









Jobcentre Plus and Learning and Skills Council Joint Delivery Plan 2006- 2007



Leading learning and skills



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Section 1 - Introduction

1.1 National Perspective and Background

The NEP's report *Welfare to Workforce Development* was published in February 2004 and accepted by the Chief Executives of the LSC and Job Centre Plus. The report sets out 35 recommendations for the Department for Work and Pensions (DWP), Department for Education and Skills (DfES), JCP and the LSC to take forward.

National Employment Panel: <http://www.nationalemploymentpanel.org.uk>

The recommendations were designed to improve the productivity of British businesses and the prospects of JCP customers as they moved from welfare to workforce development. The LSC and JCP agreed to take forward 23 of the recommendations; the remaining 12 were the responsibility of DWP and DfES to progress with support from the LSC and JCP.

The NEP report suggests eight recommendations that are the keystones for reform, including the need for joint LSC and JCP local delivery plans with measurable objectives for key collaborative activities.

Each organisation has issued guidance on joint planning to the effect that the plan should cover any area of joint activity that the two organisations find useful to meet local needs.

In 2004/2005 the focus of the joint delivery plans has been on planning and gaining a greater understanding of each other's agendas and services. Good progress on joint delivery plans has been made with 95% of local LSCs having joint delivery plans in place by January 2005. In 2006/2007 delivery plans need to include measurable and specific objectives as detailed in the NEP report to bring about the clear links that are required between skills training and employment opportunities as outlined in the LSC's National Annual Statement of Priorities.

This template is designed to ensure that our plan is consistent with the National priority activities we are working on together whilst maintaining the flexibility to address our regional and local priorities and needs from September 2006 to August 2007.

1.2 Jobcentre Plus and LSC in the North East

The area which Jobcentre Plus North East serves extends from the Scottish border in the north to the boundary formed with Yorkshire in the south, and from the Cumbrian border in the west, to the North Sea. It has a total population of around 2.5 million. Led by our Director, Diane Hedley, the Senior Leadership Team (SLT) is responsible for deciding the region's strategic objectives and direction. The SLT comprises our three District Managers (Tees / South Tyne and Wear Valley / Northumbria), the head of our Regional Fraud and Programme Protection Team, and the Regional Tier Functional Heads.

The LSC's North East regional office covers the same geographical area as Jobcentre Plus North East. The LSC has 12 local Partnership Areas: Northumberland, Gateshead, Newcastle upon Tyne, North Tyneside, South Tyneside and Sunderland (Partnership Area – North) and Darlington, Durham, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees (Partnership Area – South). Led by our Regional Director, Chris Roberts, the LSC's Regional Management Team includes the Regional Director of Skills, the Regional Director of Learning, Planning and Performance, the Regional Director of Finance and Resources, and the two Directors of Partnership Areas, North and South.

1.3 Issues facing the North East

Transforming the North East into a high performing economy will require more businesses developing higher quality, higher value added products and services by more highly skilled employees. This will require intervention to stimulate both the demand for and supply of skills, if a step change in economic performance is to be achieved. We need to ensure that issues affecting employers now are addressed, whilst at the same time, putting in place measures to ensure that future skill needs are met.

Analysis of recently published labour market intelligence suggests that the North East economy has seen some improvements in recent years, with indications that the gap with other parts of the country may be narrowing.

Based on the estimated number of workers in the region, seasonally adjusted claimant count rate in June 2006 was 4.3%, unchanged from May 2006, and up 0.4 percentage points since June 2005. The seasonally adjusted number of claimants in June 2006 was 50,900, up 500 on May 2006, and up 4,700 since June 2005. **Source: Table 1a, First Release, Labour Market Statistics, July 2006**

Looking at unemployment from the working age population perspective, the levels and rates show a similar upward trend. At June 2006 numbered 50,143 equating to a rate of 3.2%, an increase of 3,971 (0.3%) on the figures in November 2005. **Source: Table 16, First Release, Labour Market Statistics, July 2006**

There were around 19,600 job seekers on the register who have been unemployed for six months or more.

New Deal eligible groups are as follows:

18 –24 yr olds, 6 months or more unemployed 3,500, 6.9%*

25-49 yr olds, unemployed for 12 months or more 4,600, 9.1%*

50+ years, unemployed for 6 months or more 5,300, 5.5%*

(* As a percentage of total register of 50,143)

Source: ONS, Table 8(1) and (2), First Release, Labour Market Statistics, July 2006

The scale of the problem is such, however, that targeted and effective intervention is key to ensuring that recent improvements continue and progress in closing the regional economic gap accelerates. The LSC is tasked with addressing this problem through ensuring that the skill base within the region is improved.

