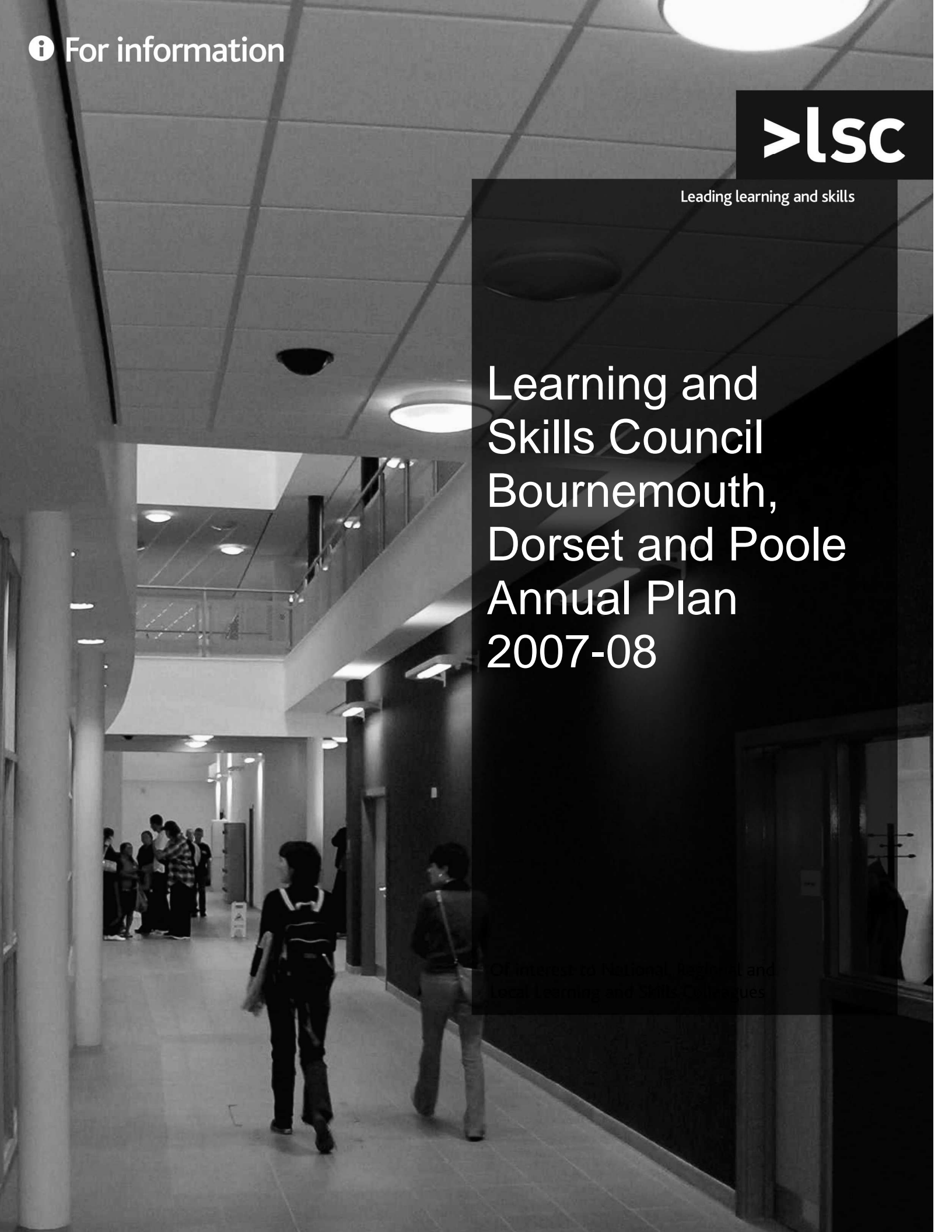


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# Learning and Skills Council Bournemouth, Dorset and Poole Annual Plan 2007-08



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## Introduction

As part of *Agenda for Change* the Dorset and Somerset LSC offices have merged. The new Dorset and Somerset LSC will greatly improve our capacity to take forward the new intentions of the LSC as we respond to the *Leitch Review* and continue the *Agenda for Change*. We will be delivering a fresh approach in 2007 and we feel confident about both our corporate mission and our personal contribution. We intend to embed the practices which will both deliver our 'new intentions' and achieve Investors in People. For 2007/08 we will continue to publish separate plans for Dorset (including Bournemouth and Poole) and for Somerset, but we will be working as one area team.

Our role is to transform post -16 learning and skills in Dorset and Somerset by ensuring increased participation and continuous quality improvement. We need to equip the local workforce to meet the challenges of a fast changing global economy where high-level skills and high added value provide competitive edge. This means growing the knowledge economy in terms of both high calibre, well-paid jobs and attracting and retaining skilled people.

During 2007/08 we will focus on further improvements in the achievement and participation of young people, driving up attainment of level 2 at 19 and Apprenticeship completions. We will continue to tackle the basic skills needs of adults and ensure that more adults achieve skills and qualifications at levels 2 and 3. We are committed to supporting social inclusion and equality of opportunity, including entry level skill needs, as key drivers for economic competitiveness.

We intend to make a real difference in the following areas in 2007/08:

1. We will support and encourage Train to Gain by working closely with our providers and in liaison with brokers to ensure employer needs are addressed
2. We will encourage our providers to help develop the Framework for Excellence so they have confidence in its function as the main tool for self-assessment
3. We will get heavily involved in 14-19 development taking a leading strategic role in ensuring local quality and choice in the first new Specialist Diplomas.
4. We will not underestimate the importance of Local Area Agreements as planning and delivery tools in local settings.

Dorset and Somerset LSC has an important leadership role providing drive and direction to the delivery of top quality learning and skills as part of a dynamic economic development strategy. In particular we will continue to work with partners on the Enterprise and Economic Development blocks of the Local Area Agreements. We will work closely with the Local Strategic Partnerships to build on existing success and good practice, establishing mutual goals for the benefit of learners. We are a mature organisation with a clear and confident role to play in delivering a Government imperative:

**Higher skills = greater productivity = global competitiveness**

Trish Taylor  
Area Director  
Dorset and Somerset LSC

Richard Dimpleby  
Chair  
Bournemouth, Dorset and Poole LSC

## Local Context and Key Actions

The Local Area Plan summarises the main learning and skills issues for Bournemouth, Dorset and Poole under the four National Priorities set out in Raising Our Game and key actions to address them. Links to other key documents which will provide further context to the Local Annual Plan are listed here:

### Raising Our Game

<http://readingroom.lsc.gov.uk/lsc/National/nat-annualstatementofpriorities-re-oct2006.pdf>

