



NEW ENGINEERS
FOR A CHANGING WORLD



NMITE Progress Report: 2020

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Registered Charity no. 1176550

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Our Leadership Team



Elena Rodriguez-Falcon
Chief Executive Officer



Beverley Gibbs
Chief Academic Officer



David Langley
Chief of External Engagement



James Newby
Chief Operating Officer

A Warm Welcome from the CEO

Dear supporters, dear friends

Welcome to NMITE's 2020 Progress Report.

It would be an understatement to say that 2020 was a challenging year for all of us, and NMITE has not been immune, or blind, to the global situation.

Against the backdrop of a global pandemic and nationwide lockdown, ongoing uncertainty around Brexit, a global environmental crisis and human rights concerns, the team at NMITE have been working tirelessly to keep our project moving forward.

Despite – or perhaps because of – the challenges we faced, 2020 was a year of opportunity and transformation. At NMITE we embraced remote working, successfully adapting our current and future activities to virtual environments.

It was a year of collaboration and unity. We worked with our partners to manufacture and deliver thousands of face shields to local front line services, and we provided accommodation for key workers.

It was a year of preparation as we looked forward to welcoming our first MEng learners. We've been getting everything ready for their arrival so they can hit the ground running and embrace life in Hereford.

It was a year of celebration as we reached our biggest milestones to date: Registration as a new Provider of Higher Education, and validation of our Master's Degree in Integrated Engineering. NMITE is officially 'open for business', and the hard work now begins.

Before you become immersed in the pages of this report, allow me to say one final thing: Thank you. Thank you for walking alongside us as we continue to navigate the challenges that the world throws at us. Thank you for understanding, and embracing, our vision. Thank you for your gifts of time, money, expertise and friendship. I have said it before, and I will continue to say it: thanks to you, we've got this.

With my best wishes,

Professor Elena Rodriguez-Falcon, FIET, PFHEA, FCMI
President & Chief Executive

Institutional Updates

After years of planning, preparation and hard work, NMITE was officially listed as a New Provider of Higher Education on the Office for Students Register on 26th August 2020. NMITE's Master's in Integrated Engineering was successfully Validated on 20th November 2020.

We declared ourselves “Open for Business” on 1st December 2020, launching the Institution as well as beginning our student recruitment drive.

We are proud to be working with our Institutional Partner, The Open University, to deliver our game-changing degree programme.



In Other News...

We grew from 32 to 42 members of staff, including a new Chief Operating Officer and Chief Academic Officer. We are still recruiting!

We refreshed our look to reflect the 'character' of NMITE: Big, bold and assertive, but also fun and energetic.



Members of the NMITE Academic Team ready to go after the big launch.

Awards

We received numerous accreditations and awards, both at an institutional and an individual level:

We achieved the **Armed Forces Covenant Employer Recognition Scheme Gold Award**. This is the highest ERS Award and demonstrates our commitment to supporting service leavers and their families.

We have been recognised as **Disability Confident Employers**.

We have been recognised as demonstrating **Best Practice in Mental Health Support** by Public Health England's Every Mind Matters campaign.

We became a **Small Enterprise Partner of the Women's Engineering Society**.

Our unstoppable CEO Professor Elena Rodriguez-Falcon added to her growing collection of impressive awards including the FDM everywoman in Technology 'Woman of the Year' Award; the Mexican Government's Award for 'Distinguished Mexican in the UK'; Equal Engineers 'Executive Leader of the Year' Award and was Forward Ladies 'STEM Leader' Regional Winner for The Midlands.



Samantha Lewis, our industrious HR Director, became a **Fellow of the Institute of Leadership and Management**.

Professor Helen Rogers gained **Fellowship of the Institute of Physics Environmental Physics Group**. Professor Rogers also organised and chaired the Institute of Physics conference 'The Impact of COVID19 on the Environment', which had more than 250 registered attendees including government and NGO representation and an international panel of speakers.



Professor Dave Allan was Elected to the **Board of Engineering Professors**.

