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Leading learning and skills

Coventry and Warwickshire Learning and Skills Council Annual Plan 2006-07

May 2006

Of interest to National, Regional and Local Learning and Skills Colleagues

Contents

Our Vision

Coventry and Warwickshire, like the rest of the UK, must rise to significant challenges over the next decade and beyond. We not only face continual pressure from our 'traditional' competitors in Europe, America and the Far East but also face growing competition from the emerging economies such as Brazil, India and China; economies that will dwarf our own by 2020.

Technology also continues to develop at a remarkable pace. Developments in communications and production technologies are providing huge benefits for consumers, but also mean that manufacturers and employers have greater choice when it comes to the location of their businesses. Only by remaining competitive in knowledge and skills will the UK stay a location of choice.

Changes in demography cannot be ignored either. Numbers of young people are declining, people are living longer and, until recently, have been retiring younger. This combination of a shrinking workforce and an ageing, longer-lived population is creating pressures and opportunities - opportunities through the new markets created by those with more disposable income or the need for longer-term care - pressures as the overall size of our workforce shrinks.

These changes can already be seen in Coventry and Warwickshire; between 2004 and 2014 overall employment is forecast to grow by 5.5%. This predicted growth exceeds that estimated for the West Midlands and the national average. The health and care sector is growing rapidly in both the public and private domains, and the hospitality and tourism and retail sectors are also continuing to show significant growth.

The last year has also seen major workforce reductions within the Automotive sector. Changes to Rover, Jaguar and Peugeot have all had an impact on our area. Despite this, manufacturing remains an important sector in our economy, employing 15% of all labour and moving towards a smaller but more highly skilled and high added value workforce.

Coventry and Warwickshire's location at the heart of England, and at the heart of the road transport network, means that transport, distribution and logistics are important sectors for us, with key employers based in the north of our area.

In the south, tourism and leisure, particularly with the opportunities provided by the Olympic games in 2012, is a growing priority and Warwickshire is home to the most significant tourist attractions outside London – Stratford-on-Avon and Warwick Castle. The ICT sector (especially software supply) also thrives in our area – Leamington has become the computer games capital of the UK.

In addition to all of this, it is important to remember that the sub-region is located at the cusp of the East Midlands, West Midlands, South-East and South West regions – we are as influenced by developments outside our region as by those within. We also share a number of the characteristics of these regions including a more highly qualified workforce at levels 3 and 4, lower numbers of people in the workforce with no qualifications and very low levels of unemployment.

Key developments just outside our borders, such as the growth of Milton Keynes, will have a major impact on the demand for services and skills in our sub-region, services and skills that are already in short supply. This, coupled with Coventry's plans for growth and Warwickshire's plans for major developments in facilities such as the National Agricultural Centre in Stoneleigh and in key towns such as Rugby, will mean that our area will be one that may defy the overall national demographic trends.

We have already seen significant changes in the skills gaps and skills needs of our region as migrant labour from the accession states of Eastern Europe provides short-term solutions to some of our skills problems, particularly in construction, retail and leisure. But this is not a long-term solution to our needs.

Working in partnership is bringing significant results. Working with schools, colleges, universities, employers, local authorities, Connexions and others, has meant that we have high levels of participation in learning and rising levels of achievement. We have one of the lowest levels of those young people who are not engaged in employment, education and training.

This year has continued to see the development of a major programme of capital investment in the infrastructure of further education in our area. Stratford College is being rebuilt; City College, will shortly relocate to Swanswell in Coventry as part of a major redevelopment of the city; plans are in hand to build a new college in Rugby and for an exciting and imaginative partnership between King Edward VI College and North Warwickshire and Hinckley College in Nuneaton. Our vision of world class learning in world class facilities is beginning to be realised.

But all of this is relative. Sir Sandy Leitch's interim report on the skills we will need in 2020 points to some stark conclusions. Even if we hit our 2020 targets we will still fall back in the international league tables of competitiveness – and the rest of the world is not waiting for us to catch up. Within this sub-region, we cannot afford to be complacent and we must build on the excellent foundations we have.

Our vision, therefore, is that by 2020 Coventry and Warwickshire will have world-class learning, in world-class facilities giving us a workforce to match the best in the world. Nothing less will do.

Ursula Russell   Mike Bell
Chair   Executive Director

Our Priorities

We have published our second Annual Statement of Priorities which will take us further forward in our aim of transformation. Our six priorities for 2006/07 are to:

1. Ensure that all 14-19 year olds have access to high quality, relevant learning opportunities

2. Make learning truly demand-led so that it better meets the needs of employers, young people and adults

3. Transform the learning and skills sector through agenda for change

4. Strengthen the role of the LSC in economic development so that we provide the skills needed to help individuals into jobs

5. Improve the skills of workers who are delivering public services

6. Strengthen the capacity of the LSC to lead change nationally, regionally and locally.

Our Regional Priorities for the West Midlands

The regional priorities outlined demonstrate the LSC's contribution to the work of the Regional Skills Partnership and the delivery and success of the Regional Economic Strategy by:

1. Using a data driven approach to develop a detailed understanding of the changing nature of the labour market in terms of the supply of and demand for skills