The following data is taken from the LSC Performance Review, Spring 2006:

The cohort of young people in the North East is falling: a drop of 10% is predicted between 2003 and 2013. In that context the total number of participants in learning between 16-18, which remains relatively stable, signifies a growth in percentage participation. A growing share of participants is studying for a full level 2 NVQ. We are making significant progress towards the level 2 at 19 target, but still lag slightly behind the national data. We have seen a significant improvement in success rates, particularly in Apprenticeships.

Young people									
Full Level 2 in FE				Level 2 at 19				WBL Success Rates	
Full level 2 participation: 2003/04	Full level 2 participation : 2004/05	Number at level 2 by end 2003/04	Number at level 2 by end 2004/05	% of learners at level 2 in 2004	% of learners at level 2 in 2005	Number without level 2 by age 16 - cohort aged 19 at the end of 04/05	Number without level 2 by age 19 - cohort aged 19 at the end of 04/05	2003/04: Apprenticeship	2004/05 Apprenticeship
8,279	8,761	22,058	22,684	65.0%	67.4%	18,668	10,954	31.0%	40.4%

To achieve the target of reducing the number of adults without level 2 we need to increase the percentage of provision which leads adult learners to that qualification: the table shows significant progress between 2003/04 and 2004/05 and the evidence is that this is continuing. Similarly, in order to reach the target for increasing skills for life achievement, we are focusing more of our provision on adult learners. Success rates, particularly in apprenticeships, are continuing to improve

Adults					
Full Level 2 in FE		Skills for Life		WBL Success Rates	
Full level 2 participation: 2003/04	Full level 2 participation: 2004/05	% of total to 2004: over 19	% of 2004/05: over 19	2003/04: Apprenticeship	2004/05 Apprenticeship
10,808	12,102	39.7%	50.7%	27.0%	41.0%

There are many challenges facing the economy of the North East on both the demand and supply side of the labour market:

Demand Side

- Slower long term employment growth but recent above average growth – slow employment growth has been a feature of the North East labour market for at least two decades, but recently there has been above average rates of employment growth in the North East. This progress needs to be built upon through effective intervention, as many of the sectors forecast to be the most dynamic in the future are not expected to fare so well in North East. The risk therefore remains that the gap with the rest of the country may continue over the longer term.
- Low Levels of productivity – productivity in the North East, as measured by Gross Value Added (GVA), has trailed behind the national average throughout the 1990s. Although this gap has widened in the absolute terms, recent annual growth rates have been higher in the North East which may be an indication of the gap starting to narrow.
- Recruitment problems and skill shortages – employers in the North East are currently facing slightly worse recruitment problems and skills shortages. However, skills gaps amongst the workforce are less of a problem and employers in the North East generally provide more training for their staff. The National Employer Skills Survey 2005 shows a slightly higher proportion of establishments with hard-to-fill vacancies in the region than in England, (8 per cent compared with 7 per cent), but the same proportion with skills-shortage vacancies (5 per cent). NESS05 shows skills gaps present a similar problem in the North East to that in England, with 6 per cent of employees not being fully proficient in their current jobs in both the region and the country (while more establishments in the North East report skills gaps among their workforce than in England – 21 per cent compared with 16 per cent)
- Low representation of managerial and professionals - the North East workforce is under-represented in high skill occupations and has over-representation of those with low skills. Forecasts suggest that this pattern is set to continue in the future and this may act to stifle economic growth potential and any drive to improve business productivity.
- Low demand for higher Level skills - without measures to stimulate the demand for high level skills amongst employers in the North East, improving the supply of learning may increase the flow of skilled workers to other regions rather than raising the skills profile of the resident workforce. Recent trends suggest that the North East has increased the proportion of workers with high level skills, while those with lower skill levels have decreased. Forecasts over the longer term, however, suggest that while the demand for high skill employment will grow much faster than overall employment demand in the North East, the national growth rate will be higher still. Without intervention the gap between the skills profile of the North East's workforce and the rest of the UK, particularly with London and the South East, is therefore likely to continue.
- Below average earnings for most occupations and sectors - earnings levels in the North East are well below the national average and this is contributing to the outflow of workers from the region, particularly amongst high skilled occupation groups

where the differential is greatest. These differences are also important because earnings are the main incentives for workers to upgrade their skills and low regional earnings may undermine incentive mechanisms. Recent evidence suggests, however, that growth in average earnings in the North East has been higher than national growth and that the earnings gap may therefore be starting to close.