Assistant Professor Costa Coleman was awarded a **Professional Membership of Institute Materials Minerals and Mining (MIMMM)**.

Professor Sarah Hitt was Elected a Fellow of the **Royal Society of the Arts**.

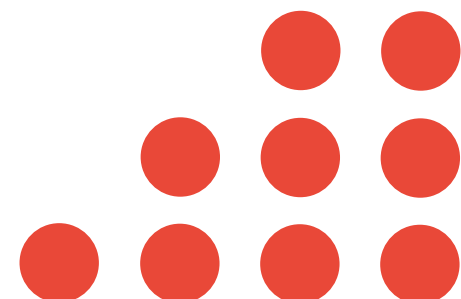
Professor Peter Goodhew was awarded a **Leverhulme Trust Research Fellowship**. He is working with a former Design Cohort Participant to conduct research in to “The Learning of Undergraduate Engineering Without Lectures”.



EMPLOYER RECOGNITION SCHEME

GOLD AWARD

Proudly supporting those who serve.



NMITE in the Community

NMITE is committed to being an active player in the local community and making a meaningful contribution to the region, not only financially but socially too.

Rapid Response to Covid-19

During the summer lockdown NMITE took on its first real-life engineering challenge. In an urgent response to the nationwide shortage of PPE, our Outreach team designed a cost-effective, BSI-approved facemask which could be rapidly manufactured and delivered to local frontline service providers. We received funding from Herefordshire Community Foundation, Herefordshire Council and private donors to expediate the project. By the end of June, the team had worked with local manufacturers to develop and distribute 13,500 facemasks to local healthcare providers, the NHS and other key workers.

The success of the project was a demonstration of NMITE's resilience, adaptability and collaborative approach and a fantastic example of what can be achieved through simple but innovative engineering.

Creating a Stronger Hereford

NMITE's Chief of External Engagement, Professor David Langley, is a key member of the Stronger Towns Board, which acts as a voice for the community in the bid for £25 million of funding which is available through the Government's Town Fund programme.

Supporting the Veteran Community

NMITE has continued to work closely with the Three Counties Security & Defence Group to support veteran-owned businesses. We've been providing pro-bono HR and finance support for new start-ups, and delivering tailored, ILM-accredited Continual Professional Development courses. We've encouraged 16 local businesses to sign the Armed Forces Covenant, and we've supported local businesses to apply for the AFC Employer Recognition Scheme Silver Award.



"The training, advice and support is delivered by experts in their fields, at a high level, and is highly recommended for anyone planning on leaving, or has left the services, and wishes to get into employment... one Service Leaver recently stated that the training from NMITE helped him get a job."

- Local Transition Officer

"When Covid-19 emerged at the beginning of the year we realised we had a shortage of PPE for our care homes, nursing homes and social workers. We already had a good relationship with NMITE so we contacted them and they very kindly offered to start manufacturing visors for us as we were unable to get them through regular channels at the time. They provided over a thousand visors for us so we could immediately respond to calls for PPE. A big thank you to NMITE and all the donors who supported them for helping us in this very trying time."

**- Sebastian Trudgian, Innovation Lead
Herefordshire and Worcestershire STP**

Schools Outreach

Before the national lockdown was announced our Ingenuity Studio programme, funded by the Garfield Weston Foundation, visited three schools in the Manchester area. The visit was organised as part of a collaboration with the Comino Foundation and the Ideas Foundation, with the aim of increasing NMITE's reach in urban areas.

The Ingenuity Studios have engaged with 301 schools since the project began, with over 2,500 pupils taking part in an activity. The team are currently adapting and developing NMITE's outreach programme with plans to re-launch when restrictions ease.

Engineering Commercial Success

Following the success of the Design Cohort's Community Based Challenge in 2019, NMITE was asked to join the stakeholder panel for the University of Sheffield's 'Engineering Commercial Success' module. Engineering students at the University of Sheffield were asked to develop an assistive product for individuals with Parkinson's Disease, as well as a business plan for the concept. NMITE Professor Peter Metcalfe sat alongside experts on enterprise, business start-up, assistive devices, and Parkinson's Disease to assess the students' work.



