal, Gavin Barr, and a group of senior staff had been appointed and had taken up accommodation in the Further Education HQ in Bothwell Street.

In August **1970** the College started to function as an administrative unit with the College office being housed in the old Bellahouston Academy building.

A Board of Governors was appointed in May **1971** and the College finally opened its doors in August of that year.



Old Bellahouston Academy

THE SEVENTIES



THE FIRST DECADE

The official opening of Cardonald College took place on Friday 24 March 1972.

In academic year **1971-72** the College offered day release, block release, full-time and evening courses covering a wide range of disciplines and levels. These were conducted in nine departments:

- Art, Design and Display
- Commerce
- Communication Arts
- Construction Services
- Engineering
- General Education
- Languages
- Mathematics and Science
- Medical Welfare.



Studying in the College library (1972)

1972-73 was the first full year of normal College life with staff and student numbers building up. There were 3,294 students enrolled in vocational courses (day and evening) in addition to a satisfactory number in leisure classes. Staffing had grown to 97 full-time teaching staff and four part-time, five technicians, six administrative staff, two janitors and 12 members of the Board of Governors.

Externally there was a significant organisational change. In **1975**, the Corporation of Glasgow ceased to exist after 800 years and was replaced as local education authority by Strathclyde Region. The Region chose to provide most of its education service through six divisions but decided that FE should be taken out of these and managed centrally as a seventh division. Theoretically this could have resulted in a 'rationalisation of provision' among colleges, however it had the opposite effect and introduced an element of competition.

By **1975** the staff had risen in numbers to 116 full-time lecturers, nine part-time lecturers, 11 technicians and 10 administrative staff. The College was now thriving and acquiring a pleasant and co-operative atmosphere helped by various social events for staff and students.

In **1976** a new College Council was formed to become a fully participating policy maker rather than an assessor and adviser. It was to be a much larger body, numbering 26 and replacing the 13 strong Board of Governors.

Rehearsal in the TV Studio



70s



THE EIGHTIES

*Ray Bailey
Principal
1986-97*

During session **1980-81**, the Immigration Reception and Language Teaching Centre was transferred to Cardonald and the teaching of English as a Second Language (ESL) during the day was introduced – a first for the region as ESL classes had only ever previously been offered as an evening course.

1981 saw the introduction of the first further education course for young people who had attended Special Schools and for whom no significant educational progression had formerly been available. A Special Education Unit was set up to manage this new course. This flourished and in **1985** achieved departmental status as the Department of Community Services.



Former student, Ian Hamilton, pictured here with an example of his work. As a young artist Ian had his work displayed in a number of exhibitions and although commendable for any artist, it was even more notable for Ian who is almost totally blind. (Academic Year 1988-89)

COMMERCIAL ACTIVITIES AND COMMUNITY LINKS (1983-90)

During the Thatcher years, government employment and training initiatives loomed large. Revenue earning courses were the flavour of the decade and the drive behind this was the Government's policy of switching resources from the providers, who were free to decide exactly what they were to provide, to the consumers, who could then shop around among colleges and private trainers until they found what they wanted.

The eighties saw a whole new series of initiatives being introduced - the Youth Training Scheme (YTS) in **1983**; the launch of employment training in **1988**; a Training and Employment Grants scheme for employers; European Social Fund grants. In all cases, it became the business of the College to seek out employers and actively sell training packages which would attract the relevant funding.



This new marketing function was reflected in the appointment of an Industrial Liaison Officer in **1984** and a Marketing Manager five years later. The growing importance of marketing also led to the coining of the slogan 'Think Clever, Think Cardonald' and the creation of the 'Cardonald College Advertising Bus', the public launch of which featured Principal Ray Bailey and Malcolm Green, Convenor of the Education Committee dressed as bus conductors.

The Govan Initiative, founded in **1986**, and its Training Shop, which opened in **1989**, also acted as a marketing arm for the College.

*Councillor Malcolm Green
launched Cardonald
College's advertising bus in
March 1987*

Cardonald was also encouraged to sell training on a purely commercial basis independently of any Government or European schemes and did so with some success in electronics and Information Technology.