### Regional Strategic Analysis

[http://readingroom.lsc.gov.uk/lsc/South\\_West/LSC\\_South\\_West\\_Strategic\\_Analysis\\_-\\_November\\_2006.pdf](http://readingroom.lsc.gov.uk/lsc/South_West/LSC_South_West_Strategic_Analysis_-_November_2006.pdf)

### Regional Skills Action Plan

[http://readingroom.lsc.gov.uk/lsc/South\\_West/sw-regionalactionplan-jan07.pdf](http://readingroom.lsc.gov.uk/lsc/South_West/sw-regionalactionplan-jan07.pdf)

### Regional Commissioning Plan

[http://readingroom.lsc.gov.uk/lsc/South\\_West/sw-regionalcommissioningplan-jan07.pdf](http://readingroom.lsc.gov.uk/lsc/South_West/sw-regionalcommissioningplan-jan07.pdf)

## Economic challenges and opportunities in Dorset:

- The area has been described as a “local economy with high employment levels and relatively low incomes” and an increasingly ageing workforce<sup>1</sup>. The medium term challenge is to replace the skills of those retiring from the workforce, to maintain a strong, competitive economy.
- Forecasts suggest that the current employment structure will remain with half of Dorset’s employees working in public administration, education & health, or distribution, hotels & restaurants. In Bournemouth and Poole, financial services will remain a significant employment sector.
- In Dorset, economic growth is lower than regionally or nationally due of its rural context, limited employment and career prospects, substandard infrastructure and less than adequate access to training and skills development<sup>2</sup>.
- The South West Regional Spatial Strategy calls for an additional 2,900 dwellings each year, which will result in an additional 100 16-18 year-olds over and above any demographic change each year.

There are a number of specific challenges and opportunities which will impact on the learning and skills demand for Bournemouth, Dorset and Poole These include: Poole’s ‘Full Sail Ahead’ regeneration scheme, with the ‘Twin Sails’ bridge as its centrepiece; development of seafront attractions in Bournemouth; the proposed transfer of Ministry of Defence training from Blandford Camp to a new facility in Wales; redevelopment and expansion of Bournemouth Airport; and the 2012 Olympic and Paralympic Games sailing events to be held in Weymouth and Portland. We summarise more details on these issues under priorities and key actions in the following pages.

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<sup>1</sup> Bournemouth, Dorset and Poole Economic Partnership Development Strategy 2005-16, ‘Raising the Game’

<sup>2</sup> Dorset County Council Local Area Agreement

**Priority 1. Raise the quality and improve the choice of learning opportunities for all young people to equip them with the skills for employment, further or higher learning, and for wider social and community engagement.**

- Growth in 16-18 year olds' participation in Further Education (FE), schools and Work Based Learning (WBL) varies significantly across Bournemouth, Dorset and Poole:
  - For 04/05 6,682 learners aged 16-18 were enrolled in FE. This number fell in 05/06 to 6,313 and is predicted to decrease further to 6,220 in 06/07<sup>3</sup>.
  - School sixth forms had over 6,700 learners enrolled in 04/05 which rose by 4.4% in 05/06 and is expected to rise a further 2% by 06/07 to over 7,200. A number of schools in Dorset are investigating capital grants from the LSC due to substantial increases in their post-16 numbers<sup>4</sup>.
  - WBL had 2,200 learners aged 16-18 enrolled in 04/05 which decreased by 10% in 05/06, partly due to a transfer to the MoD of military provision. Learner numbers are planned to recover by 3% in 06.07<sup>5</sup>, although the latest data for 06/07 shows only 87% of planned learners by month 5.
- The SW Regional Spatial Strategy calls for significant housing growth, with 1,400 additional dwellings in Bournemouth and Poole and 1,500 in Dorset, resulting in up to 50 additional 16-18 year olds each year in Bournemouth and Poole, and another 50 in Dorset<sup>6</sup>, over and above any indigenous population change.
- Bournemouth, Dorset and Poole is above the regional and national average in terms of achieving Level 2 by age 19, but a smaller proportion of young people have achieved Level 2 in English and Maths<sup>7</sup>. At age 16, Bournemouth lags behind in achievement of 5 GCSEs grades A-C compared to the SW and England, whilst Poole and Dorset exceed regional and national benchmarks.
- A lack of clearly defined progression routes for young people has been identified, particularly in rural areas, e.g. participation rates in North Dorset reflect this. In response an area-wide web based prospectus is being developed.
- The area has experienced an increase in NEET<sup>8</sup> figures over the last twelve months, reversing a significant downward trend over previous years. The problem is particularly evident in Dorset, which showed a sharp rise in 2006, and in Bournemouth, where the rise was also significant.
- The take up of the Education Maintenance Allowance (EMA) fell from 56% in 04/05 to 47% in 05/06. This compares with a national increase from 43% to 44% and a regional decrease from 52% to 47% in the same period<sup>9</sup>.

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<sup>3</sup> LSC Autumn Performance Review Scorecard data October 2006

<sup>4</sup> LSC Autumn Performance Review Scorecard data October 2006

<sup>5</sup> LSC Autumn Performance Review Scorecard data October 2006

<sup>6</sup> LSC SW Strategic Analysis

<sup>7</sup> LSC Autumn Performance Review Scorecard data October 2006

<sup>8</sup> NEETs: Young People aged 16-18 not in education, employment or training

<sup>9</sup> LSC Autumn Performance Review Scorecard data October 2006

- Entry to Employment (E2E) – Work with providers has been focused on reducing the length of stay, but this has resulted in a marked decline in overall positive progressions. Action plans are being developed with those providers who contributed to the decrease in progression<sup>10</sup>.
- A number of Learning Partnerships have been established across Dorset County and several of them, in particular West Dorset Rural Federation and the Chesil Partnership are developing Gateway submissions for the introduction of Specialist Diplomas.