An NMITE Face Shield



NMITE's Ingenuity Studio has been bringing challenge-based engineering to schools across the country

Partnerships & Continuing Professional Development

Our Partnerships and CPD team have been working hard to build meaningful relationships with organisational Partners so we can provide a range of development opportunities for people at all stages in their careers.

New Industry Partners

We recruited 30 new organisational Partners in 2020, meaning we are now partnered with 60 businesses who will provide real-life engineering challenges, or Sprints, for our learners.

We were one of the first four Higher Education Institutions to sign a Shared Goal Agreement with Microsoft, and we'll be working closely together to equip students with digital skills that employers are looking for. As well as having access to a variety of digital skills courses and learning platforms such as Microsoft's AI Business School, learners will be able to build professional skills such as collaboration, communication, creativity and critical thinking.



Talking About Timber

Between March and September we hosted twelve virtual 'Round Table' discussions to help us nail down our plans for our upcoming Centre for Advanced Timber Technology, Centre for Automated Manufacture and Centre for Future Skills which will be built at Skylon Park in Hereford. The discussions were attended by representatives from over 60 local and global companies from a wide range of backgrounds and disciplines, including Virgin Media, Microsoft, Heineken, Siemens, Special Metals Wiggin Ltd, Arup, the British Woodworking Association and the Forestry Stewardship Council.

Delivering Courses Online

We delivered a series of Continuing Professional Development courses at the beginning of the year before the nationwide lockdown. Our face-to-face courses were then temporarily suspended, but in true NMITE style we didn't let that stop us. Instead we set up a new e-learning platform through The Skills Network which includes 48 short courses covering a diverse range of disciplines from Leadership and Management to Health and Safety Courses. We will be resuming our face-to-face courses as soon as it is safe to do so.



Toby Kinnaird, NMITE's Head of Partnerships, presents a Certificate of Partnership to Michael Marzy, Head of Business Development at Dietrich's.

Gateway to Employment

NMITE has registered as a Gateway organisation for the Government's Kickstart scheme, which provides funding to employers to create job placements for 16 to 24 year olds who are at risk of long term unemployment. NMITE will support companies who would otherwise be unable to access the scheme, as well as offering our CPD courses so employers can meet the scheme's training requirements.