- Low rates of new business formation and survival – below average growth in business stock and new businesses formed will limit the ability of the regional economy to rejuvenate through the exploitation of the skills and knowledge of its indigenous workforce.

Supply Side

- An ageing population and outward migration - whilst the ageing population is a national phenomenon, outward migration of young people is exacerbating the problem in the North East and reducing the potential supply of skilled labour. This is a particularly significant issue, projections suggest a decline of 12 per cent in the population of 14–19 year olds in the North East between 2003 and 2013, compared with 5 per cent in England (ONS Sub national Population Projections, 2003-based; Government Actuary's Department 2003-based Population Projections for England).
- Lower than average economic activity rates - in the North East economic activity rates, which are particularly low amongst the older population, limit the available workforce for economic growth and contribute to socioeconomic deprivation in the region.
- Below average academic performance – academic achievements in the region are below average, particularly after Key Stage 2. Poor academic performance of young people will result in a continuation of the disparity in workforce skills between the North East and the nation as a whole and contribute to a further widening of the economic divide.
- Increased supply of graduates but under-utilisation within the regional workforce – although the number of graduates in higher education institutions and the number of graduates entering into the regional workforce has increased, fewer are employed in graduate or graduate-track occupations (six months after graduation), particularly in managerial, administrator and professional occupations.
- Poor basic skills – the North East has high rates of poor basic skills amongst both those in work and the unemployed. This reduces productivity and threatens the long-term employability of a significant section of the workforce.

Unless otherwise stated, demand and supply side information is taken from Employment and Skills Issues in the North East, March 2005 – Skills North East)

1.4 National Priorities

The LSC has published the second Annual Statement of Priorities. The six priorities for 2006/07 are to:

- Ensure that all 14-19 year olds have access to high quality, relevant learning opportunities.
- Make learning truly demand-led so that it better meets the needs of employers, young people and adults.
- Transform the learning and skills sector through agenda for change.
- Strengthen the role of the LSC in economic development so that we provide the skills needed to help individuals into jobs.
- Improve the skills of workers who are delivering public services.
- Strengthen the capacity of the LSC to lead change nationally, regionally and locally.

The National Priorities for JCP are to:

- Increase the effective labour supply by helping as many unemployed and economically inactive people of working age as possible to move into jobs or self-employment and active competition for jobs by making available to them job vacancies, information, advice, training and support and encouraging employers to open up more opportunities to them
- Provide high quality and demand-led services to employers, which help them to fill job vacancies quickly and effectively with well-prepared and motivated employees
- Help people of working age in the most disadvantaged groups and areas to move closer to the labour market, compete effectively for, and remain in work and to adjust more quickly to economic change
- Work towards parity of outcomes for minority ethnic customers
- Ensure that people receiving working age benefits fulfil their responsibilities and are offered high quality help and support appropriate to their needs, while protecting the position of those in greatest need
- Pay people of working age the correct amount of benefit to which they are entitled, at the right time and throughout the period of their claim, and to protect the benefit system from fraud, error and abuse
- Improve continuously the quality, accessibility and delivery of services to all working age customers, regardless of ethnicity, gender, age or disability and achieve the best possible outcome for each of them
- Increase Jobcentre Plus' overall productivity, efficiency and effectiveness.

1.5 Regional Priorities

JCP and LSC are integral to the Regional Skills Partnership, known regionally as Skills North East (SNE). The SNE Action Plan includes objectives which require for the most part, significant impact and influence by both our organisations and this is reflected in the development of this joint delivery plan:

- Increase employer demand for, and investment in, skills
- Raise individual aspirations and demand for learning and provide individuals with opportunities throughout life to achieve their aspirations and embrace change
- Enable those excluded from the labour market to access learning and sustainable employment
- Ensure all individuals have the foundations for employability: the attainment of skills for life and a first Level 2 qualification
- Increase the achievement of intermediate and higher level skills to support growth, innovation and productivity
- Enable colleges and learning providers to be more responsive to employers' and learners' needs

The RSP has agreed to particularly focus on:

- Developing management and leadership skills and capability;
- Building on achievements at Level 2 to increase the proportion of the workforce qualified at Level 3;
- Support individuals not currently participating in the labour market to access learning and sustainable employment; and
- Ensure young people are motivated and skilled in order to enter and succeed in an increasingly knowledge based labour market.