### Priority 1 Key Actions

Action	Measures of Success
<p>1.1 In partnership with the three local authorities, continue to implement the Government's 14-19 agenda by promoting the use of the area-wide prospectus, preparing for the introduction of the first of the specialised diplomas and planning for the full national entitlement. Working with local area partnerships and consortia to ensure detailed planning for future education and training initiatives highlighted in recent Government white and green papers. Provide support to those local authorities and consortia yet to fully engage in this process. Work with partners to provide appropriate information, advice and guidance for 14-19 year olds</p> <p>- Ensure that employers are fully engaged in delivering the 14-19 curriculum by raising awareness and understanding. Working with local authorities to overcome barriers to participation in education and training and accessing the full entitlement. Co-finance and plan with Connexions and a variety of agencies the October 2007 Dorset Skills Festival for young people and their parents.</p>	<ul style="list-style-type: none"> <li>• Increase in 14-19 participation in 2007/08 compared with 2006/07</li> <li>• A wider range of learning pathways established</li> <li>• Improved infrastructure and capacity to meet the increased demand</li> <li>• Feedback from Skills Festival 2006 indicated raised aspirations of young people and parents, counter stereotypes associated with gender, disability and ethnicity, and encourage take up of learning and employment options within the county.</li> </ul>
<p>1.2 Develop a Level 2 at 19 Action Plan, with particular emphasis on:</p> <p>- raise awareness of Level 2 at 19 targets with colleges, work-based learning provider network, local authority and schools, gain commitment to joint strategy</p> <p>- encourage providers to increase achievement of English and Maths at Level 2</p> <p>- improve the availability and accessibility of transport options particularly in rural areas</p> <p>- benchmarking Bournemouth, Dorset and Poole performance, using value added data and identified best practice to improve success rates in specific occupational areas and particular providers.</p> <p>- encourage young people from traditionally under-represented groups to engage in Full Level 2 learning.</p> <p>Ensure that the Learner Achievement Tracker is fully utilised in informing key partners and thereby, enabling them to improve the quality of provision for learners.</p>	<ul style="list-style-type: none"> <li>• Exceed current benchmark of 76% of 19 year olds with full Level 2 for 2007/08.</li> <li>• Agree Level 2 at 19 targets in School Sixth Forms with the three Local Authorities by March 2007</li> <li>• Agree milestones with providers to include English and Maths as part of Level 2 at 16 to meet regional benchmark by 2010</li> </ul>
<p>1.3 The LSC and the Connexions service, locally, have funded the release of a senior manager to facilitate cross-agency work on reducing the young people not in education,</p>	<ul style="list-style-type: none"> <li>• Connexions increase contact rate with year 11 cohort in 2006 to 75% in 2007.</li> </ul>

<sup>10</sup> LSC Autumn Performance Review Scorecard data October 2006

<p>employment or training (NEET) numbers, focussing on the whole the 14-19 age group. Connexions to improve return of intended destinations for year 11 pupils to inform our provider discussions</p> <p>Connexions operations targeted at those within the NEET group who are willing to engage to make more effective use of resources.</p> <p>Targeting of specific schools which have become NEET hotspots, particularly in Bournemouth and Weymouth/ Portland to improve information, advice and guidance to young people.</p> <p>Fund targeted ESF projects (including pre-Entry to Employment projects) to engage vulnerable and disaffected young people.</p> <p>Improve the attendance and performance of post-16 learners through the continued roll out of Education Maintenance Allowance (EMA) incentive.</p> <p>Engage with local authorities, schools and other key partner organisations to ensure a co-ordinated approach and higher prioritisation of reducing NEET.</p>	<ul style="list-style-type: none"> <li>• Significant reduction in NEET as measured by Connexions November 2007 compared to 7.3% November 2006 in Bournemouth, Dorset and Poole areas.</li> <li>• Schools which have been identified as NEET hotspots show a significant reduction in NEETS by November 2008.</li> <li>• Year 11 destinations returns from summer 2007 leavers to inform negotiations with providers for future years.</li> </ul>
<p>1.4 Work with providers to maximise Apprenticeship starts, in particular to understand and respond where average in learning is below that which has been planned. Funding will be redirected as appropriate to make maximum use of available funding.</p> <p>Focus on sectors where apprenticeship completions are low and promote apprenticeships to employers who employ young people not in structured training.</p>	<ul style="list-style-type: none"> <li>• Increase participation and numbers of completions in apprenticeships in 2007/08 compared to 2006/07 in line with available funding</li> </ul>
<p>1.5 Work with providers to ensure the successful introduction of the extended Young Apprenticeship. Through this partnership working we will encourage young people from under represented groups to take up learning.</p>	<ul style="list-style-type: none"> <li>• Wider choice of curriculum (with more vocational options); increased number actively engaging within their education and ultimately progressing to work or higher education.</li> </ul>
<p>1.6 Work with local authority, Joint Education and Partnership Board and school improvement partners to raise quality in school sixth forms to achieve a proactive planning dialogue between schools, colleges and work based learning providers through the local consortia and federations, taking account of Children and Young People's Plans, Local Area Agreements, "Building Schools for the Future" and other cross-agency initiatives.</p>	<ul style="list-style-type: none"> <li>• Achieving L2 at 19 target for 2006</li> <li>• Increased L3 achievements</li> </ul>
<p>1.7 Work with partner organisations to help ensure smooth transfer of the Connexions Service to local authority governance.</p> <p>Ensure access to high quality information, advice and guidance through the completion of Phase 1 of the area-wide prospectus and its subsequent Phase 2 development.</p>	<ul style="list-style-type: none"> <li>• Connexions Service continues to improve.</li> <li>• Learning and career choices better informed by high quality information, advice and guidance available consistently across the county.</li> </ul>
<p>1.8 We will support HEFCE and local Higher Education Institutions to develop and improve links between further and higher education to increase progression. Our strategy will be informed by the AimHigher LIFE* Partnership tracking project which monitors the progress of students who participate in AimHigher activity through their academic career (* LIFE partnership covers Dorset, South Somerset and South Wiltshire)</p>	<ul style="list-style-type: none"> <li>• 1000 school leavers tracked in 2007</li> <li>• 1000 young people who left school in 2005 reach the age for starting HE in September 2008, allowing comparison with the rest of the population across the LIFE sub-region</li> </ul>

**Priority 2. Raise the skills of the nation, giving employers and individuals the skills they need to improve productivity, employability and social cohesion.**