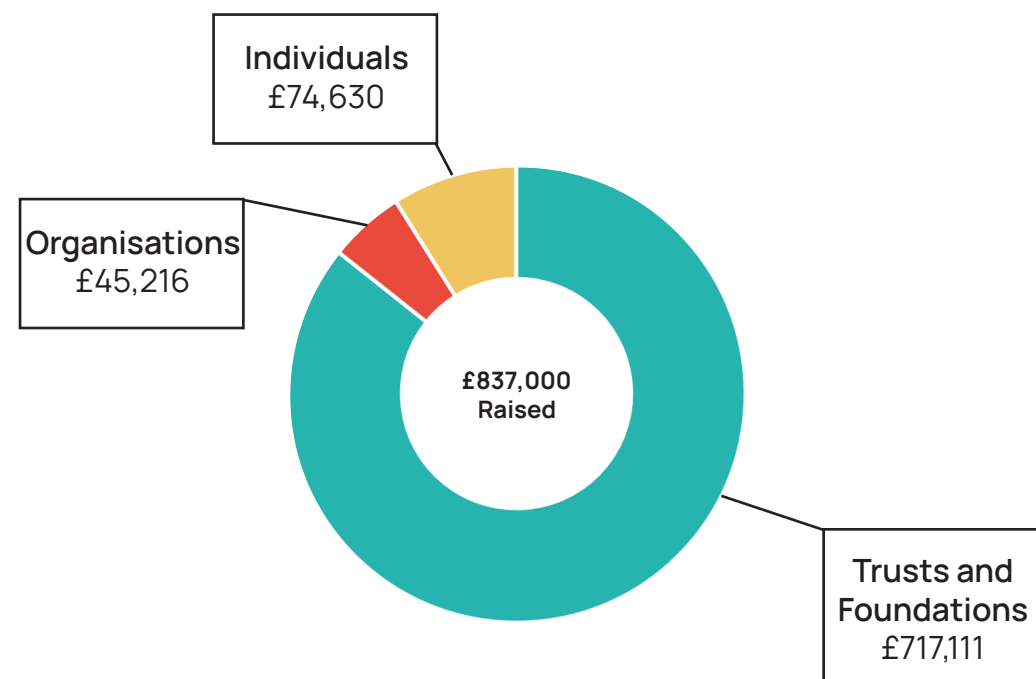
**KICKSTART
SCHEME**

*Take a look at our new e-learning platform, as there might even be a course for you!
Check it out at nmite.theskillsnetwork.com.*

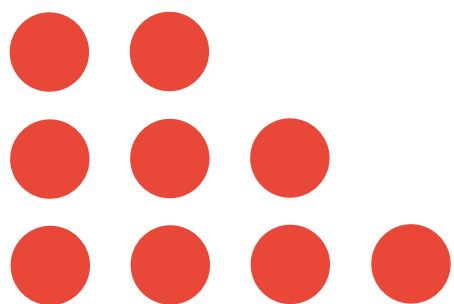
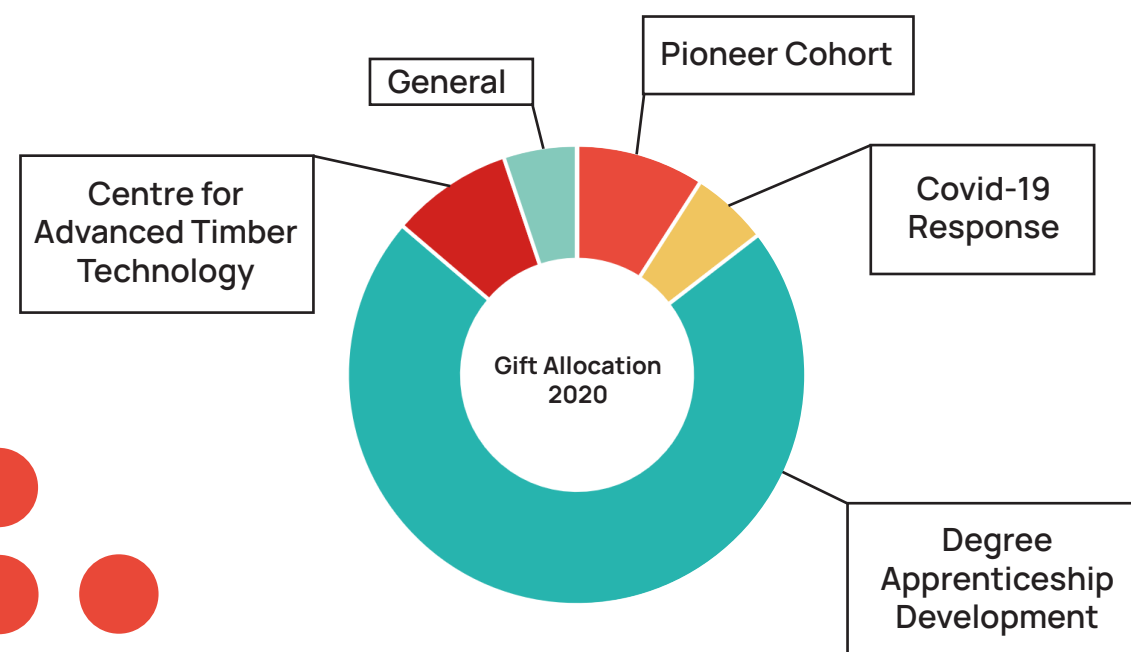
Fundraising

Philanthropy continues to play an essential role in NMITE's ongoing financial sustainability. It's been a challenging climate for fundraising, but the team has been working hard to raise vital philanthropic support so that NMITE's learners can have access to the best possible equipment, spaces and learning opportunities we can offer them.

