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London Learning and Skills Plan 2009/10

December 2008

Of interest to everyone involved in improving skills and learning opportunities
across London

DRAFT

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Foreword

In a climate of changing economic conditions and in the light of the Machinery of Government changes, we must focus more than ever on ensuring that Government investment is used to benefit all Londoners to equip them for sustainable employment and higher education, and to better support the capital's businesses with much needed skills.

With regard to the 14-19 agenda, it is essential that we maintain focus on our success in raising 16-18 participation and achievement, in consistently driving down the numbers of young people Not in Education, Employment or Training (NEET) and in supporting the delivery of the September Guarantee across London. We have record numbers of young people achieving full level 2 and 3 qualifications by the age of 19 and a comprehensive package of support for those who may have slipped through the net the first time around.

We will also be working with our partners, providers and stakeholders to ensure an effective transition to the new local 16-18 commissioning arrangements outlined in Raising Expectations: enabling the system to deliver. To support this, we are working with Local Authority colleagues to pilot a "dry run" of the new 16-18 arrangements to enable London to test the proposed structure and ways of working and ensure we lead the way from September 2009 when it really begins to count.

For Adults, our investment in skills continues to rise, helping support wider government goals to reduce child poverty, promote social mobility, boost innovation and business productivity and support higher levels of sustainable employment. At the same time, we have used a demand-led funding system to put purchasing power into the hands of employers and individual learners.

We will continue to work with key partners to integrate our various employment and skills activities, in order to maximise the benefits of all government investment at this challenging time. In the longer term, the 2020 Skills targets must be achieved.

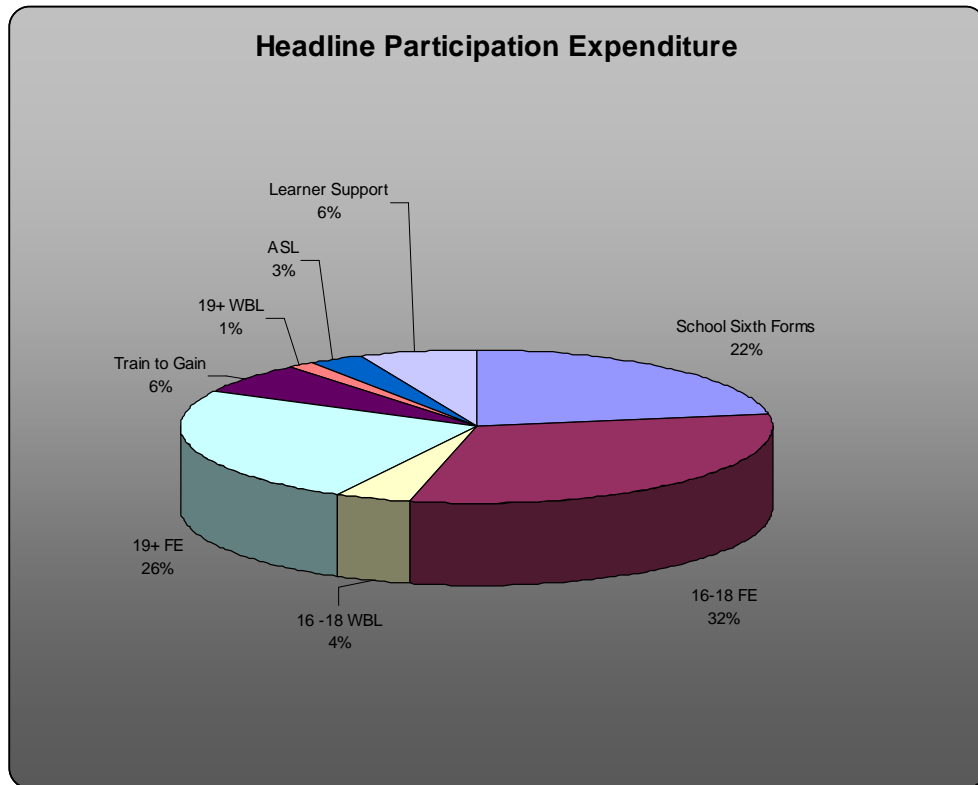
This plan sets out how we will invest considerable resources to meet London's ongoing and emerging challenges. I look forward to working with you all to ensure we emerge stronger, more skilled and better equipped for the future.