- In response to the South West Regional Economic Strategy, Bournemouth, Dorset and Poole Economic Partnership's 'Raising the Game' report requires the percentage of working age population of Bournemouth, Dorset and Poole with Level 3 qualifications to exceed the regional average by 2016.
- Local research<sup>11</sup> has identified that the projected rise in population will not be distributed evenly across the age structure, and there is a consequent need to plan for an ageing population and a small but growing black and minority ethnic population.
- There has been continued growth in the proportion of economically active adults with at least a level 3 qualification in the last 5 years, from 41.3% in 01/02 to 45.1% in 04/05. The actual percentage change from 04/05 to 05/06 is 2.6% with the planned percentage change 05/06 to 06/07 being 4.6%<sup>12</sup>.
- In 2003, 25% of people in Bournemouth, Dorset and Poole were of retirement age; higher than the SW (22%) and England & Wales (19%). This is set to grow further over the next ten years, as one third of the existing workforce will reach retirement age and those skills lost to the workforce will need to be replaced.
- In Bournemouth, Dorset and Poole there are approximately 29,600 people in receipt of Incapacity Benefit, many of whom need skills development to engage in voluntary or paid employment<sup>13</sup>
- Between May 2004 and March 2006 a total of 4,400 jobs were registered in Bournemouth, Dorset and Poole under the Workers Registration Scheme, and over 60% of those registered were from Poland<sup>14</sup>.
- The number of National Insurance registrations in Dorset has increased from 620 in 02/03 to 1280 in 05/06 with 46% of these in 05/06 relating to individuals from the EU Accession countries. The seaside resorts of Bournemouth and Weymouth are particular hotspots because they attract migrant workers for seasonal jobs<sup>15</sup>.
- The Early Years sector has a significant need for skills for life provision. Having met the minimum national requirement for level 2s and 3s, this needs to be maintained to meet demand from the growth of 34 new children's centres planned to open over the next 5 years across Bournemouth, Dorset and Poole.
- Work-based learning providers face the challenge of the expectation that employers will contribute up to 50% of the cost of training apprentices recruited at age 19 or over. Apprenticeship national rates include a reduction to reflect this assumed contribution<sup>16</sup>.
- The influx of migrant workers has resulted in a change of LSC funding policy for those people for whom English is not their first language (ESOL) and as the Bournemouth and Poole conurbation already has a relatively high concentration of ESOL residents, the change will have a negative impact on local employers who have benefited from LSC-funded delivery.

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<sup>11</sup> Poole Local Area Agreement evidence

<sup>12</sup> LSC Autumn Performance Review Scorecard data October 2006

<sup>13</sup> Jobcentre Plus October 2006

<sup>14</sup> Dorset County Council

<sup>15</sup> Warwick University Institute for Employment Research "Changing patterns of employment by ethnic group and for migrant workers" Green et al. 2005

<sup>16</sup> LSC Requirements for Funding WBL 2006/07

## Priority 2 Key Actions

Action	Measures of Success
<p>2.1 Train to Gain will ensure providers deliver the training needed by local employers by prioritising funding for Skills for Life and Level 2 qualifications. Within our funding limitations we will build capacity and capability across the vocational training delivery network to meet the needs of local employers. New providers will be encouraged to tender for Train to Gain provision in line with local and regional demand. We will also investigate the potential for local providers to engage in the Higher Education extension of Train to Gain.</p>	<ul style="list-style-type: none"> <li>Provisional target of 3537 individuals for academic year 2007/08 across Bournemouth, Dorset and Poole.</li> </ul>
<p>2.2 As part of the South West Regional Partnership we will align funding with increased employer investment to deliver learning at Levels 2 and 3.</p> <p>Introduction of the new Adult Apprenticeships funding and the 19-25 Level 3 entitlement aims to:</p> <ol style="list-style-type: none"> <li>move people without work into sustainable employment <i>and</i></li> <li>increase the productive skills of those already in the workforce.</li> </ol> <p>Apprenticeship for Adults also supports the Skills Strategy by increasing the number of adults achieving a Level 2 or Level 3 qualification. The following groups of learners will be given priority within the programme:</p> <ul style="list-style-type: none"> <li>those without employment, including those on Incapacity Benefit, who are seeking to train or retrain in order to enter long term employment.</li> <li>individuals who are seeking to enter an atypical career.</li> </ul> <p>adults working within sectors that have been identified as local, regional or national priorities, who have existing skills or knowledge gaps and who lack formal qualifications for those skills, including those who wish to complete an Apprenticeship having achieved their NVQ2 or 3 through Train to Gain.</p>	<ul style="list-style-type: none"> <li>Increase the number of adults on a full Level 3 course in FE (learner numbers) and Work-Based Learning (WBL) - (Average in Learning)</li> <li>Milestone towards exceeding regional benchmark by 2016 (BDPEP Raising The Game)</li> <li>Adult Apprenticeship volumes to be set once allocation of funds and volume trajectories for the programme have been determined for the SW.</li> </ul> <p>(The existing Work Based Learning 19+ funding model is to be adopted for the programme following the regions undertaking a competitive tendering exercise, in line with the LSC's procurement process.)</p>
<p>2.3 Work with brokers and employers to identify gaps in provision and increasingly target funding towards those providers who are the most responsive to employer demand</p>	<ul style="list-style-type: none"> <li>Increase in employer engagement through demand-led mechanisms (Train to Gain and Apprenticeships) in 2007/08 compared with 2006/07</li> </ul>

<p>2.4 Promote good practice between LSC-funded providers and the Voluntary and Community Sector to deliver Skills for Life and other qualifications to under-represented groups through the use of franchise or similar models  Establish a Personal and Community Development Learning (PCDL) forum for Bournemouth, Dorset and Poole to map local provision, identify skills needs, determine the best focus for LSC funding and assist in the commissioning of new provision.  Investigate the linkages and opportunities between the Dorset Community Based Learning Group and the Local Area Agreement outcomes identified in the Enterprise and Economic Development, Healthy Communities, and Older People and Safer and Stronger Communities blocks</p>	<ul style="list-style-type: none"> <li>• Provider delivery plans reflect how they will engage with the Third sector by August 2007</li> <li>• In conjunction with key partners, promote adherence to the Compaq principles for all engagement with the Third Sector by August 2007</li> <li>• Forum in place and needs analysis completed by August 2007</li> <li>• Possible introduction of Pre Volunteering Pilot related to 2012 Games</li> </ul>
<p>2.5 Working with providers we will focus our investment to actively support programmes that enable individuals with learning difficulties and/or disabilities to progress to meet their aims and aspirations, and not merely occupy them.  ESF-funded projects will provide additional support for people with learning difficulties and/or disabilities to enter accredited learning.</p>	<ul style="list-style-type: none"> <li>• Learning provision for individuals with learning difficulties and/or disabilities increasingly focused on progression towards their aims and aspirations</li> <li>• 200 people of all ages with learning difficulties and/or disabilities will participate in accredited learning through ESF funded projects by December 2007.</li> </ul>
<p>2.6 Support the introduction of the New Standard for Employer Responsiveness and Vocational Excellence by encouraging:  1) A collaborative approach between the FE sector and private providers to work towards achievement of the New Standard  2) Working with existing CoVEs and other providers to embed the principles of the New Standard in their 2007/08 planning.</p>	<ul style="list-style-type: none"> <li>• 3 local Providers to commit to New Standard</li> <li>• Self-assessment Reports for 2007 of providers committed to the new standard to reflect the principles of the New Standard by December 2007</li> </ul>
<p>2.7 Review the strategy for managing Skills for Life across Bournemouth Dorset and Poole when the LIDF and ESF funding streams, used for supporting the Skills for Life Unit, cease in December 2007.  We will develop specific action plans to address  a) ESOL; and  b) Skills for Life needs in the Early Years sector.</p>	<ul style="list-style-type: none"> <li>• Strategy to be agreed by Skills for Life Strategic Board by October 2007 to include specific measures to address ESOL and Early Years Skills for Life needs.</li> </ul>
<p>2.8 Continue to develop high quality impartial information and advice services for all adults across the area via Tribal plc hub and through our provider networks. Particular focus on Black and Minority Ethnic and disabled adults to help them to overcome real and perceived barriers to learning, and on breaking down gender imbalances in specific sectors will be encouraged.</p>	<ul style="list-style-type: none"> <li>• 5350 individual advice sessions to adults from all groups, including those traditionally under-represented in learning</li> </ul>

