

**i** For information

**>lsc**

Leading learning and skills

# The London Learning and Skills Plan – a summary

April 2009 to March 2010

**March 2009**

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



# Foreword

Faced with today's unique and testing economic conditions, the need to invest in London's skills base has never been more urgent.

The LSC remains committed to Lord Leitch's long-term vision of investing in the higher-level skills that will underpin England's future competitiveness. However, to survive the current downturn, people seeking work or facing redundancy will need to reskill so that they can compete effectively for jobs, and employers will need a better skilled, more efficient workforce – one that can take full advantage of the upturn, when it arrives.

In London we are building on a record of success that is testament to the energy and dedication of all those involved in meeting our region's skills challenge. We have a growing proportion of young people in learning; record numbers of Full Level 2 and 3 achievements by the age of 19; and a NEET (not in education, employment or training) rate that is well below the national average.

On the business front, thousands of employers have signed our region's Skills Pledge, and people from more than 8,000 companies started Train to Gain courses last year – in this respect, we were the best-performing region in the country. We don't intend to rest on our laurels, so are working closely with the London Skills and Employment Board (LSEB) to develop more integrated business, employment and skills services.

On top of all that, we continue to work with local authorities, providers and other stakeholders, to prepare them for the structural changes in post-16 learning that are scheduled for 2010.

This plan sets out how we will commit £1.75 billion to achieving these goals.



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## For information

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

# Investing in London

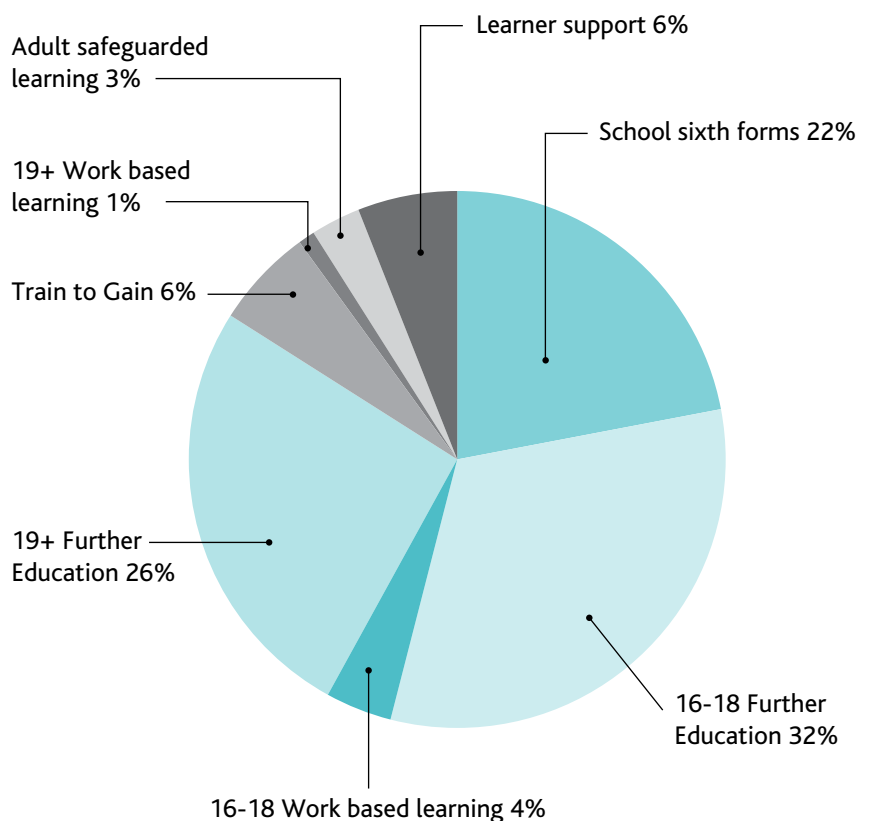
During the year ahead we will invest more than ever before in learning and skills, right across the capital. We will invest in providers that can deliver the best-quality learning to meet London’s needs, and we will deal robustly with poor quality provision.

In 2008/09, we again delivered more and better provision than ever before.