We will deliver activities which either directly support or indirectly enable the achievement of these goals too through this delivery plan

1.6 Roles and Responsibilities

Regional managers will support the development and implementation of the plan in conjunction with operational colleagues. They will lead or facilitate discussions with national and regional partners to initiate, explore or develop initiatives.

Sub regional teams from JCP and local Partnership teams within the LSC will support/guide the development of initiatives with local and operational knowledge. They will implement pilots/projects or mainstream provision, where appropriate. Sub regional teams will maintain local partnerships cascading developments and escalating issues or barriers. Colleagues progressing initiatives linked to individual tasks need to take ownership of the activities listed in the plan ensuring progression, completion and reporting.

Stage 1 For each task area both organisations will identify a representative to take the regional lead who will liaise with colleagues progressing initiatives linked to that task. The regional representatives will act as a focal point for information to, and from, their sub regional/local partnership colleagues. The regional JCP/LSC lead will agree who will submit a brief quarterly regional update, and its content, on behalf of both organisations. This update will provide a progress report including reasons for and a proposed RAG rating. If the RAG rating is either amber or red the update will also provide proposals to resolve the issues preventing achievement.

Updates to plan will be sent to the plan coordinator by stage 1 due date.

Stage 2 The regional managers accountable for the plan will review the quarterly return, confirm the appropriateness of individual updates and recommend a RAG status.

Stage 3 Regional Directors and District Managers meet to agree and sign off the updates and forward plan.

Stage 4 Regional accountable managers forward the Plan to respective national tier team

1.7 Monitoring arrangements

Reporting period for review	<u>Stage 1</u> Task leads to have facilitated joint update on plan	<u>Stage 2</u> Regional Review Meeting with Alan Taylorson (LSC), Dave Wright (JCP) Pauline Watson (LSC) to review progress	<u>Stage 3</u> Regional Director of Skills – Gillian Miller, LSC Area Directors and District Managers to agree reports to be submitted to NO	<u>Stage 4</u> Reports Required by JCP National Tier and National Learning and Skills Council
Oct - Dec	5 th January	10 th January	17 th January	19 th January
Jan-March	6 th April	11 th April	18 th April	20 th April
April - June	7 th July	12 th July	19 th July	21 st July
July - Sept	6 th October	11 th October	18 th October	20 th October

NB : Stage 1 = Individual Leads from JCP and LSC to update plan, attribute and agree traffic light system and produce draft report; The traffic light system is detailed in Appendix 2.

Stage 2 = Pre meeting to ensure content of plan is suitable

Stage 3 = Presentation to regional review forum for updates on plan activity and to identify any issues that need to be referred to JCP and LSC Regional Directors e.g. Good practice/concerns requiring attention at future Regional Directors Keep In Touch meetings.

Stage 4 = Dave Wright and Alan Taylorson to forward reports to NO

1.8 Key Protocols/Service Level Agreements to enable implementation of the plan:

1. Intermediary Agreements for increasing the number of referrals from JCP to Next Step IAG provision
2. Service Level Agreements for increasing the number of JCP customers accessing mainstream FE LSC funded provision
3. National agreement between Connexions and JCP for progressing Apprenticeships
4. Copy of the Regional ESF SLA to be included when completed- outstanding
5. Copy of National and Regional Train to Gain and JCP protocols to be included
6. Skills North East 2006/07 Action Plan
7. SNE Implementation Plan

The Plan

National and Regional Priorities

National Priorities

NP1 - Skills for Life: Overall responsibility is Alan Taylorson (LSC Skills Strategy Manager) and Dave Wright (JCP Regional External Partnership Manager)

