



Leading learning and skills

LONDON JOINT ACTION PLAN

**JOINT REGIONAL RESPONSE TO THE ECONOMIC
DOWNTURN**

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LONDON JOINT ACTION PLAN

Background

- 1 The Government has set out its high level response to redundancies and the economic downturn. For the first time, the three major government departments (the Department for Work and Pensions (DWP), the Department for Innovations, Universities and Skills (DIUS) and the Department for Business, Enterprise and Regulatory Reform (DBERR)) responsible for jobs, skills and business have agreed to work together and charge their agencies and organisations to develop joint action plans at a regional level aimed at supporting employers and individuals to deal as effectively as possible with the economic downturn and to ensure that the region is in the best possible shape to face the new challenges which will emerge in the future.
- 2 In London, the Joint Action Plan has been informed by the Mayor's Economic Recovery Action Plan (ERAP), it is an important component of the joint investment plan which the Learning and Skills Council (LSC), DWP/Jobcentre Plus and the London Development Agency (LDA) have been charged to develop by the London Skills and Employment Board (LSEB), and it will feed into the work of the London Higher Economic Group that is co-chaired by the Minister for London and the Mayor.
- 3 In particular, the regional Joint Action Plan will put into place effective mechanisms which will support those at risk or facing redundancy and the newly redundant as well as continuing to help the long-term unemployed back into sustainable work. It will also ensure that attention is given to young people who will be entering employment at a particularly challenging time.
- 4 In doing this, London Jobcentre Plus, the LSC London Region, the LDA, the Government Office for London (GOL) and others will work to their strengths and minimise overlap. The Plan is clear about what is needed, where responsibility lies and how each element will be resourced. Where there are gaps (spatial, product or volume) in the current service offer, we will seek to address these through the use of European Social Fund (ESF) and other means. The LSC's proposals for a supplementary ESF co-financing plan to utilise the revaluation funds are set out as an annex to this plan.
- 5 There is a requirement by Ministers for plans to include clear mechanisms which will show:
 - How employers can notify job losses to appropriate partners
 - How the Rapid Response service is put into place to deal with large scale job losses most appropriately
 - How careers advice services are available to all who lose their jobs

- How skills funding is made available to support retraining for those who need it, with sufficient capacity and flexibility among training providers to provide appropriate training to help people facing redundancy
 - That funding available through the LDA, Working Neighbourhoods Fund and ESF is coordinated to maximise sustainable employment outcomes
 - That employer networks are deployed to promote Local Employment Partnerships (LEPs)
 - That all public sector vacancies are notified to Jobcentre Plus, and a reasonable proportion of vacancies are filled through LEPs
 - That local partners engage with all public sector infrastructure projects in the region to ensure that their recruitment and training are handled, on LEP lines, through Jobcentre Plus and skills needs discussed with the LSC.
- 6 The Plan also includes what support businesses, in particular small and medium enterprises (SMEs), can expect from the public agencies – especially the LDA and Business Link - to help survive the economic downturn.

The London Labour Market

- 7 In order to ensure their maximum effectiveness, all actions taken by the key London public agencies will need to take account of:
- The demographics of the people at risk of or who have been made redundant
 - The unique characteristics of the London Labour Market as a whole and in particular a recognition that in London public interventions need to be carefully crafted to local conditions
 - The complex travel to work patterns that often exist in many London workforces.
- 8 With that in mind, the effects of the economic downturn on London so far contrast with other parts of the UK:
- The rise in the London claimant count started later than in the rest of the UK and is moving upwards at a slower pace. London's Job Seekers Allowance (JSA) Claimant Count for October saw a 1.3per cent increase from September – against a national increase of 2.7per cent
 - The percentage increases in the claimant count for London have lessened each month since July
 - Claimant count increases have, so far, been concentrated in Outer London – the period between October 2007 and October 2008 saw a marked rise in claims in Outer London (up 11per cent), whilst Inner London showed a relatively small rise (up 1per cent). This means that in contrast to previous years there are now more people claiming JSA in Outer than in Inner London

- Jobcentre Plus vacancies in London are holding up in sectors that usually use this service to recruit – with a 3.4per cent increase in overall vacancies notified in 2008 compared with the same period in 2007 However the London agencies are aware that:
 - vacancy figures are highly volatile, resist trend analysis and can only be used as an general indicator
 - the effects of the economic downturn may feed through later in London if it follows the same pattern as the UK but lags behind by a few months as was the case in the early 1990's
 - what is happening to London's migrant population has implications for the employment picture as a whole. Early indications suggest that a number of migrants are leaving London to return to their home country or elsewhere and far fewer National Insurance numbers are being issued to recent arrivals.
- A more accurate picture is therefore unlikely to form until early 2009, when the effects of the downturn have worked their way through the post Christmas retail and hospitality sectors and the trend is more evident
- Of the redundancies which have recently been declared, a significant proportion are in the sectors that do not usually advertise through Jobcentre Plus - for example in the financial services sector - which account for almost 50per cent of the recently notified redundancies.

9 So far this year, London Jobcentre Plus has been notified of over 630 cases of redundancies that may affect approximately 57,000 staff, however:

- Few employers have asked for additional assistance so far, and assistance sought has largely been limited to providing information and advice to the employees who are affected
- Many employers that have notified redundancies have declined assistance, in particular high profile financial institutions
- The impact for London is complicated by the travel to work patterns of employees - many of the workers who have been affected by the threat of, or by actual redundancy do not live in the local area or even within London. These workers may commute into London from a wide variety of locations around the capital and will appear on registers in the South East or East of England. Similarly those workers who do live in the capital may commute from a range of different areas right across the city
- Firms declaring redundancies in London may do so because their company head office is registered in the capital, however the staff under threat may work in the operational parts of the business that may be located right across the UK.

Intelligence gathering

- 10 London has a large number of organisations which capture data and generate intelligence on current economic conditions, including the Greater London Authority (GLA) Economics, the LDA, GOL, Jobcentre Plus, Local Authorities, Chambers of Commerce, the CBI London Region, trade associations, and trade unions. The LSEB has agreed as part of its strategy to support the development of a Skills and Employment Observatory under the auspices of the LDA and informed by all these agencies. In the medium term, the Observatory will endeavour to provide both composite reporting and company-specific reporting which will help inform future policy making and record company-specific action.
- 11 In the short term, London Jobcentre Plus and the LSC London Region are currently undertaking an occupational analysis of JSA claimants in the Integrated Employment and Skills trial areas. This analysis has now been extended to include all London Local Authorities, is expected to be completed by early January 2009 and will help agencies target services appropriately. Agencies will also need to consider the planning and resourcing implications of redundancies made by London-based companies who have traditionally employed large numbers of people commuting in from neighbouring regions.
- 12 In order to ensure their maximum effectiveness, all actions taken by the public agencies will be informed by ongoing attention to:
 - The latest intelligence on economic trends for London provided by GLA Economics
 - Holistic labour market intelligence that is provided by combining NOMIS and Office for National Statistics (ONS) data with operational intelligent from Jobcentre Plus districts
 - London Jobcentre Plus and the LSC will work with the LDA to translate this information into appropriate actions to support the different parts of London and its economy.

