



DTEC Hub Farnborough College of Technology (FCoT)

A proven, Defence-aligned Technical Excellence College



Achievements of FCoT in Meeting TEC Objectives in Defence Sector

TEC OBJECTIVE	FCOT ACTIVITY	EVIDENCE/OUTCOME
Enhance technical skills and knowledge	Delivered specialised Defence sector training programmes	Increased participant competency demonstrated by enrolments and progression
Foster innovation and R&D	ARIC collaboration with employers	Collaborative venture with employers commence in 2026-27
Ensure quality and standards	Implemented Defence specific quality assurance protocols	Passed all audits with commendations from Defence sector partners
Build a skilled workforce for Defence sector	Engaged in apprenticeship and trainee programmes with Defence companies	Number of trainees successfully placed and retained in Defence roles
Strengthen industry and education partnership	Conducted joint delivery and workshops with Defence industry representatives	Partnership agreements signed and active engagement metrics

Eligibility & Institutional Readiness

- **Strategic Defence Location** including employers like QinetiQ that cuts across Hampshire including Solent
 - Statutory FE college in England with **c.13,000 enrolments**
 - **Financially outstanding** & fully compliant with DfE requirements
 - 69.7% apprenticeship achievement
 - 84.2% (84% required) overall FE achievement (87.2% in 24/25)
 - 99% positive destinations for apprentices (**100% on Defence programmes**)
 - 90%+ attendance, retention & pass rates
 - **Good Ofsted**, no DfE intervention
-
- Registered with the **Office for Students** for Level 4–6 delivery
 - Member of **WorldSkills UK Centre of Excellence**
 - Registered supplier for **MOD Enhanced Learning Credits Scheme**
 - **System Leadership & Collaboration:**
 - **Defence-Aligned Technical Portfolio:** 22 employers & 200+ apprentices to degree level
 - **Employer-Led Growth at Pace**, innovating & co-investing & delivering
 - **Strong collaboration** with: School → FE → Apprenticeships → HTQs → Degrees // Cadet organisations (e.g. Combined Cadet Force); Universities e.g. HEON for HTQs; local to national reach with FOCAL

Set out the **specific outcomes** you would aim to deliver as a DTEC, including how these will contribute to **measurable progress against all 5 of the TEC objectives**

The DTEC will deliver impact through six interlocking employer-led outcomes Plus national policy engagement

1. Pathways Expansion : Lightcast Report, LSIP Defence White Paper
2. Capacity & Quality at Pace
3. HTQ4+ Progression
4. Wider Access & Mobility
5. Teaching Workforce Excellence
6. Nationally Transferable Models
7. Direct alignment to national Defence capability corridors - Priority Specialist Capabilities (by 2029/30) delivered through the hub & spoke network nationally
8. System wide Defence readiness with nationally transferable models of collaboration, delivery & impact:

Outcome 1: Pathways Expansion



Employer-designed Defence pathways



Significant growth in dual skills sectors such as **aerospace, digital & engineering** routes



Co-designed with major Defence employers



Direct progression into and from:

Avionics & advanced manufacturing
Systems engineering
Cyber, digital & AI Defence roles



Clear L2–L6 pipeline aligned to employer demand (LSIP draft defence white Paper)

Outcome 2: Capacity & Quality at Pace



SCALING HIGH-QUALITY
PROVISION RAPIDLY



HYBRID & ONLINE DELIVERY
MODELS



STATE-OF-THE-ART
SPECIALIST FACILITIES



ACCELERATED LEARNING
FRAMEWORKS



EMPLOYER CO-DELIVERY
EMBEDDED ACROSS
PROGRAMMES



ENABLES RAPID RESPONSE
TO DEFENCE WORKFORCE
DEMAND AT SCALE

Outcome 3: HTQ4+ Progression



Doubling higher-level technical skills



HTQ4+ provision **doubled by 2029/30**



Aligned to national ambition for **two-thirds progression**



Embedded HTQs & degree routes reflecting Defence portfolio



Produces higher-skilled technicians, systems integrators & specialists

Key Outcomes in Defence Education and Workforce Development

Outcome 4: Wider Access & Mobility

Introduction of Inclusive Defence entry points and the Defence Skills Passport for portability across employers and regions.