Objective				
<p>To deliver the provision of discrete literacy, language and numeracy provision for 900 JCP clients aged 25+ and in receipt of JSA for 6 months or more to be delivered across the period 25 September 2006 to 31 July 2007. A further 55 JCP clients will be involved in provision that pilots a new employability framework that includes basic skills.</p>				
<p>This objective is aligned with SNE 2006-07 Action Plan: D1.</p>				AMBER
Planned Milestones 06/07	Lead	Timescale	Progress	Completed / update
Agree allocation of starts for each JCP District for inclusion in delivery contracts. Contracts to include details of referral process and JCP information requirements.	Alan Taylorson (LSC)	By 25 September 2006.		
Hold communication workshops with local advisory teams and provider representatives	Steve Martin (JCP)	Completed by mid October 2006		
Share provider profiles with JCP staff to support monthly referral monitoring	Steve Martin (JCP)	End October 2006		
Referrals to be monitored and any remedial action to be agreed.	Alan Taylorson (LSC) Steve Martin (JCP)	First review: end October 2006		
Information on Phase 3 pilot arrangements awaited from LSC NO.	Alan Taylorson (LSC)	Pilot expect to be in place in October 2006		

NP2 - Apprenticeships: Overall Responsibility is Steve Martin (JCP External Relations) and Dave Barber (LSC Area North)/ Helen Rainbow (LSC Area South)

Objective				
30 Apprenticeships (10 per JCP district) for individuals aged between 16 – 23 year olds will be filled by JCP customers				AMBER
Planned Milestones 06/07	Lead	Timescale	Progress	Completed / update
Ensure that data sharing protocols between JCP and Connexions identify both e2e and apprenticeship vacancies filled by JCP customers. Agree the tracking of opportunities with Connexions (National agreement)	Steve Martin (JCP) LSC colleagues Dave Barber (Area North) and Helen Rainbow (Area South) Local JCP colleagues are: Carole Parker, Dorothy Bowmaker, Trevor Mortlock, Deborah Parmley		Regional access/passwords to Connexions website for apprenticeship vacancies by JCP's Young Person's Advisers (this qualifies as the added value/JCP intervention) have been agreed. However the following issues have been forwarded to JCP Head Office for advice/resolution by Dave Wright: 1. JCP/Connexions National Agreement is based upon individual customer agreement to share data. Even when permission is given the level of information currently collected and shared does not meet requirements of this objective; 2. JOT requirements do not require such tracking of starts therefore, following national response the region may need to explore local systems.	

NP3 - Creating Demand – Led Routeways: Overall responsibility is Petrina Lynn (LSC Regional Director – Sectors), Dave Wright (JCP External Partnership Managers)

Objective				
<p>1. Develop a more integrated approach to designing and delivering locally responsive programmes to enable those excluded from the labour market to access employment</p> <p>2. Implement pilot routeways</p> <p>This objective is aligned with SNE 2006-07 Action Plan: C1,2,3.</p>				
				GREEN
Planned Milestones 06/07	Lead	Timescale	Progress	Completed update
Embed and further develop employer-led employment routeways to improve recruitment and retention of employees.		Meetings started 12 th June	<p>Development group for Energy and Utilities sector routeways (Domestic Appliance Engineers and pipe-layers in place. Leads Katie Hepton, Sally Gardner, Mike Carty (EU Skills).</p> <p>Contact Centre - “Go Forward” contact centre routeway completed provision to be rolled out on regional basis – development of provision into other customer care related occupations. Lead Howard Forrest</p> <p>Regional Board in place to progress NEP pilot, Train the Trainer routeway in development see below.</p> <p>High Volume Production: – Food Manufacture, David Hickman (Improve) leads initial investigations through a small group, soon to expand to include JCP and LSC. Automotive, Dave Wright and Simon Wigington to develop the COVE model.</p>	

			Transport - lead Alan Smith (Logistics) to review the "Experience Booster" routeway for goods drivers enabling it to model subsequent routeways on the SNE site. Consider development of Warehousing routeway	
Develop Access Trial Pilots in partnership with Colleges across the region to encourage JCP to access LSC mainstream provision.	Steve Martin JCP Petrina Lynn LSC	Pilot operates from April 06 until march 07	<p>City Of Sunderland College (COSC) to support a minimum of 5 unemployed/ inactive adults on a sector routeway/access trial focusing upon building the capacity of construction tutors - Started September 2006 with qualifications achieved by 31st March 2007. (Sally Gardner, Gary Cumisky, Carol Parker)</p> <p>New College Durham Sector Routeway/ Trials to support 7 JCP customers on full-time learning in Business Administration - L2 Qualifications to be achieved by 31st March 2007 Stephanie Clarke (NCD), Carole Parker, Julian Chambers (LSC)</p> <p>Hartlepool College of FE to support 5 JCP customers on full time learning opportunities- L2 sector routeway includes accounting, IT and administration - Qualifications to be achieved by May 2007 (Lesley Wood, Paul Marshall, Kelly Armstrong)</p>	

