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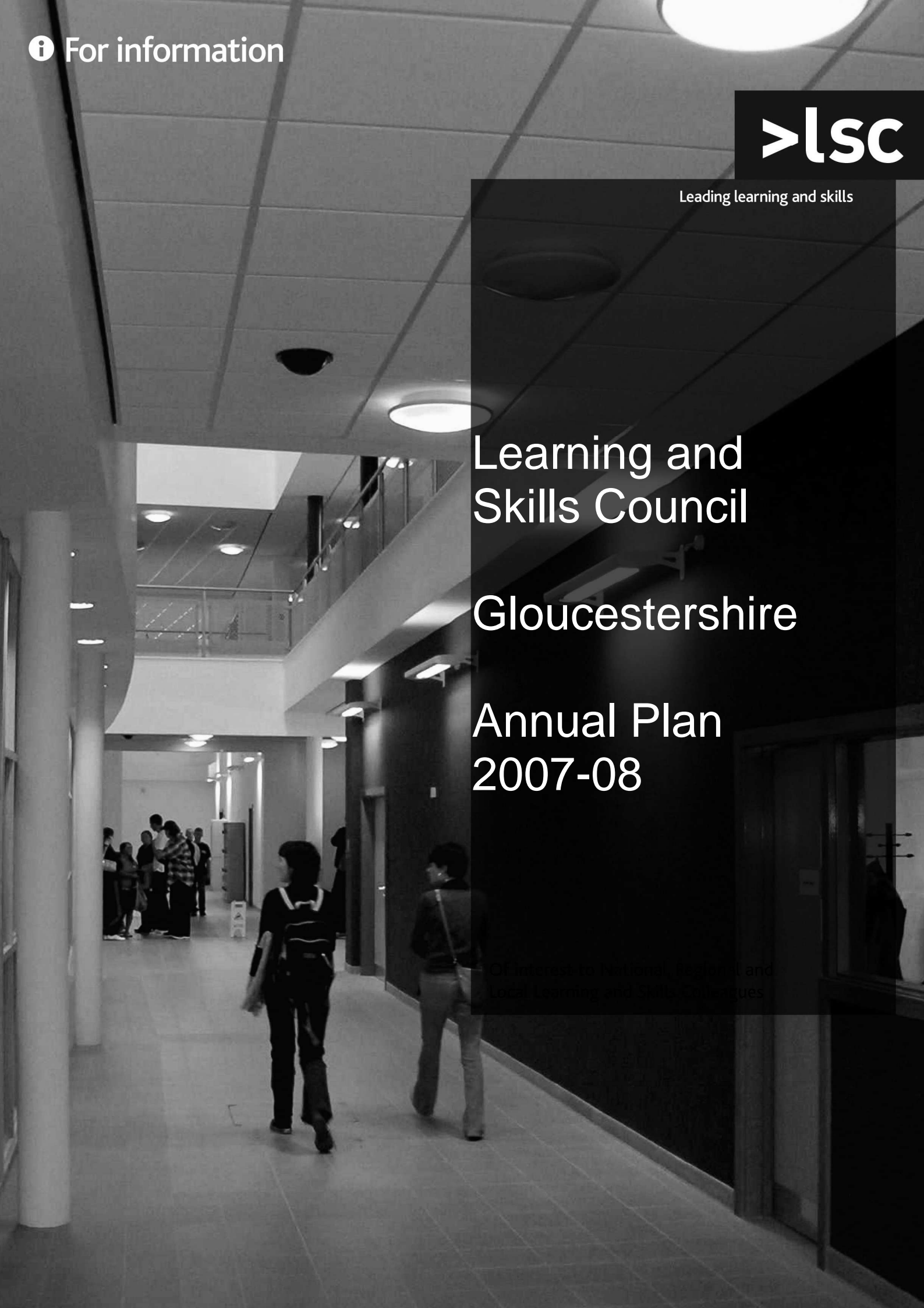
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Leading learning and skills

Learning and
Skills Council

Gloucestershire

Annual Plan
2007-08



Local Annual Plan 2007/08

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Introduction

We continue to strive towards a lifelong learning society in which everyone in Gloucestershire aspires to progress as far as their potential can take them, and for a local economy where there are equivalent opportunities for employment and personal development.

This Annual Plan for 2007-08 builds on the considerable progress achieved since 2001 as set out in our Strategic Plan 2002-2005 and our previous Annual Plans. The focus of the LSC office in Gloucestershire is very clearly on partnership working and it is only through effective partnerships that the LSC will be able to achieve its challenging targets and objectives. Gloucestershire is fortunate to already have a number of strong partnerships in place and operating effectively through these will be essential following the disappearance of the local non executive Council.