<p>2.9 We will use ESF-funded local research<sup>17</sup> to inform action plans with providers to address specific skills issues in the following priority sectors: Engineering; Construction; Retail; Hospitality and Tourism; Financial Services; Social Care; Childcare; and Health. This will include identifying and responding to gender imbalances within specific sectors and ensuring adequate representation of historically under-represented groups</p>	<ul style="list-style-type: none"> <li>• Provider development plans for 2007/08 address issues identified in the research report: increased employer engagement, flexibility and responsiveness, leadership and management quality, pre-employment science and maths education and English Language skills of migrant workers, and Equality and Diversity Impact measures to ensure equality of opportunity</li> </ul>
<p>2.10 We will support the Regional Skills Action Plan in encouraging providers to deliver industry-preferred qualifications identified by sector skills agreements in the context of the priority given to PSA targets</p>	<ul style="list-style-type: none"> <li>• Increased proportion of provision delivers industry-preferred qualifications identified by individual sector skills agreements</li> </ul>
<p>2.11 By developing cross-departmental and cross-agency working and aligning funding as appropriate, we will support the SW regional Offenders' Learning and Skills Service to improve the quality and content of learning that is geared towards maximising individuals' chances of gaining sustainable employment when they re-enter the community</p>	<ul style="list-style-type: none"> <li>• OLASS contribution to L2 and Skills for Life targets</li> </ul>
<p>2.12 We will support the national roll out of the Adult Learning Grant to support adults studying full time for their first Level 2 or Level 3 qualification, including those from traditionally under-represented groups</p>	<ul style="list-style-type: none"> <li>• Increase in Adult Level 2 and Level 3 achievement</li> </ul>

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<sup>17</sup> BMG Research, Skills Issues in Priority Sectors In Bournemouth, Dorset, Poole and Somerset January 2007 Funded by ESF

### **Priority 3. Raise the Performance of a world-class system that is responsive, provides choice and is valued and recognised for excellence**

- Participation by adults aged 19+ increased from 1,314 in 03/04 to 2,217 in 05/06, a 69% increase. Planned participation in Level 2 for adults has increased by 48% in FE and 2% through WBL in 06/07 compared to 05/06.
- For WBL Bournemouth, Dorset and Poole completion rates in 05/06 were 58%, compared to the SW at 54% and England at 53%.
- Work-based learning providers face the challenge of the expectation that employers will have to contribute up to 50% of the cost of training apprentices recruited at age 19 or over by 2010/11. Apprenticeship national rates include a reduction to reflect this assumed contribution<sup>18</sup>.
- All areas in Bournemouth, Dorset and Poole have expressed interest in offering Specialised Diplomas and the LSC is working with each of the Local Authorities to assist in the development of successful consortia and realistic plans.
- The Chesil Education Partnership has commissioned a feasibility study into learner opportunities within the Weymouth and Portland area of South Dorset, to explore opportunities for federated working and broadening of provision for students aged 14-19 into all institutions<sup>19</sup>.
- Bournemouth, Dorset and Poole overall success rates have increased by 3 percentage points from 02/03 to 03/04 (65% to 68%) and then a further 6 percentage points in 04/05 (68% to 74%), bringing them in line with National Success Rates and one percentage point behind the South West<sup>20</sup>.
- The need to increase the number of adults with a level 2 between 2004 and 2014 will be around 24,000 due to expansion of the workforce and to replace skills of those retiring or moving out of the local labour market. Actual level 2 participation has risen from 1,852 in 04/05 to 2,214 in 05/06, a 19.5% increase.
- In 2005/06 Bournemouth, Dorset and Poole continued to produce Apprenticeship Framework completion rates (all ages) 5 percentage points above the national and 3.5 percentage points above regional averages. The 16-18 completion rate of 62.2% exceeds the national and regional average by 8% and 6% respectively<sup>21</sup>.

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<sup>18</sup> LSC Requirements for Funding WBL 2006/07

<sup>19</sup> Proposal to deliver CEP 14-19 Feasibility study, University of Bath June 2006.

<sup>20</sup> LSC Autumn Performance Review Scorecard data October 2006

<sup>21</sup> LSC Crystal 10 reports Month 12 2005/06

### Priority 3 Key Actions

Action	Measures of Success
3.1 Demand further improvement in success rates from all providers in all sector subject areas	<ul style="list-style-type: none"> <li>• Success rates show a rising trend comparing 2007/08 with previous years for FE and WBL. (Performance Scorecard)</li> </ul>
3.2 Work with providers to discontinue sector subject areas of provision which are not improving in terms of success rates, using threshold minimum levels of performance as a means of identifying poor provision. Where provision is discontinued there will be opportunities for new providers to deliver through open competitive tendering.	<ul style="list-style-type: none"> <li>• All long course (&gt;24 weeks) provision for which success rates fall below 50% FE and 40% for WBL will no longer be funded by the LSC from September 2008.</li> <li>• Action plans agreed with all providers to improve success rates in any sector subject areas in long and short (&gt; 5 weeks) courses which are below 60% in FE and 50% in WBL by March 2008.</li> </ul>
3.3 Agree action plans with providers to improve progression in various areas of provision, including improving positive progressions from Entry to Employment (E2E)	<ul style="list-style-type: none"> <li>• Positive progressions from E2E to equal or exceed the 2005/06 SW regional average by the end of the 2007/08 academic year</li> </ul>
3.4 Continue to develop high quality impartial information and advice (IAG) services for all adults across the sub-region via Tribal and through our provider networks whilst responding to the actions identified within the IAG Review and implementing recommendations at local level as appropriate.	<ul style="list-style-type: none"> <li>• Minimum of 95% of providers within the IAG delivery network to hold the matrix quality standard.</li> </ul>
3.5 With providers: a) monitor changes in private investment in education and training by agreeing fee income measures and b) evaluate the impact of fee changes on individuals and the provision that is offered	<ul style="list-style-type: none"> <li>• a) Fee income measures agreed with all providers for 2007/08 academic year by July 2007.</li> <li>• b) planning dialogue with providers identifies tensions and guides future policy and investment priorities via local partnership team feedback to regional and national teams</li> </ul>
3.6 Monitor provider development plans to protect vulnerable learners and ensure equality of opportunity	<ul style="list-style-type: none"> <li>• Equality and Diversity impact measures are agreed with providers and included within provider development plan improvement indicators for 2007/08 by May 2007</li> </ul>
3.7 Continue dialogue with providers to ensure the Communications Gateway becomes the main distribution channel for LSC information	<ul style="list-style-type: none"> <li>• Feedback from local providers indicates that they see the communications gateway as their first point of reference from Autumn 2007</li> </ul>
3.8 Continue dialogue with providers to introduce the Framework for Excellence and ensure that it becomes fit for purpose in becoming the main tool for self-assessment from Autumn 2007	<ul style="list-style-type: none"> <li>• Local providers see the Framework for Excellence as a tool which allows recognition of excellence and underperformance and thus becomes their main tool for future self-assessment from 2007</li> </ul>