Workforce Excellence

Establishment of a Defence-ready teaching workforce through partnerships with universities including Surrey, Portsmouth, Solent, Southampton, and UCF.

Upskilling Initiatives

Higher-level upskilling aligned with emerging Defence technologies.

Access Routes Development

Creation of pathways from school leavers to Service Leavers via MOD Enhanced Learning Credits (ELC).

Collaboration & Standardisation

Inter/intra-DTEC collaborations to standardise highly effective pedagogy and enhance impact.

Outcome 6: Nationally Transferable Models System-wide Defence readiness



Scalable
Defence-aligned:

Curriculum
frameworks
Quality standards



Strengthens
national readiness
in:

Energetics &
nuclear
Laser technologies
Advanced materials
Autonomous &
AI-enabled systems

Meeting Defence Demand At Scale

Commissioned Lightcast Defence LMI

261,397 new Defence roles (2027–2030) :

DTEC contribution to core and dual sector skills:

- **52,279 trained individuals over 4 years**
- **13,069 annually**, coordinated through regional clusters

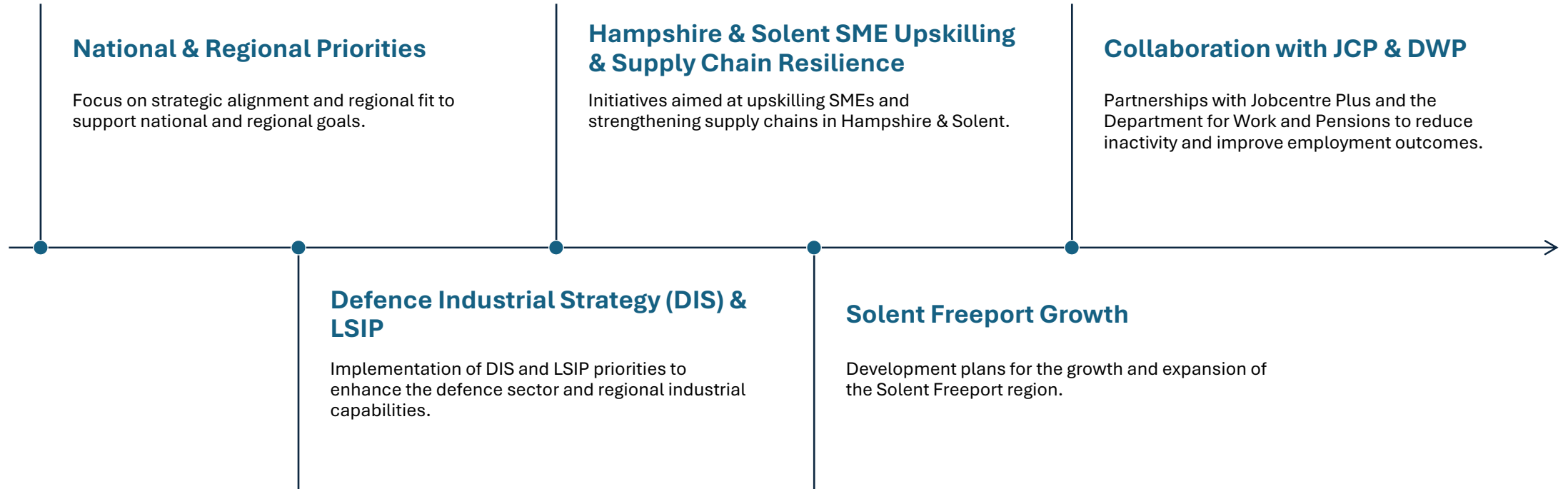
Annual Indicative Contribution

- **6,100 aerospace manufacturing roles** (advanced manufacturing, avionics, composites, simulation)
- **6,000 digital, cyber & AI roles**
- **1,100 engineering & technical services roles** (systems, testing, integration, materials science)