By setting out our priorities in our plan for 2007-08 we provide a framework for these partnerships and for the strategic alignment of partners' local plans to maximise the benefits to our community of learners and employers. We will continue to use our resources to meet the needs of learners and employers in Gloucestershire. However, our resources are limited and wherever possible our local priorities will determine how these resources are deployed.

We face a number of significant challenges. For example, the overall figure for 16-18 participation in the county is 79%. Whilst the number of young people who are not in education, employment or training (NEET) is reducing there are still a large number of young people who are either not known or in employment without any formal training. As participation is 79% and NEET is 4.2% a further 16.8% remain in potentially unsatisfactory situations.

On the adult agenda it is estimated that one in five of the working population lack the numeracy skills they need to perform their job with one in seven lacking literacy skills. Improved skills are required across the board at all levels, in numerous employment sectors, with the main demand being for Level 2 and 3 qualifications and leadership and management to help improve business productivity.

Successes since last year include improving apprenticeship success rates to 58% so that they are well above regional and national averages, although there is clearly still scope for improvement. Success rates have also improved across the board with the most significant changes in full level 2 for both young people and adults where the county has seen improvements of 21.7% and 23.6% respectively. 2007 will see the opening of three new significant capital projects at Stroud, Gloucester docks and National Star College highlighting the LSC commitment to world class buildings and learning environments.

We intend to make a measurable difference in the areas of 14-19 developments, economic development and employer engagement through focussing on:

- Train to Gain by attracting additional employers and providers
- Skills for life
- Increasing the take up and employer offer of apprenticeships
- Working closely with 14-19 area partnerships
- Increasing the provision of construction and engineering training

The LSC has a vital role to play in Gloucestershire to ensure the delivery of quality learning and skills so that learners and employers can access the training they want and the local economy needs. This plan sets out how we plan to achieve this.

Marinos Paphitis
Area Director

Brian Kemp
Chair

Useful links:

Annual Statement of Priorities:

http://www.lsc.gov.uk/Publications/Recommended/Raising_our_game_our_annual_statement_of_priorities.htm

Regional Strategic Analysis and Regional Commissioning Plan

: <http://lsc.gov.uk/Regions/South West/Publications/Latestdocuments/>

Local Context

The northern-most county of the South West, Gloucestershire, is home to over half a million people and has one of the lowest population densities in the country. The principal towns of Gloucester and Cheltenham are located in the centre of the county, with the Forest of Dean to the west and the Cotswolds to the east. The county borders six other English counties and Wales.

Gloucestershire accounts for 11% of both the region's area and its population (573,000 people). The population showed slightly lower than average growth over the last decade (5.4% vs. 5.9%). Growth of the working age population in urban areas has lagged behind growth in the surrounding rural areas, suggesting that more employees are choosing to reside in rural communities.

The provider base in the county is comprehensive with 5 FE colleges and 26 school sixth forms as well as a number of independent training providers. The county also benefits from 3 specialist LLDD providers in National Star College, Ruskin Mill and William Morris House.

Gloucestershire Key Actions

<i>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 education learning and for the wider social and community engagement</i>	
Actions	Success measures/targets
<ul style="list-style-type: none"> • Work with area partnerships to develop a flexible curriculum that provides high quality learning, with clear progression routes and offers a diversity of opportunities to young people 14-19. • Implement the September Guarantee and increase participation in learning by 16-18 year olds • Ensure appropriate provision for young people with LDD 	<ul style="list-style-type: none"> • 14-19 on-line prospectus launched and fully functional – Sept 07 • Implementation of cohort 5 IFP and cohort 4 young Apprenticeships – Sept 07 • Increase in 16-18 participation from 79% to 80%
<ul style="list-style-type: none"> • Work closely with Connexions to support delivery of local strategies to reduce the number of young people who are not in education, employment or training (NEET); continue promotion of EMA to improve take-up in local areas. • Develop clear working protocols between LSC, Connexions and Local Authority to ensure that vulnerable groups of young people have quality and relevant opportunities. 	<ul style="list-style-type: none"> • NEET reduced to 4% from 4.2% • % of Young People in Care in education and training post -16. – Baseline to be set • 85% of young offenders in full time education and training at the end of their supervision. • % of teenage parents in education and training post-16. – Baseline to be set • Increase take up of care to learn from 4%