SWOT analysis

- 13 We have undertaken a SWOT analysis of the current economic and social climate and the current systems and provision partners operate. This analysis underpins:
 - The principles of this regional response plan.
 - The components which make up the offer(s).
 - The LSC's supplementary Co Financing Organisation (CFO) Plan 2007-2010.

(Please see Appendix 1 for details of the SWOT analysis)

The Principles of the Regional Response

14 Four key principles will support this work:

- when appropriate, a single co-ordinating point of access to support the employer or individual
- a clear employer and individual offer
- partnership working between the pan London lead agencies and local partners
- a commitment to evaluation of effectiveness.

15 In line with these principles it is proposed that:

- Where redundancies of 20 or more are declared that Jobcentre Plus continues to be the initial point of contact for employers declaring these redundancies. Currently DBERR notify Jobcentre Plus of such redundancies by using the HR1 form on a commercial in confidence basis.
- However, it should be noted that in a growing number of instances, the first indication of a company facing closure and therefore significant job loss is when it has been taken into administration. In these cases, the HR1 process is not followed and the opportunity to take appropriate, joint action is severely compromised. It is proposed that discussions are held with the key organisations acting as administrators/receivers to develop a protocol which will enable effective joint action to take place.
- Working with the LSC and other partners, Jobcentre Plus Districts will make contact with companies to discuss and agree the need for assistance and what it should include, for example the Jobcentre Plus Rapid Response Service offers a flexible package of support options that can be tailored to the local circumstances. In London, this work will be led by dedicated Jobcentre Plus Senior District Employer Engagement Managers.
- On major redundancies, Jobcentre Plus District Managers will use their local knowledge to gauge the level of support required, including the affect on the local community of smaller-scale cases, and will build on existing arrangements to co-ordinate a partnership approach involving the LSC, LDA, GOL and any affected Local Authorities.
- A local redundancy pack devised by Jobcentre Plus to be used which provides advice and guidance to employers and individuals on the support that is available
- A streamlined Jobcentre Plus Job Kit for employees facing redundancy to also be used. This includes guidance on benefits and support on how to look for a job.
- Business Link to be engaged as early as possible to manage the redundancies as effectively as possible.

- Jobcentre Plus to work closely with the LSC to integrate further access to nextstep services in Jobcentres. This is to include:
 - Exploring how best to develop joint working, co-location and cross-referral arrangements
 - Jobcentre Plus and nextstep advisers working alongside each other, providing integrated access to employment and skills services to support those people facing redundancy.
- Jobcentre Plus to seek to extend existing contracts with DWP as needed.
- Where appropriate, Jobcentre Plus to make business cases to the Rapid Response Service funding to support significant large scale redundancies.
- Jobcentre Plus to use its current, comprehensive range of recruitment support to ensure the maximum number of people made redundant are able to access further jobs. In particular:
 - By working with employer networks, including the employer coalitions, to promote LEPs
 - Working with the public sector to ensure that all their vacancies are notified to Jobcentre Plus and a reasonable proportion of vacancies are filled through LEPs
 - As part of this, consider with the GLA and London Councils how best to stimulate the flow of public sector vacancies into Jobcentre Plus and how this could best be aligned with a clear training package including the pledges around Apprenticeships contained in the Mayor's ERAP.
- LSC to consider developing a number of providers to make them operate as Lead providers/Managing Agents capable of providing the following services:
 - Attending meetings with employers, Jobcentre Plus, LDA, GOL and Local Authorities to identify the needs of employers and employees and help determine a package of support
 - Brokering the package of support by making appropriate referrals
 - (Optional) Directly delivering advice and guidance, and/or training including to those people under notice of redundancy but still working for their current employer
 - Following up to ensure needs are being met
 - Reporting to the LSC, Jobcentre Plus and the LDA on progress and outcomes.
- Jobcentre Plus to work with the LSC to make sure that the nextstep prime contractor is contacted as soon as possible with the objective of ensuring that those employees in need of this service are able to access this support without delay and, again, while they are still working for their current employer. This might, in some circumstances,

include nextstep providing the job readiness support to groups of employees, again, while they are still employed.

- The LSC to extend the existing contract with the nextstep prime contractor and support them to build the capacity needed to work effectively across London with people who have been declared redundant.
- As part of this, establish within the nextstep prime contractor a specialist “rapid response team” of specifically trained and designated advisors to work as part of an integrated regional response team.
- The LSC to consider using the nextstep service to partner a private executive recruitment agency to meet the needs of the highly skilled.
- The LSC to extend considerably the amount of training provision available across London which can be accessed throughout the year, which is flexible and which is informed by labour market intelligence about future skills needs. This will be both Skills for Jobs-type provision and other employability or employment-specific provision.
- The LSC to make sure that all appropriate provision is accessible to Jobcentre Plus staff and nextstep advisors through ensuring that providers supply information on their provision and offer clear referral routes and points of contact.
- The LSC’s National Apprenticeship Service in London to have in place robust processes for helping any apprentice to move to another employer and complete their Apprenticeship wherever possible.
- Partners to consider building on the West London Working database which already covers eleven of the thirty-three London boroughs and the work currently underway in the seven central London boroughs in preparation for the Integration of Employment and Skills (IES) trials.
- The LDA, especially through the Business Link service, to roll out a comprehensive new business support package. This will improve communication and take-up of its services by businesses, and refocus its business support programmes to address the current needs.
- The LDA, LSC and Jobcentre Plus have produced a jointly branded leaflet highlighting the key elements of the public offer to businesses and Londoners, as well as contact details for each. Over one million copies are being distributed, matched by a media campaign and website, accessed through www.lda.gov.uk
- One of the key elements to the package will be the offer of health checks which will help London businesses make well-informed decisions, give vital advice on cashflow management and finance readiness, help them increase their productivity and retain their competitive edge.
- A package of new investment has also been prepared by the LDA to target areas where an additional urgent response can help make a positive impact and will include a new Economic Recovery Investment Plan to help SMEs access loans to weather the current economic conditions, a Gateway to Investment programme to help early stage high growth SMEs be better prepared to access equity finance from

commercial sources and an expanded Access to Finance programme aimed at SMEs and entrepreneurs which provides expert advice on business and financial planning.

