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Bedfordshire and Luton Learning and Skills Council Annual Plan 2005-06

September 2005

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

Annual Plan 2005-06



Leading learning and skills

Annual Plan 2005-06

Local Office Bedfordshire and Luton
Region East of England
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Foreword

Three years ago in our first Strategic Plan the Learning and Skills Council Bedfordshire and Luton laid down a number of challenging local targets for itself. These included moving towards a more demand-led system of education and learning, addressing the needs of our increasingly diverse community, ensuring that all funded provision was of excellent quality and working with pre-16 learning institutions to provide more effective transition across the educational phases.

We believe we have made significant strides towards realising these ambitions. All of the LSC funded provision is now at least satisfactory with examples of excellent activity in both FE and WBL. We are working well with the LEAs in Bedfordshire and Luton to develop strategies for secondary education that ensure learners up to 19 have a broad, flexible curriculum suited to their individual needs. We are pushing ahead with a range of programmes to address the most disadvantaged in our communities and are linking ever more strongly with the business sector to meet their needs and those of the growing local economy.

However we cannot be complacent. The 14-19 phase of learning still needs particular attention following the disappointing area-wide inspection in Luton and we are working with the LEA and partners to realise a secondary strategy for the area called 'Campus Luton'. The exceptional employment growth opportunities from both the re-engineering of the local economy and the growth area in the Milton Keynes and South Midlands sub-region mean we must accelerate efforts to deliver the skills needed now and in the future. We must also continue to challenge all our learning providers to maintain their drive for excellence and provide suitable opportunities for the diverse communities within Bedfordshire and Luton.

The last three years have been exciting times to be involved in the education and training world. But we still have work to do – to develop a strong local community and economy where all individuals are able to realise their potential through the power of learning.

Executive Summary

Executive Summary

The LSC's national and regional priorities for 2005/6, which are outlined on pages 7 and 8 of this plan, provide the strategic framework for the work of the LSC Bedfordshire and Luton over the next year. They support and take forward the realisation of the LSC's Vision that:

'By 2010, young people and adults in England will have the knowledge and skills matching the best in the world and are part of a truly competitive workforce'.

Within this national and regional framework the LSC Bedfordshire and Luton will also focus on specific local issues identified by our local strategic area review (StAR) as well as responding to significant changes in the local economic environment.

The evidence in the StAR shows an area with a robust post 16 educational sector comprising Beacon colleges and work based learning provision. Excellent progress has been made in the development of Centres of Vocational Excellence in key employment sectors and participation in learning by both young people and adults is still increasing.

However the StAR also emphasises a number of challenges, particularly around the 14 – 19 phase of learning, very much in line with those identified by the Tomlinson Working Groups review. For example greater collaboration is needed to deliver a 14 – 19 curriculum, which includes vocational routes and better meets the diverse communities within the area.

The LSC Bedfordshire and Luton will respond to the educational reforms arising from the Tomlinson review and the impact of the Governments 5 year strategy as well as addressing local restructuring proposals from the two local educational authorities in our area.

For adults, participation, although rising in overall terms with above target increases in Skills for Life activity, is showing slight decreases at levels 2 and 3. In addition there are issues over access to learning opportunities affecting specific communities particularly in deprived neighbourhoods.

Economically the area is set for a time of unprecedented growth. Having suffered years of decline, there will be major opportunities for expansion in employment sectors such as transport, aviation, construction and leisure. There will also be potential for higher-skilled occupations as a result of Bedfordshire and Luton's unique position as central to the innovation activity along the Oxford to Cambridge Arc.

To meet this growth as well as the current skills shortages and gaps in the local economy, we will need to rapidly increase the relevance of learning opportunities to the needs of employers and start to enhance current post 16 provision through public and private investment in the key economic sectors.

To address these local needs and challenges during 2005/06 the LSC in Bedfordshire and Luton will undertake specific work that takes the local agenda forward, whilst also contributing to the national priorities.

These local priorities are:

- Develop strong 14-19 strategies within Bedfordshire and Luton meeting the needs of learners, employers and communities that take account of changes in educational policy and LEA restructuring.
- Continue to increase the number of young people in Bedfordshire and Luton participating and achieving qualifications, especially the disaffected, those from black and minority ethnic groups and learners with learning difficulties and disabilities.
- Increase the number of adults participating and achieving level 2 (linking to the roll-out of the level 2 entitlement) and level 3 in key economic sectors.
- Increase access and participation by adults from specific communities in appropriate learning opportunities.
- Challenge our high performing colleges to continue to adapt their learning opportunities to meet the current and future skills need of employers and the local economy.
- Work with partners and providers to enhance the quality, accessibility and capacity of post 16 provision in order to meet the expected growth in the economy of Bedfordshire and Luton.

The key actions in response to the LSC priorities (national, regional and local) are outlined on pages 16 to 32 and summarised below.

Young People – Improving participation and achievement of young people

1. Widen the choice of stronger vocational routes for young people, including the participation and completion of those undertaking apprenticeships.
2. Guarantee 16-18 year olds a suitable learning opportunity, including the development of a more coherent phase of learning for 14-19 year olds.
 - a. Work with Luton LEA and partners to implement the 14-19 area-wide inspection recommendations and develop an 11-19 secondary strategy, including a learner entitlement and a choice of vocational options.
 - b. Work with Bedfordshire LEA and partners to review and implement the 14-19 strategy taking into account the proposed review of the 3-tier system in the autumn.
 - c. Undertake feasibility studies in Luton and the 3 districts of Bedfordshire to look at potential structures for the delivery of the 14-19 phase.
3. Encourage more collaboration amongst schools, college and training providers and closer working with employers.
4. Increase progression to higher education in support of the Public Service Agreement (PSA) target.

5. Continue to increase the number of young people in Bedfordshire and Luton participating and achieving qualifications, especially the disaffected, those from black and minority ethnic groups and learners with learning difficulties and disabilities.

Adults – Raising the level of skills

1. Implement the initial priorities contained in Sector Skills Agreements.
2. Extend the level 2 entitlement and increase the numbers of adults participating on first level 2 (and level 3 in key economic sectors) provision.
3. Deliver the 'Skills for Life' strategy for tackling numeracy and a literacy skills, including prioritising basic skills training that leads to a qualification and improving completion rates.
4. Increase skills development activities within the public services workforce, those in the health and care sector, local authorities, children's services and schools and colleges.
5. Work with Union Learning representatives to boost the demand for learning, especially literacy and numeracy.
6. Work in partnership with Jobcentre Plus to link skills development and training to employment opportunities.
7. Work with partners and providers to enhance the quality, accessibility and capacity of post 16 provision in order to meet the expected growth in the economy of Bedfordshire and Luton.