<p>NEP Construction Regeneration project - To develop and implement a strategy which identifies regional skills demand and supply at a strategic level within the constructions sector, with the aim of optimising recruitment and training for those economically inactive and capable of employment in the construction industry.</p> <p>Business Plan to be submitted to NEP Regeneration board for approval June 2006</p>	<p>Les Howard (NEEC) Sally Gardner (LSC) Katie Hepton (JCP)</p>		<p>Business Plan 2006/2007 endorsed by NEP and the 10 Local Authorities in Tyne & Wear and Tees Valley 25/5/06.</p> <p>Work underway to agree financial and performance information for the Construction Employment Integrator (CEI), in readiness for NEP Regeneration Board 5/7/06. Paper in development to identify barriers that affect current/future pilot activity.</p>	
	<p>Hilary Porter (LSC) Howard Forest (NEEC) also representing JCP Iain Wishart (LSC)</p>	<p>Appraisal Panel on 5 September to assess bid</p>		

NP4 - Information Advice and Guidance: Overall responsibility is Gill Forth (Regional Skills Adviser LSC) and Steve Martin (JCP External Relations)

Objective				
<p>1. JCP to make 250 referrals to Tees Valley Skills coaching service for the period October 06-March 2007. 2. Increase the number of referrals without a L2 from JCP who attend Next Step by 45% from 1292 in 2005-06 to 2878 for 2006-07. 3. The DfES Review of IAG will further develop the advisory services available to JCP customers currently contracted by LSC through Next Step.</p>				
This objective is aligned with SNE 2006-07 Action Plan: B3				GREEN
Planned Milestones 06/07	Lead	Timescale	Progress	Completed update
Referrals for Tees Valley Skills Coaching trial from October 2006 to end of March 2007.	Gill Forth (LSC) Trevor Mortlock (JCP) Eddie Costello (Next Step) Alan Taylorson (LSC) Philip Styan (Next Step) Carol Danielle (JCP) Steve Martin (JCP) Julie Duncan (LSC)	Award contract September 2006 to Igen Ltd. Referrals to commence October 06 until July 2007.		
<p>Tees Valley JCP District will make referrals which will result in 70 per month attending Next Step (Tees Valley Next step core contract).</p> <p>JCP to provide data on number of referrals made to Tees Valley Next Step</p> <p>Next Step to provide data on number of referrals made to JCP</p>	Trevor Mortlock (JCP) Chris Livingstone (JCP) Eddie Costello (Next Step) Julie Duncan (LSC)	Referrals to begin September 2006-August 2007		

<p>South Tyne & Wear Valley JCP will make referrals which will result in 66 individuals per month attending Next Step (Durham Next Step Core contract)</p> <p>A further 33 individuals per month will attend Next Step (Tyne & Wear Next Step Core contract) as a result of referrals from South Tyne & Wear Valley JCP.</p> <p>JCP to provide data on number of referrals made to Durham Next Step</p> <p>Next Step to provide data on number of referrals made to JCP</p>	<p>Carole Parker (JCP) Andrea Wiseman (Next Step) Simon Bowker (LSC)</p> <p>Paul Willis (LSC) Deborah Parmley (JCP) Marie Brett (Next Step)</p>	<p>Referrals to begin September 2006-August 2007</p> <p>Referrals to begin September 2006-August 2007</p>		<p>Additional information for South Tyne & Wear Valley: Referrals will be monitored at a local level between the local leads and updates provided on the plan as per quarterly review timescale JCP will keep a record of how many referrals are made according to district and this will be made available upon request.</p> <p>(Next Step will make 70 referrals to JCP during September 2006 – August 2007).</p>
<p>Northumbria JCP will make referrals which will result in 50 individuals per month attending Next Step (Tyne & Wear Next Step Core contract).</p> <p>JCP to provide data on number of referrals made to Tyne & Wear Next Step</p> <p>Next Step to provide data on number of referrals made to JCP</p>	<p>Paul Willis (LSC) Deborah Parmley (JCP) Marie Brett (Next Step)</p>	<p>Referrals to begin September 2006-August 2007</p>		

