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Leading learning and skills

Learning and
Skills Council
Bedfordshire and
Luton
Annual Plan
2007-08

March 2007

Of interest to National, Regional and
Local Learning and Skills Colleagues

Local Annual Plan 2007/08

The Learning and Skills Council (LSC) is the national organisation with responsibility for the planning, funding and quality assurance of post-16 education outside the university sector, in England. The LSC is organised into nine regional teams, each of which produces an annual commissioning plan identifying the priorities for the Learning and Skills sector in its region for the forthcoming year. This is the plan for the Bedfordshire and Luton area for 2007/08.

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1. Foreword

Bedfordshire and Luton has a population of approximately 565,000 concentrated in four urban areas. With almost a quarter of the area defined by the Countryside Agency as rural, 19% of the population from black and minority ethnic groups and one of the country's most diverse and vibrant multicultural communities (over 140 nationalities) we have a range of different needs and challenges which need to be addressed.

Our vision for the area remains as stated in the previous plan, in that "by 2010 Bedfordshire and Luton will be a growing economy with a higher skilled local workforce, where employers and individuals can meet their educational and skills needs through an excellent learning infrastructure valued by the community". We have made good progress towards our targets, with over 80% of young people engaged in education and learning, but there is more work to do and we will need to fund an educational and learning provision that is increasingly demand-led, valued by employers and will enable our local population to take advantage of the developing economy around them.

At the local level effective partnership working will be key to success. The LSC partnership teams will be focussed on enhancing our working relationships with the learning and skills sector (schools, colleges, work-based learning providers and adult and community learning organisations). To be successful in our journey we need to engage in robust conversations with our stakeholders, challenge all partners to achieve, and ensure that the local LSC is transparent in its actions. The re-structuring of the local LSC means that we now have two dedicated partnership teams focussing on the emergent issues and agendas of both Bedfordshire and Luton, as well as a dedicated Economic Development team.

Our plan for 2007/2008 establishes our local actions in response to our national and regional priorities and to the linked priorities of the East of England Skills and Competitiveness Partnership (EESCP). It also shows how we will tackle some of the challenges identified in our local strategic analysis (see section 2). We hope that you will find this document clear, informative and ambitious.

Suzie Webb

Area Director

Jim McGivern

Local Council Chair

2. Local Context

Bedfordshire and Luton in Profile

Bedfordshire and Luton is perceived as being an affluent area, but the analysis of the Index of Multiple Deprivation 2004 shows that pockets of deprivation exist, particularly in Luton and parts of Bedford.

Distribution of employment is in line with the regional picture although manufacturing, retail, motor related industries and real estate still represent significant areas of the local economy. The area has suffered with the shift of production to Eastern Europe and the Far East, resulting in an increase in the number of small scale redundancies, which are most evident in Luton. Recent growth in other sectors has offset job losses in manufacturing. The area is seeing an increasingly diverse economy with sectors such as child and adult care, transport and logistics, leisure and tourism, wholesale and retail, construction and health and social care all forecast to grow by 2008.

The Government has designated Bedfordshire and Luton as one of four national growth areas, triggering a period of major investment over the next 10 years in housing and the transport infrastructure.

Table 1: Key Statistics for Bedfordshire & Luton

Population	
Population	565,900
Population as a % of the East of England	11%
Population of working age	366,000
Population density (persons per sq km)	466
% of the population under 16	22%
% of the population aged 16-65	65%
% of the population 65+	13%
Education	
%16 year olds achieving 5+ GCSEs grade A* to C	53%
% of (working age) population qualified to Level 2	16%
% of (working age) population qualified to Level 3	16%
% of (working age) population qualified to Level 4 +	24%
Economy	
Employment rate (%)	77.50%
Unemployment rate (%)	2.40%
Establishments reporting hard to fill vacancies	6%
Establishments reporting skills shortage vacancies	4%

Ethnicity

The 2001 Census also provides detailed information on the ethnic mix of the population. Whilst the region as a whole has a very small ethnic population, Bedfordshire and Luton has the greatest proportion of people in BME groups by some margin. Luton, for example, has the lowest proportion of people classing themselves as White British in the East of England region, whilst having the greatest proportion of people classing themselves as Asian. Furthermore, there are almost as many people with a Pakistani background in Luton than there are in the entire rest of the region combined.