<p>3.9 We will support local providers capital investment and continue to liaise with Bournemouth and Poole Local Authorities regarding their joint bid for Building Schools for the Future funding as appropriate</p>	<ul style="list-style-type: none"> <li>• Bournemouth and Poole College Accommodation Strategy to be approved by September 2007</li> <li>• Bournemouth and Poole Local Authorities' Building Schools for the Future bid - potential impact for LSC funded provision is communicated by June 2007</li> </ul>
<p>3.10 Agree areas of specialisation with all providers from the beginning of the 2007/08 academic year</p>	<ul style="list-style-type: none"> <li>• Each provider identifies at least one area of specialisation for the 2007/08 academic year in their provider development plan</li> </ul>

#### **Priority 4. Raise our contribution to economic development locally through partnership working**

- Compared to other sectors, financial services are important in Bournemouth and Poole in terms of productivity, and whilst the planning and implementation of skills provision is well-managed, there is an image problem with employers having difficulty attracting young people, resulting in high turnover and numerous ongoing vacancies. Across Dorset there is a wider need to encourage young people to consider and train for careers in local employment and entrepreneurial opportunities.
- In rural Dorset there is a particular need for diversification into economically sustainable employment which builds on the opportunities resulting from local tourism and leisure activities, to supplement land based/farming incomes which are under severe pressure. There is a particular need for up-skilling within the tourism sector, which is a key element of the local economy.
- Our providers, in consultation with a local cluster of employers in the aerospace sector, have expressed an interest in developing a response to the learning and skills needs identified by the forthcoming RDA consultation with sector representatives.
- Bournemouth, Dorset & Poole are being promoted as locations for civil service posts in response to the Government's plans to relocate staff from London and the South East, which if successful will result in more demand for skills in public service occupations<sup>22</sup>.
- The recent Ministry of Defence review of training facilities will impact on the training facility at Blandford Camp, which currently employs 3,000 people<sup>23</sup>.
- Poole's Twin Sails Bridge is the centrepiece of the 'Full Sail Ahead' regeneration scheme. The scheme has the potential to generate up to 5,000 jobs with a demand for skills emerging in: financial and business services; marine technologies; retail; creative industries; leisure; hospitality and tourism sectors<sup>24</sup>. In addition there are plans to redevelop the town centre, providing new retail space and up to 700 new dwellings.
- Bournemouth seafront is the subject of proposals to develop a range of new visitor attractions including an artificial reef to attract surfers. This will result in demand for skills in the Tourism and Hospitality sectors<sup>25</sup>.
- Redevelopment of Bournemouth Airport will result in new improved facilities to accommodate increased passenger numbers over the next 15 years<sup>26</sup>. This will generate additional demand for skills mainly in hospitality and retail, in addition to short term demand for construction skills.
- The decision to base the 2012 Olympic Games sailing events in Weymouth Bay and Portland Harbour will have a potentially major sustainable impact<sup>27</sup> on the economy and infrastructure of Weymouth and Portland, Dorset and the region as a whole<sup>28</sup>.
- To address the demand for skills in the construction industry Bournemouth and Poole College have planned a 26% rise in construction enrolments from 05/06 to 06/07, while in retail there is a planned 68% rise in 16-18 enrolments in 06/07.<sup>29</sup>

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<sup>22</sup> Borough of Poole Local Plan 2004

<sup>23</sup> BDPEP website

<sup>24</sup> Borough of Poole Local Plan 2004

<sup>25</sup> The Bournemouth District Wide Local Plan

<sup>26</sup> Bournemouth Airport Draft Master Plan

<sup>27</sup> Experian Research, 2007

<sup>28</sup> Weymouth & Portland Borough Council Draft Master Plan

- The South West RDA and Bournemouth University in conjunction with Bournemouth and Poole College and Bournemouth Borough Council are working together on a £40m project to create a new, high-quality, 4-star hotel school to take up to 60 student placements on new foundation degree course, as well as students on other hospitality courses.

#### Priority 4 Key Actions

Action	Measures of Success
<p>4.1 Work with Jobcentre Plus to tackle barriers between welfare and sustainable employment by delivering the:</p> <ul style="list-style-type: none"> <li>• New Skills for Life programme for long term unemployed clients with poor literacy, language and numeracy.</li> <li>• Skills for Jobs programme to enable the low-skilled to gain qualifications to help them progress in the labour market</li> </ul> <p>Continue to identify and review key employment and skills priorities for collaborative working with Jobcentre Plus</p>	<ul style="list-style-type: none"> <li>• Agree process and targets to implement the new Skills for Life programme by August 2007</li> <li>• Agree process and targets to implement the Skills for Jobs programme by September 2007</li> <li>• Updated LSC/Jobcentre Plus action plan covering Dorset and Somerset in place by April 2007</li> </ul>
<p>4.2 Align funding and priorities with key partners to meet the demand for skills identified and reflected within the 3 Local Area Agreements to include</p> <ul style="list-style-type: none"> <li>• Level 2 and Skills for Life and</li> <li>• Employer brokerage leading to level 2 qualifications for eligible employees via the Train to Gain service</li> </ul> <p>Ensure individuals representative of all groups are engaged, including those from historically under-represented groups</p>	<ul style="list-style-type: none"> <li>• Targets and pump priming funding agreed with Government Office South West and Bournemouth and Poole local authorities by April 2007</li> <li>• Target of 2698 individuals for academic year 2006/07, and provisional target of 3537 individuals for 2007/08, across Bournemouth, Dorset and Poole</li> </ul>
<p>4.3 In conjunction with our local authorities, investigate the process for identifying the skills requirements (as part of the broader needs) of migrant workers across Bournemouth Dorset and Poole, and, where appropriate, support training with LSC funded provision</p>	<ul style="list-style-type: none"> <li>• Action plan in place by October 2007</li> </ul>
<p>4.4 Using the research and recommendations contained within the Maximum Impact Skills and Training (MIST) report, and working in conjunction with key partners, identify how the LSC can support the skill needs of organisations and individuals living in rural areas</p>	<ul style="list-style-type: none"> <li>• Actions identified and agreed by December 2007</li> </ul>