- The LDA to work closely with Jobcentre Plus and the LSC to determine where its more flexible funding can be used to bridge critical gaps.

The Offer

- 16 Our market can be segmented into the following groups, and our joint response will be tailored according to the specific needs of each of these:
- i “At risk” employers and individuals
 - ii Redundancies:
 - a Significant redundancies (20 or more in London or those which have a large impact on a community)
 - b Small scale redundancies
 - c Individual redundancies
 - iii Those further from the labour market
 - iv New entrants to the labour market

- 17 These will present themselves in one of three ways: either as a declared redundancy via the HR1 notified to Jobcentre Plus; or as an individual/small scale redundancy arriving at a Jobcentre to claim, or to nextsteps or another agency or when a company is put into administration. We must also make sure that comparable/equitable help and support is on offer to those people further from the labour market and vulnerable young people entering a very difficult labour market.

(i) “At risk” employers and individuals

- 18 This section shows the way the LDA, its Business Link Service - including the Skills Brokers element - the LSC and providers can work most effectively together to help businesses avoid redundancy situations altogether or minimise the number of employees they have to declare redundant:
- The LDA through its Business Link service will respond to or contact a company at risk and will offer a package of targeted support including a Business Health Check which will analyse the current state of the business and develop an action plan for its survival.
 - If this includes the need for skills training either for the leadership of the business and/or for its staff, Business Link will ensure that a specialist Skills Broker is introduced to offer this specialist support.
 - The skills offer would include:
 - The Train to Gain core offer which is available to any employer with full subsidy
 - The Train to Gain core offer which is available to all employers with partial subsidy
 - The new Train to Gain SME flexibilities (available to private and voluntary employees with less than 250 full time equivalent staff) including bite-size courses in business critical areas

- Other skills activities as appropriate
- Leadership and management development for all employers with 5-250 employees with partial subsidy.

(see Appendix 2 for details of the Train to Gain offer)

(ii) Redundancies

19 The public agencies are committed to developing a region-wide partnership-based approach to redundancy. This approach will ensure that individuals who have been made redundant (or who are under formal notice of redundancy) are provided with the high quality advice, training and employment support that they need to enable them to re-enter employment and continue to contribute to the London economy. The models below assume the LSC contracts with organisations (LSC Lead Providers/managing Agents).

(ii a) Significant redundancies

20 This section focuses primarily on those redundancies that will have a significant impact on the London economy as a whole or within a sub-region. The Mayor in his ERAP has stated that he will play a leadership role in the case of major redundancies taking place in London, bringing together the work of Jobcentre Plus, the LSC and the LDA.

21 The process for **Significant Redundancies (20 or More)**:

- Jobcentre Plus is notified by BERR through the HR1
- Jobcentre Plus decides what extra resources are required by tailoring existing services or by using the Rapid Response Service funding and makes a business case for the latter if required
- Jobcentre Plus District Manager arranges meeting with the employer, LDA, the LSC Partnership Director and LSC Lead Provider, GOL and any affected Local Authorities
- Needs are identified and a plan of action is agreed. This may include referral to the Lead Provider for further support and/or nextsteps service and/or LSC-funded provider and/or Business Link/Skills Broker. For a number of individuals, referral to a financial planning/debt advice service should be provided for
- LSC Lead Provider makes the introductions. This may be in several stages if the action plan involves support from more than one agency
- LSC Lead Provider follows up at an agreed interval to check progress
- LSC Lead Provider reports to LSC and Jobcentre Plus on outcomes
- The joint offer could include:
 - Jobcentre Plus pre-redundancy talks
 - Jobcentre Plus taking claims for benefits on employers' premises
 - Jobcentre Plus sourced Skills Analysis

- LSC-funded nextstep providers offering a range of information, advice and guidance (IAG) services including group sessions and Skills Health Checks taking place on the employer's premises
- Local Authority/voluntary agency offering financial planning/debt advice
- LSC-fully funded range of skills activity that aids progression into work taking place while staff are still employed
- LSC National Apprenticeship Service (NAS) to support apprentices to find another, appropriate employer and complete their Apprenticeship
- LDA/Business Link advice to employer to minimise redundancies and sort out finances etc.

If a large national employer notifies impending redundancies, Jobcentre Plus's National Sales Team (NST) and the LSC's National Employer Service (NES) may be the first to hear, if there is already a relationship with the employer at a national level. NST and NES have established a joint National Employment and Skills Partnership to deliver a joined up service to national employers. In addition to helping employers recruit and upskill staff, the service is also one of rapid response for employers working across many regions. This will mean the need for retraining and outplacement services for those who they are letting go will be determined at local level depending on customer needs and local labour market conditions. To support this, NST and NES may also be able to assist in facilitating re-deployment of staff (particularly Apprenticeships) through their employer network.

(ii b) Small scale redundancies

22 With few exceptions, it is expected that most redundancies in London will not follow the pattern of MG Rover (West Midlands) or Entertainment UK (West London) where a large number of redundancies were declared at a single or very small number of sites in a geographically concentrated area. It is more likely that London's redundancies will be spread across a very large number of workplaces with fairly small numbers covered by each. This presents some very different issues which need to be addressed and resolved. However, a number of the points raised above in relation to significant redundancies should be modified and then used when this is appropriate:

- Jobcentre Plus is notified.
- Jobcentre Plus Senior District Employer Engagement Manager takes lead, and with the LSC (and/or LSC Lead Provider) and other partners, contacts the company to discuss and agree the need for assistance
- Needs are identified and a plan of action is agreed. This may include referral to Lead provider for further support and/or nextsteps service and/or LSC-funded provider and/or Business Link and/or Skills Broker. Again, for a number of individuals, referral to a financial planning/debt-advice service should be included

- LSC Lead Provider makes the introductions. This may take several stages if the action plan involves support from more than one agency
- LSC Lead Provider follows up at an agreed interval to check progress
- LSC Lead Provider reports to LSC and Jobcentre Plus
- Again, the offer could include:
 - Jobcentre Plus-run pre-redundancy talks
 - Jobcentre Plus taking claims for benefits on employers' premises
 - LSC-funded nextstep providers offering a range of information, advice and guidance services, including group sessions and Skills Health Checks taking place on the employer's premises
 - Local Authority/voluntary agency offering financial planning/debt advice
 - LSC-fully funded range of skills activity that aids progression into work taking place while staff are still employed
 - LSC NAS to support any apprentices to find another, appropriate employer and complete their Apprenticeship
 - LDA/Business Link advice to employer to minimise redundancies, sort out finances etc.
- It is more likely with small-scale redundancies that employees will have already left employment or are about to leave before Jobcentre Plus has been notified and before the public agencies have been able to establish a pre-redundancy package of support. In these cases, the offer above will be supplemented by:
 - Jobcentre Plus offering redundant employees Day 1 access to Programme Centres or JSA New Deal
 - Jobcentre Plus facilitating access to Skills Transference Assessment (STA)
 - LSC offering support from the nextstep service
 - Local Authority/voluntary agency offering financial planning/debt advice
 - LSC offering access to skills activities specifically designed to get people back into a job
 - LSC NAS to support any apprentices to find another, appropriate employer and complete their Apprenticeship
 - LSC supporting people to access the Train to Gain service once they are back in employment.