- over 99,000 places planned in further education (FE) for young people aged 16 to 18
- 66,500 places in school sixth forms (SSF)
- over 12,000 young people participating in work-based learning
- more than 83,000 young people supported by the Education Maintenance Allowance to remain in learning and achieve
- almost 24,000 Full Level 2 places for adults in FE
- over 20,000 Full Level 3 places for adults in FE
- through the Train to Gain service, more than 52,000 new Level 2 starts, 12,000 new Level 3 starts and more than 8,000 new Skills for Life starts
- over 17,000 workless Londoners to participate in employability skills programmes.

## LSC funding (by stream) 2008/09

### Participation Expenditure



# Our Strategic Direction

## Prioritising funding for young Londoners

Participation among young people aged 16 to 18 has been rising throughout England and 2007/08 data confirms that London again achieved the highest rate in the country: 82.1 per cent, compared to the national average of 77.5 per cent.

The effect of rising participation is reflected in our NEET numbers, which have fallen for the last four years. Meanwhile, our rate of reduction has accelerated: down from 7.6 per cent in February 2007 to 6.5 per cent in February 2008. London has already gone beyond its 2010 indicative target of 7 per cent – the first and only English region to do so.

Our funding priorities are clear. For young people we aim 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
- reduce the number of Londoners who drop out from learning at 17 and become NEET at age 18
- improve the quality and accessibility of impartial information, advice and guidance (IAG)
- make preparations to ensure a smooth transfer of 16–19 funding to local authorities
- raise quality and attainment at Level 3 – this is particularly important in relation to the demands of our high-skilled economy.

A new 14–19 Regional Planning Group has been set up to address two distinct themes: the development of future local authority structures for 14–19 working; and the transition of the existing, LSC-run commissioning process to the new, local authority version. In the outline plans submitted to the DCSF in September 2008, London was the only region to have proposed a “dry run” – running in parallel with the LSC allocations process and finishing at the end of March 2009 – prior to the live roll-out in September 2010.

## Prioritising funding for adult skills

The LSC has a leading role in developing and delivering the LSEB strategy.

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

- work with employers to support them in providing more jobs and skills opportunities, both 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
- create an integrated, customer-focused skills and employment system.

LSC investment alone is not enough to meet these challenges. The key to success lies in a Joint Investment Plan (JIP) that will introduce a more integrated approach to commissioning programmes, using the resources available from the three main delivery agencies: the LSC, Jobcentre Plus (JCP) / Department for Work and Pensions, and the London Development Agency (LDA). The JIP objectives include:

- ensuring that we invest consistently in the same priorities and co-ordinate them more effectively

- identifying and enabling co-commissioning arrangements to maximise added value
- creating a mechanism and framework for directing expenditure
- providing clarity on responsibilities between partners, for internal and external audiences
- better co-ordination of commissioning/management arrangements, to reduce bureaucracy and its associated costs for providers
- supporting the case for additional resources.

This document sets out the full range of our activities, including our contribution to the LSEB strategy and the JIP.



# The challenges ahead for London

The LSC has four priorities for 2009/10: three national priorities, which we share at regional and local level, and an additional priority relating to the London 2012 Olympic Games and Paralympic Games.

## Priority 1: Meeting the needs of young people

### Key Challenges

- Continue to increase 16–18 participation in learning and reduce the drop-out rate at 17, which has remained largely constant since 2003.
- Tackle hard-to-reach groups, particularly in NEET 'hotspot' boroughs, and address NEET at 18.
- Improve the take-up of Diplomas.
- Improve the quality and accessibility of impartial IAG.
- Prepare for a smooth transfer of 16–18 funding to local authorities.
- Improve the quality and quantity of Apprenticeships.
- Improve Level 3 provision – London's average Qualification and Curriculum Authority (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.