David Hughes

Investing in London

This year we will invest more than ever before in learning and skills in the capital. We want to invest in providers that can deliver, buying the best quality provision to meet London's needs and dealing robustly with poor quality.

LSC Funding (by stream) 2008/09



We continue to deliver more and better provision than in previous years:

- 96,600 places planned in further education (FE) for 16–18-year-olds.
- Over 19,000 young people participating in work-based learning.
- More than 83,000 young people were supported by EMA to remain in learning and achieve.
- Over 23,600 Full Level 2 places for adults in FE.
- Over 20,000 Full Level 3 places for adults in FE.
- Through Train to Gain, over 55,000 new Level 2 starts, 12,000 new Level 3 starts and over 8,000 new Skills for Life starts.
- Just over 18,000 workless Londoners to participate in employability skills programmes.

Our Strategic Direction for 14-19

16-18 participation has been rising and 2007/08 data confirms that London again achieved the highest rate in England: 82.1% (16-18) compared to 77.5% national average. The effect of rising participation is reflected in our falling NEET numbers. Four years of consecutive reductions is set to continue, reducing NEET faster than the national average, and the rate of our reduction has accelerated: down from 7.6% in February 2007 to 6.5 % in February 2008. London has already gone beyond its **2010** indicative target of 7% - the first and only region to do so.

The priorities for our funding in London are clear. For **young people** we seek to:

- Increase further our 16-18 participation rate;
- Narrow the gap in educational achievement between young people from low income and disadvantaged backgrounds and their peers;
- Address London's relatively high drop-out from learning at 17 and NEET at 18
- Improve the quality and accessibility of impartial Information, Advice and Guidance
- Ensure preparations are made to ensure a smooth transfer of 16-19 funding to local Authorities.
- Raising the quality and attainment of L3 provision, particularly important in relation to the demands of our high skilled economy.

16-19 transition and Machinery of Government changes

The new 14-19 Regional Planning Group (RPG) chaired by Cllr James Kempton, includes key stakeholders like FE, SFCs, ALDCS and elected members. It will address two distinct themes: deciding future LA structures for 14-19 working and the transition of the existing commissioning process (LSC) to the new version (LA). An officer level sub-group has been established to work on implementing the detailed operational aspects.

An outline submission of the proposed new 14-19 model for London has been submitted to the DCSF, detailing the new structure and the approach Local Authorities will take when discharging their new responsibilities as strategic commissioners of 16-19 learning.

A key element of the transition is the joint 14-19 'Dry Run' of the new commissioning process in 2008/09 to pilot the new approach. It will entail LAs working closely with LSC Partnership Teams to complete a strategic analysis; develop local 14-19 commissioning plans; conduct inter-borough dialogues and aggregate plans regionally.

Our Strategic Direction – Adult Skills

The LSC played a leading role in developing the **London Skills and Employment Board's** recently published strategy- *London's Future: the Skills and Employment Strategy for London 2008-2013*.

For **adults** and **employers**, we share the ambition of the LSEB to:

- work with employers to support them in providing more job and skills opportunities, to benefit their businesses and to keep the capital's economy competitive;
- support Londoners to improve their skills, job and career prospects through integrated employment support and training opportunities; and
- create a fully integrated, customer-focused skills and employment system.

LSC investment alone is not enough to meet these challenges. This commissioning plan sets out what we can contribute to the delivery of the strategy.

A key element of the Board's strategy is the development of a Joint Investment Plan (JIP) to develop a more integrated approach to commissioning programmes to make the most of the resources available from the three main delivery agencies (LSC, JCP/DWP and LDA). Its specific objectives include:

- Ensuring that we invest consistently in the same priorities and co-ordinate these more effectively;
- Identifying and enabling co-commissioning arrangements to maximise added value;
- Providing a mechanism and framework for directing expenditure;
- Providing clarity on responsibilities between partners, for both internal and external audiences;
- Better co-ordination of commissioning/management arrangements in order to reduce bureaucracy and its associated costs for providers; and
- Supporting the case for additional resources.

The London Learning and Skills Plan sets out the full range of our activities, including our contribution to the JIP.

Fee Collection

We estimate that FE fee income in London was circa £30m in 2007/08, rising to £46m (estimated) in 2008/09. In 2009/10, we expect 47.5% of eligible FE income to be derived from fees, rising to 50% by 2010/11. We have set fee collection targets for every institution, recognising their different starting positions. We have also set targets for other income generation, recognising that a mixed economy is necessary to ensure that all learning needs can continue to be met.