(ii c) Individual redundancies

23 It is highly likely, however, that the first time the public agencies are made aware of most redundancies in London will be when an individual signs on at their local Jobcentre. In these cases, the approach being developed for the IES trials in central London should be used but modified to take into account the range of people who are likely to register as JSA claimants coming from a

wide range of circumstances, skills levels and with very differing expectations of the service they should be receiving from the public agencies. Many will already possess higher level skills but might not have competed in the open job market for many years and will therefore need help in developing CVs and preparing for interviews. All these factors will need to be taken into account in the arrangements made by the public agencies whose staff will not have dealt with such a wide mix of people since the early 1990s. The role private recruitment agencies and careers advisors could play will need to be considered, for example.

- Individual makes contact with Jobcentre Plus
- Jobcentre Plus Personal Adviser (PA) conducts an initial interview and agrees programme of support where needed
- Jobcentre Plus PA may refer individual to nextsteps.
- nextsteps conducts in-depth interview
- (Optional) nextsteps refers individual to private careers advisor and/or private recruitment agency
- (Optional) nextsteps offers a Skills Health Check and Skills Action Plan
- (Optional) nextsteps refers individual to LSC-funded provider
- Provider delivers training
- nextsteps reports to LSC and Jobcentre Plus on progress and outcomes
- Provider reports to LSC and Jobcentre Plus on progress and outcomes
- The joint offer would again include:
 - Jobcentre Plus offering immediate referral to a Programme Centre for customers who have not competed in the labour market for some time because of long-term employment
 - Jobcentre Plus facilitating access to the STA
 - LSC offering support from the nextstep service
 - Local Authority/voluntary agency offering financial planning/debt advice
 - LSC offering access to skills activities designed to get people sustainable work
 - Access to the LSC Train to Gain service once they are back in work.

(iii) Those further from the labour market

24 Concern has been expressed, especially in London, that the economic downturn will divert attention and resource away from those people who have either never worked or who have been unemployed for some time to those people recently made redundant or at risk of redundancy. This plan addresses all three groups and will build on the work already taking place in parts of London to ensure that this happens. In particular, the work already

underway in preparation for the IES trials to start in March 2009 in the Central London and Lambeth, Southwark and Wandsworth Jobcentre Plus districts will be used to roll out similar services across the rest of London. As part of this, consideration will be given to developing different nextstep support arrangements based around groups of clients with similar needs, for example, with mental health problems, for ex-offenders, working with specialist sub-contractors, many drawn from the voluntary sector. Consideration will also be given to how to ensure the best, complementary use of provision funded by the LSC, the LDA and DWP.

(iv) New entrants to the labour market

25 It is essential that young people are not disproportionately affected by the current economic climate and that we put measures in place across London to ensure that there will be sufficient and adequate opportunities available.

26 Recent data confirms that London has the highest post-16 participation rate in England at 82.1per cent (16-18) compared to 77.5per cent nationally. The effect of rising participation is reflected in the Not in Employment, Education or Training (NEET) numbers which have fallen over five consecutive years. Achievement rates have also risen significantly and now stand at 74.1per cent for Level 2 by 19 and 50.5per cent for Level 3 by 19.

27 It is intended to build on these strong foundations and take the following actions:

- Continue with the September Guarantee but place particular emphasis on the nine boroughs that failed the 90per cent benchmark in 2007/08
- Continue with the innovative and highly successful September Guarantee Voucher Scheme re-modelled in line with the evaluation carried out by LSC London Region and the Prime Minister's Delivery Unit (PMDU)
- Target NEET 'hotspots' i.e. any London borough that failed to record a NEET reduction in 2007/08, or any borough where the NEET percentage is above the London average.
- Focus the LSC-ESF programme on NEET young people or those at risk of becoming NEET. As well as concentrating on the NEET 'hotspots' and maximising the impact of the September guarantee, this will fund projects aimed specifically at young people with disabilities and young offenders.
- Use ESF to offer an enhanced IAG support to those young people not made an offer under the September Guarantee, with a particular emphasis on those seeking employment.
- Extend the pan-London 14-19 prospectus to include a suite of IAG tools including the first online progression planning facility and merge it with London Connexion's job portal.
- Through the London Apprenticeship Task Force increase the number and range of Apprenticeships in London and:

- Introduce the Apprenticeship Vacancy Matching Service (VMS) in London from late January. In preparation for this new service, Connexions advisors and Jobcentre Plus PAs have had intensive training on how to support both employers and individuals to use this new service effectively.
 - Support a number of public and private employers to expand their Apprenticeship numbers beyond their immediate needs.
 - Support the formation of a number of Group Training Associations aimed at supporting the growth of Apprenticeships across SME employers in particular.
 - Support the GLA family and London Local Authorities to realise their ambition of offering between them 3,000 extra apprentices per year.
 - Support work with developers and others to maximise the number of Apprenticeships taken on by big, capital projects in London.
- Pay particular attention through the London Added Value Project to the 85 poor A Level performers across London and the poor AS performers. These institutions will receive 1:1 support.

The Mayor's Economic Recovery Action Plan (ERAP)

28 The Mayor's ERAP has identified over 50 actions to help London through the downturn. These include proposals aimed at:

- supporting businesses
- ensuring that London remains a key destination for visitors and a top location for investors
- helping Londoners cope with the downturn
- positioning London for long term recovery.