Service Leavers & Veterans: Defence transition pathways

- **500–750 Service Leavers annually through** - Bootcamps, modular retraining & Level 3+ pathways to facility structured transition into priority Defence occupations

Strategic Initiatives and Regional Development Timeline



Harnessing Hampshire & Solent's Defence & Aerospace Strengths through DTEC

A nationally significant, employer-led skills ecosystem

- **Tri-service cluster:** Leverage Hampshire's Army, Navy and RAF assets, alongside its aerospace, maritime, cyber and advanced manufacturing base, to strengthen a nationally significant defence skills ecosystem.
- **Defence readiness:** Translate this innovation-rich environment into scalable **Level 2–6 pathways** that enhance workforce readiness, sovereign capability and operational resilience.
- **Employer & ERB alignment:** Through bodies such as **SCRDSC**, DTEC will ensure curricula and higher technical qualifications reflect **land, sea and air operational requirements**.
- **Defence & Aerospace Skills Corridor:** Connect **Cody Park, ADS, Portsmouth maritime capability, ARIC, Solent Freeport and universities** into a visible and coherent regional skills corridor.
- **Security-driven growth:** Develop pathways in **aerospace digital systems, maritime technologies, advanced manufacturing, cyber, AI, energetics and net zero**, expanding multi-domain capability.
- **SME engagement & supply chains:** Modular and hybrid delivery will upskill SMEs, strengthening **innovation capacity and supply-chain resilience**.
- **Service leaver transition:** Establish structured **Level 4+ progression routes** to retain military expertise within the regional civilian workforce.
- **Level 4+ expansion:** Scale higher technical provision in **cyber ranges, laser engineering, advanced materials, autonomous and maritime systems** to support next-generation platforms.
- **Innovation-to-deployment pipeline:** Link industry, hubs and spoke providers to create a clear pathway from **applied R&D to deployable capability**.
- **Strategic leadership platform:** Provide a robust skills platform to support **future mayoral and strategic authority leadership (from 2028)**.
- **Nationally transferable model:** Establish a **hub-and-spoke DTEC model** that is scalable and replicable across England for employer-integrated technical excellence.



Employer Partnerships:
Existing depth & scale enables scalable, MOD-aligned workforce pipelines

- Active partnerships with 20+ Defence employers
- 201 Defence apprentices across Level 3–6
- Coverage across: Aerospace & aviation, precision engineering,
- Cyber, digital & AI, Advanced manufacturing & composites
- Defence Employers Engaged - Major Defence Employers, mid-tier & SMEs: 12 e.g. QinetiQ, AWE PLC, BAE Systems (Digital Intelligence & Submarines)
- Employer-Led Curriculum, Industry Co-Delivery & QA, Supporting Expanded Recruitment & Progression, **Growing Under-Represented Employer Participation**
- Bespoke Employer Solutions with e.g. Boeing, Employer Investment & Inward Contribution (1+ in kind and cash) and Future Employer-Led Investment
- Industry-influenced kitemark (e.g. Cyber Essentials Plus & ISO 27001 (in train)
- Employer Representative Bodies (ERB) - system-wide alignment: LSIP / Chamber of Commerce, ADS, FAC, CBI. South Central Regional Defence & Security Cluster (SCRDSC)
- **National Employer Coordination** - Beyond a single hub enables Defence employers to access coordinated national provision: Engagement with other DTEC applicants, Proposed National DTEC Forum, Shared: Capability maps and Referral protocols.