The diversity of the population in Bedfordshire and Luton suggests that the LSC needs to ensure education and training provision is relevant and appropriate to the local population, certainly with regard to ESOL.

Priority 1: Learning Opportunities for Young people

Participation

Whilst over 80% of young people were engaged in some form of education and learning in Bedfordshire and Luton (slightly above the regional average of 79%), this suggests that around 2,600 16 and 17 year olds did not participate and need to be attracted back into learning. However, provision would have to increase significantly if all these young people were to take up LSC funded learning opportunities.

Also important is the drop in participation between 16 and 17 year olds. This would suggest there are issues that need to be addressed in the first year of post-statutory learning to keep young people engaged for longer.

The drop in participation for Bedfordshire and Luton is 11%, equivalent to around 1,100 students. The proportion is in line with that for the East of England.

The latest information for NEET (young people not in education, employment or training) shows the number of young people in the NEET category is in decline but only by a marginal amount for Bedfordshire and Luton. While the proportions are in line with those in the region, there remain over 1,100 young people who do not follow a learning route after leaving school.

Attainment

The following table shows the number of 15 year olds achieving a Level 2 qualification (or its equivalent) at local authority schools in each of the districts in Bedfordshire and Luton. As can be seen, 53% young people achieved Level 2 in Bedfordshire and Luton in 2005, which, along with Norfolk, was the lowest achievement rate in the region.

This also shows, particularly in Luton, that the quality and level of education of students entering into LSC funded learning in Bedfordshire and Luton is poorer than for the region, with half not having 5A*-C grades at GCSE level. This in turn

presents a significant challenge for the LSC to improve Level 2 attainment by age 19. As can be seen in 2005, over 3,000 students who could enter LSC funded courses, did not have a Level 2 qualification at the end of their compulsory education.

Table 2: GCSE achievement of 15 year olds at LA schools in Bedfordshire & Luton

	Level 2 (5A*-C GCSEs)			Level 1 (5A*-G GCSEs)		
	Number of pupils at the end of KS4	% of pupils achieving Level 2	Number of pupils achieving Level 2	Numbers not achieving Level 2	% of pupils achieving Level 1	Number of pupils achieving Level 1
Bedford	1,782	54%	971	811	91%	1,623
Luton	2,361	51%	1,199	1,162	90%	2,132
Mid Bedfordshire	1,481	57%	842	639	95%	1,411
South Bedfordshire	1,396	53%	740	656	90%	1,252
LSC Bedfordshire	7,020	53%	3,753	3,267	91%	6,418
East of England	63,512	58%	36,771	26,741	93%	58,892
England		57%			90%	

Note: Excludes independent and special schools. The above data is based on schools in each district, rather than pupils resident in each district.

Source: School Performance Tables, Department for Education and Skills, 2005

There was also a significant variation in achievement between schools in each district in Bedfordshire and Luton. Schools in Luton and South Bedfordshire showed the largest variation in performance, with particular schools having GCSE achievement rates close to the lowest in the region.

Priority 2: Raising Skills

Participation

The following table shows the proportion of adults funded by the LSC in Bedfordshire and Luton. As is to be expected, there is a reduction in numbers between 2004/05 and 2005/06, due in large part to the need to transfer funding to meet the growth in 16-18 participation. Nevertheless, the proportion of adults funded by the LSC in Bedfordshire and Luton is higher than compared with the region as a whole.

Table 3: LSC adult funded participation in Bedfordshire & Luton

	04/05 Actual	As a proportion of 19+ working age cohort	05/06 Actual	As a proportion of 19+ working age cohort
Bedfordshire and Luton	52,162	15.2%	42,523	12.4%
East of England	352,337	10.9%	283,954	8.8%
National	4,066,653	13.0%	3,462,113	11.1%

Source: Learning and Skills Council, October 2006

Attainment

Bedfordshire and Luton performs well against the regional picture for adult qualifications and has a lower rate of adults with no qualifications compared to the East of England. This is in part due to the relatively high qualification levels in South and Mid Bedfordshire.