As part of this, the Mayor will be looking to make rapid progress on expanding and accelerating the creation of an integrated employment and skills service in London, recommended by the London Skills and Employment Board, so that Londoners can receive a coherent package of support to improve their skills and enter, or re-enter, employment. To this end, the Mayor will lead the development of a coordinated response to large scale redundancies bringing together the work of the LSC, Jobcentre Plus and the LDA. In particular, the Mayor will ensure the following takes place:

- The LSC will increase their Skills for Jobs programme to £40m in 2009
- The LDA will strengthen their support to businesses with a fund of £24m
- The Mayor will campaign to ensure maximum flexibility in the use of additional ESF funding for London

- That over 1,000 Apprenticeship places per year are provided through the GLA Group and will campaign for other public and private sector employers to step up their training offer
- To this end, the Mayor welcomes London boroughs' commitment to provide 2,000 Apprenticeships and will promote a package of activities to step up rapidly Apprenticeships in the capital, supported by the LSC's investment of over £25m in 2009
- The LSC to ensure that where there is a risk of redundancy, help is available to support the apprentice to complete the Apprenticeship and find another job
- That training and employment opportunities are maximised from major capital projects, for example, the Olympics, Crossrail, transport investment and the renewal of colleges in London
- That the Train to Gain programme responds more effectively to the current economic conditions by increasing funding for short training courses and working with employers to support employees at risk of redundancy by, for example, reducing the working week and using the balance of time to train, re-train and up-skill.

Management Arrangements

- 29 The Mayor and the Minister for London will jointly chair the London Higher Level Economic Group. The core delivery agencies already work closely on the LSEB. Directors and chief executive level leaders meet regularly through their membership of the LSEB Joint Delivery Group (JDG). It is therefore proposed that membership of the JDG is extended, initially, to include senior leaders from the NHS and London Councils and that it acts as the delivery board for the Higher Level Economic Group. Partnership arrangements will be subject to review and will be supplemented and/or changed as necessary.

Resources

- 30 Building on the work already undertaken by the three key agencies to create a fully integrated, customer-focused skills and employment system, Jobcentre Plus, LSC and LDA together with the London Local Authorities, will align their funding to resource the actions proposed in this plan. In particular, they will ensure that the ESF re-valuation money is used effectively in support of this plan.
- The LSC will:
 - Use the ESF re-valuation money and Train to Gain underspend to fully fund a range of skills activities that will aid progression back into sustainable employment. Budget £17m (2008/10)
 - Increase the nextstep service budget by using the ESF re-valuation money with the objective of co-locating a nextstep adviser in every London Job Centre and creating a "rapid response team" to work with companies who have declared redundancies. Budget: £5m (2008/10)

- Increase the Skills for Jobs budget which specifically funds Local Employer Partnership provision and other courses specifically designed to get people back into sustainable jobs. Budget £35m 2009/10 (up from £30m in 2008/09)
- Support the development of Lead Providers/Managing Agents capable of operating as project managers for this work across a Jobcentre Plus District. Budget: £5m (2009/10)
- Use some of the Train to Gain mainstream budget to support businesses and their employees who are at risk. This will include the new flexibilities for SMEs. Total TtG budget: £200m+ (2008/10)
- Ensure that some of its Adult Responsiveness budget is used to provide flexible, responsive, work-focussed provision aimed at supporting people back into work
- Use ESF money to enhance and extend NEET work. Budget: £27m (2008/10).
- DWP has already extended access to contracted Programme Centre support to all JSA customers in London. DWP intends to expand capacity in existing London based ESF programmes and to extend eligibility to those who have been out of work for six months. DWP-ESF funds will also support those people further from the labour market.
- The LDA will:
 - Roll out a new comprehensive business support and finance package. Budget: £23.4m
 - Help manufacturers through a new Manufacturing Advisory Service. Budget: £1.3m
 - Help companies with a new Economic Recovery Investment Fund. Budget: £10m
 - Launch a Gateway to Investment programme to help growing SMEs. Budget: £1.5m
 - Enable the Mayor to roll out CompeteFor supplier brokerage system, making it easier for SMEs to win new contracts. Budget: £1.8m
 - Invest in new provision aimed at tackling long-term worklessness. Budget: £3m (over two years)
 - Use ESF money to increase the potential rate and quality of economic participation by young people. Budget: £12m.

APPENDIX 1: SWOT Analysis

Strengths	Weaknesses
<p>Economic/social</p> <ul style="list-style-type: none"> ● London is the economic powerhouse of GB with high productivity levels and has continued to maintain its position as the best European city for doing business in terms of access to markets, availability of qualified staff, international transport links, internal transport links and languages spoken ● Certain sectors less vulnerable to downturn e.g. tourism, leisure, some parts of retail because of weak £ ● Significant employment in public sector 	<p>Economic/social</p> <ul style="list-style-type: none"> ● 600,000 Londoners without any qualifications and 30per cent of working age population not in a job ● Employability skills in high demand across sectors ● Child poverty rates among the highest in Europe ● Key London sectors e.g. finance are already affected ● Employment rates are particularly low for some Black, Asian and Minority Ethnic communities, disabled people, lone parents and other specific groups ● Those already in employment need greater skills to compete in an increasingly highly skilled labour market
<p>Systems & provision</p> <ul style="list-style-type: none"> ● London has a Mayor and major, devolved powers ● Partnership infrastructure improving through LSEB Programme Boards, IES Trials ● Joint Investment process in place to establish gaps, duplication etc ● Considerable resources available and ability to use more flexibly because of LSEB e.g. Skills for Jobs budget ● Increasingly strong Train to Gain programme ● Significant programmes already in place aimed at supporting people into work –ESP & S4Js ● Experience gained through IES trials work ● Enhanced JOBCENTRE PLUS Rapid Response Service ● LDA rolling out new, comprehensive business support and finance package ● Minister-led Apprenticeship Task Force 	<p>Systems & provision</p> <ul style="list-style-type: none"> ● Need to strengthen joint working between the key agencies and Local Authorities in order to deliver the joined up services described in this plan ● Procurement processes militate against speedy response – need to be streamlined ● There may be insufficient capacity within nextstep service to respond to this agenda quickly ● Need to increase dramatically the amount of mainstream FE provision which fits this agenda ● There may be insufficient capacity in existing Jobcentre Plus contracts to extend the current service to the volumes required
<p>Opportunities</p>	<p>Threats</p>
<p>Economic/social</p> <ul style="list-style-type: none"> ● Mayor has produced a comprehensive Economic Action Plan for recovery with over 50 clear actions ● As part of this, it is proposed to stimulate the tourism trade using the weak £ ● Mayor is responsible for a budget of £13 billion a year which makes the GLA family one of the biggest spenders, investors and employers in London – one in 50 Londoners works for it ● A new £5 billion housing budget will help kick- 	<p>Economic/social</p> <ul style="list-style-type: none"> ● Long-term unemployed and those claiming benefits further removed from the labour market ● A reduction in entry level and low-skill jobs making it harder to tackle worklessness ● Potential failure to consider training as part of the solution on part of employers ● Numbers of business failures and individual redundancies could overwhelm the actions put in place to deal with them