Improving the quality and responsiveness of provision – taking forward the 'Agenda for Change'

1. Align LSC plans and funding with those of regional partners in support of Regional Economic Strategies.
2. Ensure that colleges and the further education sector improve responsiveness to employers and become more demand led.
3. Tackle the problem of gender stereotyping in apprenticeships.
4. Streamline the way in which employers secure suitable skills training and provide local employers with an integrated offer of business and skills support.
5. Provide an improved impartial information and advice service.
6. Produce a capital investment strategy that build on Centres of Vocational Excellence and supports priority sectors.
7. Improve the quality, equality and success rates of provision.
8. Develop joint private/public ventures to create additional capacity in the post 16 sector to meet the predicted growth in the economy.

As a strategic planning and funding body, the LSC is dependent on others to deliver these priorities and key actions. The LSC will continue to develop its leadership role and strong partnerships with organisations from the education, business and voluntary and community sectors. It will seek to expand on the excellent work already being undertaken and continue to promote innovative and collaborative approaches that provide opportunities that meet the needs of individuals, employers and the community.

Strategic Priorities

National Priorities

The LSC's Annual Statement of Priorities published in December 2004 sets out what needs to be done to support the delivery of world-class learning and skills. Our priorities are to:

1. Make learning truly demand-led so that it better meets the needs of employers, young people and adults.
2. Ensure that all 14-19 year olds have access to high quality, relevant learning opportunities.
3. Transform Further Education so that it attracts and stimulates more business investment in training and skills development.
4. Strengthen the role of the LSC in economic development so that we provide the skills needed to help all individuals into jobs.
5. Strengthen the LSC's capacity to work effectively at a regional level – particularly with Regional Development Agencies and Regional Skills Partnerships.
6. Improve the skills of workers who are delivering public services.

The Government has set challenging skills targets that we are committed to delivering - directly and by influencing the activities of our partners. In supporting these priorities nationally, the LSC plans to deliver against the following targets:

For young people:

- Increase the proportion of 19 year olds who achieve at least level 2 (equivalent of 5 GCSEs) by three percentage points between 2004 and 2006, and a further two percentage points between 2006 and 2008. Contributing to this, the LSC aims to deliver 23,000 additional 19 year olds at/above level 2 in 2006 compared to 2004

For apprentices:

- A performance indicator for apprenticeships has been developed. By 2008, the number completing their apprenticeship will have risen by three quarters.

For adults:

- Improve the basic skills of 2.25 million adults between 2001 and 2010, with a milestone of 1.5 million in 2007 of which the LSC plans to fund at least 1.4 million directly.
- Reduce by at least 40 per cent the number of adults in the workforce who lack an NVQ level 2 or equivalent qualifications by 2010. The LSC will lead on ensuring the delivery of this target through its own funding and contributions from others.

We will also work with key partners to contribute to their efforts to:

- Increase the proportion of young people and adults achieving a level 3 qualification. These targets will be set regionally to reflect the priorities of regional skills partnerships and regional skills needs
- Reduce the proportion of young people not in education, training or employment by two percentage points by 2010
- Increase participation in Higher Education towards 50 per cent of those aged 18 to 30 by 2010.

Our planned local contribution to the delivery of these targets is summarised in Annex A.

The LSC priorities are set within the context of three key policy drivers that will inform and shape the direction of the work we undertake. They are:

14-19 White Paper

The LSC welcomes the 14-19 White Paper's focus on the needs of the learner and the importance of providing stretch and encouragement for all young people. Critically, it recognises the part employers will play in shaping provision and in providing more opportunities for work-related learning and work experience. The LSC will support these reforms by providing leadership, nationally, regionally and locally and by expanding on the excellent work already being provided in the 14-19 arena and by continuing to develop strong partnerships with the organisations that have direct contact with young people. 14-19 and collaborative developments are strong features of our plan for 2005-06.

Skills Strategy

The LSC will work with its key partners nationally, regionally and locally to ensure the effective implementation of the Government's Skills Strategy. A key element of this will be the National Employer Training Programme (NETP) that will offer employers hassle-free access to their skills needs. Building on the success and experience of the LSC's Employer Training Pilots, NETP will provide employers with solutions that address access to high quality learning provision at Level 3 and above and to short bespoke courses, and, where appropriate, support for basic skills and Level 2 provision. A comprehensive skills brokerage service, led by the LSC, will ensure that employers receive high quality and impartial advice that is designed to have a positive impact on their bottom line.

Agenda for Change

The LSC's agenda for change encompasses a wide range of activity to transform the FE sector. We recognise that there are significant strengths in the sector, but also major issues to tackle. We need to work together with all of our providers to respond to the challenges that we face so we are able to meet the vision for the future laid down by our own Annual Statement of Priorities, and the 14-19 Strategy, the Skills Strategy and *Success for All*. The LSC's agenda for change will strengthen the sector's ability to respond to the needs of local learners, employers, the economy and the communities we serve. To do so, we are committed to transforming six key areas of work: skills and employers; quality; funding; efficiency; data and reputation.

Regional Priorities

In order to maximise impact and create an alignment of funding and partnership engagement, the LSC's regional statement has been integrated into the **INnovation Skills & Competitiveness Partnership East** (IN SCOPE) Prospectus for the East of England Regional Skills Partnership.

The statement forms the backbone of the prospectus and reflects the IN SCOPE structure. The priorities are divided into three key customer groups: *Young People*, *Adults & Business*. This signals a clear shift from an institutional focus to a learner & employer focus.

Young People (11-19)

- Develop and plan a curriculum offer for 14-19 year olds encouraging collaborative delivery of a broader curriculum that better meets the needs of all young people.
- Develop closer collaborative planning networks to ensure provision reflects the key sectors of opportunity in a local area and presents clear progression routes for young people, parents, teachers and advisers alike.
- Ensure young people are provided with high quality informed and independent information, advice & guidance, particularly at pivotal decision making points in their education.

Adults 19+

- Increase the number of adults with a level 2 qualification and the number of adults accessing basic skills provision with clear first rung progression opportunities and develop coherent progression routes for adults leading to higher level skills & qualifications.
- Ensure an adult curriculum offer that is appropriate for local communities and recognises the wider social benefits of learning including working towards parity of outcomes for minority ethnic customers.

Business

- Develop provision to better meet employers requirements and make learning demand led in order to address their skills needs and increase employer engagement in skill-based activities.
- Increase business investment in leadership & management and in training and skills development including higher level skills achievements by transforming further education and widening participation and progression in Higher Education.
- Strengthen partner's engagement in economic development and regeneration priorities to provide the skills and job creation needed to produce a seamless route from welfare to workforce development.
- Increase the levels of work related learning undertaken by employees including the skills levels of the public services workforce through a skills escalator encompassing health and care, local authorities and education.
- Increase participation in the key economic sectors by developing priority sectors with specific support to reduce skills shortages and develop a more qualified workforce.