## Priority 2: Raising the level of adult skills

### Key Challenges

- London is likely to be harder hit by the economic downturn than other regions.
- Although the proportion of economically active adults qualified to at least Level 2 has improved, 870,000 residents are still below that threshold.
- Improving numeracy achievement is one of our biggest challenges (48 per cent of Londoners are estimated to have numeracy skills below Level 1).
- London has more hard-to-fill vacancies because of skill shortages than any other region.
- There are twice as many London employees engaged in the Train to Gain programme compared to last year; increased participation now needs to translate into achievements.
- Implement the newly launched Apprenticeship vacancy matching system (VMS) to increase the take-up of Apprenticeships.
- Achieve more sustainable job outcomes from employability programmes.

# The challenges ahead for London

## Priority 3: Reforming the system

### Key Challenges

- The current economic downturn means that the LSC and the provision it commissions need to be flexible enough to respond to immediate challenges, while still focusing 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 must result in Londoners gaining employment or skills to help them into employment.
- The various funding streams must be aligned, to ensure a seamless service that integrates employment and skills both into work and in work.

## Priority 4: Equip Londoners with skills to benefit from investment in the London 2012 Olympic Games and Paralympic Games

### Key Challenges

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

# Key actions and milestones for London in 2009/10

Priority 1: Meeting the needs of young people		
Action		Milestone
1.1	<p>Commission high-quality provision that forms an integral part of <b>local 14–19 entitlements</b>:</p> <ul style="list-style-type: none"> <li>sharpen the focus on weak SSF performance and Level 3 outcomes</li> <li>extend the LSC-funded post-16 support programme from our current coverage of 31 boroughs, 301 schools and colleges</li> </ul>	<p>School Sixth Forms supported and challenged</p> <p>Process implemented by June 2009</p> <p>London Value Added project extended by end of July 2010</p>
1.2	<p>Support local authorities to extend and embed the <b>September Guarantee</b> for Year 12s:</p> <ul style="list-style-type: none"> <li>target boroughs that failed to meet our 95% "offer made" benchmark</li> <li>increase the proportion of provision that can be accessed throughout the academic year</li> </ul>	<p>By September 2009</p> <p>Throughout the 2009/10 academic year</p>
1.3	<p>Reduce the volume and proportion of young people <b>not in education, employment or training</b>:</p> <ul style="list-style-type: none"> <li>implement the 2008-10 £27 million European Social Fund (ESF) programme focused exclusively on NEET, including a specific intervention for NEET</li> </ul>	<p>Through the 2009/10 academic year</p>
1.4	<p>Improve <b>information, advice and guidance</b> for young people:</p> <ul style="list-style-type: none"> <li>extend the pan-London 14–19 e-prospectus, <i>Choice</i>, to include a wider suite of IAG and pathway planning tools</li> <li>merge the e-prospectus with London Connexions' jobs portal to create <i>Choice Jobs</i></li> <li>build a reciprocal link to the Apprenticeship VMS</li> </ul>	<p>By April 2009</p> <p>By April 2009</p> <p>By September 2009</p>
1.5	<p>Ensure preparations are made for a <b>smooth transfer of 16-19 funding</b> to local authorities:</p> <ul style="list-style-type: none"> <li>support participating local authorities to conduct a strategic analysis, develop local 14–19 commissioning plans, conduct inter-borough dialogues and aggregate plans regionally</li> <li>work with London local authorities to develop their 16–19 commissioning model</li> <li>test the dry run with local authorities and refine the new model accordingly</li> </ul>	<p>By May 2009</p> <p>By April 2009</p> <p>By September 2010</p>