While a strong picture in Bedfordshire and Luton, there remains 109,000 adults who are not qualified to a Level 2 standard. With increasing pressure on funding for adults, this will continue to present a challenge for the LSC.

Skills for Life

Entry level basic skill needs for literacy are low both in Bedfordshire and Luton and at a regional level. However, entry level basic skill needs for numeracy are considerably higher and range from one third to two thirds of the population within Bedfordshire and Luton.

This raises a couple of issues for the LSC. Firstly, more focus needs to be placed on entry level numeracy courses. This may also suggest that learners themselves place more value on improving their literacy skills, making it difficult to recruit learners for numeracy courses.

Priority 3: Economic Development

Worklessness to Workforce Development

Nationally, individuals with a limiting long-term illness are less than half as likely to be economically active and remain outside of the labour market; 15% of Bedfordshire's population and 14% of Luton's population are experiencing a long-term illness. Less than 40% of people with limiting illnesses are economically active across Bedfordshire and 34% across Luton.

There are 11,200 Incapacity Benefit (IB) claimants in Bedfordshire (4.6% of the working age population) and 7,500 Incapacity Benefit claimants in Luton (6.5% of working age population).

Within Bedfordshire there are 17 areas and within Luton there are 21 areas ranked amongst the most deprived 10% of areas in the East of England in terms of IB claimant rates. People lacking skills and qualifications with additional health issues require multi-agency collaboration to move people from inactivity to sustainable employment.

Milton Keynes and South Midlands Growth Area

Whilst the UK and the East of England have experienced employment growth in recent years, Bedfordshire and Luton has experienced a downward trend and has fallen behind all its neighbouring areas in terms of employment. However, whilst Bedfordshire and Luton has economically underperformed it is poised for change

on an unprecedented scale; the largest growth in population and employment in recent times.

The national Sustainable Communities Plan published in February 2003 recommended that radical action was required to provide additional homes in England above previously planned levels by 2016 to keep pace with the projected number of new households.

The Milton Keynes and South Midlands Growth Area (MKSM), is one of four identified within the Greater South East, and includes LSC Bedfordshire and Luton, LSC Thames Valley and LSC Northamptonshire. The MKSM Growth Area is to accommodate 170,000 new homes and 50,000 new jobs within Bedfordshire and Luton by 2021.

The LSC will continue to work in partnership with the sub-regional economic development partnership, the Growth Area local delivery vehicle for Bedford, Renaissance Bedford, the Local Strategic Partnerships for Bedfordshire and Luton and the Investing in Communities Partnership to align plans with the aim of increasing the number of jobs available by 3,500 per year.

London Luton Airport

The expansion of London Luton Airport is seen as an important component in the East of England's regional plan to take advantage of the opportunities to develop the region's international gateways. It will have a positive impact on the regeneration of Luton and contribute to the competitive strength and attractiveness of the sub-region as a business location and tourist attraction and destination.

2012 Olympic and Paralympic Games

The proactive local partnership, BOOST, is leading the way in plans to maximise the effect the 2012 Olympic and Paralympic Games will have on the young people and local economy through the 2008-12 Cultural Games, the 2012 Olympic and Paralympic Games and the legacy beyond. The LSC is involved in a number of thematic groups that reflect the LSC's priorities:

- Skills
- Culture and Education
- Business and Economy
- Tourism Sector

Regional and Sub-Regional Activities

In addition, the LSC will participate in economic activities that will have a positive impact on skills and workforce development in Bedfordshire and Luton, including Regional Cities East, Union Learn, Enterprise Hubs, Regional Business Link, Offender Learning and Skills Service and the 2007-2013 ESF Co-Financing Programme.