We received cash donations of £837,000, and pledges worth £2.5 million:



Gift Allocation



Gifts in Kind

We also received over **£2.7 million** of Gifts in Kind, including:

£2.7 million worth of licences and support from Altair for its leading virtual design and simulation solutions.



£20,000 worth of consultancy from EMS, which will ensure that all of our new buildings have a high standard of air quality.



£15,000 worth of GPR surveying conducted by Land-Scope Engineering on the site of the upcoming Skylon Park campus.

£6,300 worth of background music licenses from Masked Man Music, which can be used in NMITE's promotional materials and website.

Going Virtual

We held a series of five Virtual Events over the summer to keep our supporters up to date with NMITE's news over the lockdown period. Attendees heard from members of the NMITE team across all departments, with topics ranging from face-shield manufacture to campus development.

Team Buy-in

We launched Payroll Giving to give staff the opportunity to make a regular, tax-efficient gift to NMITE from their payroll. Around half of our staff have signed up to the scheme, demonstrating the team's commitment to, and belief in, NMITE's mission.



The NMITE team are proud to be part of a growing community.

Preparing for our first Learners

The Pioneer Cohort are due to arrive in 2021, and we've been working hard to get everything ready for them. From a brand new MEng to healthcare provision, and purpose-built accommodation to state-of-the-art learning spaces, we want these intrepid individuals to experience the very best that Hereford can offer.

Discover NMITE

We're planning our very first Open Days, which will take place online in order to comply with Government regulations. The team are putting together an agenda of immersive virtual activities and events to give prospective learners the full NMITE experience from afar, including virtual tours and Q&A sessions with the NMITE team.

Safety Matters

Our Academic team have adapted the MEng curriculum to retain as much hands-on, face-to-face learning as possible while adhering to strict safety protocols and social distancing measures. This means that NMITE learners can benefit from our innovate challenge-based model in a safe environment.

Creating Spaces to Learn...