Market Analysis

Bedfordshire and Luton in Context

Bedfordshire and Luton is characterised by the diversity of its geographic, economic and demographic make up. With a population of some 565,000, the area has high concentrations of residents in the main urban towns of Bedford and Luton, and a more dispersed population in parts of the rural north and mid Bedfordshire districts. Almost a quarter of the area is defined by the Countryside Agency as rural. The local area also has one of the most culturally diverse communities across the country, with 25% of the population in Luton and 10% in Bedford from black and minority ethnic (BME) group backgrounds.

The socio-economic make-up of the local area is mixed. Analysis of the Index of Multiple Deprivation 2004 shows that pockets of deprivation are evident within the county, with Luton the most deprived area. In the lowest scoring 10% of wards in England 73 are in the East of England and of those 7 are in Bedfordshire and Luton. Many of these wards have a high majority of residents from BME groups and higher unemployment rates.

The Bedfordshire and Luton Economy and Workforce

The local economy contributed almost £8 billion to the regional Gross Value Added (GVA) measure in 2002. However, the productive capacity, measured by GVA per head has hardly grown since 1990. If current trends continue it will be the lowest in the region by 2020. Levels of unemployment remain low, 1.5% in Bedfordshire and 2.7% in Luton at the end of 2004.

The manufacturing industry, the traditional driver of the local economy, continues to restructure and shrink. Although employment in manufacturing is significantly higher than national and regional averages the area has suffered with the shift of production to Eastern Europe and the Far East, resulting in a decline in the manufacturing base and an increasing number of small-scale redundancies. This is most evident in Luton, which has a higher rate of unemployment than the other districts in the area.

Despite this decline, recent growth in other sectors has offset job losses in the manufacturing sector. The sub-region has an increasingly diverse economy, and sectors of industry identified by local Sector Skill Research Reports (2004) such as Child and Adult Care, Transport, Leisure and Tourism, Retail, Construction and Health Care are all forecast to grow to 2008. In line with the rest of the United Kingdom there has been an increase in managerial, professional, technical and sales occupations. However semi-skilled and unskilled occupations show a decrease despite the majority of inward investment being in the creation of more low skill / low added value occupations such as distribution.

The Bedfordshire Community Strategy states that there are a large numbers of people that out-commute and there are significant issues of inadequate infrastructure in relation to town centres, property, transport and communications, which impact on both urban and rural economies. The Bedfordshire and Luton Economic Development Partnership (BLEDP) estimate that an additional 50,000 jobs are needed in the sub-region, to lead a growth strategy, by 2021 to reduce the increasing level of out-commuting and prevent the area becoming a dormitory location.

Future Opportunities for Sectoral and Occupational Growth

The economy of Bedfordshire and Luton is set for a time of unprecedented growth, which the LSC will need to support in terms of skills development. Four of the most significant growth areas are outlined below.

- The Milton Keynes South Midlands sub regional strategy proposes a growth in both housing and jobs (97,000 homes and 53,000 jobs for Bedfordshire and Luton by 2031). This will have implications for construction skills as well as other related sectors.
- The expansion of London Luton Airport together with enhancements to both road and rail networks will mean that the area has the potential to become a “transport hub”. This will bring greater inward investment to the area and growth in the transport, distribution and aviation related sectors.
- Knowledge, life sciences and high tech manufacturing growth is also expected through the areas position as central to the innovation activity along the Oxford to Cambridge Arc: our own silicon valley; and
- Tourism and leisure are likely to play a major role in the economic well being of the area through a new Center Parcs village in mid Bedfordshire and the development of the NIRAH (National Institute for Research into Aquatic Habitats) project; our local Eden.

Other significant increases in employment growth are expected in real estate, property and business activities, wholesale and retailing, hotels and restaurants.

In addition to the direct jobs growth, these developments will bring millions of pounds to boost our service sector, which will help increase service sector employment opportunities in the area

During 2004 Bedfordshire and Luton LSC carried out a Strategic Area Review (StAR) in order to understand the diverse learning cultures and priorities of learners, employers and communities. We have since consulted widely on a range of strategic options to tackle the more fundamental issues. The amount of information gathered is too great to include here, however we have summarised the main issues and challenges under the headings of young people, adults and employers, together with the key actions that the local LSC will undertake in addition to national and regional priorities.

Young People - Improving the participation and achievement of young people

Our core business is 16-18 learners. However, the participation, success and motivation of 14-16 year olds have a significant impact on post-16 achievement. In 2003/04 51.2% of students in Bedfordshire and 43.8% in Luton achieved 5 or more GCSEs at grades A* to C. The performance of Bedfordshire was close to the regional and national average, though Luton needs significant improvement to achieve a similar level. There is a growing success rate gap between white and BME young people.

Performance to date

16-18 participation

The proportion of young people participating in learning has traditionally been high in Bedfordshire and Luton. DfES figures for 2002/03 show overall participation rates for the 16-18 cohort at 81.7% across the local area, well above national and regional levels. This is reinforced by the 2003 Connexions Annual Activity Survey, which shows participation rate of 84.1%.

The table below shows that there were 9,159 young people participating in the FE sector in 2003/04, slightly above the planned level for the year. Participation in WBL was at 99.7% of planned levels. The number of new starts on Apprenticeships in 2003/04 fell short of the 1,049 target by 53 learners (5%). Achievement of the target is slightly below both regional and national levels and the take up of apprenticeships by the black and minority ethnic group is low in comparison to the population profile.

	2001/02	2002/03	2003/04 actual	2003/04 planned	% to plan	% to plan East of England region	2004/05 planned
Total FE and WBL	9327	9757	10147	10032	101%	99%	10261
FE	8046	8588	9159	9041	101%	98%	9194
WBL	1281	1169	988	991	99%	102%	1067
School sixth forms	4510	4689	4839	-	-	-	-
Apprenticeship starts (PSA)			996	1049	95%	103%	1206

Data available on the scorecard
- not on scorecard

The tables below show that there has been a steady increase in the aggregate number of young people involved in level 2 and 3 programmes as well as steady decreases in the not in education, employment or training (NEET) figures for the area.