Priority 4: Raising the Performance of the System

Bedfordshire and Luton is well placed to deliver on this priority, benefiting from an FE provider base which is currently judged as satisfactory or better overall by the inspectorates (i.e. OfSTED or the Adult Learning Inspectorate), with the exception of one institution. Having said this, there are still pockets of weak provision in specific sector subject areas and we will remove under-performing providers and/or re-tender provision that does not meet minimum performance levels, implementing any resulting notices to improve.

Commissioning Principles

By 'commissioning' we mean all our planning and purchasing activity across the sector, including purchasing through both negotiation and competitive tendering. It applies equally to grant in aid agreements and contracts as we move toward a 'provider neutral' approach to tendering for provision.

We are committed to ensuring that our allocated resource is targeted towards provision of the highest quality, contributes to government targets and priorities and is delivered at an appropriate unit cost.

We will work with our existing college and provider base and also open up provision to competition where there is poor quality, significant gaps or new funds available. We will apply a light touch approach where providers are excellent.

We want to introduce more competition to drive up quality and responsiveness. So we will commission provision in two main ways:

- Negotiated commissioning – agreeing plans with colleges and providers that currently deliver LSC funded provision
- Tendered commissioning – competitive tendering for adult and skills provision and 16-19 competitions. This will be open to any new providers wanting to enter the market and to existing colleges or providers wanting to extend their provision or enter new markets or geographical areas.

When will we use competition?

We will use competitions in the following circumstances:

- New investment
- Restructuring of provision or a new deliver model such as Offender Learning and Skills Service in custody and the community
- Significant gaps in provision including 16-19 competitions or where the market is not making provision available to meet the demands of learners and employers
- Poor quality – where colleges, providers or elements of provision are not meeting the minimum levels of performance and or are deemed inadequate by Inspection.

3. Local Priorities and Key Actions

Priority 1: We will fund plans and activities which drive up participation and attainment in education and training for all the 16-18 age group, including those with learning difficulties and/or disabilities.

Linked EESCP strategic goal 2: Develop a culture of lifelong learning and strategic goal 3: Create opportunities for disadvantaged groups and communities.

The following actions identify how we will achieve Priority 1:

Action		Success Indicators
1.	Increase the total number of 16-18 places available and the percentage of young people in learning across all LSC provision and target geographical areas of deprivation and poor performance	<ul style="list-style-type: none"> Utilise the 14-19 Partnerships to develop local responses in geographical areas where 16-18 participation is poor and action plans identified to drive up participation and achievement by April 08 The progression rate for E2E is increased from 48.8% to 50% and pre E2E programmes identified to meet the needs of hard to reach learners across Bedfordshire and Luton by April 08 Participation increased: <ul style="list-style-type: none"> at age 16 from 89% to 90% (LSC contribution c. 7300 places, 2007/08) at age 17 from 78% to 80% (LSC contribution c. 6300 places, 2007/08)
2.	Increase the numbers of young people who achieve a Level 2 qualification by the age of 19 years and target geographical areas of deprivation and poor performance	<ul style="list-style-type: none"> Number of FE learners undertaking a full level 2 increases from 2181 to 2400 Level 2 achievement at 19 in Bedfordshire and Luton increases from 58% to 61% (LSC contribution c. 1600 achievements, 2007/08) Apprenticeship framework completions (16-18) increase from 51% to 56% by 2008. Programme Led Apprenticeships are delivered by all 3 local general further education colleges
3.	Increase the numbers of young people who achieve a Level 3 qualification by the age of 19 years.	<ul style="list-style-type: none"> Number of FE learners undertaking a full level 3 increases from 3044 05/06 to 3400 07/08 Level 3 achievement at 19 in Bedfordshire and Luton increases from 57% to 60% (LSC contribution c. 3700 achievements, 2007/08) Advanced Apprenticeship framework completions increase from 48% to 53%.