Vocational Qualification reform programme

The LSC is reviewing the existing funding and performance measures to better support flexible patterns of achievement in the Qualifications and Credit Framework (QCF). In 2009/10 there will be small scale trials of unit funding and a credit success rate.

From 09/10, the LSC will start to use eligibility to prioritise those vocational qualifications identified by Sector Skills Councils as a priority for public funding:

- We will start to actively focus funding and align performance measures to QCF provision
- To support this, from August 2009 the LSC will 'turn off' funding for predecessor qualifications in the NQF and lower priority provision. This will be risk assessed.
- Providers need to start to move provision to QCF qualifications.

Capital

Substantial capital investment will support the wider development and renewal of London's FE infrastructure - helping secure capacity for new Diploma programmes, improving employer responsiveness and building a more specialised FE system.

From April 2007 to September 2008, £798 million of capital expenditure was approved, of which the LSC pledged to contribute £583 million (73%). Approximately 34% of the Region's total floor-space has benefited from LSC capital investment and requires no further significant improvement. It is anticipated a further £500 million of capital will have been committed by the end of 2010.

We are also intending to:

- launch a £50m Olympic Legacy Centre Programme, accessible via Open and Competitive Tendering; and
- invest in the Olympic NSA for Construction which will deliver both pre and post employment learning. A Sport and Leisure Academy will also benefit from a London hub in the run-up to 2012.

Challenges, key actions and measures of success for London

The LSC has three national priorities, which we share at both regional and local level, with an additional priority for the Olympics.

The London Story¹ provides a shared evidence base, which describes many of the challenges. Delivering Learning and Skills, LSC London Region's own strategic analysis, and supporting documents⁴ form the basis of the challenges and actions set out below.

Priority 1- Meeting the needs of Young People

Key challenges for London

- Increase further 16-18 participation in London and reduce drop-out at 17, which has remained largely constant since 2003.
- Tackle hard-to-reach groups, particularly in NEET 'hotspot' boroughs, and addressing NEET at 18.
- Overall take-up of Diplomas is still modest and does not constitute an entitlement for many young Londoners.
- Improve the quality and accessibility of impartial Information, Advice and Guidance
- Ensure preparations are made to ensure a smooth transfer of 16-19 funding to Local Authorities.
- Improve the quality and quantity of Apprenticeships
- Improve level 3 provision as London's average QCA score is the lowest of any region.
- Mitigate the effects of the economic downturn on programmes that rely on a high level of employer support/participation.

Action	Milestone
1.1 Commission high quality provision that forms an integral part of local 14-19 entitlements : <ul style="list-style-type: none"> • Extend the LSC funded post-16 support programme (the London Value Added Project) from our current coverage of 31 boroughs, 301 schools and colleges. • Implement the Challenge and Support process with Local Authorities - focusing on weak SSF performance and Level 3 outcomes in particular. 	By end of July 2010 By June 2009
1.2 Support Local Authorities to extend and embed the	

¹ <http://www.london.gov.uk/lseb/docs/thelondonstory.pdf>

⁴ The strategic Analysis – Delivering Learning and Skills 2008 and National Employer Skills survey 2007: Key findings for the London Region.

<p>September Guarantee for Year 12s:</p> <ul style="list-style-type: none"> • Target boroughs that failed to meet 90% offer made benchmark • Increase the number of January starts available – perhaps make a wider point about greater flexibility of provision of which January starts is a sub-set • Initiate a new ESF intervention addressing NEET at 18 with a particular emphasis on employability in collaboration with LDA. 	<p>By September 2009</p> <p>By January 2009</p>
<p>1.3 Reduce the volume and proportion of Young People who are Not in Education, Employment or Training by:</p> <ul style="list-style-type: none"> • Implementing the 2008-10 £27m ESF programme focussed exclusively on NEET. 	<p>Through 2009/10 academic year</p>
<p>1.4 Improve Information, Advice and Guidance for Young People:</p> <ul style="list-style-type: none"> • Extend the pan-London 14-19 e-prospectus, Choice, to include a wider suite of IAG and pathway planning tools • Merge the e-prospectus with London Connexions' job portal to create Choice Jobs • Build a reciprocal link to the Apprenticeship matching service (NAVMS). • Sponsor the Skills London event in November will ensure over 45,000 14-19 year olds can meet employers and providers, and explore careers in November 2009 	<p>By March 2009</p> <p>By March 2009</p> <p>By September 2009</p> <p>November 2009</p>
<p>1.5 Ensure preparations are made to ensure a smooth transfer of 16-19 funding to Local Authorities:</p> <ul style="list-style-type: none"> • Work with London Local Authorities to develop their 16-19 commissioning model • Test the 'dry run' with Local Authorities and refine the new model accordingly. • Support participating Local Authorities to conduct a strategic analysis; develop local 14-19 commissioning plans; conduct inter-borough dialogues and aggregate plans regionally. 	<p>By September 2010</p> <p>By April 2009</p> <p>By April 2009</p>