In **1988** other initiatives derived from the Regional policy of combating deprivation and two formerly urban aided projects were transferred to Cardonald – the Priesthill Continuing Education Centre and the Ethnic Minorities Project – the latter bringing with it a large outreach provision.

The College also became involved in a variety of multi-agency community projects involving the Social Work Department, ethnic minority groups and other community organisations.

Other college members set their eyes on more exotic horizons; the eighties saw the beginning of a series of visits by staff and students in the clothing and fashion subject areas to Paris and Milan.



Fashion Show (1986)

In **1986**, Principal Gavin Barr retired and was succeeded by Ray Bailey who had joined the College in its early months and had risen through the ranks to Head of Engineering and Depute Principal.

In **1988** structural changes also occurred with the appointment of three Assistant Principals with cross-college functions – initially curriculum, course co-ordination and non-human resources – with Assistant Heads and Course Co-ordinators in each department who would be responsible to them.

The eighties also brought a reform of what was on offer to the 16-18 age group. In **1983** the Scottish Education Department published a paper recommending the introduction of one single certificate, the National Certificate, which could be broken down into self standing components, called modules.

This was the outcome of a major shift in educational thinking and the modular revolution was accomplished amazingly quickly - within 18 months the system was in place. In **1985** SCOTEC and SCOTBEC were amalgamated to form SCOTVEC and City and Guilds courses were speedily driven from the field.

At first the Higher National Certificates and Diplomas were not affected but these were eventually “unitised”. In **1986**, a further type of award was introduced – Scottish Vocational Qualifications – available at five different levels.

By now SCOTVEC was ready to devolve to the College some of its functions of validation and approval. In response to this pressure, the College created a new post of Quality Assurance Manager in **1991**.

THE CHARITY FUND

The Cardonald College Charity Fund was started during session **1985-86** by the late Jim Hannah. At first all the money raised was donated to the newly founded Prince and Princess of Wales’ Hospice. In **1989** John Cassidy took over and formed a committee. **1989** saw various charity events organised, such as sponsored walks, raffles and ceilidhs.



The annual sponsored walk to raise money for charity - the summit of Ben Lomond 1989

A black and white portrait of a woman with short, dark, wavy hair, smiling. She is wearing a vertically striped collared shirt. The background is a plain, light color. A red horizontal bar is at the top of the page, containing the text 'THE NINETIES'.

THE NINETIES

*Ros Micklem
Principal
1997 - present*

INCORPORATION AND ITS EFFECTS (1991-96)

In March **1991** the Secretary of State for Scotland announced that as from April **1993** the funding of FE colleges would pass from the local authorities to central government. Newly established Boards of Management became responsible for running the colleges, employing college staff and looking after college property and assets. Only the administration of bursaries was to remain for the time being, in the hands of local authorities.

Cardonald was well prepared to face up to its new responsibilities – managers were appointed in **1992** to oversee new functions previously discharged centrally by the Region (finance, personnel management and management information systems).

The basic management structure of the College had also been reformed. **1992** saw a new senior management hierarchy of Principal, Depute Principal, two Assistant Principals and two Heads of Faculty. They were to constitute, along with the Finance Manager and the Information Systems Manager, a Strategic Management Group (SMG).

A Staff Development Manager was appointed in **1990** and by **1996** the College had been awarded recognition by Investors In People (IIP).

In **1993** a new Board of Management was appointed. Kaye Maguiness, who was already Chair of the College Council, was appointed as the Chair of the new Board of Management. Kaye had a big influence on the development of the College and was awarded an OBE when she retired from the Board in 2003. Kaye was succeeded by Brian McKechnie who is the current Chair.



Board of Management (1993)



INVESTOR IN PEOPLE

90s

THE AGE OF EXPANSION

For the public services in general, the nineties will be remembered as the age of cut backs, with almost continuous public criticism of Government underfunding and threats to the quality of service. However, in the further education sector funding arrangements since incorporation had committed the colleges to growth throughout the nineties.

Cardonald's growth since the early eighties was spectacular. In **1980-81** the College employed 116 full-time and 15 part-time lecturers; the total full-time equivalent (FTE) was about 120. By **1996-97** there was 138 full-time lecturers and part-time staff amounted to a full-time equivalent of 43 to give a total FTE lecturing complement of 181 – a 50% increase. Full-time office and administration staff also increased from 15 to 59.