4.	Support 14-19 Partnerships in Bedfordshire and Luton in the development of the 14-19 curriculum	<p>To work with Bedfordshire County Council, Luton Borough Council and the 14-19 Partnerships to deliver the 14-19 reforms, with progress being reflected by:</p> <ul style="list-style-type: none"> • A discreet 14-19 Team employed within both Bedfordshire and Luton to focus on further development of Diplomas; collaboration in curriculum planning and delivery across Consortia; workforce development; sustainable funding; franchising and partnership and NEET by September 2007. • A 14-19 Strategy/Action Plan in place for both Bedfordshire and Luton, monitored and evaluated by respective 14-19 Partnerships by September 2007 • Implementation of JAR outcomes and associated Action plans for Bedfordshire County Council and preparation for Luton Borough Council JAR by December 2007 • Action Plans in place by September 2007 and implemented to reduce NEET/NET within each of the 14-19 Partnerships and innovative solutions identified to address NEET, working with E2E/WBL Providers and VCS • NEET (16-18 year olds) reducing from 6.6% to 6% in Bedfordshire and 9.0% to 7.5% in Luton. • NEET 'Not Known' reduced from 6.3% to 5% by November 2007. • Successful launch of the Area On line Prospectus and Apprenticeship Clearing House by September 2007. • September 2007 Guarantee is in place
5.	Build the capacity of local LLDD provision	<ul style="list-style-type: none"> • Strategies in place for Bedfordshire and Luton for LLDD & Vulnerable Young People by September 2007. • The volume of 16-25 year old LLDD learners accessing learning within Bedfordshire & Luton is increased by 30% (from 12, 2006/07 to 16, 2007/08) • Funding secured to continue the Brokerage role by August 2007 • One college to test the Framework for Excellence "Effectiveness" theme to clarify quality of outcomes and quality of provision within LLDD. • Best practice from the Mayflower project captured and taken forward at a local level by April 2008.

Priority 2: We will strengthen our partnership with employers and continue to encourage the responsiveness of the Learning & Skills sector in order to raise the skills and productivity of the area's workforce.

Linked EESCP strategic goal 1: Strengthen the East of England's business base

The following actions identify how we will achieve Priority 2:

Action		Success Indicators
1.	Increase the numbers of adults in work in Bedfordshire & Luton who have a full Level 2 qualification.	<ul style="list-style-type: none"> • 2,965 adults participating in a full Level 2 qualification in 2007/8. • FE 19+ full Level 2 success rates increase by 2% from 68% to 70%.
2.	Increase the numbers of adults in work in Bedfordshire & Luton who have a full Level 3 qualification.	<ul style="list-style-type: none"> • 1,500 adults participating in a full Level 3 qualification in 2007/8. • FE 19+ full Level 3 success rates increase by 2% from 65% to 67%
3.	Increase the number of adults in Bedfordshire & Luton who have literacy or numeracy skills.	<ul style="list-style-type: none"> • Success rates on Skills for Life programmes improve by 4% between 2006/7 and 2007/8. • 1,943 adults achieve a skills for life qualification that contributes to the PSA target. • Increase the number of learners on skills for life programmes linked to national recognised qualifications to 70% • Increase the number of learners participating in numeracy programmes by 8% between 2006/7 and 2007/8
4.	Target the skills necessary to support employers in the Bedfordshire & Luton area, with a particular focus on priority sectors and higher level skills.	<ul style="list-style-type: none"> • Increase by 5%, from 9750 to 10250, the number of learners participating in qualifications in the priority sector areas of construction, health and social care, logistics, high level engineering and travel & tourism. • 2 providers to take up the new standard for employer responsiveness by April 2008 • Increase ratio of adult budget utilised on programmes linked to priority sectors and supporting SSAs by August 2007 • Establish local working group to drive an integrated approach to employer engagement and to build the capacity of the T2G consortium by April 2007 • Respond to basic employability skills needs of increasing numbers of migrant workers in Bedfordshire and Luton, particularly in hot spots of Luton and Bedford, in partnership with employers and providers by April 2008

5.	Improve the quality and range of adult Information and Advice provision through Nextstep and effective partnership working with other agencies to maximise non-LSC funding streams	<ul style="list-style-type: none">• 4,000 clients below level 2 to be supported through Nextstep services• 45% of clients to progress into further learning or employment• 3 new matrix accredited providers to be engaged in delivery by January 2008
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Priority 3: We will align a proportion of our investment in skills development with the region's Gateways, Growth Areas and initiatives in rural and coastal areas to encourage economic development.