Priority 2 – Raising the level of Adult skills

Key challenges for London

- Whilst the proportion of economically active adults qualified to at least Level 2 has improved, there are still 870,000 residents below that threshold.
- London has more hard to fill vacancies because of skill shortages than any other region.
- There are now twice as many London employees engaged in the Train to gain programme compared to last year; increased participation now needs to translate to achievements
- Launch of NAVMS to drive Apprenticeships as preferred vocational option
- Improving Numeracy achievement is one of our biggest challenges (48% of Londoners estimated to have Numeracy skills below Level 1).
- More payable and sustainable job outcomes in relation to employability programmes.
- London is likely to be harder hit by the economic downturn than other regions.

Action	Milestone
<p>2.1 Improve the volume and quality of Apprenticeships in London, by implementing the actions outlined in the London Apprenticeship Plan for Growth.</p> <p>Implement a Vacancy Matching Service for potential Apprentices in London</p> <p>Train JCP and other 19+ stakeholders on the Apprenticeship offer</p>	<p>X increase in Vol of starts</p> <p>VMS operational by January 2009</p>
<p>2.2 Continue to implement the Train to Gain Plan for Growth:</p> <ul style="list-style-type: none"> • Deliver the ambitious trajectory for an increase in Train to Gain starts • Manage the transition of skills brokerage to the London Development Agency • Improve Leadership and Management skills of SMEs • Increase quality of provision in Train to Gain – achievements/success rates • Implement agreed Sector Compacts and new flexibilities allowing additional level 2 and 3 	<p>Performance to reach these targets by 09/10: Level 2: 66,198 starts Level 3: 17,551 starts Skills for Life: 12,483 starts</p> <p>3,241 personal development plans for managers of SMEs March 09</p> <p>Target of overall Success rates of 65% by end of 09/10</p> <p>Second Level 2/3 to be drawn from priority qualifications identified by</p>

	SSCs
<p>2.3 Challenge and support providers to continue to improve the quality of all provision in London, resulting in the issuing of fewer Notices to Improve and less Apprenticeship frameworks below the Minimum Level of Performance.</p> <p>Ensure providers in scope embed Framework for Excellence into their self-assessment process</p>	<p>FE Overall Success rate increased to 80% by the end of 2009/10</p> <p>Apprenticeship success rates increased by 5% by the end of 2009/10</p> <p>E2E positive destinations maintained at 55% by the end of 2009/10.</p>
<p>2.4 Support providers to reshape the entry level and level 1 curriculum to maximise opportunities for learners on the Foundation Learning Tier progression pathways.</p>	<p>Move at least 30% of current entry level and level 1 provision into FLT progression pathways during 2009/10</p>
<p>2.5 To help the financial stability of FE providers, set challenging fee collection targets including other income generation.</p>	<p>Set individual fees collection targets for all institutions and aim to raise an additional £xm in fees by July 2010</p>
<p>2.6 Invest in capital projects which help improve the quality of delivery</p>	<p>An estimated £500m capital committed by the end of 2010.</p>
<p>2.7 Co-finance £40m of ESF activity to support individuals' access to and progress in the London labour market.</p>	<p>Contracts offered to engage with 12,000 workless individuals, & 11,000 employees:</p> <ul style="list-style-type: none"> - 3,700 workless participants to achieve sustainable employment - 5,000 employees to achieve a level 2 or above qualification – by when?