<sup>29</sup> Bournemouth and Poole College Development Plan 2006/07

<p>4.5 Work-Based Learning (WBL) Network project to establish a pathway to aid access and progression into WBL. Establishment of an active link between the network of work-based learning providers, Connexions, Jobcentre Plus and 'other' training organisations Raise awareness of WBL within the community – particularly amongst the voluntary sector and specialist organisations working with young people. Help providers who are not already WBL-funded by the LSC, but who work with disadvantaged young people in specific locations. Contribute to increased participation in North Dorset and Weymouth and Portland.</p>	<ul style="list-style-type: none"> <li>• The success of this project will be measured by the number of organisations contacted and made aware of this project, and the number of young people who participate in this project in targeted areas.</li> </ul>
<p>4.6 Evaluate the impact of the finance careers academy and the level to which it enabled young people to benefit from business mentoring and work experience whilst studying for business/finance qualifications</p>	<ul style="list-style-type: none"> <li>• Evaluation to be completed by end of June 2008</li> </ul>
<p>4.7 Investigate re-application of the Public Service Compact used in Birmingham to consider a collaborative approach to recruitment, retention and staff development of public sector employees, whilst ensuring equality of opportunity to all including those from historically under-represented groups</p>	<ul style="list-style-type: none"> <li>• Recommendation to be made to the Local Skills Partnership by December 2007</li> </ul>
<p>4.8 Work in conjunction with Poole Borough Council and LSC-funded providers to ensure that the skills needs identified for the 'Full Sail Ahead' Regeneration scheme can be supported</p>	<ul style="list-style-type: none"> <li>• Needs identified by March 2008</li> </ul>
<p>4.9 With key partners, identify where the LSC can support individuals with skills training, following the Ministry of Defence's decision to transfer Signals training from Blandford Camp to a new facility in Wales between 2008 and 2013.</p>	<ul style="list-style-type: none"> <li>• Action plan led by North Dorset District Council/Ministry of Defence in place by September 2007</li> </ul>
<p>4.10 Support the SWRDA to explore the specific learning and skills needs of the aerospace sector in consultation with sector representatives in the South West. Encourage local providers to collaborate with providers elsewhere in the South West to meet learning and skills needs identified by the consultation.</p>	<ul style="list-style-type: none"> <li>• Action plan to address outcome of consultation by November 2007</li> <li>• Commitment of local providers to engage with opportunities arising established by January 2008</li> </ul>
<p>4.11 We will support the South West RDA and Bournemouth University in conjunction with the Bournemouth and Poole College and Bournemouth Borough Council in the creation of the 4-star hotel school which will engage up to 60 student placements on a new foundation degree course, as well as students on other hospitality courses.</p>	<ul style="list-style-type: none"> <li>• Hotel School opens by December 2008</li> </ul>
<p>4.12 In addition to the regional work to address the skills agenda to support the 2012 Games, we will work with partners to establish training needs for the Games to proceed successfully and to achieve a lasting legacy for Weymouth, Portland and the wider area. There will be ongoing opportunities within the hospitality sector, and resultant skills needs which need to be addressed from now onwards.</p>	<ul style="list-style-type: none"> <li>• Action plans agreed with Local Strategic Partnerships in 2007 to address skills needs resulting from opportunities afforded by the 2012 Games</li> </ul>

## Aggregate Volumes at 30 March 2007

LSC Funded Participation	16-18 (Learner Volumes)	Adult (Learner Volumes)
Number of FE learners (total)	6,279	28,784
Number of FE learners undertaking Level 4 and above	0	1,283
Number of FE learners undertaking Level 3	2,916	4,078
of which: Full Level 3 Learners	2,290	1,768
of which: First Full Level 3 Learners	2,129	1,378
Number of Train to Gain learners undertaking Level 3		604
Number of learners undertaking an Advanced Apprenticeship (Average in Learning)	607	496
Number of FE learners undertaking Level 2	1,967	10,377
of which: Full Level 2 Learners	1,410	2,409
of which: First Full Level 2 Learners	1,142	1,730
Number of Train to Gain learners undertaking Level 2		2,665
Number of learners undertaking an Apprenticeship at Level 2 (Average in Learning)	1,321	949
Number of FE learners undertaking Skills for Life qualifications that directly contribute to PSA target	1,581	4,549
Number of Advanced Apprenticeships and Apprenticeship learners undertaking Skills for Life qualifications that directly contribute to PSA target	891	860
Number of Train to Gain learners undertaking Skills for Life qualifications that directly contribute to PSA target		100
Number of FE learners undertaking Level 1 and Entry	1,163	9,100
Number of learners undertaking Entry to Employment (starts)	570	
Number of learners undertaking Safeguarded Adult Learning (Total)		7,843
of which: Number of learners undertaking Family learning, literacy and numeracy		505
of which: Number of learners undertaking Neighbourhood learning in deprived communities		783
of which: Number of learners undertaking Wider Family Learning		996
of which: Number of learners undertaking Personal / Leisure Learning		5,559
ESF Funded Participation		
Number of ESF Learners undertaking any ESF Activity	19	430
Number of ESF Learners not included in LSC Funded Participation table above	17	180
Of which:		
Level 4 and above	0	0
Full Level 3	0	0
Full Level 2	3	21
Skills for Life that directly contributes towards the PSA target	3	44
Level 1 and Entry	3	77
Other ESF activity	8	38

<b>LSC Funded Outcome</b>	<b>16-18 (Learner achievements)</b>	<b>Adult (Learner Achievements)</b>
Number of FE Learners achieving a Full Level 3 qualification	456	327
Number of FE Learners achieving a First Full Level 3 qualification	428	140
Number of Train to Gain learners achieving a Full Level 3		74
Number of Learners achieving an Advanced Apprenticeship Framework	188	208
Number of FE Learners achieving a Full Level 2 qualification	425	628
Number of FE Learners achieving a First Full Level 2 qualification	248	231
Number of Train to Gain Learners achieving a Full Level 2 qualification		1,222
Number of Learners achieving an Apprenticeship Framework (at Level 2)	687	487
Number of FE learners achieving a Skills for Life qualification (s) that directly contribute to PSA target	843	2,863
Number of Advanced Apprenticeship and Apprenticeship learners achieving a Skills for Life qualification(s) that directly contribute to PSA target	552	693
Number of Train to Gain learners achieving a Skills for Life qualification(s) that directly contribute to PSA target		83
Number of learners progressing to a positive destination from Entry to Employment	299	
ESF Funded Section		
Number of ESF Learners not included in LSC Funded Outcomes table above achieving a qualification at:		
Full Level 3	0	0
Full Level 2	3	18
Skills for Life qualification that directly contributes to the PSA target	51	90