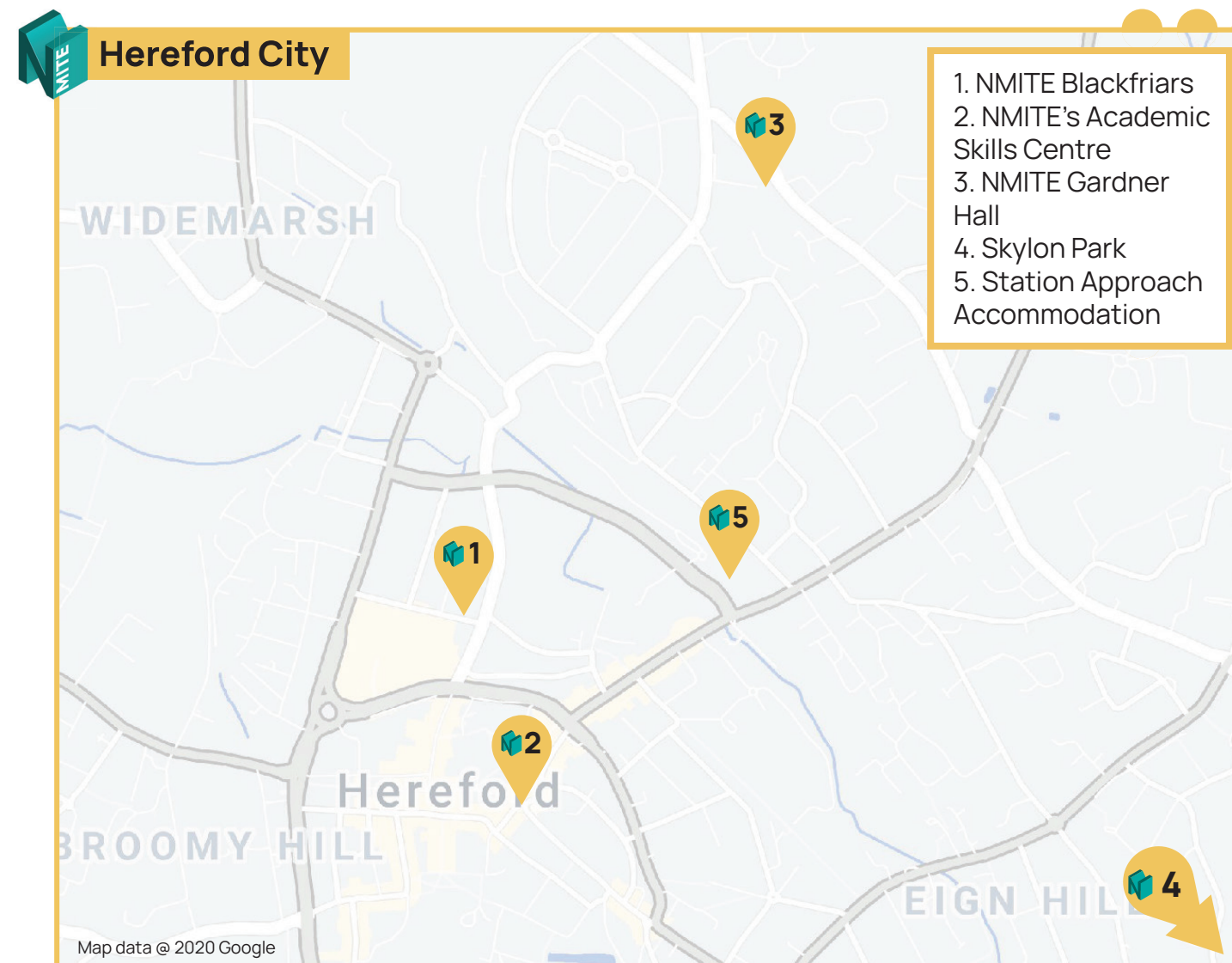
We completed the renovation of the old Robert Owen Academy, transforming it in to NMITE Blackfriars: a high specification academic administration and learning space, fully equipped with the latest technology and innovative working environments. NMITE Blackfriars houses seven teaching studios, each with capacity for around 25 learners, as well as a manufacturing space with equipment for metal and wood working. This has been enabled through our partnership with the Marches Local Enterprise Partnership (LEP) and is the first phase of funding from the Local Growth Fund.



We're developing an Academic Skills Centre which will be based in 6a St Peter's Square – the home of NMITE's former Design Cohort. The Academic Skills Centre will be a support hub for our learners, where they can go to get answers to their questions, receive additional support or simply to have a chat with the academic team.

...and Spaces to Live

We've secured 89 en-suite bedrooms at the new student accommodation block at Station Approach, which will be ready in time for the arrival of the Pioneer Cohort. The accommodation will be arranged in clusters of six or seven bedrooms, with a shared kitchen and living space.



We received a further £1.6 million from the Marches LEP as part of the Ministry of Housing, Communities and Local Government's fund to accelerate construction projects as part of the UK's Covid recovery. This will fast-track the development of our upcoming Skylon Park Campus, including the Centre for Advanced Timber Technology, Centre for Automated Manufacture and Centre for Future Skills. The Campus is part-funded by the LEP's Local Growth Fund. Construction will begin in 2021 and the first facilities will open in 2022. Once complete, these state-of-the-art centres of excellence will have the capacity to host 600 learners undertaking a range of qualifications from undergraduate degree apprenticeships, to post-graduate Master's, executive level education, as well as an array of CPD short courses.

Supporting Physical, Mental and Spiritual Health

We have partnered with St Peter's Church in Hereford to provide our learners with a dedicated Chaplaincy service, which will be available to people of all faiths and none. Rev'd Andy Dodwell, the new Associate Minister at St Peter's, will be available to support the whole NMITE community as well as our learners throughout their time at NMITE.

We're working with Hereford Medical Group to ensure that our learners will have access to GP and healthcare services at Station Medical Centre.

Invest in the Future

2020 was the beginning of an exciting new era in NMITE's journey. We've achieved an important milestone with the validation of our MEng, we're open for business, and now it's time for the real work to begin.