Priority 3- Reforming the System

Key challenges for London

- The current economic downturn means that the LSC and the provision it commissions need to be flexible enough to adapt and respond to the immediate challenges, while still focussing on longer term goals
- The ‘skills and employment system’ is often described as overly complex and difficult to navigate for learners and employers; this needs to change.
- More of our investment needs to result in Londoners gaining employment or skills to help them into employment
- Alignment of funding to ensure a seamless service to integrate employment and skills both into work and in work.

Action	Milestone
3.1 Build a more integrated adult skills offer in London which: <ul style="list-style-type: none"> • Improves the employability of disadvantaged Londoners • Moves more people into employment • Improves employees’ skills • Supports the delivery of sector employability toolkits through Local Employer Partnerships, in conjunction with JCP • Works towards aligning targets in City Strategy Pilots with Local Area Agreements 	JIP published – Jan 09 JIP reviewed –June 09
3.2 contribution to Mayor’s Economic Recovery plan	TBC
3.3 Work with the LDA and other partners to simplify and improve the employer offer in line with the LSEB objective of “a one stop shop approach for employers”.	Full integration of skills brokerage within the Business Link brand by March 2010.
3.4 Remodel the balance of provision in London: <ul style="list-style-type: none"> • Maintain investment in ESoL, while remodelling the nature and type of provision • Encourage embedding of Literacy and Numeracy basic skills. • Protect investment in the FLT, while channelling it into the agreed pathways 	TBC

Priority 4- Equip Londoners with Skills to benefit from investment in the London 2012 Olympic Games and Paralympic Games

Key challenges for London

- Meeting future skills needs requires a genuinely strategic approach to major infrastructure developments like London 2012, Crossrail and the Thames Gateway.
- The 2012 Games is a unique catalyst; existing objectives across a broad range of employment and skills activities can be achieved more quickly or effectively.
- In each of the five Olympic Boroughs, qualification levels and the employment rate are lower than the rest of London.
- The Olympics also provides an opportunity to address London's chronic shortage of sports coaches and Apprenticeships by raising the profile and improving the quality of training.

Action	Milestone
4.1. Develop the Stratford City National Skills Academy for Construction and work with the emerging Academies in Tourism & Hospitality and Media	<ul style="list-style-type: none"> • High level skills plan agreed by March 2009 • Liaise with key stakeholders to establish delivery plans for emerging academies by March 2010.
4.2 Implement the London Employment and Skills Taskforce (LEST) Plan for 2012: <ul style="list-style-type: none"> • Roll out the next phase of Personal Best (PVP) • Increase the number of employers signed up to public sector Apprenticeships • Adopt a commitment to people principles?? supported by training facilities on or near the Olympic Park • Develop the London Leisure Academy as Centre of Skills excellence for sports industry • Generate media training placements before and during the Games • Develop a customer service Gold Standard • Rolling out the next phase of the Employer Accord 	<ul style="list-style-type: none"> • 5700 Personal Best graduates by March 2009 • 4000 training places per year at 3 training centres • Leisure: 50 apprenticeships and the Centre providing 10% of UK coaching certificate NVQs and 25% fitness certificates • 1,200 trained media workers employed • Accord deliver 6,000+ jobs overall by 2012
4.3. Support the National Delivery of LSC Olympic Projects to address public participation in cultural, community and sporting activities.	<ul style="list-style-type: none"> • AASE – and sporting Apprenticeship numbers
4.4 Align LSC mainstream investment with partner priorities on 2012 skills & employment legacy	<ul style="list-style-type: none"> • Targets on apps and T2G to be agreed June 2009?. • New pilot programmes targeted at NEETs and Offenders launched Dec 2009