<b>Funding Summary</b>	<b>Funding (£)</b>
FE 16 - 18	9,509,010
FE Adult	8,635,463
FE Additional Learning Support	1,400,000
Train to Gain	738,161
Advanced Apprenticeships and Apprenticeships 16-18	1,794,951
Advanced Apprenticeships and Apprenticeships (Adult)	844,174
Entry to Employment	507,668
WBL additional learner / learning support	208,607
Safeguarded Adult Learning	2,093,198
ESF	597,727
Total	26,328,959

<b>Fee Income and Other Activity Summary</b>	<b>Fee Income (£)</b>	<b>Number Of Learners</b>
LSC Funded provision	1,669,346	
Not publicly subsidised / full cost	290,035	4,580

Area volumes and funding allocations are the sum of negotiated commissioning activity with individual providers; during this process, volumes in the Summary Statement of Activity will be subject to change.

## Other Information

### Local Area Agreements

The LSC is working in collaboration with other partners and agencies on the Enterprise and Economic Development blocks of the three Local Area Agreements (Bournemouth, Dorset and Poole) to meet the skills needs of local employers in the following ways:

- Working with employers via brokers across Bournemouth, Dorset and Poole to raise the skills of the workforce using the Train to Gain Service
- Actively involved in a Multi-Area Agreement across Bournemouth and Poole on 2 separate themes, namely:

a) Supporting 120 workless people into employment by April 2010. The LSC has negotiated supporting targets in relating to the number of these individuals who will achieve Skills for Life qualifications and the numbers who will go into employment with training opportunities, supported by Train to Gain.

b) Developing the skills of the workforce in the hospitality and tourism industry. The proposal (awaiting sign-off by Government Office South West) will enable 150 people to achieve a first Level 2 'Welcome Host' qualification.

We will also explore opportunities to develop Multi-Area Agreements with Dorset County Council. In this respect, the LSC has also committed funding towards Dorset's 'Invest to Save' bid to address worklessness in three of the County's most deprived wards.

We are also negotiating with local authorities and partners to ensure strong linkage between our existing 14-19 Shared Strategy and Action Plan; Children and Young People Plans; Local Area Agreements; and Community Strategies in line with the requirements in the Local Government White Paper.

We will use ESF funding to fill gaps identified by these partnerships in supporting socially and economically disadvantaged people to gain sustainable employment.

## Equality & Diversity Impact Measures

Regional EDIMs	Local Targets	Local Area Action
<b>WBL</b>		
For 2007/08 SW region Black and Minority Ethnic (BME) participation in WBL should move further towards 4.7%. Providers will continue to work to reduce the ethnicity not known rates within their provision.	Increase BME participation in WBL for 2007/08 towards 4.0% demographic profile	Agree targets with each WBL provider in Dorset as part of the 07/08 planning process
For 2007/08 SW region participation of disabled people in WBL should move further towards the regional demographics of 18.4%. Providers will continue to work to reduce the WBL disability not known rates within their provision.	Investigate current levels of participation of disabled people in WBL and agree increase towards 18.2% local demographic profile	Agree targets with each WBL provider in Dorset as part of the 07/08 planning process
The South West LSC will work with providers to continue to break down gender imbalance in WBL promoting the business case for diversity. In line with the Equal Opportunities Commission and the LSC recommendations we will action the core initiatives, within the "Action for Change" publication (March 05), where appropriate, and work with stakeholders to address gender segregation.	To break down gender imbalance in line with sector gender profiles by encouraging more males into health and social care and females into construction. Aim to exceed 05/06 local benchmarks of 11.7% of male learners into health and social care and 0% of female learners into construction	Agree targets with each WBL provider in Dorset as part of the 07/08 planning process
For 2007/08 ensure the success rate target for WBL of 59% is supported for BME groups, learners with learning difficulties and/or disabilities and male and female learners.	Ensure local success rate target for BME groups exceeds regional benchmark of 59%	Agree targets with each WBL provider in Dorset as part of the 07/08 planning process
<b>FE</b>		
For 2007/08 Black and Minority Ethnic (BME) participation, for the region, in FE should move further towards 4.7%. Providers will continue to work to reduce the ethnicity not known rates within their provision.	Increase BME participation in FE for 2007/08 towards 4.0% demographic profile	Agree targets with each FE provider in Dorset as part of the 07/08 planning process
Work with FE providers to promote and support disabled learners to progress to level 3 qualifications. Participation of disabled people in FE should increase further towards the regional demographics of 18.4%. Providers will continue to work to reduce the FE disability not known rates within their provision.	Investigate current levels of participation of disabled people in FE and agree increase towards 18.2% local demographic profile	Agree targets with each FE provider in Dorset as part of the 07/08 planning process
The South West LSC will work with providers to continue to break down gender imbalance in FE promoting the business case for diversity. In line with the Equal Opportunities Commission and the LSC recommendations we will action	To break down gender imbalance in line with sector gender profiles by encouraging more males into health and social care and females into construction and engineering.	Agree targets with each FE provider in Dorset as part of the 07/08 planning process

the core initiatives, within the "Action for Change" publication (March 05), where appropriate, and work with stakeholders to address gender segregation.	Aim to exceed 05/06 regional benchmarks of 23% of male learners into health and social care, 4.7% of female learners into construction and 12.6% of female learners into engineering	
The South West LSC will work with providers to promote the benefits of education and training to increase the participation of male learners into FE.	We will support the South West LSC in working with providers to promote the benefits of education and training to increase the participation of male learners in FE	Regional Action
For 2007/08 ensure the success rate target for FE of 76% is supported for BME groups, learners with learning difficulties and/or disabilities, and male and female learners.	Ensure local success rate target for BME groups exceeds regional benchmark of 76%	Agree targets with each FE provider in Dorset as part of the 07/08 planning process
<b>Mental Health</b>		
South West LSC will undertake appropriate research regarding disadvantaged groups and their learning and skills.	We will monitor the SW LSC research findings and use them to inform our negotiations with providers	Regional Action
For 2007/08 the South West LSC will work with providers to implement the joint regional action plan, and encourage providers to develop appropriate impact measures.	We will support the SW LSC in working with providers to implement the regional action plan and encourage providers to develop appropriate impact measures	Work with and encourage all providers to develop these measures