# Key actions and milestones for London in 2009/10

Priority 2: Raising the level of adult skills		
Action		Milestone
2.1	<p>Improve the <b>volume and quality of Apprenticeships</b> by implementing the London Apprenticeship Plan for Growth</p> <p>Implement a VMS for potential apprentices</p> <p>Train JCP and other 19+ stakeholders on the Apprenticeship offer</p>	<p>The London Apprenticeship starts targets for 2009/10, broken by age, is set out below. This represents an increase of 1,052 starts overall on the 2008/09 target figure:</p> <p style="text-align: right;">2009/10 16-18 = 6,400 19+ = 9,110 Total = 15,510</p> <p>VMS operational by January 2009</p>
2.2	<p>Continue to implement the <b>Train to Gain Plan for Growth</b>:</p> <ul style="list-style-type: none"> <li>• deliver the ambitious increase in Train to Gain starts</li> <li>• manage the transition of skills brokerage to the LDA</li> <li>• improve the leadership and management skills of small and medium-sized Enterprises (SMEs)</li> <li>• increase the quality of provision in Train to Gain, to drive up achievements and success rates</li> <li>• implement a more flexible funding offer within Train to Gain to help businesses use training as part of their response to the economic downturn</li> </ul>	<p>3,241 personal development plans for managers of SMEs March 09</p> <p>Overall success rates of 65% by the end of 09/10</p> <p>Funding available for unit qualifications for SMEs from January 2009</p>
2.3	<p>Challenge and support providers to continue to <b>improve the quality</b> of all provision in London, resulting in fewer Notices to Improve and fewer Apprenticeship frameworks that fall below the minimum level of performance</p> <p>Ensure providers in scope embed the 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>Train to Gain success rates to be 65% by end of 2009/10</p> <p>Entry to Employment (E2E) positive destinations maintained at 55% by the end of 2009/10</p>
2.4	<p>Co-finance <b>£40 million of ESF activity</b> to support individuals' access to and progress in the London labour market</p>	<p>Contracts offered to engage with 12,000 workless individuals and 11,000 employees:</p> <ul style="list-style-type: none"> <li>– 3,700 workless participants to achieve sustainable employment</li> <li>– 5,000 employees to achieve a Level 2 qualification or above</li> </ul>

Priority 3: Reforming the system		
Action		Milestone
3.1	<p><b>Build a more integrated adult skills offer</b> in London that:</p> <ul style="list-style-type: none"> <li>• helps disadvantaged Londoners to improve their employability</li> <li>• assists more people into employment</li> <li>• improves employees' skills</li> <li>• supports the delivery of sector employability toolkits through local employer partnerships, in conjunction with JCP</li> <li>• work towards the alignment of targets in city strategy pilots with Local Area Agreements</li> </ul>	<p>JIP published – March 09</p> <p>JIP reviewed – Summer 09</p>
3.2	<p>As part of the LSC's response to the Mayor's <b>Economic Recovery Action Plan</b> and the <b>Joint Action Plan</b>, commission:</p> <ul style="list-style-type: none"> <li>• a range of skills activities that will aid progression back into sustainable employment (£17 million over two years)</li> <li>• increase the Nextstep service with the objective of co-locating a Nextstep adviser in every London Jobcentre and creating a "rapid response team" to work with companies who have declared redundancies (£5 million over two years)</li> <li>• support the development of lead providers/managing agents capable of operating as project managers for this work across a JCP district (£5 million for 2009/10)</li> </ul>	<p>Joint Action Plan published February 2009</p> <p>ESF Invitation to Tender (ITT) issued February 2009</p>
3.3	<p>Work with the LDA and other partners to <b>simplify and improve the employer offer</b>, in line with the LSEB objective of developing a one-stop shop approach for employers</p>	<p>Full integration of skills brokerage within the Business Link brand by March 2010</p>
3.4	<p><b>Remodel the balance of LSC provision</b> in London:</p> <ul style="list-style-type: none"> <li>• maintain investment in English for speakers of other languages, while remodelling the nature and type of provision</li> <li>• encourage the embedding of literacy and numeracy</li> <li>• support providers to reshape the entry level and Level 1 curriculums to maximise opportunities for learners on the <b>Foundation Learning Tier (FLT)</b> progression pathways. Protect investment in the FLT, while channelling it into the agreed pathways.</li> </ul>	<p>22,500 numeracy places commissioned for 2009/10</p> <p>Move at least 30% of current entry level and Level 1 provision into FLT progression pathways during 2009/10</p>
3.5	<p>Help the financial stability of FE providers and set challenging <b>fee collection targets</b>, including other income generation</p>	<p>Set individual fee collection targets for all institutions</p>