Employer Partnerships Overview

ASPECT	DETAILS
Number of Defence Employers	Active partnerships with 20+ Defence employers
Number of Apprentice Trainees	200+ Defence apprentices across Level 3–6
Coverage Areas	Aerospace & aviation, precision engineering, Cyber, digital & AI, Advanced manufacturing & composites
Type of Defence Employers Engaged	Major Defence Employers, mid-tier & SMEs like QinetiQ, AWE PLC, BAE Systems (Digital Intelligence & Submarines)

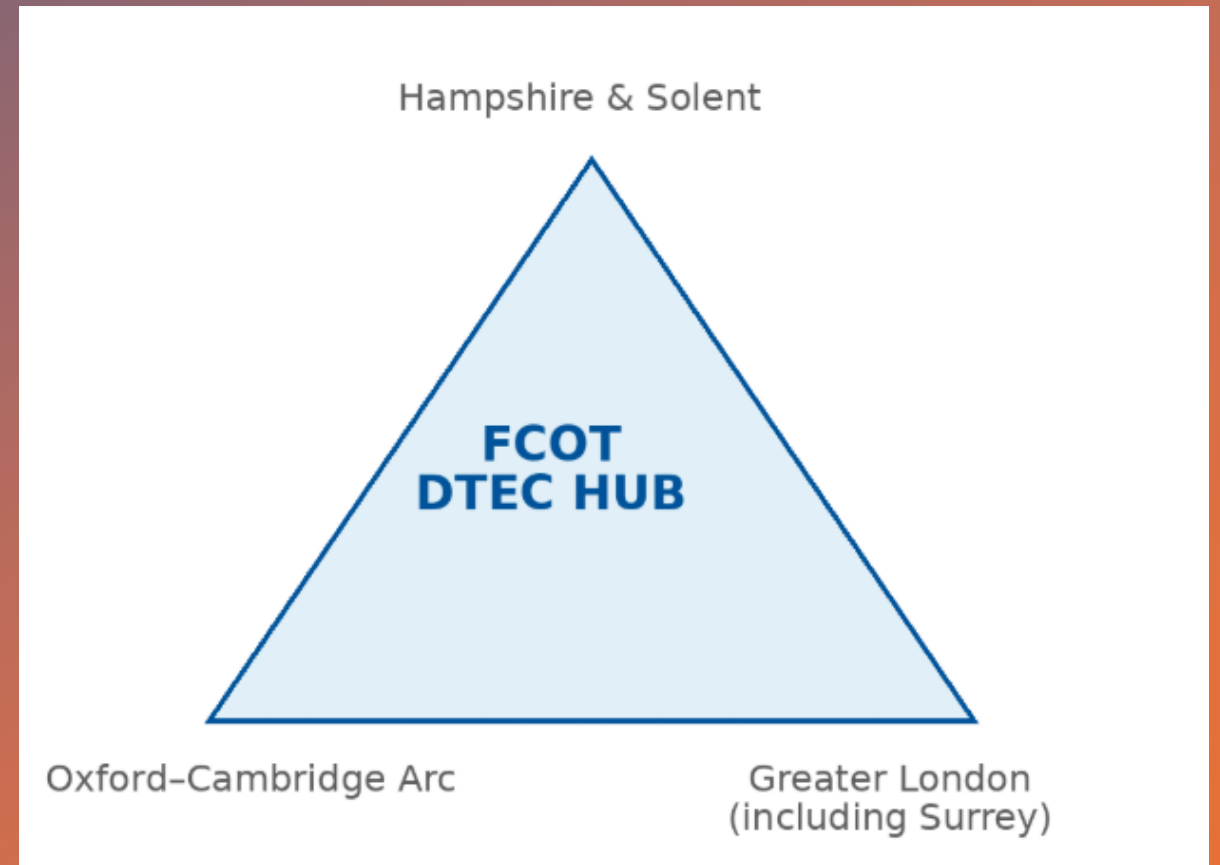
Outline existing partnerships with major Defence industry employers & describe how you will harness these to drive the co-creation of a skilled Defence workforce pipeline.