Linked EESCP strategic goals 3 and 4: Invest in sustainable economic growth and Create opportunities for disadvantaged groups and communities

The following actions identify how we will achieve Priority 3:

Action		Success Indicators
1.	The "added value" of partnership working with Jobcentre Plus is reflected in the Bedfordshire and Hertfordshire Joint Delivery Plan with measurable objectives	<ul style="list-style-type: none"> Quality tailored provision is locally commissioned to equip those not in work with the skills needed to enter, remain and progress in employment. Including joint employer marketing and specifically joint actions aimed at the expanding London Luton Airport by September 2007. LSC and Jobcentre Plus achieve at least the expected outcomes for IAG referrals, Apprenticeship referrals and lower skilled qualifications across the county including rural and deprived communities by April 2008. Introduce and implement Skills for Jobs programme with our partners, in particular Jobcentre Plus and local authorities, to integrate skills and employment programmes. These will include the refocusing of LSC funding to equip workless people, including lone parents, with the skills to be work ready and provide them and their new employers with the right job training to secure sustained employment by August 2007.
2.	Robust measurable regional, pan-regional and local plans are in place to align our funding with that of economic development partners	<ul style="list-style-type: none"> Funding opportunities are maximised within Milton Keynes South Midlands Growth Area with LSC Thames Valley and LSC Northamptonshire, RDAs, Government Offices, Regional Skills Partnerships and Growth Area Funding provided by DCLG to ensure development of skills matches the availability and growth of jobs, including a pan-regional MKSM Learning and Skills Action Plan by April 2008. Plans are established and actioned in relation to other major investments (eg Bedfordshire & Luton Olympics Opportunities Support Team) as they develop by April 2008. Local responses to economic development opportunities are developed within both Bedfordshire and Luton's LAA framework and Block 4 LAA target achievement is assisted by the LSC, including Skills for Life and Adult Level 2 September 2008.

		<ul style="list-style-type: none"> • Closer working arrangements are developed with Renaissance Bedford and the emerging LDV for Luton and South Beds by January 2008. • Maintain close working arrangements with Bedfordshire and Luton Economic Development Partnership to align the LSC's plans and investments to those funded by the RDA, through the partnership or by partners reflecting growth sectors, knowledge based economy and employer demand August 2008.
3.	Work with non-statutory partners to enhance the development of skills and entry to the labour market.	<ul style="list-style-type: none"> • A refreshed Working Together Strategy is in place and the contribution of the Voluntary Community and Social (VCS) sector as partners and providers is on an upward trend by January 2008. • Effective local joint planning arrangements are in place with Trades Union (TU) partnerships and participation in Union Learn is on an upward trend by January 2008. • Opportunities via the RDA funded Investing in Communities programme are maximised to support both the development of Bedfordshire and Luton's learning infrastructure and tailored provision for those out of work and disadvantaged communities by August 2007.
4.	Ensure good quality Information, Advice and Guidance is available to all offenders and Individual Learning Records (ILRs) are in place	<ul style="list-style-type: none"> • Offenders have one ILR tailored to individual need which identifies the support and skills development required for them to access employment and further training by April 2008. • More ex-offenders are placed in employment/training and re-offending in Bedfordshire and Luton is reduced (targets to be agreed in 2007) by April 2008

Priority 4: We will invest to accelerate improvements in the quality of provision, in order to achieve higher success rates, increases in learner and employer satisfaction and better value for money.