<ul style="list-style-type: none"> • Maintain and refocus, as appropriate, Entry to Employment and other flexible provision to encourage young people to participate in learning post-16. 	<ul style="list-style-type: none"> • E2E average length of stay is less than 22 weeks. • 50% positive destinations from E2E
<ul style="list-style-type: none"> • Support development of those partnerships successful in passing the Diploma Gateway criteria for delivery of specialised diplomas from 2008. 	<ul style="list-style-type: none"> • Number of successful Gateway proposals
<ul style="list-style-type: none"> • Continue to raise achievement of level 2 and 3 at 19 by working closely/supporting with providers to improve success rates in provision post-16 	<ul style="list-style-type: none"> • % achievement at level 2 at 19 by 2008
<ul style="list-style-type: none"> • Grow the apprenticeship programme to meet local learner and employer needs and improve Apprenticeship completion rates at level 2 and level 3 	<ul style="list-style-type: none"> • Increased take up of apprenticeships • Increase completion rate from 58% to 60% by march 2007.
<ul style="list-style-type: none"> • Increase the volume and quality of employer engagement throughout the 14-19 phase. 	<ul style="list-style-type: none"> • Employers registered on the Work experience (Wex) database. – Baseline to be set • % of Wex employers offering other 14-19 services such as apprenticeships or placements for young offenders. – Baseline to be set

Priority 2: Raise the skills of the sub region by giving employers and individuals the skills they need to improve productivity, employability and social cohesion

Actions	Success measures/targets
<ul style="list-style-type: none"> • Work closely with providers in order to grow capacity to deliver Train to Gain and increase the number of employees gaining full level 2 qualifications and skills for life. • Work with providers to increase employer awareness and uptake of the Train to Gain brand and service. 	<ul style="list-style-type: none"> • Train to Gain starts • Train to Gain achievements • Providers work towards the “New Standard” for employer engagement
<ul style="list-style-type: none"> • Increase the number of employees with full level 3 qualifications linked into the level 3 entitlement. 	<ul style="list-style-type: none"> • 13% increase in L3 in provider plans – May 07
<ul style="list-style-type: none"> • Agree volumes with local FE colleges to increase Skills for Life, full level 2 and full level 3 courses that are delivered in line with the focus of the LAA priorities and outcomes. • Work with Gloucestershire First to establish a skills and employment panel for the County to improve employer engagement and the identification of skills demand in the economy to underpin 08/09 planning and the recognition of local priorities in the LSC’s programmes. 	<ul style="list-style-type: none"> • 30% increase in learners on Skills for Life programmes that hit the PSA target in provider plans – May 07 • 12% increase in L2 in provider plans – May 07 • Plans agreed between LSC, employers and providers by October 07
<ul style="list-style-type: none"> • Increase adult participation in learning that leads to formal qualifications: Develop programmes of learner engagement through Personal Community Development Learning (PCDL) and through First Steps Learning (FSL) leading to a first Level 2, working in partnership with the Third sector to target hard to reach learners in deprived neighbourhoods, linked to the Adult Learner Grant. 	<ul style="list-style-type: none"> • Agreed FE and ACL Provider Development Plans, maintaining x adult learners in community based learning. Plans and volumes to be in place by July 2007.
<ul style="list-style-type: none"> • Work with local FE colleges to improve progression rates to Higher Education including foundation degrees and other opportunities at Level 4. 	<ul style="list-style-type: none"> • Improved HE progression rate for those aged 18-30

On the whole provision is good with a number of providers recently recognised as outstanding following inspection reports and success rates above national averages. However, the overall figures mask some acute areas of underperformance which are being addressed.

Priority 3: Raise the performance of a world-class system that is responsive, provides choice and is valued and recognised for excellence	
Actions	Success measures/targets
<ul style="list-style-type: none"> Continue to support colleges through financial recovery in order to maintain and grow their capacity for learning and training. 	<ul style="list-style-type: none"> All colleges' financial health to become satisfactory and in category B or higher.
<ul style="list-style-type: none"> Improve the quality of the match between learners and employers by improving information to learners and improved accessibility for employers. 	<ul style="list-style-type: none"> Launch of Work Experience system – April 07 Number of employers registered on the system. Expansion to other matching services – December 07 Number of successful matches between learners and employers
<ul style="list-style-type: none"> Improve information to young people and their parents / carers so that they make more informed choices about their choices at 14 and 16. 	<ul style="list-style-type: none"> Number of learners accessing and using the area wide prospectus and associated planning tools. – Baseline to be set
<ul style="list-style-type: none"> Continue the programme of capital investment in all FE colleges and school sixth forms to improve the quality of accommodation and provision of up to date resources. 	<ul style="list-style-type: none"> Number of capital proposals
<ul style="list-style-type: none"> Introduce minimum levels of performance for providers and stop contracting with providers who deliver below the threshold. 	<ul style="list-style-type: none"> No WBL provision below 40% framework achievement success rate The success rate for all FE provision must be above 50% in individual sector subject areas.