Commissioning Profile

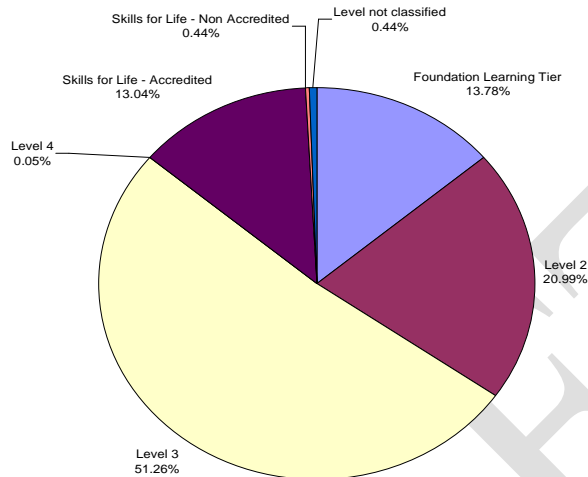
<i>Measure</i>	2007/08 Actual	2008/09 Estimated	2009/10 Projected	% change between 08/09 and 09/10.
16-18 (Young People Delivery)				
Total Young People participating in learning	176,600	186,814	184,876	0.00%
of which participating in Apprenticeships or Advanced Apprenticeships	11,646	12,700	13,303	4.75%
of which starting an Apprenticeship or Advanced Apprenticeship	5,565	6,100	6,400	4.92%
of which participating in FE	94,644	98,929	98,929	0.00%
of which participating in SSF	63,456	67,520	64,979	-3.76%
of which participating in E2E	6,854	7,665	7,665	0.00%
Percentage of young people reaching Level 2 at age 19	77%	79%	81%	2.00%
Percentage of young people reaching Level 3 at age 19	52%	52%	53%	1.00%
Adult Learning (Learner Responsive)				
Total Number of Adult Learners	307,744	336,041	303,594	-9.66%
of which participating in Full Level 2 (in FE)	17,494	23,854	25,385	6.40%
of which participating in Full Level 3 (in FE)	17,248	20,433	20,770	1.65%
of which participating in FLT	36,085	67,385	67,930	0.81%
of which participating in Accredited Skills for Life	99,057	93,339	96,348	3.22%
of which Accredited Skills for Life Numeracy	15,184	17,360	22,535	29.81%
Adult Safeguarded Learners	134,593	134,593	129,209	-4.00%
Adult Learning (Employer Responsive) *				
participating in Apprenticeships or Advanced Apprenticeships	10,100	11,300	12,317	9.00%
starting an Apprenticeship or Advanced Apprenticeship	7,996	8,358	9,110	9.00%
starting a FLT course (TtG)	-	869	-	0.00%
starting a Full Level 2 (TtG)	36,950	52,000	66,198	27.30%
starting a Full Level 3 (TtG)	5,150	7,410	11,115	50.00%
starting a Full Level 4 (TtG)	-	595	-	0.00%
starting a Skills for Life course (TtG)	6,580	6,580	12,483	89.71%
Skills for Jobs and Employability Skills Programmes	7,337	17,153	22,599	31.75%
Learners with Learning Difficulties and/or Disabilities (LLDD)				
Total number of learners supported in 16 -18 FE and ALR	41,013	41,013	41,013	0.00%
Total number of learners in specialist residential colleges	463	460	450	-2.17%

* 07/08 Figures for Employer Responsive do not include FE NVQ Transfer

Commissioning

16–18-year-olds

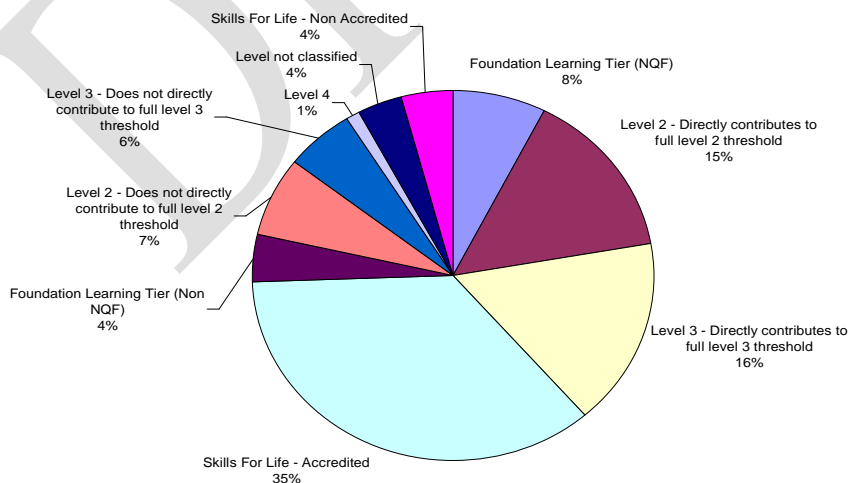
The LSC's investment in Young People through FE colleges was over £436m in 2007/08. The chart below illustrates the balance of provision.