The following actions identify how we will achieve Priority 4:

Action	Success Indicators
1. Implement locally the East of England Quality Improvement Strategy 2007/10.	<ul style="list-style-type: none"> • Local action plan in place by April 2007 • Improved use of data, using the Minimum Levels of Performance reports and management information generated by the regional data and analysis team • Notices to improve and improvement indicators/actions in place as part of provider development plans for 2007/08 • Overall success rates in the local area in line with or exceed 06/07 regional benchmarks. • 5% of inspection grades improve from good to excellent, 10% improve from satisfactory to good and all inadequate providers improve to satisfactory or better by 2008.
2. In collaboration with partners, invest in improvement projects which will develop quality assurance across the local area.	<ul style="list-style-type: none"> • 2 Local providers involved in themed regional peer review projects • Engage with each local authority to identify priorities for improving outcomes and address quality issues in individual school sixth forms • In partnership with Local Authorities agree a quality improvement plan for school sixth forms by September 2007
3. Improve the reputation of the Learning and Skills Sector.	<ul style="list-style-type: none"> • 2 providers achieve the new standard for employer responsiveness • Encourage RQIP Regional Awards applications from local providers • The new Framework for Excellence standards for employer responsiveness and effectiveness of provision are successfully installed
4. Increase the value for money of our investment in specific programmes.	<ul style="list-style-type: none"> • No providers remain below the 50% and 40% minimum levels of performance thresholds. • Providers graded as 'poor' or 'satisfactory' by OfSTED/ALI in 2006 improve their position by 2008. • New provision commissioned to fill identified gaps, focussing on the 5 priority areas of construction, logistics, health and social care, high level engineering and leisure and tourism by September 2007 • Local capital plans and applications are progressed in line with the regional capital strategy

4. Aggregate Volumes

Summary Statement of Activity	Year 1	
	16-18 (Learner Volumes)	Adult (Learner Volumes)
LSC Funded Participation		
Number of FE learners (total)	10,248	21,425
Number of FE learners undertaking Level 4 and above	0	340
Number of FE learners undertaking Level 3	4,297	3,599
of which: Full Level 3 Learners	3,343	1,811
of which: First Full Level 3 Learners	2,143	670
Number of Train to Gain learners undertaking Level 3		0
Number of learners undertaking an Advanced Apprenticeship (Average in Learning)	248	222
Number of FE learners undertaking Level 2	3,620	5,987
of which: Full Level 2 Learners	2,608	3,129
of which: First Full Level 2 Learners	854	1,266
Number of Train to Gain learners undertaking Level 2		2627
Number of learners undertaking an Apprenticeship at Level 2 (Average in Learning)	774	307
Number of FE learners undertaking Skills for Life qualifications that directly contribute to PSA target	4,560	3,123
Number of Advanced Apprenticeships and Apprenticeship learners undertaking Skills for Life qualifications that directly contribute to PSA target	957	374
Number of Train to Gain learners undertaking Skills for Life qualifications that directly contribute to PSA target		432
Number of FE learners undertaking Level 1 and Entry	4,050	10,338
Number of learners undertaking Entry to Employment (starts)	757	
Number of learners undertaking Safeguarded Adult Learning (Total)		8,950
of which: Number of learners undertaking Family learning, literacy and numeracy		820
of which: Number of learners undertaking Neighbourhood learning in deprived communities		250
of which: Number of learners undertaking Wider Family Learning		820
of which: Number of learners undertaking Personal / Leisure Learning		7,060
ESF Funded Participation	16-18 (Learner Volumes)	Adult (Learner Volumes)
Number of ESF Learners undertaking any ESF Activity	286	950
Number of ESF Learners not included in LSC Funded Participation table above	286	950
Of which:		
Level 4 and above	0	0
Full Level 3	0	290
Full Level 2	0	360
Skills for life that directly contributes towards the PSA target	0	100
Level 1 and Entry	25	100
Other ESF activity	163	200