# Key actions and milestones for London in 2009/10

Priority 4: Equip Londoners with skills to benefit from investment in the London 2012 Olympic Games and Paralympic Games		
Action		Milestone
4.1	<p>Develop and implement a sectoral approach to 2012 Games investment, including:</p> <ul style="list-style-type: none"> <li>the <b>Stratford City National Skills Academy (NSA) for Construction</b>, the Bovis Lend Lease NSA and the <b>emerging NSAs in Tourism &amp; Hospitality and Media</b></li> <li><b>implementing special sectoral agreements</b> within the London Employment and Skills Taskforce's plan for 2012</li> <li>facilitating innovation within the system</li> </ul>	<p>4,000 construction training and work experience places per year at three training centres</p> <p>Hospitality Customer Service qualification suite available by December 2009</p> <p>Combined NSA Skills Plan agreed by September 2009</p>
4.2	<p><b>Align LSC mainstream investment</b> with partner priorities on the 2012 skills and employment legacy, including:</p> <ul style="list-style-type: none"> <li>delivering Personal Best and supporting the national roll-out</li> <li>using the 2012 Games as a vehicle for improved social cohesion</li> <li>facilitating the funding of a range of 14-19 2012 Games projects by March 2010</li> </ul>	<p>8,000 Personal Best graduates by December 2010, with a minimum achievement rate of 60%</p>

## Increasing the offer from the sector

### Fee Collection

We estimate that FE fee income in London was around £30 million in 2007/08, rising to £46 million 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 will continue to set fee collection targets for every institution, recognising their different starting positions. We will also set targets for other income generation, recognising the importance of a mixed economy in ensuring that all learning needs can continue to be met.

### Vocational qualification reform programme

The LSC is reviewing existing funding and performance measures to better support flexible patterns of achievement in the Qualifications and Credit Framework (QCF). In 2009/10, we will start to use eligibility to prioritise the public funding of those vocational qualifications identified by Sector Skills Councils.

### Capital

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

We also hope to invest in the Olympic Construction NSA, which will deliver pre- and post-employment learning. An approved Sport and Leisure NSA proposal will also benefit from a London hub in the run-up to 2012.