16-18 Learner numbers FE and WBL	2001/02	2002/03	2003/04	01/02 to 03/04 growth
Level 2	3,440	3,872	4,407	+ 28.1%
Level 3	4,317	4,320	4,150	- 3.9%
Level 2 and 3	7,757	8,192	8,557	+ 10.3%

Bedfordshire and Luton cohorts aged 16-18 inclusive	Nov-02	Nov-03	Nov-04
NEET (%) (Not in education, employment or training)	11.1	8.3	8.1
Unknown (%)	30	21.1	9.4

Data available from Connexions Service

The key issues and challenges for young people in Bedfordshire and Luton are:

- Increasing achievement levels for young people by age 16.
- Working together to ensure the effective planning and developing of high quality curriculum choices and appropriate provision that is open to all young people aged 14 – 19.
- Ensuring that the quality of teaching and learning available to young people is of the highest standard.
- Increasing participation and achievement levels by age 18 to enable young people to maximise opportunities, including higher education.
- Reducing drop out at age 17.
- Addressing the implications of the change in the ethnic composition of young people aged 16 – 24 in Bedford and Luton in particular, where the proportion of ethnic minority groups will be around 45% by 2010.
- Providing access to appropriate information, advice and quality provision for those learners with learning difficulties or disabilities (LLDD).

Adults - Raising the level of skills

The adult population for Bedfordshire and Luton was estimated to be 395,300, of which 282,000 were considered to be economically active. The English Labour Force Survey (LFS) for 2002/03 reported that 68.5% of adults were qualified to a minimum of level 2, and 46.3% to a minimum of level 3.

Performance to date

Adult participation

Local adult participation in any type of learning for 03/04 was 82%, with 64.2% in taught learning (DfES, 2004). The table below shows that the number of adults participating 2003/04 in the FE sector was 40,510.

Level 2 and 3 for Adults

Although there has been an overall increase in participation the table below shows that there has been a steady decrease in the number of adults involved in level 2 and 3 programmes.

FE & WBL	2001/02	2002/30	2003/04	2003/04 planned	% to plan	% to plan East of England region	2004/05 planned
All levels	42718	42964	40510	52500 ¹	77%	94%	42006
Level 2	8937	8830	8696	(Not available on scorecard)			
Level 3	6108	6025	5649				

¹ This figure appears to be incorrect on the scorecard – therefore indicative only

Skills for Life

Evidence from the Basic Skills Agency suggests that 53% of the adult population has a literacy need and 70% has a numeracy need.

	2001 (part)	01/02	02/03	03/04	Cumulative total to July 2004	% to 2004 local target	% to 2004 target East of England region	% to 2007 local target	% to 2007 target East of England region
Numbers participating	5539	6534	6920	11,134	30,127	-	-	-	-
Number gaining target qualifications	2251	2455	2136	3096	9938	112%	82%	56%	38%

¹ refers to qualifications that count towards the target

The table above shows that the number of learners achieving a basic skills qualification by 2004 was 9,938, i.e. 112% of the target. Performance against the Skills for Life target is significantly above the regional level and one of the best in the country.

The key issues and challenges for adults in Bedfordshire and Luton are:

- Increasing participation at level 2 particularly in key sectors.
- Better working with providers and partners to ensure the effective planning of opportunities to meet the needs of learners and employers.
- Improving curriculum choice and flexibility in delivery, particularly in relation to skills for life programmes and skills shortage areas.
- Ensuring the quality of teaching and learning available to adults is of the highest standard.
- Increasing the amount of adult provision that fully contributes to the national and local targets.
- Increasing adults' commitment to lifelong learning including generating a greater personal investment in skills development.
- Increasing the take up of learning by ethnic minority and other disadvantaged communities.

Improving the quality and responsiveness of provision – taking forward the agenda for change

Performance to date

Quality of provision

By the end of December 2004 the Adult Learning Inspectorate (ALI) or OfSTED assessed all FE, WBL and ACL provision funded by the LSC as either satisfactory or better. There has also been excellent progress made in terms of Centres of Vocational Excellence (CoVEs), with 6 CoVEs established in sectors including Health and Social Care, Supervisory and Management Skills and a new full status CoVE in House Building for the Future.

The table below contains a summary of targets that we have negotiated with providers to improve success rates for the period 2003/04 to 2004/05.

Success Rates 16-18	2001/02	2002/03	2002/03 National	2003/04	2004/05 Planned
FE All programmes	60.7	65.9	66%	-	
FE Long Programmes	59.8	64.5	64%	-	
FE Short Programmes	66.4	74.4	72%	-	
WBL	-	-	41%	-	

Success Rates 19+ (%)	2001/02	2002/03	2002/03 National	2003/04	2004/05 Planned
FE All programmes	63.9	67.5	68%	-	
FE Long Programmes	55.0	50.8	53%	-	
FE Short Programmes	69.7	79.3	79%	-	
WBL			40%	-	

Responsiveness of provision - Taking forward the agenda for change

The National Employer Skills Survey 2004 conducted by the LSC was sent to 15,303 business establishments employing 228,037 people in the local area. Of the total number of reported vacancies, 7.5% were considered hard to fill and 9.8% due to a skills shortage. Almost a fifth of all employers responding stated that staff had a skills gap, which was higher than the regional average. Whilst 48% of businesses had a training plan and 63% offered employees some kind of training, provision for off-the job training was poor. Skills shortages prevail across all sectors and given that 82.5% of working age people are economically active (in work or seeking work), it is clear that LSC procured provision will need to respond to the needs of employers and businesses to address current and future skills issues within Bedfordshire and Luton particularly in key sectors.

The key issues and challenges for Bedfordshire and Luton are:

- Convincing employers and learners that we are making a reality of a demand led responsive approach to delivering learning and training.
- Encouraging more employers to work with schools and colleges to ensure the curriculum supports the skills needed by the local economy.
- Supporting colleges and training providers to make the necessary changes to deliver provision that is fit for purpose.

Local Priorities

To address the local challenges and issues identified above, the LSC Bedfordshire and Luton will focus on specific areas of activity during 2005/06 whilst also contributing to the national priorities.

These local priorities are: -

- Develop strong 14-19 strategies within Bedfordshire and Luton meeting the needs of learners, employers and communities that takes account of changes in educational policy and LEA restructuring.
- Continue to increase the number of young people in Bedfordshire and Luton participating and achieving qualifications, especially the disaffected, those from black and minority ethnic groups and learners with learning difficulties and disabilities.
- Increase the number of adults participating and achieving level 2 (linking to the roll-out of the level 2 entitlement) and level 3 in key economic sectors.
- Increase access and participation by adults from specific communities in appropriate learning opportunities.
- Challenge our high performing colleges to continue to adapt their learning opportunities to meet the current and future skills need of employers and the local economy.
- Work with partners and providers to enhance the quality, accessibility and capacity of post 16 provision in order to meet the expected growth in the economy of Bedfordshire and Luton.