LSC Funded Outcomes	16-18 (Learner achievements)	Adult (Learner achievements)	16-18 Success Rate (%)	Adult Success Rate (%)
Number of FE Learners achieving a Full Level 3 qualification	2,040	1,005		
Number of FE Learners achieving a First Full Level 3 qualification	1,300	442		
Number of Train to Gain learners achieving a Full Level 3		0		0
Number of Learners achieving an Advanced Apprenticeship Framework	146	120	53%	52%
Number of FE Learners achieving a Full Level 2 qualification	1,464	2,075	61%	70%
Number of FE Learners achieving a First Full Level 2 qualification	585	1,058	62%	70%
Number of Train to Gain Learners achieving a Full Level 2 qualification		727		70%
Number of Learners achieving an Apprenticeship Framework (at Level 2)	471	173	56%	56%
Number of FE learners achieving a Skills for Life qualification (s) that directly contribute to PSA target	2,993	1,943	63%	58%
Number of Advanced Apprenticeship and Apprenticeship learners achieving a Skills for Life qualification(s) that directly contribute to PSA target	450	220	56%	56%
Number of Train to Gain learners achieving a Skills for Life qualification(s) that directly contribute to PSA target		28		77%
Number of learners progressing to a positive destination from Entry to Employment	380		50%	
ESF Funded Outcomes				
Number of ESF Learners not included in LSC Funded Outcomes table above achieving a qualification at:				
Full Level 3	0	200		
Full Level 2	0	220		
Skills for life qualification that directly contributes to the PSA target	11	68	60%	60%

Funding summary	Funding (£)
FE 16 – 18	33,594,799
FE Adult	16,525,829
FE Additional Learning Support	3,619,702
Train to Gain	3,048,000
Advanced Apprenticeships and Apprenticeships 16-18	3,957,462
Advanced Apprenticeships and Apprenticeships (Adult)	1,072,783
Entry to Employment	2,276,299
WBL additional learner / learning support <i>[Included in E2E & Apprenticeship figures above]</i>	
Safeguarded Adult Learning	1,900,190
ESF	3,408,964
Total	69,404,028

5. Other Information

Learner Health and Safety

The health, safety and welfare of learners are fundamental values of the Learning and Skills Council. All learners are entitled to learning that takes place in a safe, healthy and supportive environment. In addition, we consider health and safety to be an integral part of quality and that safe learning is essential to maximise learners' experience and achievement.

We expect all those we fund to fully meet their legal obligations and will seek assurance that they have suitable and sufficient arrangements for learner health and safety. We will take appropriate actions when standards are not met.

The 'safe learner' concept is central to our policy and we will promote risk education and awareness of health and safety, and positively engage all those that can contribute to preparing young people to be safe and healthy workers.

We will encourage and support the raising of standards and 'best practice' approaches, working in partnership with key stakeholders.

Equality and Diversity

The Council will ensure that planned activities take account of its duty to promote equality of opportunity in relation to race, gender and disability and our responsibilities under other equality legislation including the Race Relations Act, the Disability Discrimination Act and European regulations relating to sexual orientation, religion or faith and age. Action plans for the Race Equality Scheme (RES) and the Disability Equality Scheme are in place. We will work with our providers to address equality and diversity issues. As an employer we will continue to monitor the staff profile in terms of gender, ethnicity and employment band levels.

Learners with Learning Difficulties and/or Disabilities

Under the Learning and Skills Act 2000 the Council has a specific responsibility to consider the needs of young people and adults with learning difficulties and/or disabilities. There are robust arrangements in place to ensure that this group of learners have access to suitable provision that meets their needs and where appropriate the additional support required. We will work with the region to implement the regional strategy in response to the Learning for Living and Work, the LSC's national strategy.

VCS and 'Working Together' – Local Action Plan

We will further develop effective relationships with VCS organisations in order to maximise the sector contribution to LSC priorities. Through the local 'Working together' group, we will develop an action plan highlighting joint

priorities and targets in a context of the national “Working Together with the VCS Strategy” and the East of England Working Together Action Plan. We will proactively seek to increase sector engagement in areas of local need including NEET reduction.

We will work with the consortium of CVS’s, the Learning Partnership and BRCC to identify optimal contractual and delivery mechanisms for the future including revised consortia arrangements.

We will continue to support the Learning Partnership in the development and delivery of the capacity building programme for VCS organisations involved in NLDC.