# Commissioning

## 16 to 18-year-olds

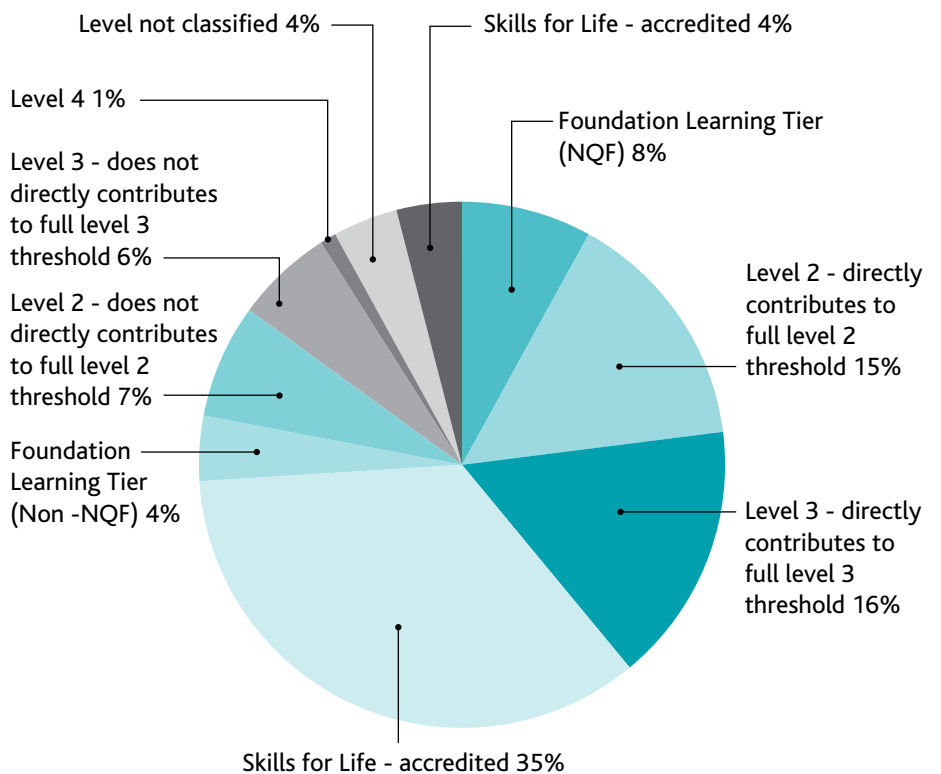
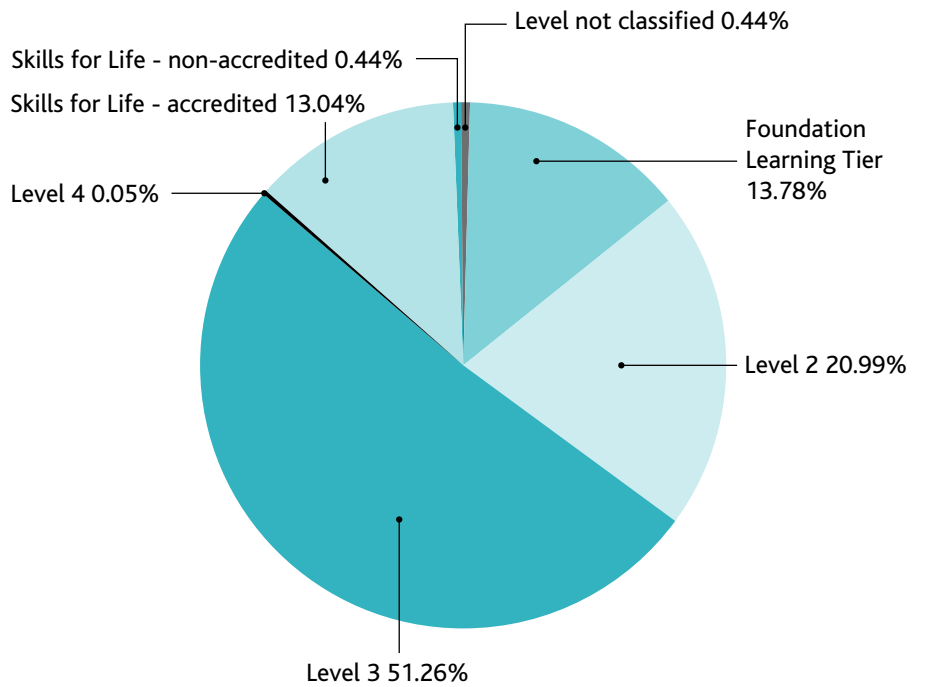
The LSC's investment in young people through FE colleges was over £436 million in 2007/08. The chart to the right illustrates the balance of provision.

We expect to secure a similar volume and mix of provision for 2009/10 – this will mainly be secured through planning dialogues with colleges, providers and schools (via local authorities), when we will also review 16-18 unit costs.

## Adults

The LSC's investment in adults through FE colleges was more than £388 million in 2007/08, more than 74% of which directed towards our widest definition of priority learning.

In 2008/09, providers that over-deliver against their ALR allocation will be eligible for additional funding, subject to national reconciliation policy and affordability. In London, contribution to Full Level 2, Full Level 3 and SFL (Leitch levels and above) targets must be met before any additional funding can be claimed.



# Commissioning

## Tendered commissioning

London has access to £108 million of ESF funding between 2007 and 2010. The latest invitations to tender (ITTs) were sent out in early 2009 to organisations that pre-qualified through the Qualified Provider Framework.

## Redundancy package ITT - February 2009

The aim of this offer is to ensure that capacity is in place to contract with successful providers who can evidence that they have the capability to respond to the employment implications of the present economic climate, and to fill gaps in mainstream LSC funding for individuals who are under notice of being made redundant or who have been made redundant. The provision of high-quality training and education support is designed to enable these individuals to continue in, enter or re-enter sustainable employment and contribute positively to the local labour market.

## European Social Fund

The ESF has offered a total of £65.7 million to 150 projects for the delivery of training to nearly 40,000 unemployed, economically inactive people and employees in London, including approximately 15,000 from 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 other programmes and that retains flexibility to reflect changes in our region's labour market.