Headline Activities

Young People - Improving the participation and achievement of young people: we will			
Key Actions in response to LSC priorities	Summary of local activity	Key outcomes / measures of success	Resource
Widen the choice of stronger vocational routes for young people, including the participation and completion of those undertaking apprenticeships.	Implement the work based learning (WBL) Improvement Action Plan. Continue to support the 'Brokerage' service in place to respond to employer leads and increase Apprenticeship places.	% increase in WBL participation % increase in WBL success rates Apprenticeship completion rate x. 7 Employer awareness sessions held 115 WBL places identified	Local Initiative And Development Fund European Social Fund
	Implement Young Apprenticeships initiative (subject to successful bid in February 2005).	25 young people to commence young apprenticeship in business and financial services	TBC
	Support Apprenticeship programme for LLDD.	10 Young People complete newly developed framework	European Social Fund
	Address under achievement & under representation of young refugees on apprenticeships. Increase participation of WBL to reflect local demographics.	Enrolment of 10 young refugees on apprenticeships 10% women 21%BMEs etc	Local Initiative And Development Fund / Work Based Learning

Guarantee 16-18 year olds a suitable learning opportunity, including the development of a more coherent phase of learning for 14-19 year olds	Work with Entry to Employment (E2E) providers to achieve agreed participation and achievement targets for young people.	August 05 - July 06 targets to be agreed as part of Funding/Planning process and future 3 Year Development Plan process. Monitor participation by race, gender and disability with a view to increasing "unknown" by 15%	Entry 2 Employment Funding
	Implement a pre-E2E programme for young people who have severe learning and/or social needs and for whom E2E is not appropriate.	E2E figures to be advised: X % increase in participation X % increase in positive outcome rates	European Social Fund
	Work with secondary schools through Increased Flexibility partnerships & develop vocational options for 14-16 year olds.	33% of school population to gain at least one GCSE in a vocational subject at level 2 (over and above their predicted GCSEs); 33% to gain at least one VRQ/NVQ at level 1 (over and above their predicted GCSEs); and 75% to progress into further education or training	Increased flexibility Fund £300k (1 May 2005 – 31 March 2006)
	Work with Luton LEA and partners to implement the 14-19 area-wide inspection recommendations and develop an 11-19 secondary strategy, including a learner entitlement and a choice of vocational options.	Post inspection action plan implemented resulting in A learner offer for all young people Increased vocational pathways Improved inspection ratings at the re-inspection in spring 06 11 –19 strategy agreed by the LEA,	

		<p>LSC and partners around concept of Campus Luton. Outcomes to include</p> <p>Development of vocational clusters Increase vocational opportunities by.. Increase post 16 participation by xx Improved access to quality information, advice and guidance More relevant work experience / work related opportunities available</p>	
	Work with Luton Borough Council on proposals for "Building Schools for the Future".	Outline plans agreed for 11-19 provision in Luton by September 2005, building on the feedback from the StAR and the 11-19 Learning Strategy	
	Work with Bedfordshire LEA and partners to review and implement the 14-19 strategies taking into account the proposed review of the 3-tier system in the autumn.	<p>A learning offer for all young people by Sept. 05 Increased flexibility programme embedded</p> <p>25 "Young apprenticeships" launched for 14 year olds in Bedford</p> <p>Increased range of vocational options available in schools</p> <p>Development of the "Something Special for Bedford" vocational initiative (working with Bedford</p>	

		College and the Harpur Trust Schools)	
	Undertake feasibility studies in Luton and 3 districts of Bedfordshire to look at potential structures for the delivery of the 14-19 phase.	This is the LSC preferred outcome of the Strategic Area Review. Outcomes to be determined subject to consultation.	
Encourage more collaboration amongst schools, colleges and training providers and closer working with employers	Work with Education Business Link Organisation (EBLO) to strengthen links with employers and develop bespoke programmes for individual schools and their staff.	Work experience for approx 4000 100 new employers to participate including 50 SMEs Increased numbers of extended Work Experience students from x to x Increased numbers of 1 day per week, vocational placements from x to x. 100 professional development teacher placements focussed on 14-19 agenda.	Education Business Link Funding
	Support innovative collaborative activity between schools, colleges, training providers and employers.	1 project initiated Promotion of apprenticeships to at least 70 employers Increase the number of places for apprenticeships, E2E and level 2 provision by at least 100 LLDD annual conference held in April 2005	Local Initiative And Development Fund (approx £250,000)
	Support 'Learning Warehouse' project to develop the curriculum	Post 16 participation rate in Leighton-Linslade increased to x %	

	offer to young people through collaboration between schools, colleges & training providers in Leighton-Linslade. Disseminate findings to other providers involved in 14-19 developments.	Increased applications for 'warehouse' programmes from x to x x new vocational options Increase from x to x learners taking vocational qualifications Enhanced IAG provision	
	Support the delivery of the FE Sixth Form College and schools partnership project in Luton.	4 Luton schools improve pass rates at A-C in English and Mathematics from 2006	Local Initiative And Development Fund – Beacon Funding
	Continue to build productive relationships with Local Education Authorities (LEAs) and schools with sixth forms to develop the breadth & quality of 14-19 programmes (linking to colleges, the workplace and other providers).	Increase numbers in school sixth forms from x to x Increase level of funding going to schools with sixth forms by x % Develop additional vocational options available through schools	School Sixth Form Funding Local Intervention and Development Fund
Progression to Higher Education in support of the PSA target	Continue to work with Aim Higher Bedfordshire and Luton Area Steering Group to address issues of aspiration, increased progression into Further Education (FE) and Higher Education (HE) from vocational routes and extension of opportunity at / beyond level 3.	% Increase in numbers of students progressing to Higher Education % Reduction of students leaving at 16 and 17 1% increase in success rates between BME and white students. 5% increase in success rates for Bangladeshi and African Caribbean learners	
Continue to increase the number of young people participating and achieving qualifications, especially the disaffected, those from black and minority ethnic groups and	Work with Connexions, LEA and other partners / providers including voluntary and community sector to address the needs of the NEET group, disengaged and disaffected	Reduce NEET x % by January 2006 Increase in participation to x (Connexions Figures – Feb 06) 3 ESF projects initiated	European Social Fund (Approx £400,000)

learners with learning difficulties and disabilities.	young people.	Engage and mentor approx 160 disengaged and disaffected young people with LLDD and or from a minority ethnic group (60% to achieve a level 1 or equivalent qualification.) Investigate the declining trends of participation and success rates of male learners in FE	
	Introduce the Improving Choice Pathfinder (Mayflower Programme) for those Learners with Learning Difficulties and/or Disabilities (LLDD).	Steering Group established Action Plan agreed by regional office Recommendations of feasibility study for Centre of Excellence implemented 5-10 Young People gain placements	National Office Pilot Funding
	Work with Connexions / Local Education Authorities / further education / schools / sixth forms to embed the Education Maintenance Allowance.	Joined up marketing activities with partners to enable all students in years 9, 10 & 11 to be fully aware of EMA and all post 16 options Reduction in the number of students leaving at 16+ & falling into the NEET group	Education Maintenance Allowance
	Support participation and achievement targets, especially the disaffected or disengaged in priority groups such as NEET, ethnic minorities and within priority sectors.	865 young people engaged with 60% (519) achieving a level 1 or equivalent qualification	European Social Fund (approx. £1.04m) Local Initiative And Development Fund