<p>start the housing market and will be used to generate training and employment opportunities</p> <ul style="list-style-type: none"> ● Major capital projects including the Olympics, Cross Rail and the Thames Gateway offer significant training and employment opportunities ● Vacancies in certain sectors continue to be buoyant 	
<p>Systems and provision</p> <ul style="list-style-type: none"> ● Use the improved knowledge gained from over two years of concentrated work around IES including City Strategy Pathfinders, IES trials, Employability Skills Programme and S4Js etc ● Improved working relationships developed through the trials, work around LSEB etc should result in better use of people and resources ● New National Apprenticeship Service to maximise Apprenticeship opportunities ● Use the increased flexibilities around TtG and sub-Level 2 FE provision together with the existing skills for jobs funding and the ESF re-valuation money to develop offers which respond to the range of needs outlined in the plan 	<p>Systems and provision</p> <ul style="list-style-type: none"> ● Duplication of activity ● Response times too slow to have impact ● Lack of flexibility in procurement and contracting processes ● Capacity of providers ● Quality not maintained ● Short term imperatives prioritised over medium and long-term skills and employment needs ● Over prescription of how mainstream and other funds can be used restricting ability to respond effectively

Appendix 2: Train to Gain Offer

Core Offer

Brokerage

Access to quality-assured, independent and impartial brokerage to:

- Help to diagnose and articulate the skills needs of the business, at all levels to aid informed choice
- Help to identify high quality, responsive provision of vocational skills training, delivered in the workplace at a time and at a pace to suit employer needs.

Provision

Full subsidy for the following:

- Skills for Life at all levels for all employees and volunteers irrespective of their current qualifications
- First full Level 2
- First full Level 3 for those aged 19-25 and others without a first full level 2 (Level 3 jumpers)
- First Level 4 for 19-25 year olds without a Level 3 (level 4 jumpers)
- Repeat Level 2 – restricted to qualifications defined by the relevant SSC
- Any full Level 2 for those entering employment via a LEP.

Partial subsidy for:

- ESOL qualifications at all levels
- Full Level 3 qualifications restricted to qualifications defined by the relevant Sector Skills Council (SSC)
- Apprenticeships
- For leaders and senior managers in businesses with between 10-250 employees, co-funded support for any management and leadership development.

Access to contribution to wage costs for those employers with less than 50 FTE employees to support the opportunity costs of releasing staff to train.

New flexibilities for SMEs only

Open to private and third sector employees with less than 250 Full Time Equivalent (FTE) staff

- The leadership and management offer extended to cover 5-250 employee organisations
- Bite-sized courses in crucial areas of activity for the business with the following provisos:
 - Must be on the Qualifications and Curriculum Framework
 - About 130 units available from January 2009 with more to follow

- Funding of units will be via a number of funding bands based on guided learning hours.

Pre-employment provision

Individuals under threat of redundancy or recently made unemployed will be able to access:

- Fully-funded support for a range of skills activity that aides progression into sustainable employment
- The full train to gain offer when back in employment.

Support tailored to meet specific needs

Sector compacts are tailored to meet the needs of the relevant sector:

- Tailored sector-specific advice from brokers
- Joint LSC and SSC marketing of the specific skills offer
- For non-SMEs – access to fully subsidised repeat Level 2 and partially subsidised Level 3 qualifications if specified in the Sector Compact.

**European Social Fund England and Gibraltar convergence,
competitiveness and employment programme 2007-2013**

Supplementary CFO Plan 2007-2010

Region	London
Objective	Regional competitiveness & Employment

Name of CFO

London Learning and Skills Council

Section	Content
How the plan will make an additional contribution to the Regional ESF Framework.	<p><i>The additional funding should support the delivery of the Regional ESF Framework by:-</i></p> <ul style="list-style-type: none"> • <i>providing provision similar to existing provision to cater for additional participant numbers and/or scope of provision; and/or</i> • <i>developing new provision for which there was not sufficient funding under the original plan.</i> <p><i>For each Priority, set out</i></p> <ul style="list-style-type: none"> • <i>Activities to be supported</i> • <i>Target groups</i> • <i>Any geographical targeting</i> <p><i>Enter details of supplementary funding and the associated output and results targets in Annex 1 and 2 respectively.</i></p> <p><i>Enter details of revised (i.e. original and supplementary) funding and associated output and results targets in Annex 3 and 4 respectively.</i></p> <ol style="list-style-type: none"> 1. The London supplementary ESF Co-financing Plan (CFP) is one of a series of measures designed to respond at regional level to the needs of employers and individuals impacted by the economic downturn. The CFP is informed by the Joint Action Plan for London, the Mayor's Economic Recovery Action Plan (ERAP) and the Joint Investment Plan which the LSC, Jobcentre Plus and LDA have been charged to develop by the London Skills and Employment Board (LSEB). 2. The London LSC supplementary plan will use ESF to target activity at areas that are not covered under the 2007-2010 LSC co-financing plan or to increase the existing provision to cater to the increased participant numbers following the economic downturn. 3. The latest information on the London Labour