- **National Employer Coordination**
- **Beyond a single hub**
- Engagement with other DTEC applicants
- Proposed **National DTEC Forum**
- Shared:
 - Capability maps
 - Referral protocols
 - Quality principles
- Enables Defence employers to access coordinated national provision



Hub & Spokes

A DTEC Hub, linking regional systems, innovation corridors to deliver Defence employer-led, high-quality technical skills.





HOUSE OF COMMONS

LONDON SW1A 0AA

13 February 2026

Dear Education Secretary,

As Members of Parliament for a region at the heart of the UK's defence, aerospace and advanced engineering sectors, we are committed to ensuring that our industrial strategy delivers for national security, economic growth and, crucially, for young people across the South East. That means creating clear, high-quality technical pathways into skilled, well-paid defence and engineering.

This is why we fully support the establishment of a Defence Technical Excellence College, delivered through a hub-and-spoke model across colleges in Hampshire, the Isle of Wight, Portsmouth and Southampton, with Farnborough College of Technology providing system leadership as the South East regional hub, and using existing assets in Hampshire. This approach will strengthen priority defence and advanced engineering skills, respond directly to employer need, and expand opportunity for learners, while making a significant contribution to the UK's Defence and Industrial Strategy.

Yours sincerely,

Alex Baker, Member of Parliament for Aldershot and Farnborough
Dr Al Pinkerton, Member of Parliament for Surrey Heath
Alex Brewer, Member of Parliament for North East Hampshire
Dame Caroline Dinéage, Member of Parliament for Gosport
The Rt Hon Damian Hinds, Member of Parliament for East Hampshire
Dr Danny Chambers, Member of Parliament for Winchester
Darren Paffey, Member of Parliament for Southampton Itchen
The Rt Hon Sir Desmond Swayne, Member of Parliament for New Forest West
Gregory Stafford, Member of Parliament for Farnham and Bordon
The Rt Hon Kit Malthouse, Member of Parliament for North West Hampshire
Liz Jarvis, Member of Parliament for Eastleigh
Luke Murphy, Member of Parliament for Basingstoke
Paul Holmes, Member of Parliament for Hamble Valley
Peter Swallow, Member of Parliament for Bracknell
Richard Quigley, Member of Parliament for Isle of Wight West
The Rt Hon Suella Braverman, Member of Parliament for Fareham and Waterlooville

- **ADS**
- **Universities**
- **FAC**
- **LSIP: Chamber of Commerce**

Mobilised Not Aspirational Regional Provider Network: Example by specialist contribution

FE & UTCs

- Sparsholt College – ordnance & munitions
- Portsmouth, Brockenhurst, Basingstoke – dual-use engineering
- Isle of Wight & South Hampshire College Group – marine
- Portsmouth UTC – Cadet Programme & STEM
- Havant & South Downs College – space & satellite technologies
- Activate Learning

ITPs

- Basingstoke ITEC – digital & cyber
- Sterling Training – land-based / Land Warfare Centre
- PETA – automation & robotics
- Skills Network – online reach
- Explosive Learning Solutions – Explosive ordnance disposal etc

HE

- Solent University – maritime & marine technologies
- University of Southampton – innovation
- University of Portsmouth – robotics, AI & automation
- University of Surrey – AI & space (validating partner)

National DTEC Collaboration: Beyond A Hub

- FCoT proposing a **National DTEC Forum**
- Designated hubs align on:
 - Defence curriculum frameworks
 - HTQ4+ pathways
 - Specialist capability mapping
- Enables rapid learner & employer referral while maintaining standards



Acknowledgments and Next Steps

Thanks to All Partners

Gratitude to all partners,
supporting, recommending
and highlighting opportunities.

**Selection of 5 DTECs
expected April 2026 -
'Fingers crossed'.**