	<p>IT (ESkills UK) I- Local Priority</p> <p>Media (Skillset) – Non Priority</p>	<p>Local Employers Network Skills Broker</p> <p>3 year development plan IT Systems Networking CoVE Min 10% ESO offer targeted £500 ESF funding (plans 1- 4) ITC qualification local rollout Local Employer Network Skills Broker</p> <p>National Entitlements Skills for life L2E IAG</p>	
Look to extend the level 2 entitlement and increase the numbers of adults participating on first full Level 2 (and 3) provision	Work in partnership with Further Education providers to agree adult provision plans including appropriate targets for types of provision to be delivered.	<p>Increasing number of adults participation in first full level 2 (3) provision, including appropriate 'First Steps' provision (x) Development Plan process X % increase in participation X % Full level 2 X % Full level 3 X % Adult First level 2</p>	Further Education Budgets
	Work in partnership with Work Based Learning providers to achieve agreed participation targets for adults.	824 Average in Learning	Work Based Learning Funding
	Deliver flexible training opportunities in rural and urban locations and in the workplace focussing on priority sectors and groups.	7 ESF projects initiated Approx 1500 adults to achieve level 2 and 3 qualifications with progression routes to alternative	European Social Fund (approx £3.3m)

		employment where appropriate	
	Develop and support Bitesize, focussing on priority disadvantaged groups, ensuring all learners engaged have access to appropriate IA Services.	250 taster sessions delivered 1500 learners below level 2 and / or new learners engaged with 500 progressing into further learning	European Social Fund Plan 4 £150,000
Deliver the 'Skills for Life' strategy for tackling numeracy and literacy skills, including prioritising basic skills training that leads to a qualification and improving completion rates	Agree provision plans with FE/WBL providers to reflect the required mix of skills for life programmes to enable achievement of annual milestones towards the local skills for life target for 2007 (16,387 achievements).	Set targets to improve the ratio of learners undertaking learning aims from NQF rather than 'other' provision to x:x [currently 45:55] xx New tutors trained to achieve appropriate skills for life teaching qualifications	Further Education Work Based Learning
	Deliver Work Based Learning Skills for Life project.	140 Starts 94 Achievements	Work Based Learning Skills for Life Project Fund
	Use Basic Skills Adviser to increase the number of beneficiaries within larger employers.	15 new companies engaged on the skills for life agenda 350 individuals up to Level 2	Core - European Social Fund
	Use Better Brokerage Initiative to engage local employers in Skills for Life activity.	30 road shows and 30 awareness sessions delivered to employers and employees Engage with agreed target number of local employers	Skills for Life Capacity Building
	Deliver Skills for Life projects focussing on those long-term non-participants, LLDD and minority ethnic groups.	10 ESF projects initiated Approx 800 learners to access / achieve a range of learning / qualifications in basic skills or basic skills staff qualifications	European Social Fund (approx £1.6m)

	Increase employer engagement and expand current basic skills activity in the construction and health and social care sectors.	Minimum of 2000 employees participating in Skills for Life	
	Work in partnership with the Probation Service to meet basic skills needs on the Offenders in the Community Programme.	388 Starts up to level 2 97 Achievements up to level 2	Offenders in the Community Fund
	Implement capacity building programme for new providers and voluntary and community organisations.	5 workshops run leading to new providers submitting a completed Self Assessment Report and Development Plan	Local Initiative And Development Fund
Increase skills development activities within the public services workforce, particularly those in the health and care sector, local authorities, children's services and schools and colleges	Implement a brokerage service building on our Skills for Life activity that engages with key decision makers and accesses the most appropriate provider/training to meet their needs.	200 Individuals achieving a Level 2 in the Care, Early Years and School Support Staff sectors	Business Link Core Funding European Social Fund DfES/DTI Funding
	Develop a workforce development strategy in partnership with the local LEA's to raise the levels of qualified, effective and competent teaching staff (including skills for life tutors).	This is the LSC preferred outcome of our Strategic Area Review. Outcomes to be determined subject to consultation.	
Work with Union Learning representatives to boost the demand for learning, especially literacy and numeracy	Deliver activities through trade union organisations in partnership with employers and learning providers to encourage participation in learning by their members.	1 ESF project initiated Engage 450 individuals and establish 45 learning projects	European Social Fund (£450,000)
	Work with the Trade Union Forum (TULL), local Trade Unions and the	Increase number of learning representatives by 20% from 250 to	Staff resource

	Trade Union Congress to develop the learning representatives network.	300	
Link skills training and local employment opportunities supported through the harmonisation of local planning and delivery with Jobcentre Plus	Review & update LSC / Jobcentre Plus Joint Delivery Plan to increase harmonisation of local arrangements to improve the quality of the provider network, drive up standards and reduce bureaucracy.	Joint targets agreed for: Skills for Life referrals E2E & apprenticeship referrals IAG referrals Increased employment opportunities & align services to employers Marketing activities aligned	Skills For Life Information Advice and Guidance Work Based Learning Workforce Development Fund
	Work in partnership with the Bedfordshire and Luton Employment Support Group to tailor skills and support package for vulnerable individuals.	410 Engaged businesses and individuals. (Specifically focused on making individuals more employable and/or avoid redundancy) 215 Outcomes up to level 2	European Social Fund Workforce Development Fund
To increase access and participation by adults from specific communities in appropriate learning opportunities.	Work in partnership with the ACL services in the LEAs and where appropriate the VCS to develop the quality and range of learning for "First Steps" and personal and community development for adults (responding to the priorities in the Skills Strategy).	Three-year plans to reflect the outcomes of the ACL consultation and identify areas for action in developing First Steps provision Increase numbers of new learners accessing ACL programmes Increase BME learners accessing ACL programmes	Adult and Community Learning Budget for 2005/6 Local Initiative And Development Fund
	Develop effective approaches, including working with VCS, to Family Learning in order to widen participation amongst adults. Work in partnership with ACL services in the LEAs to develop and	X adult learners participating in Family Learning Programmes X adults progressing from Family Learning to other learning	Widening Adult Participation Action Fund [WAPAF] Adult and Community Learning Budget Ethnic minority adult achievement

	extend the range of family learning.		grant
	Improve partnerships with voluntary and community organisations to encourage and support them to deliver innovative, accessible 'first step' learning in local communities and develop capacity of current and potential providers from the sector.	Measures TBA will be: - Centres supported Centres new to learning People into basic skills provision, VCO's capacity built Learners on programmes	NLDC fund Local Initiative And Development Fund European Social Fund
	<p>Work with local strategic partnerships to identify and address learning, skills and employment issues arising from local communities.</p> <p>Contribute to the continued development and implementation of Local Strategic Partnerships Community Plans.</p> <p>Develop, implement and report on community based projects designed to test out new approaches to learning in community settings.</p>	<p>Community Plans delivered</p> <p>Increased levels of participation from new learners and in particular those from deprived neighbourhoods</p> <p>Development of Kingsland Skills and Enterprise Centre in partnership with Further Education, Adult and Community Learning and voluntary and community sectors</p>	Local Initiative and Development Fund, NLDC and Neighbourhood Renewal Funding