In **1980-81** there were 1,524 (FTE) students; by **1996-97** there were 2,600 (FTE) students – a 70% increase. Evening and leisure students totalled 1,180 and by **1996-97** there were 2,507.



Leisure classes

The number of HNC/D level courses increased with a new predominance on the service sector – fabrication and welding, mechanical and motor vehicle engineering were gone and in their places were media studies and TV production, social care and sports leadership, health and fitness and human nutrition.

The new Leisure and Community Development Section had been one of the most innovative and successful in the College. From **1993** to **1996** leisure student numbers alone rose from 240 to 1,500. While most students came from local communities – students came from as far as Edinburgh and Perth to attend specialist classes such as theatrical costume, aromatherapy and self hypnosis.



Holistic therapies at the College

The school links programme continued with the College supporting industrial awareness days and careers conventions in local secondaries and continued to play host to classes of senior pupils.

Links with the higher education sector was a new feature. SWAP programmes had been run in the past however the College developed new articulation agreements, the most important of which was the Memorandum of Agreement of **1994** between the Glasgow Community Colleges Group and Glasgow and Strathclyde Universities. Several divisions also had their own informal links which recognised certain HNDs as adequate preparation for entry into the second or third year of specific degree courses.

At the same time, certain divisions were successful in attracting part-time courses in more traditional areas – Water Operations with Management and training gas appliance installers to CORGI specifications.



Cardonald College and Paisley University formalise their educational links (1997)



For those who knew the College when it first opened, the most obvious sign of the expansion of the nineties was the physical upgrading of the building. The Information Centre was opened in **1994** with the help of the European Regional Development Fund (ERDF); the Learning and Resource Centre was opened in **1996**, again with the support of ERDF – this incorporated the Flexible Learning Unit which was established in **1992** with support from the Government's Technical and Vocational Education Initiative.



CORGI Gas course

Other parts of the College were re-designed and re-quipped to meet the requirements of particular subject areas – CORGI gas courses were given their own centre in **1990**; new pottery, jewellery and industrial design workshops were built; a new TV production suite was installed in **1994**; health and sports students gained use of a fitness suite, exercise studio and sauna; **1997** saw the opening of a new plumbing workshop fitted with six mock bathrooms and power showers.

90s

1996-97 saw the start of work on the recladding of the College building and plans were also drawn up for the creation of a New Technology and Business Centre. These projects were supported by the Scottish Office and ERDF funding. Work on the building was well underway by the summer of **1998**.

Cardonald College before recladding project



In **1998-99** the College began to feel the benefits of the extensive building works of the previous two years. The recladding was complete and the new appearance lived up to everyone's hopes. The New Technology and Business Centre was launched in June by Dr John Reid, Secretary of State for Scotland.

Despite the extensive building works, the College was not satisfied with all the facilities and by the summer of **1999** was actively seeking funding to improve the facilities at the Priesthill Adult Education Centre and to create proper accommodation for the After School Care provision. Considerable financial support was provided by Greater Pollok Social Inclusion Partnership. At the official opening of the revamped facility it was renamed Greater Pollok Community Learning Centre.

Cardonald College during recladding phase



Groundbreaking for the New Technology and Business Centre



Nichol Stephen (Deputy Minister for Enterprise and Lifelong Learning) opens the newly improved facilities at the Priesthill Adult Education Centre





Student wins award at the Real to Reel Film Festival



Write Stuff Awards



Ray Bailey retires after 25 years at the College



Principal Ray Bailey and Divisional Leader Margaret Arrol celebrate the College's 25th Anniversary at a dinner recognising staff who have dedicated 25 years of service

AWARDS AND EVENTS

The nineties was an exciting time for the College, winning recognition for a number of initiatives – in **1992** the SCOTVEC “Save and Prosper Enterprise and Innovation Award” for the Access to Banking course; in **1995** the first Coopers and Lybrand Quality Award for an FE college for outstanding practice in Special Education; in **1996** ‘Positive About Disabled People’ accreditation demonstrating the College’s dedication to managing and developing its staff and its continued effort to employ, retain, train and develop disabled employees.