<p>Northumbria JCP will make referrals which will result in 20 individuals per month attending Next Step (Northumberland Next Step Core contract)</p> <p>JCP to provide data on number of referrals made to Northumberland Next Step</p> <p>Next Step to provide data on number of referrals made to JCP</p>	<p>Marie Brett (Next Step) Jill Robson (JCP) Louise Woodman (LSC)</p>	<p>Referrals to begin September 2006- August 2007</p>		
<p>Implement outcomes of National and Regional Review of IAG</p>	<p>Bronwyn Nelson (NLSC) RSP Review Group.</p>	<p>Autumn 2006</p>	<p>Awaiting National and Regional Review Feedback</p>	

Regional Priorities

RP1 - Employer Related: Overall responsibility Susan Matthews as Train to Gain lead for LSC and Carole Danielle and Tim Bird from JCP.

Objective :				
1. Increase the number of referrals to Train to Gain vacancies 2. A shared JCP and LSC interest in the employer engagement agenda and the further development of a skills brokerage service that supports diverse recruitment practices				
GREEN				
This objective is aligned with SNE 2006-07: A1, 2.				
Planned Milestones 06/07	Lead	Timescale	Progress	Completed update
To ensure an effective referral mechanism, including targets between the Regional Brokerage Service (RBS) and JC+ and JC+ to RBS develop the regional protocol, based on the national protocol.	Susan Matthews, Carole Danielle, Tim Bird and Business Link NE.	September / October 2006		

RP2 – Supporting Offenders and Learning & Skills: Overall Responsibility is Gill Dunn (LSC) and Steve Martin (JCP)

Objective				
To achieve a co-ordinated, joined up approach to the offender learning and employment agenda in line with the Green Paper Reducing Re-offending through Skills and Employment				
AMBER				
Planned Milestones 06/07	Lead	Timescale	Progress	Completed update
To get more offenders into jobs, we will ensure that training and qualifications for offenders are meaningful to employers, so that they can, in turn, offer job opportunities.	Gill Dunn (LSC) Steve Martin (JCP) Les Howard (NEC)	By end March 2007		

<p>Strengthening and extending existing arrangements for assessing, training and placing offenders into jobs;</p> <p>Scope what employers /offenders want and the barriers that stop offenders entering employment /learning and skills</p> <p>Establish targets and develop mechanisms for measuring progress</p>				
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RP3 - Regional approach to ESF Co-Financing: Overall responsibility is Ann Westland Jobcentre Plus and Ian Wishart (LSC)

Objective				
Through ongoing collaboration, Jobcentre Plus and the LSC will ensure that best value is obtained from the current ESF provision, maximising the benefits delivered to participants and agreeing the most effective way to support, influence and implement the 2007-2013 ESF Structural Funds Programmes				
				GREEN
Planned Milestones	Lead	Timescales	Progress	Completed Date
Continue to develop and enhance SLAs at ESF sub regional level to provide a focus for joint working initiatives and to progress the ESF Objective 3 Regional Development Plan	Ann Westland (JCP) Iain Wishart (LSC)	Ongoing		
Maintain regular dialogue at a regional level to:	Ann Westland (JCP) Iain Wishart (LSC)	Ongoing		
<ul style="list-style-type: none"> Ensure joint provision meets the needs of the customer groups and 				

<p>progresses the Regional Economic Strategy</p> <ul style="list-style-type: none"> • Ensure elimination of duplicated provision through communicating proposed funding projects and participating in appraisal/ratification panels • Ensure Provision is targeted to maximise the use of funds, avoiding overlap, through communication of intended bidding rounds at a planning stage • • Communicate unexpected developments and issues that may impact on regional ESF expenditure and performance • Ensure the sharing of good practice from joint initiatives that are mutually beneficial e.g. regional ESF ALI Inspections. <p>Contribute to and engage in the next consultation stage for the 2007-13 ESF Structural Funds Programme (expected Autumn 06)</p>	<p>Ann Westland (JCP) Iain Wishart (LSC)</p>	<p>As and when appraisal and ratification meetings are convened</p> <p><i>(Awaiting clarification from respective national tiers of both organisations to determine future involvement).</i></p>		
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RP4 - City Regions: Overall Responsibility is Dave Peebles/ Fred Foster (JCP) and John Wayman (LSC)