We now need to generate an additional £40 million of income to deliver our ambitious projects over the next four years, all of which fall within one of our three strategic themes: Open, Sustainable and Connected.

Open



If we're going to solve problems and meet challenges, we need to open up and give everyone the chance to succeed.

- We want to create an innovative community of scholarships strategy, designed to accelerate social mobility and encourage a more diverse group of people into engineering.
- We want to deliver an inclusive outreach programme so we can provide support, opportunities and inspiration to young people from all backgrounds.
- We need to acquire residential accommodation to house around 500 MEng learners who will be joining NMITE over the next five years, as well as teaching space for up to 1,000 learners who will be joining us over the next three years.

Sustainable



From individual, to community, to global, we plan for NMITE to deliver sustainability in new and exciting ways.

We will build innovative spaces at our upcoming Skylon Park campus, develop and deliver work-based courses and bring in cutting-edge equipment and resources.

- The Centre for Advanced Timber Technology will be a leading specialist in sustainable alternatives, integrating the needs of businesses, suppliers and the construction industry.
- The Centre for Automated Manufacturing will allow businesses to learn about automation, digitisation, cleaner growth and smarter engineering solutions.
- The Centre for Future Skills will bring future technologies together with modern business needs.

Connected



By building new digital and physical assets and deeper connections, we plan to ignite economic, cultural and social benefits for everyone.

- We want to redesign and refit Hereford Library with brand new spaces and shared resources for NMITE learners and the wider Herefordshire community.
- We want to develop a Herefordshire Skills Foundry to deliver technical and digital skills spaces, places to collaborate, innovation clinics and business start-up areas.

Our plans for the future are ambitious, but with your investment, experience and passion we can achieve what we set out to do on day one: Transform engineering education, and change the world.

You're Part of It!

We would like to extend our most sincere thanks to everyone who has contributed to NMITE's success in the past year. Be proud – you're part of something amazing.

Seven anonymous donors

Altair Engineering Ltd.

Rod Barker

Tina Benson

Philip & Margaret Brown

Harriet Dearden

Frankie Devereux

Michelle Durkin

EMS Ltd.

Mike Forrester

Lauren Fosterjohn

Herefordshire Community Foundation

Herefordshire Council

Joanna Hilditch DL

Griff & Sally Holliday

Kinetic6 Ltd.

Toby Kinnaird

Beverley Kinnaird

Professor David Langley

Samantha Lewis

Debbie Mackay

Masked Man

Clare McCauley

Tam Milner

James Newby

Jesse Norman MP & Kate Bingham

Jen Newton

Oakleaf Gates Ltd.

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Daniel Pearce-Higgins QC, Hon
Recorder of Hereford

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Pippin Copywriting Ltd.

Leonie Price

Professor Elena Rodriguez-Falcon

Professor Sir Eric Thomas

The Marches LEP

Thank you!

Hello from the Team



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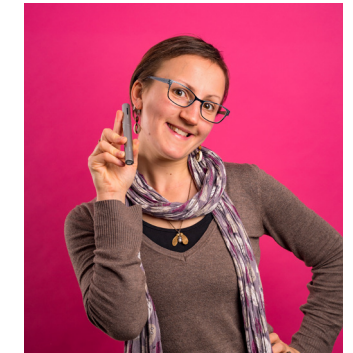
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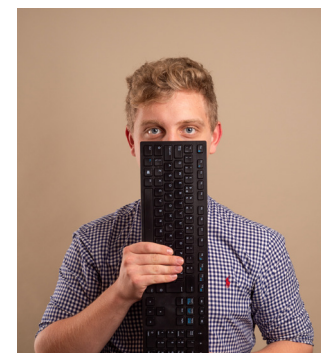
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Research Assistant
Graeme Ferguson
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Learning Facilitator
Tim Belden
Assistant Professor - Digital
Engineering
Jennifer Newton
Major Gifts Lead
James Smith
Management Accountant



NEW ENGINEERS
FOR A CHANGING WORLD

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