In **1995** the College founded the Real to Reel Film Festival and the following year saw, for the first time, exhibition of work by vocational and leisure students across a range of disciplines - fashion, clothing, embroidery, graphics, domestic machine knitting, pottery, jewellery and silversmithing.

1996 saw the first ever Write Stuff journalism competition take place, while annual events such as the Fashion Show were continuing to go from strength to strength.

Two major events also came together in **1996-97** - the retirement of the College’s second Principal, Ray Bailey, and the College’s 25th Anniversary celebrations.

On 1 July **1997** Ray handed the College over to Ros Micklem, the College’s third and current Principal.



Cardonald College receiving ‘Positive About Disabled People’ certification (1996)

THE NOUGHTIES

RECENT YEARS

Microsoft | IT Academy
Programme



2001-02 saw a number of achievements for the College: 7% growth on the previous year's activity level; a partnership with Cumbernauld, Angus and Falkirk Colleges on the Focus on Learning Project; a successful summer school with 530 students enrolled on a range of courses; two new Scottish University for Industry Centres (Greater Pollok Learning Centre and an E-Skills Laboratory in Electronics) aimed at developing skills where there are shortages in Glasgow; nine successful bids for Objective 3 European Social Fund Projects for **2001**; the highest number of students in Glasgow receiving Extended Learning Needs Support; key involvement in Glasgow's Community Learning Plan; authorisation as a training provider for Microsoft, Advanced ECDL and CISCO Network Academy Training and recognition as a Plumbing Centre of Excellence – the only one in Scotland! In addition, the College was involved in a number of successful international partnerships with countries such as Germany and Brazil.

In **2003** the College continued to have good news to report on, including international projects, work with local schools, prize-winning students, positive links with employers (from the water industry to the film industry) and new routes to both jobs and higher-level qualifications. More students than ever expressed their satisfaction with Cardonald's provision.



2001-02 – Cardonald had the highest number of students in Glasgow receiving Extended Learning Needs Support

In **2004**, Ros Micklem, was chosen as 'Britain's Best Boss' in a competition run by Lloyds TSB and 'Working Families'. There were a number of other awards won by staff and students, including a Bronze Award from SQA in the 'Centre of the Year' category reflecting the range of activities where the College excelled in using SQA awards in extending access and inclusion.

2005 celebrated various accomplishments including the implementation of activity with community partners based on Local Community Learning Plans; a 10% increase in FE student retention and a 14% increase in student programme success for HE; learning materials were made more accessible by converting them into electronic format and many of the Supported Learning students took part and celebrated successes in the **2005** Special Olympics, held in Glasgow.

Students also walked away with prizes for 3D Art, Graphics, Millinery, Photography, Industrial Design, Video and Textile Design in the annual Craftex awards.

In April **2005**, the College was successful in maintaining the principles of the Investor in People National Standard. The following September after a disability symbol user review, the College also retained Positive About Disabled People recognition.



The most prominent development of **2005** was the planned refurbishment of the College facilities through the Campus Development Project which commenced in July of that year.



2006 has seen the Write Stuff Awards celebrate their tenth anniversary in May and staff numbers now stand at 153 full-time lecturers, 222 part-time lecturers and 215 support staff.

Significant progress has been made in the £23 million Campus Development Project. The Skills Centre and Children's Centre was completed and opened to students in August – a very attractive addition to the College campus and the community.



New Children's Centre

The new Skills Centre features a brand new workshop block to accommodate the increasing demand for related trade courses, not forgetting facilities to cater for a range of leisure courses, including electronics, ceramics and jewellery classes. The Children's Centre not only features superb nursery facilities which will cater for more children than ever before but will also house childcare teaching practice rooms.



*Carpentry and Joinery
Workshop in the new
Skills Centre*

The launch of this took place on Friday 27 October.

2007 is set to see the complete refurbishment of the existing tower block, scheduled to be ready late Autumn. This will provide students and staff with better and more attractive teaching and social areas, offices and workrooms.

Thanks to our funders who made the Campus Development Project possible;



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