Improving the quality and responsiveness of provision – taking forward the agenda for change: we will

Key Actions in response to LSC priorities	Summary of local activity	Key outcomes / measures of success	Resource
Align LSC plans and funding with those of other regional partners in support of Regional Economic Strategies	LSC Regional Statement of Priorities integrated into the Regional Skills Partnership (InSCOPE) Prospectus to ensure alignment of funding to support the Regional Economic Strategy.	Regional Purchasing Plan produced & delivered 05/06 Three Year Development Plans deliver the skills demands of current economic developments	Regional staff. Local staff
Ensure that colleges and the further education sector improve responsiveness to employers and become more demand led	Agree strategic actions and headline milestones / targets, which recognise the different employer roles of stakeholder, strategic partner or customer.	August 05/06 Responsiveness targets to be agreed as part of future 3 Year Development Plan process	Further Education Budgets
	Work in partnership to develop the Centres of Vocational Excellence (CoVE) network in line with the local and regional plan.	Full status confirmed for 6 CoVEs 1 collaborative CoVE in development phase. (Led by Essex LSC)	CoVE Capital and Revenue budgets.
	Deliver demand-led skills training to employers through individual or collaborative college provision.	3 ESF projects initiated through local colleges with approx 1000 adult beneficiaries at level 2 and 3	European Social Fund (approx. £2.4m)
Tackle the problem of gender stereotyping in apprenticeships	Undertake research / mapping exercise into sex inequality and gender segregation on Apprenticeships.	Develop appropriate actions based on outcomes of research / mapping exercise	Local initiative and development fund

Streamline the ways in which employers secure suitable skills training and provide local employers with an integrated offer of business and skills support	Respond to the skills development and business needs of Small/Medium Enterprises (SME's) through core Business Link contract and Small Firms Initiative.	52 liP Commitments 145 liP Recognitions (inclusive of 51 SFI commitments) 120 management development delegates attend skills workshops 60 Basic Skills Referrals	Work Force Development Fund
	Work in partnership with providers and sector specific brokers and business partners to respond to and deliver business-focussed services in key priority sectors such as On Site Assessment and Training (OSAT) and Leadership and Management.	65 Organisations participated in management development projects 200 employees engaged in skill specific learning 200 individual / leaders participating in learning towards individual action plans	European Social Fund Work Force Development Fund
	Support a flexible approach to the delivery of level 2 activity, based on current Employer Training Pilot (ETP) good practice that meets both employer and individual needs.	126 individuals participating in learning activity toward/below level 2	European Social Fund
	Support workforce development activity by targeting and delivering training to address skill shortages, sharing best practice within local priority sectors, national Sector Skills Agreements (SSA's) and funding skills brokers as part of the emerging employer skills offer.	20+ ESF projects initiated 3700 adult beneficiaries engaged at level 2 and 3 in priority sectors 7 employer networks established and 170 SMEs engaged 3 skills brokers employed	Local and regional European Social Fund (approx £4.8m)

Provide an improved impartial information and advice service	Support and develop local Information and Advice provision "Next Steps" to meet the national, regional and local priorities and targets.	28409 information sessions delivered 4080 adults either below level 2 or with ESOL needs or the disabled to access core Information and advice services 274 adults to access Enhanced Services Inclusion of Next Steps as part of adult learner entitlement 5 ESF projects initiated with approx 3500 employed individuals to receive an Information and Advice session	Information Advice budget £133,197.94 for April – July 2005 and an indicative allocation of £266,395.90 for August 05 – March 2006 (total indicative £399,593.84). Local and regional European Social Fund (approx. £640,000)
	Support the development of the local network of Information and Advice providers, improving capacity and quality particularly from the voluntary and community sector.	Increased number and range of Information and advice subcontractors 10 frontline staff from core funded providers to commence training leading to accreditation at level 3 / 4	Information Advice budget £133,197.94 for April – July 2005 and an indicative allocation of £266,395.90 for August 05 – March 2006 (total indicative £399,593.84).
Produce a capital investment strategy that builds on Centres of Vocational Excellence and supports priority sectors	Regional capital investment strategy developed which clearly prioritises key sectors & complements CoVEs Local Offices to prioritise local capital requirements.	Regional Capital Strategy developed & agreed Regional Plan for implementation of capital strategy developed & underway.	Regional & local LSC staff Regional & local LSC staff
Improve the quality, equality and success rates of provision	Develop capacity of Further Education providers to improve the quality and equality of provision leading to the achievement of	Young People (FE provision) X % increase in long course success rates to x X % increase in short course	

	success rates targets / milestones as set out in providers 3 Year Development Plans.	success rates to x X % Full Level 2 X % Full Level 3	
		Adults (FE provision) X % increase in long course success rates to x X % Increase in short course success rates to x X % Full level 2 X % Full level 3	
		Achievement of 2006 PSA targets (check date for target) X % Skills for Life	
	Continue to support the Further Education colleges in working towards the achievement of a fully qualified and competent workforce.	05/06 Workforce Capability targets to be agreed as part of future 3 Year Development Plans	Further Education
	Support Work Based Learning providers to improve the quality of provision and implement relevant actions in local LSC's WBL Improvement Action Plan.	All WBL areas of learning contracted for in 2005-06 are graded at least satisfactory (grade 3) either prior to the start of the academic year or during the year if subject to re-inspection Success criteria in WBL Improvement Action Plan met	Local initiative and development fund
	Provide a pool of specialist resources offering one-to-one support for WBL learners to increase retention and achievement.	75 learners to be supported 38 to go onto further learning	Local initiative and development fund European Social Fund