## Equality and diversity

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

As part of this we will:

- ensure that success rates for male and female learners improve, and that any gaps between them are narrowed
- raise the success rates of low-performing groups, with a particular focus on any that are below the minimum level of performance and/or in decline
- ensure that success rates for learners with learning difficulties and/or disabilities continue to improve, with a particular focus on any provision that is below average and/or in decline. The importance of appropriate qualifications is paramount and this needs to inform the on-going QCF developments
- encourage providers to improve the accuracy of data collection for ethnicity and for learners with learning difficulties and/or disabilities, and to reduce the number of learners for whom no information is provided.

## Quality assurance

Quality improvement will be a key driver of our commissioning decisions. This will enable us to secure good-quality learning and continue to eradicate poor provision. We will support good colleges and providers to perform even better and will 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.

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. Where we identify that a substantial proportion of provision is "inadequate" or "underperforming, we will issue a formal Notice to Improve.

# Measuring our success

During 2009/10 our aim is to continue making progress participation and attainment levels across the region. To help us gauge this, we will measure our success, both directly and by working with our regional partners, as outlined on the table below.

Measure	2007/08 Actual	2008/09 Estimated	2009/10 Projected	% change between 08/09 and 09/10
<b>16-18 (young people delivery)</b>				
Total number of young people participating in learning, of which:	176,600	185,932	184,027	0.00%
participating in Apprenticeships or Advanced Apprenticeships	11,646	12,700	13,303	4.75%
starting an Apprenticeship or Advanced Apprenticeship	5,565	6,100	6,400	4.92%
participating in FE	94,644	98,929	98,929	0.00%
participating in SSF	63,456	66,638	64,130	-3.76%
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%
<b>Adult learning (learner responsive)</b>				
Total Number of Adult Learners, of which:	307,744	336,041	303,594	-9.66%
participating in Full Level 2 (in FE)	17,494	23,854	25,381	6.40%
participating in Full Level 3 (in FE)	17,248	20,433	20,771	1.65%
participating in FLT	36,085	62,385	62,891	0.81%
participating in Accredited Skills for Life	99,057	91,482	94,426	3.22%
participating in Accredited Skills for Life Numeracy	15,184	17,360	22,535	29.81%
Adult Safeguarded Learners	134,593	134,593	129,209	-4.00%
<b>Adult learning (employer responsive)*</b>				
participating in Apprenticeships or Advanced Apprenticeships	10,100	11,340	12,361	9.00%
starting an Apprenticeship or Advanced Apprenticeship	7,996	8,358	9,110	9.00%
starting a FLT course (Train to Gain)	-	869	869	0.00%
starting a Full Level 2 (Train to Gain)	36,950	52,000	66,198	27.30%
starting a Full Level 3 (Train to Gain)	5,150	7,410	11,115	50.00%
starting a Full Level 4 (Train to Gain)	-	595	595	0.00%
starting a Skills for Life course (Train to Gain)	6,580	6,580	12,483	89.71%
Skills for Jobs and Employability Skills Programmes	7,337	17,153	22,599	31.75%
<b>Learners with learning difficulties and/or disabilities</b>				
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 transfer

# Glossary

<b>ALR:</b>	adult learner responsive funding model
<b>E2E:</b>	Entry to Employment
<b>ESF:</b>	European Social Fund
<b>FE:</b>	further education
<b>FLT:</b>	Foundation Learning Tier
<b>Full Level 2:</b>	equates to five GCSEs at grades A* to C
<b>Full Level 3:</b>	equates to two GCE A-level passes or equivalent
<b>IAG:</b>	information, advice and guidance
<b>ITT:</b>	invitation to tender
<b>JCP:</b>	Jobcentre Plus
<b>JIP:</b>	Joint Investment Plan
<b>LDA:</b>	London Development Agency
<b>LSEB:</b>	London Skills and Employment Board
<b>NEET:</b>	not in education, employment or training
<b>NSA:</b>	National Skills Academy
<b>QCA:</b>	Qualifications and Curriculum Authority
<b>QCF:</b>	Qualifications and Credit Framework
<b>SMEs:</b>	small and medium-sized enterprises
<b>SSF:</b>	school sixth form
<b>VMS:</b>	vacancy matching system





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