	<p>Market and the effects of the economic downturn has, so far, contrasted with other parts of the UK.</p> <ol style="list-style-type: none"> a. London's JSA claimant count for October saw a 1.3% increase from September against a national increase of 2.7%. b. The percentage increase in the claimant count have lessened each month since July c. Claimant count increases have been concentrated in Outer London d. London Job Centres have been notified of 460 cases of redundancy, affecting 45,000 staff. However few employers have sought additional assistance and what has been sought has largely been limited to providing information and advice to employees. e. Companies declaring redundancies in London may do so because their company head office is registered in London, but the staff under threat may work in operational parts of the business located right across the UK. <ol style="list-style-type: none"> 4. As part of the Joint Action Plan for London, London Region LSC and London Jobcentre Plus are undertaking an occupational analysis of JSA claimants in London local authorities, this will be completed early 2009 and the results used to target services appropriately. 5. In order to be effective, the London supplementary CFP will need to be flexible and react to the latest information on economic trends in London provided by GLA economics. Design of projects and the specifications will be shared with Jobcentre Plus/LDA and other London CFO's to ensure a coherent programme of support is offered across London. 6. LSC use of ESF under the supplementary plan will build on the current London ESF programme. Four London co-financing organisations (London Councils, London Development Agency, DWP/Jobcentre Plus and LSC) currently deliver support to unemployed/economically inactive participants under Priority 1. In the region of
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	<p>£95 million of ESF is being delivered to work with this participant group. In addition, the LDA will be delivering an ESF programme of support to NEET participants. This, alongside the LSC NEET ESF programme will result in £39 million of ESF being spent on supporting NEET participants.</p> <p>7. The supplementary plan also reflects activity delivered through other LSC programmes, in particular the Skills for Jobs (SfJ) programme which funds provision and courses specifically for people to enter sustainable jobs. With a budget of £35m 2009/10, it is planned that SfJ will predominately support those furthest from the labour market.</p> <p>8. Activity across both ESF priorities will be concentrated on four target groups and tailored to reflect the specific needs of each group:</p> <ul style="list-style-type: none"> i. 'at risk' employers and individuals (funded via ESF Priority 1 & 2 and LSC Train to Gain programme) ii. Redundancies - individual, small scale and 20 or more (funded via ESF Priority 1 & 2) iii. Those further from the labour market (predominately funded via Skills for Jobs) iv. New entrants to the labour market (funded via Priority 1 & 2) <p>9. The CFP and resulting activity will be available to individuals who live or work in the London region and companies with employees based in the region facing redundancy.</p> <p>Priority 1 Activity</p> <p>10. London LSC has been allocated £5,068,699 of ESF within Priority 1. This will be matched 50/50 to deliver £10,137,398 of activity for London. The match source will be nextsteps. Full detail is contained within the attached annex.</p> <p>11. £5,068,699 of ESF funding will be used to cater for the anticipated increase in demand for careers information and advice under the</p>
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	<p>nextsteps service for individuals who have been made redundant, under formal notice of redundancy or individuals 'at risk'. This support would be available to new entrants to the labour market.</p> <p>12. Participants who are at risk of becoming NEET would be supported in accessing current ESF programmes funded by the LSC and LDA or signposted to LSC activity under Integrated Employment Service and National Apprenticeship Service.</p> <p>Activities will be jointly delivered with Jobcentre Plus and the London Development Agency and will include:</p> <p>13. Working with Jobcentre Plus the funding will be used to ensure that a nextstep Advisor is located in all London Job Centres.</p> <p>14. Working with Jobcentre Plus to creating a 'rapid response team' to work with companies as redundancies are declared.</p> <p>15. Increasing the nextstep provision in order to increase the number of information, advice and guidance services available including group sessions and skills health checks taking place whilst staff are employed.</p> <p>Priority 2 Activity</p> <p>16. Within Priority 2 London LSC has been allocated £8,500,616 of ESF. This will be matched 50/50 to deliver £17,001,232 of activity for London. The match source is pre-employment Train to Gain (TtG) and it will operate as one single tendering round and contract. Full detail is contained within the attached annex.</p> <p>17. £8,500,616 of ESF funding will be used to cater for the increase in demand for support following the economic downturn and be targeted at individuals who have been made redundant, who are under formal notice of redundancy or individuals and employers 'at risk'.</p> <p>Activities will be jointly delivered with Jobcentre Plus and the LDA and will include:</p> <p>18. nextstep range of information, advice and</p>
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	<p>guidance services including group sessions, skills health checks at the employer's premises.</p> <ol style="list-style-type: none"> 19. Skills activity tailored to the needs of the individual and targeted at progression into employment. 20. Supporting participants to access Train to Gain service once in employment. 21. Activity will be tailored to the specific nature and scale of the redundancy <ol style="list-style-type: none"> a. Significant redundancies (20 or more in London or those which have a large impact on a community) b. Small scale redundancies c. Individual redundancies 22. tailored support will be available to employees and employers 'at risk'
<p>How the additional activity will complement other activity.</p>	<p><i>Provide brief details of how the additional activity will complement</i> <i>Activities set out in the original CFO plan</i> <i>Other activities supported by other funding streams such as City Strategy Pathfinders and ERDF</i></p> <ol style="list-style-type: none"> 23. The additional activity ESF has been designed to reflect the Joint Action Plan for London, the Mayor's Economic Recovery Action Plan (ERAP) and the Joint Investment Plan which the LSC, Jobcentre Plus and LDA have been charged to develop by the London Skills and Employment Board (LSEB). It brings together the London Region LSC, London Region Jobcentre Plus and the LDA and adds to current areas of mainstream and ESF activity. As such, it has been designed to complement other activity and ensure a co-ordinated response to the economic downturn. 24. The activity focuses specifically on individuals and employers impacted by the economic downturn and, as such, complement the range of ESF provision operating in London. Activity funded under the current London region CFP and, that delivered by the four London CFOs delivers to unemployed/economically inactive

	<p>participants in London. The concern that the downturn may result in attention and resource being diverted from those furthest from the labour market has been raised, however, the activity funded under ESF by other CFOs and the London Region LSC current programme will mitigate this risk. In addition, the LSC will continue to develop the IES trials for launch in March 2009 and increase the Skills for Jobs programme to £40m in 2009.</p> <p>25. Close links exist between the four London CFOs (LSC, DWP, London Councils and LDA) and EMPU, GLA and LSEB. Tender specifications will be shared with CFO partners and be closely aligned between London LSC and London Jobcentre Plus to ensure a co-ordinated approach.</p>
<p>26. Match funding</p>	<p><i>If the sources of additional match funding are different from those set out in the original CFO plan, give details of the budget(s) and respective amount(s).</i></p> <p>Match for the supplementary CFP will be from two sources Priority 1 – nextsteps Priority 2 – Pre-employment Train to Gain</p>

Declaration

I confirm that this Co-Financing Organisation intends to deliver the additional activities set out above and has the additional match funding as set out in Annex 1.

Signature

Name

Official Position

Date

When you have completed this form you should send it to the ESF managing authority at the Government Office in your region, or in London to the London Development Agency European Programmes Management Unit.