- Most provision will be secured through planning dialogues with colleges, providers and schools (via Local Authorities).

Adults

The LSC's investment in Adults through FE colleges was over £388m in 2007/08 and over 74% was directed towards priority learning.



Tendered commissioning

The London Region has access to £XXXm of ESF funding over the period 2007-2013. This brings with it an obligation to competitively tender enough of its mainstream provision to secure the co-financing match. We will be opening tenders towards the end of January 2009 and inviting organisations that have pre-qualified and expressed an interest through the Qualified Provider Framework freeze taken at 10th December to respond to the appropriate specifications. Any organisation that wishes to express an interest for future tendering opportunities that may become available after January 2009 can continue to apply through the Qualified Provider Framework portal, details of which can be found at www.lsc.gov.uk/providers/commissioning/qualifiedproviderframework .

European Social Fund

£65.7m has been offered to 150 projects to deliver training to nearly 40,000 unemployed, economically inactive people and employees in London, including over 15,000 of the NEET group. As projects begin to deliver, the key challenge will be to ensure that ESF activities link to form an integrated employment and skills offer that does not duplicate or displace any other programmes and retains flexibility to reflect changes in the London labour market. A further £30 million of ESF may be tendered in 2009.

Equality and Diversity – Equality and Diversity Impact Measures

The LSC's national Single Equality Scheme sets out how we will work with learning providers to promote equality and tackle disadvantage and exclusion through access to learning and skills. In our planning dialogue with providers, we will help them to review their performance on equality and diversity measures, assist in setting appropriate improvement targets and ask providers to reflect on how they contribute to our regional 2010 Equality and Diversity Impact Measures (EDIMs):

Gender

Ensure success rates for both male and female learners improve and that any gaps between them are narrowed.

Ethnicity

Raise the success rates of low performing groups, with a particular focus on any which are below the minimum level of performance and/or in decline.

LLDD

Ensure success rates for learners with learning difficulties and/or disabilities (LLDD) continue to improve, with a particular focus on any provision they are below average and/or are in decline.

Data Accuracy

Encourage providers to improve the accuracy of data collection for LLDD and ethnicity, reducing the number of learners for whom no information is provided

Quality

Quality Assurance

- Quality improvement will be a key driver of our commissioning decisions to secure good quality learning and continue to eradicate poor provision.
- We will support good colleges and providers to perform even better and challenge those that are satisfactory but not improving.
- As part of this rigorous approach, we will assess performance against Minimum Levels of Performance using 2007/08 academic year success rate data (based on the new measures).
- These minimum levels will be used by Ofsted as part of the college and provider performance report.

Minimum levels of performance for 2009/10

Programme/qualification type	Minimum level
FE long qualification Level 1	60%
FE long qualification Level 2	60%
FE long qualification Level 3	60%
A-levels	75%
FE long qualification Level 4 or higher	58%
FE short qualification (5–24 weeks – all levels)	62%
Apprenticeship (full framework)	50%
Advanced Apprenticeship (full framework)	50%
TtG	65%

- Where a substantial proportion of provision is identified as ‘inadequate’ or ‘underperforming’, a Notice to Improve will be issued.
- We will address ‘satisfactory but not improving’ provision through a regional approach to improvement indicators that will focus on areas in danger of slipping below minimum performance levels if the bar is raised.

Related documents

[links to be inserted here]

Glossary

E2E: Entry to Employment

EMA: Education Maintenance Allowance

ESF: European Social Fund

ESOL: English for speakers of other languages

FE: further education

Full Level 2: equates to five GCSEs at grades A* to C

Full Level 3: equates to two GCE A-level passes or equivalent

HE: higher education

JIF: Joint Investment Framework

LAA: Local Area Agreement

LEST: London Employment and Skills Taskforce

Level 5: foundation degree-level learning

Level 6: degree-level learning

NEET: not in education, employment or training

NQF: National Qualifications Framework

NSA: National Skills Academy

NVQ: National Vocational Qualification

OCT: Open and competitive tendering

OLASS: Offender Learning and Skills Service

OSAT: On-Site Assess and Train

PCDL: personal and community development learning

Progression pathways: a high-quality, coherent curriculum offer for entry and Level 1

QCF: Qualifications and Credit Framework

SSC: Sector Skills Council

SDI's: Specially Designated Institutions