Gloucestershire's economy performs marginally better than average for the region, although the latest data indicates a recent relative slowdown as traditional manufacturing comes under pressure. In contrast to most other largely rural areas, the manufacturing sector still constitutes a relatively significant proportion of Gloucestershire's economy. The better than average economic performance also masks the deprivation that can be caused by rurality and the problems of transport and access to services.

The broad industrial profile for the County matches that for the regional economy as a whole. This constitutes significant employment in distribution, hotels and catering, (25.8%), financial and business services (16.6%) and education and health (21.2%).

Priority 4: Raise our contribution to economic development locally and regionally through partnership working	
Actions	Success measures/targets
<ul style="list-style-type: none"> Develop and implement a skills and employment programme as part of the wider regeneration of Gloucester Docks, incorporating the piloting of the Skills for Jobs initiative. 	<ul style="list-style-type: none"> Panel established by xxx X number of learners supported into jobs
<ul style="list-style-type: none"> Parklife: Work closely with SWRDA, Gloucestershire First, JobCentre Plus and BusLink to provide an integrated business support programme on key business parks and industrial estates across the County. 	<ul style="list-style-type: none"> <u>07-08 targets</u> Business Support - businesses engaged = 180 No. of businesses engaged in Knowledge Based Collaborations = 5 Skills – No. people assisted in skills development = 450 Level 2 = 115 SFL = 35 Recruitment Fairs = 2 No people assisted to get a job = 120 Business Park Network meetings/events = 20

	<ul style="list-style-type: none"> • Business Centres opened = 1 • Private Sector leverage secured = £100k
<ul style="list-style-type: none"> • Greater collaboration between the JCP & LSC offer through the implementation of ALO/Skills Coaching and Train to Gain opportunities 	<ul style="list-style-type: none"> • X number of learners undertaking first full level 2 by 2008
<ul style="list-style-type: none"> • With partners implement the LAA with a specific focus on the stretch targets to deliver Level 2 qualifications to adults 	<ul style="list-style-type: none"> • Stretch target of 4200 Level 2s achieved by 2008
<ul style="list-style-type: none"> • Ensure growth in qualifications is in priority areas through FE, WBL and Train to Gain 	<ul style="list-style-type: none"> • Increased delivery in L2 and L3 in engineering and construction.

Aggregate Volumes on 30th March 2007

LSC Funded Participation	16-18 (Learner Volumes)	Adult (Learner Volumes)
Number of FE learners (total)	7,894	21,183
Number of FE learners undertaking Level 4 and above	3	697
Number of FE learners undertaking Level 3	4,807	3,834
of which: Full Level 3 Learners	3,781	1,537
of which: First Full Level 3 Learners	2,821	920
Number of Train to Gain learners undertaking Level 3		210
Number of learners undertaking an Advanced Apprenticeship (Average in Learning)	377	359
Number of FE learners undertaking Level 2	4,218	7,260
of which: Full Level 2 Learners	1,612	1,655
of which: First Full Level 2 Learners	886	885
Number of Train to Gain learners undertaking Level 2		3,419
Number of learners undertaking an Apprenticeship at Level 2 (Average in Learning)	821	478
Number of FE learners undertaking Skills for Life qualifications that directly contribute to PSA target	3,896	1,975
Number of Advanced Apprenticeships and Apprenticeship learners undertaking Skills for Life qualifications that directly contribute to PSA target	719	548
Number of Train to Gain learners undertaking Skills for Life qualifications that directly contribute to PSA target		150
Number of FE learners undertaking Level 1 and Entry	2,965	7,655
Number of learners undertaking Entry to Employment (starts)	456	
Number of learners undertaking Safeguarded Adult Learning (Total)		15,653
of which: Number of learners undertaking Family learning, literacy and numeracy		644
of which: Number of learners undertaking Neighbourhood learning in deprived communities		2,843
of which: Number of learners undertaking Wider Family Learning		250
of which: Number of learners undertaking Personal / Leisure Learning		13,031
ESF Funded Participation		
Number of ESF Learners undertaking any ESF Activity	90	219
Number of ESF Learners not included in LSC Funded Participation table above	0	146
Of which:		
Level 4 and above	0	0
Full Level 3	0	0
Full Level 2	6	73
Skills for Life that directly contributes towards the PSA target	16	176
Level 1 and Entry	68	0
Other ESF activity	0	0