CFO supplementary plan

Supplementary financial allocation

Priority 1			
Year	ESF (£)	Public Match (£)	ESF + Match (£)
2007			
2008			
2009	£2,027,479	£2,027,479	£4,054,958
2010	£3,041,220	£3,041,220	£6,082,440
Total	£5,068,699	£5,068,699	£10,137,398

Priority 2			
Year	ESF (£)	Public Match (£)	ESF + Match (£)
2007			
2008			
2009	£3,400,246	£3,400,246	£6,800,492
2010	£5,100,370	£5,100,370	£10,200,740
Total	£8,500,616	£8,500,616	£17,001,232

Supplementary output and results targets

Priority 1

Target	Quantification
Outputs	
Total number of participants	21,120
1.2 Number and % of participants who are unemployed	
(a) Number	
(b) Percentage	
1.3 Number and % of participants who are inactive	
(a) Number	
(b) Percentage	
1.4 Number and % of participants age 14 to 19 who are NEET or at risk of becoming NEET	
(a) Number	
(b) Percentage	
1.5 % of participants with disabilities or health conditions	16%
1.6 % of participants who are lone parents	12%
1.7 % of participants aged 50 or over	30%
1.8 % of participants from ethnic minorities	56%
1.9 % of female participants	51%
Results	
1.10 Number and % of participants in work on leaving	
(a) Number	1212
(b) Percentage	22%
1.11 Number and % of participants in work six months after leaving	
(a) Number	1432
(b) Percentage	26%
1.12 Number and % of economically inactive participants engaged in jobsearch activity or further learning	
(a) Number	
(b) Percentage	
1.13 Number and % of 14 to 19 year old NEETS or at risk in education, employment or training on leaving	
(a) Number	
(b) Percentage	
1.14 Other results (specify what the results will be, with a quantification)	

Supplementary output and results targets

Priority 2 (Regional competitiveness and employment)

Target	Quantification
Outputs	
2.1 Total number of participants	12,144
2.2 Number and % of participants with basic skills needs	
(a) Number	5295
(b) Percentage	43.6%
2.3 Number and % of participants without level 2 qualifications	
(a) Number	5295
(b) Percentage	43.6%
2.4 Number and % of participants without level 3 qualifications	
(a) Number	1554
(b) Percentage	12.8%
2.5 % of participants with disabilities or health conditions	15%
2.6 % of participants aged 50 or over	20%
2.7 % of participants from ethnic minorities	37%
2.8 % of female participants	50%
Results	
2.9 Number and percentage of participants gaining basic skills	
(a) Number	2012
(b) Percentage	38%
2.10 Number and % of participants gaining level 2 qualifications	
(a) Number	2118
(b) Percentage	40%
2.11 Number and % of participants gaining level 3 qualifications	
(a) Number	466
(b) Percentage	30%
2.12 Other results (specify what the results will be, with a quantification)	

Revised CFO Plan (original plus supplementary plans)

Revised financial allocation (original plus supplementary)

Priority 1			
Year	ESF (£)	Public Match (£)	ESF + Match (£)
2007	£64,303	£64,303	£128,606
2008	£16,915,795	£16,915,795	£33,831,590
2009	£18,943,274	£18,943,274	£37,886,548
2010	£19,957,015	£19,957,015	£39,914,030
Total	£55,880,387	£55,880,387	£111,760,774

Priority 2			
Year	ESF (£)	Public Match (£)	ESF + Match (£)
2007	£64,303	£64,303	£128,606
2008	£18,815,299	£18,815,299	£37,630,598
2009	£22,215,545	£22,215,545	£44,431,090
2010	£23,915,669	£23,915,669	£47,831,338
Total	£65,010,816	£65,010,816	£130,021,632.

Revised output and results targets (original plus supplementary)

Priority 1

Target	Quantification
Outputs	
Total number of participants	55,129
1.2 Number and % of participants who are unemployed	
(a) Number	9309
(b) Percentage	59%
1.3 Number and % of participants who are inactive	
(a) Number	5,498
(b) Percentage	35%
1.4 Number and % of participants age 14 to 19 who are NEET or at risk of becoming NEET	
(a) Number	
(b) Percentage	
1.5 % of participants with disabilities or health conditions	
1.6 % of participants who are lone parents	
1.7 % of participants aged 50 or over	
1.8 % of participants from ethnic minorities	
1.9 % of female participants	
Results	
1.10 Number and % of participants in work on leaving	
(a) Number	8161
(b) Percentage	20%
1.11 Number and % of participants in work six months after leaving	
(a) Number	9662
(b) Percentage	
1.12 Number and % of economically inactive participants engaged in jobsearch activity or further learning	
(a) Number	
(b) Percentage	
1.13 Number and % of 14 to 19 year old NEETS or at risk in education, employment or training on leaving	
(a) Number	
(b) Percentage	
1.14 Other results (specify what the results will be, with a quantification)	

Annex 4b

Revised output and results targets (original plus supplementary)

Priority 2 (Regional competitiveness and employment)

Target	Quantification
<i>Outputs</i>	
2.1 Total number of participants	84,544
2.2 Number and % of participants with basic skills needs	
(a) Number	41,803
(b) Percentage	43.6%
2.3 Number and % of participants without level 2 qualifications	
(a) Number	41,803
(b) Percentage	43.6%
2.4 Number and % of participants without level 3 qualifications	
(a) Number	12,2722
(b) Percentage	12.8%
2.5 % of participants with disabilities or health conditions	15%
2.6 % of participants aged 50 or over	20%
2.7 % of participants from ethnic minorities	37%
2.8 % of female participants	50%
<i>Results</i>	
2.9 Number and percentage of participants gaining basic skills	
(a) Number	15,885
(b) Percentage	38%
2.10 Number and % of participants gaining level 2 qualifications	
(a) Number	16,721
(b) Percentage	40%
2.11 Number and % of participants gaining level 3 qualifications	
(a) Number	3,681
(b) Percentage	30%
2.12 Other results (specify what the results will be, with a quantification)	

Annex 5

Priority 1	£ESF	£new match to be spent alongside	£total new money	£Proportion on 16-18 year-olds
nextstep delivery	£5,068,699	£5,068,699	£5,068,699	
nextstep capacity				
Training for longer term unemployed				
Other* (please specify)				

Priority 2	£ESF	£new match to be spent alongside	£total new money	£Proportion on 16-18 year-olds
Pre-redundancy (at risk – 25% of available funding)	£2,125,145.00	£2,125,145.00	£4,250,290.00	
Response to significant redundancies (25% of available funding)	£2,125,145.00	£2,125,145.00	£4,250,290.00	
Pre-employment education and training (small scale/individuals 50% of available funding)	£4,250,290.00	£4,250,290.00	£8,500,580.00	
Pre-employment education and training for longer term unemployed				
Capacity building				
Other* (please specify)				

* It should be noted that the effects of the economic downturn have contrasted with other regions. If, as was the case in the early 1990's, London lags behind the pattern in the rest of the UK, then the split between areas may change. A more accurate analysis of the situation is likely to take place at the beginning of 2009 when the downturn will have worked there way through the post Christmas retail and hospitality sector.