Objective				
<p>Close working on the new city-regions agenda, especially in ensuring a strong employment, skills and regeneration focus within the business plan that is being developed. Key issues being addressed are: greater flexibility in the deployment of LSC and other funds; a leading role for employers who can offer real job opportunities and; relations with regional skills partnerships</p> <p style="text-align: right;">GREEN</p>				
Planned Milestones	Lead	Timescales	Progress	Completed Date
Employment Consortium structure and terms of reference agreed by all partners. Structure to include representation of JCP and LSC at appropriate level.	Dave Peebles/ Fred Foster (JCP) John Wayman (LSC)	By 6 October 06		
Employment Consortium strategy and delivery plan developed and agreed, to include JPC and LSC agendas, and submitted to DWP.	Dave Peebles/ Fred Foster (JCP) John Wayman (LSC)	By 31 December 06		
Strategy launched and implementation of delivery plan commenced	Dave Peebles/ Fred Foster (JCP) John Wayman (LSC)	By 1 April 07		

Appendix 1
Performance against 2004 NEP Recommendations

NP1 - Skills for Life

1. Detail measures to ensure that JCP Basic Skills and ESOL Providers participate in LSC's Skills for Life Quality Initiative (7)

Achieved in 2005-06 and later transferred to QIA and National JCP.

2. Describe arrangements to share performance data on all JCP and LSC contractors (18)

Achieved in May 2005/06 at joint regional workshop. –

3. As part of the development of their local delivery plan, JCP and the LSC should identify where there is overlap and where it is sensible for one organisation to procure services on behalf of the other. (20)

Overlap identified in 2005/06, procurement processes superseded by National developments and being handled nationally

NP2 - Apprenticeships

1. Local delivery plans should include a measurable objective for the number of Apprenticeships that are filled by JCP - NEP rec 32

Quantifiable target included in this plan for the 2006-07

NP3 - Creating Demand – Led Routeways (Developing ‘sectoral routeways’ in response to employer needs - NEP rec 14)

Superseded by Train to Gain activities.

1. Plans should describe collaborative work with training providers to ensure that provision meets local labour market needs.

NP4 - Information, Advice & Guidance

1. Outline arrangements for JCP referral to nextstep for those less than L2 (23)

Intermediary agreements were developed and put in place in 2005-06 for each LLSC and JCP district

RP1 - Train to Gain

1. The quantifiable target included in the plan addresses the following objective detailed in the emerging priorities for 2006/07 paper: **Train to Gain as the main source of vocational training for Jobcentre Plus customers moving back to work and the New Deals and BoND that will offer employability and some limited vocational training for those with multiple disadvantaged whilst unemployed.**

2. The objective included in this plan supersedes the following 2004 NEP objectives:

**Plans should outline steps to ensure that there is sufficient knowledge of each other's products and services to signpost employers fast and effectively (NEP rec 27) and
Outline arrangements for a coherent 'no wrong door' system between LSC, JCP and Business Link (NEP rec 29)**

RP2 - OLASS

The plan includes the objective outlined in the emerging priorities 2006-07 paper

RP4 - City Regions

This objective from emerging priorities 2006-07

Appendix 2 Rag / Risk Rating

Rate the residual risk according to the RAG ratings below. The RAG rating indicates the current control rating based on the effectiveness of actions taken and is intended to show the movement of risk throughout the year. This traffic light system can be used to indicate at a glance which risks managers need to be concerned with, and their collective impact on the delivery of the Objective/Accountability.

Rag Rating	Definition Individual risk	Overall risk to delivery of the objective / accountability to be also shown on risk register
Red	The risk has not been managed down to an acceptable level and is likely to occur unless urgent action is taken to introduce new mitigation actions.	The risks are not controlled, or we have insufficient assurance that they are controlled, to an acceptable level and it is likely that the objective/accountability will not be achieved/fulfilled without further action.
Amber /Red ↑	The risk is increasing or decreasing (indicated by arrows) from ↓the previous rating as some elements of the risk require substantial attention but some require only improvements.	
Amber	There are some areas for improvement required to mitigate the risk to an acceptable level.	The risks are not controlled, or we have insufficient assurance that they are controlled, to an acceptable level and there is a possibility that the objective/accountability will not be properly discharged without further action.
Amber/ Green ↑	The risk is increasing or decreasing (indicated by arrows) from ↓the previous rating as some elements of the risk require improvements but others are good.	
Green	The risk has been managed to an acceptable level.	The risks are controlled to an acceptable level and we have adequate assurances to believe that the objective/accountability will be achieved/fulfilled