LSC Funded Outcome	16-18 (Learner achievements)	Adult (Learner Achievements)
Number of FE Learners achieving a Full Level 3 qualification	2,897	1,076
Number of FE Learners achieving a First Full Level 3 qualification	1,920	635
Number of Train to Gain learners achieving a Full Level 3		202
Number of Learners achieving an Advanced Apprenticeship Framework	136	172
Number of FE Learners achieving a Full Level 2 qualification	1,119	1,194
Number of FE Learners achieving a First Full Level 2 qualification	640	618
Number of Train to Gain Learners achieving a Full Level 2 qualification		2,299
Number of Learners achieving an Apprenticeship Framework (at Level 2)	448	316
Number of FE learners achieving a Skills for Life qualification (s) that directly contribute to PSA target	2,279	1,360
Number of Advanced Apprenticeship and Apprenticeship learners achieving a Skills for Life qualification(s) that directly contribute to PSA target	336	270
Number of Train to Gain learners achieving a Skills for Life qualification(s) that directly contribute to PSA target		109
Number of learners progressing to a positive destination from Entry to Employment	249	
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	0	0
Skills for Life qualification that directly contributes to the PSA target	0	106

Funding Summary	Funding (£)
FE 16 - 18	34,031,143
FE Adult	13,439,156
FE Additional Learning Support	4,887,345
Train to Gain	2,456,995
Advanced Apprenticeships and Apprenticeships 16-18	4,231,239
Advanced Apprenticeships and Apprenticeships (Adult)	1,497,308
Entry to Employment	687,181
WBL additional learner / learning support	254,310
Safeguarded Adult Learning	2,729,542
ESF	288,872
Total	64,503,091

Fee Income and Other Activity Summary	Fee Income (£)	Number Of Learners
LSC Funded provision	1,887,840	
Not publicly subsidised / full cost	1,504,000	4,200

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.

Equality & Diversity Impact Measures

Regional EDIMs	Local Area Targets to Support EDIMs	Local Area Action
WBL		
For 2007/08 SW region Black and Minority Ethnic (BME) participation in WBL should move further towards 4.7%.	For 2007/08 Gloucestershire Black and Minority Ethnic (BME) participation in WBL should move further towards 5%	Review WBL data to identify participation trends. Create improved referral networks for learners into apprenticeships
For 2007/08 SW region participation of disabled people in WBL should move further towards the regional demographics of 18.4%.	Participation of disabled young people in WBL should move towards x%	Review WBL data to identify participation trends. Create improved referral networks for learners into apprenticeships. Review engagement of local specialist LLDD providers with WBL
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.	Set appropriate targets for gender imbalance in WBL.	Create improved referral networks for learners into apprenticeships. Improve information about what apprenticeships actually are for all learners.
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 framework achievement success rates for WBL at 60% in line with the overall county target.	Review WBL data to identify achievement of appropriate learners.
FE		
For 2007/08 Black and Minority Ethnic (BME) participation, for the region, in FE should move further towards 4.7%.	For 2007/08 Gloucestershire BME participation should move further towards 5%.	Review FE data to identify participation rates of young people from BME groups. Improve information to all young people at 16 through the area wide prospectus.
Work with FE providers to promote and	Work with FE providers to support disabled	Review current levels of participation 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%.	learners to progress to Level 3 and move further towards the local demographic figure.	achievement by people with disabilities in FE as part of an overall plan for improving retention and achievement at all levels.
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 the core initiatives, within the "Action for Change" publication (March 05), where appropriate, and work with stakeholders to address gender segregation.	Propose appropriate targets for gender imbalance for FE in Gloucestershire.	Improve information about all post-16 options to all learners through the area wide prospectus and associated planning tools.
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.	Explore the achievement rates of males in Fen Gloucestershire and set appropriate targets to ensure parity.	Explore achievement rates in more detail to identify possible groups or causes.
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.	Investigate any disparity in success rates for different groups and set parity targets as appropriate.	Explore achievement rates in more detail and ensure co-ordination with overall strategies to improve FE success rates.
Mental Health		
South West LSC will undertake appropriate research regarding disadvantaged groups and their learning and skills.	Use research to inform local policies and strategies.	
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.	Work with local providers to support the regional action plan	