Work with partners and providers to enhance the quality, accessibility and capacity of post 16 provision in order to meet the expected growth in the economy of Bedfordshire and Luton.	In partnership with the local economic development partnership (BLEDP) develop the skills element of the local economic development strategy.	Growing existing employers/business sub group established Revised local Joint Economic Development Strategy (JEDS) to including a Skills framework for the Bedfordshire and Luton area Luton Airport Development Forum established	Staff Resources
	Work with the LSCs in Milton Keynes and Northamptonshire to identify the type and quantity of post 16 provision required to meet the Milton Keynes South Midlands (MKSM) sub regional (housing) growth.	Research project on growth projections completed and disseminated to partners (by 5th June) Skills framework for the growth area developed through MKSM education and skills sub group (by summer 05) Bid developed for additional financial resources needed to support the post 16 growth	Office of the Deputy Prime minister Staff Resources Staff Resources
	In collaboration with voluntary and community sector (VCS) take forward the key recommendations of the "Working Together" strategy.	Targeted projects and development activities with the VCS to develop capacity as an employer, provider and channel for communication Develop a local action plan to implement the "working together" strategy	Staff resources Local Initiative And Development Fund European Social Fund
	Develop joint private/public ventures (such as Kingsland Skills and Enterprise Centre) to create	This is the LSC preferred outcome of the Strategic Area Review. Outcomes to be determined subject	

	additional capacity in the post 16 sector to meet the predicted growth in the economy.	to consultation.	
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Internal Resources

Engagement of Council Members

The Council Members of the Learning and Skills Council Bedfordshire and Luton are from diverse backgrounds and are invited to contribute their skills, knowledge and experience to the LSC's Core Business Cycle, which includes the process for the production and approval of an Annual Plan. Both at Council meetings and as part of smaller sub groups they contribute to a number of specific tasks; for example the development of local priorities. They are also intimately involved with the dissemination and support of the strategies and plans of the Learning and Skills Council, Bedfordshire and Luton within their own and wider communities.

Engagement with Partners

We recognise that our mission and targets are challenging and that we alone are unable to meet them. The Learning and Skills Council, Bedfordshire and Luton works throughout the county (and regionally) with a wide range of partners and business organisations in the public, private and voluntary and community sectors and through groups such as local strategic and economic development partnerships, in order to achieve mutual support at both a strategic and operational level.

Financial and Performance Management

The demands on the Learning and Skills Council are limitless; however the funds we have are not. We will therefore work closely with all our providers and partners to ensure we maximise the benefit of the public money we invest in order to deliver the skills that local employers and individuals need. In order to do this we will conduct, in addition to day-to-day contract management, an annual review of colleges and providers, supported by local management information and research, as part of our wider core business cycle to ensure that the mix of provision purchased locally meets local priorities and targets.

Risk Management

The LSC is committed to the effective and timely management of risk. It regularly identifies and reviews the most significant risks relating to the successful delivery of corporate objectives and targets. This is founded on a shared process for:

- Identifying barriers which prevent the achievement of objectives and evaluating the likelihood and impact of these;
- Evaluating the controls that are currently in place and determining any further action needed with regards to the residual risk; and
- On-going senior management monitoring.

The Executive Director is responsible for ensuring that adequate systems of internal control, risk management and governance are designed and implemented for each local LSC.

Human Resources and Staff Development

The Learning and Skills Council Bedfordshire and Luton is a recognised Investor in People and continues to develop its staff through an ongoing process of performance and development review as part of its wider people plan. Staff are developed in a variety of ways in line with needs and objectives derived annually from national, regional and local business and learning and development plans and their own developmental needs. The Learning and Skills Council Bedfordshire and Luton is committed to the core values of the LSC, Trust, Expertise, Ambition and Urgency. Staff development is carried out in support of these ensuring our staff are focussed on, and have the skills to, deliver our mission and targets.

Health and Safety

The health and safety of learners is a fundamental value for the Learning and Skills Council. We believe that learners are entitled to learning that takes place in a safe, healthy and supportive environment. Our policy is to adopt a “best practice” role with regard to the promotion of learner health and safety, by applying the following four core principles:

- to expect that colleges and other providers funded by the Council will fully meet their legal obligations and “duty of care” to learners;
- to seek assurance that colleges and other providers have suitable and sufficient arrangements for learner health and safety;
- to take appropriate action where expected standards are not met or maintained;
- to promote the raising of standards for learner health and safety through support, and challenge, as appropriate.

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.

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 (due to come into effect in 2006). Our actions and activities which are covered in this plan will be underpinned by and reflect the Council's Race Equality Scheme.

Local LSC Annual Planning Summary 2005/2006

LSC Name Region

Summary of 16-18 Participation

2003/04					2004/05					2005/06						
Further Education	Workbased learning	Entry to Employment (starts)	6th Forms (all ages)	Other	Further Education	Workbased learning	Entry to Employment (starts)	6th Forms (all ages)	ESF only funded participation*	Other (including ACL)	Further Education	Workbased learning	Entry to Employment (starts)	6th Forms (all ages)	ESF only funded participation*	Other (including ACL)*
9414	1008	547	4746	298	9604	949	416	4903	638		9791	967	540	4903	200	

Summary of Adult Participation

2003/04					2004/05					2005/06					
Further Education	Workbased learning	Non Accredited Learning (ACL)	Other	Further Education	Workbased learning	Non Accredited Learning (ACL)	ESF only funded participation*	ETP	Other	Further Education	Workbased learning	Non Accredited Learning (ACL)	ESF only funded participation*	ETP	Other
41567	798	10785	1869	42200	761	11000	3287			32486	459	11520	1462	250	

* NB only use these cells if discrete separately funded activity exists which is not already included in other categories.

Summary of Planned Contribution to National PSA Targets (volumes)

	2003/04		2004/05				2005/06				Planned achievements 2004/05 to 2006/07
	Further Education	Workbased learning	Further Education	Workbased learning	ETP	Other (including ESF)	Further Education	Workbased learning	ETP	Other (including ESF)	
Full Level 2 Participation (Adults)	1617		1485	639		5	1533	1152	150		
Full Level 3 Participation (Adults)	1406		1435	255			1459	477			
Skills for Life Qualifications (contributing to PSA)	4070		5549	778		44	5995	1007	50	40	7487

Success Rates (all ages)

Further Education	Short		Long		Overall	
	Starts	%	Starts	%	Starts	%
2003/04	30448	79%	34656	58%	65104	68%
2004/05	30528	78%	33468	63%	63996	70%
2005/06	24420	79%	24420	67%	64639	72%

Workbased learning

	Framework (National Performance Indicator)			Framework or NVQ - Success Rate and Floor Target			Entry to Employment	
	Total Leavers	Completers	%	Total Leavers	Completers	%	Total Leavers	% positive destinations
2003/04							555	35%
2004/05	894	320	37	894	425	48	399	38%
2005/06								

Budgets and Funding

	Learning Participation				Development Funding	Capital	Administration	Other Programme Budgets
	Further Education	Workbased Learning	Entry to Employment	School 6th Forms				
2005/06 Academic Year	#####	£4,530,792	£2,136,783	#####				
2005-06 Financial Year	#####	£1,434,000	£721,000	#####	£2,694,000	£431,000	£1,452,000	£4,389,000

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