2. Aligning the supply of training and related support to the needs of individuals

3. Matching the supply of training and related business support to the demands of employers and the wider economy

4. Ensuring that employers and individuals fulfil their role in the investment in skills and training

Partnership Working

To achieve these priorities, the LSC in the West Midlands will continue to work in partnership with all stakeholders across the region through the alignment of plans and funding. Key partners include:
- Advantage West Midlands
- Jobcentre Plus
- Sector Skills Council
- Higher Education Institution/Higher Education Funding Council
- Business Link

Learning Priorities – the impact on Providers

Colleges and providers are at the heart of delivering these regional priorities. Actions agreed in their three year development plan will address the priorities outlined in the local LSC annual plan and will ensure that funding is focused upon key areas. Successful delivery depends upon high quality provision that is:
- Closely engaged with employers to understand their needs
- Aligned to the skills priorities of the region
- Can meet the required range of specialist skills across the region
- Central to the delivery of the regional and local economic agenda
- Aligned with the work of other partners to deliver an accessible and comprehensive service to employers and individuals
- Able to develop and exploit opportunities for levering in increased levels of investment by employers into training
- Providing learning and skills opportunities that lead to nationally recognised qualifications and opportunities for progression
- Committed to continuous quality improvement and the attainment of recognised accreditation standards

Planning Priorities for 2006/07 – West Midlands Region

The following planning principles were agreed through the Regional LSC/FE/AoC Consultative Forum to be applied against the allocations for 06/07:
- A minimum of 60% accredited Skills for Life provision as a milestone towards the 80% target for 2007/08
- A maximum of 10% partnership, sub contracted or franchised provision (if current level is below 10%, there should be no increase)
- A minimum of 10% of the Adult participation budget, at the level of the individual (general) FE college, to support activity that delivers full level 2 qualifications to part-time adults, with a year on year increase in funding committed to part-time adult full level 2 provision (guide of 5%)
- The LLSC will agree with each provider a proportion of this funding that will be committed to Train to Gain type activity
- Increase in participation of adults on full level 3 qualifications to a 10% minimum in areas of Specialisms/CoVEs

Our Targets

Under priority 1, for young people:

Increase the proportion of 19 year-olds who achieve at least Level 2 (equivalent to 5 GCSEs at A*-C) by 3 percentage points between 2004 and 2006, and a further two percentage points between 2006 and 2008, and improve attainment at Level 3.

- Nationally we need an additional 31,000 young people to gain a Level 2 in 2005/2006 compared to 2003/2004 and a further 22,000 in 2007/2008 compared to 2005/2006.

- Coventry and Warwickshire is currently 1% points above the national performance figure at 68%. As part of our strategy to increase performance and achievement for young people we have agreed that we will remain 1% point above the national average for the 2006 and 2008 target at 71% and 73% respectively.

- Locally, therefore, an additional 700 young people to gain a Level 2 in 2007/2008 compared to 2005/2006.

Under priority 2, for adults:

Reduce by at least 40 per cent the number of adults in the workforce who lack an NVQ Level 2 or equivalent qualifications by 2010.

- Nationally, in 2006/07 we need to increase the numbers of full Level 2 achievements through further education and work-based learning to 117,000 [NB excludes National Employer Service and Train to Gain elements]. In addition the roll out of the Train to Gain Training Programme will increase the LSC contribution to this target.

- Locally we plan to deliver 4195 full Level 2 achievements through further education and work-based learning in 2006/07, that is an increase of 3630 compared to 2005/06.

- In addition, we will also deliver 2405 **first** full Level 2 achievements through Train to Gain during August 2006 to March 2007.

Under priority 2, for adults:

Improve the basic skills of 2.25 million adults between 2001 and 2010, with a milestone of 1.5 million in 2007.

- Locally we need 11,074 learners to achieve Skills for Life qualifications by 2007.

Underpinning both priorities 1 and 2, for Apprenticeships:

The LSC has agreed a new Performance Indicator for Apprenticeships. The aim is for 75 per cent more people to complete their apprenticeships in 2007/08, compared to 2002/03.

- Nationally we aim to raise the number of completions to 70,000 in 2006/07 supporting the achievement of Level 2 and Level 3 qualification targets.

- Locally we aim to raise the number of completions to 1373 in 2006/07.

We also work with key partners to contribute to the following targets:

- Increase the proportion of young people and adults achieving a Level 3 qualification.

- Reduce the proportion of young people not in education, employment or training by two percentage points by 2010

- Increase participation in Higher Education towards 50 per cent of those aged 18 to 30 by 2010.

Our Values

Our values set out for us the way we work.

- **Trust:** the LSC has to be world-class at partnership and so we believe trust must be at the heart of the LSC.

- **Expertise:** we demonstrate expertise and true leadership in every aspect of our work. We have complete understanding of the communities we serve and of what is needed by business in terms of current and future skills.

- **Ambition:** we are ambitious for ourselves, in the goals and objectives we set, but more importantly we are ambitious for the communities we serve, for employers and for individuals in education and training.

- **Urgency:** we want to bring drive and urgency to the learning and skills sector, to tackle long-standing issues swiftly and professionally and to be responsive and fast moving.

Together, our four values will ensure the LSC can provide leadership and direction at a time of great change.

Our plan sets out how we will deliver our national and regional priorities in a local context highlighting what actions will be critically important in local delivery and what our contribution to the national targets will be.
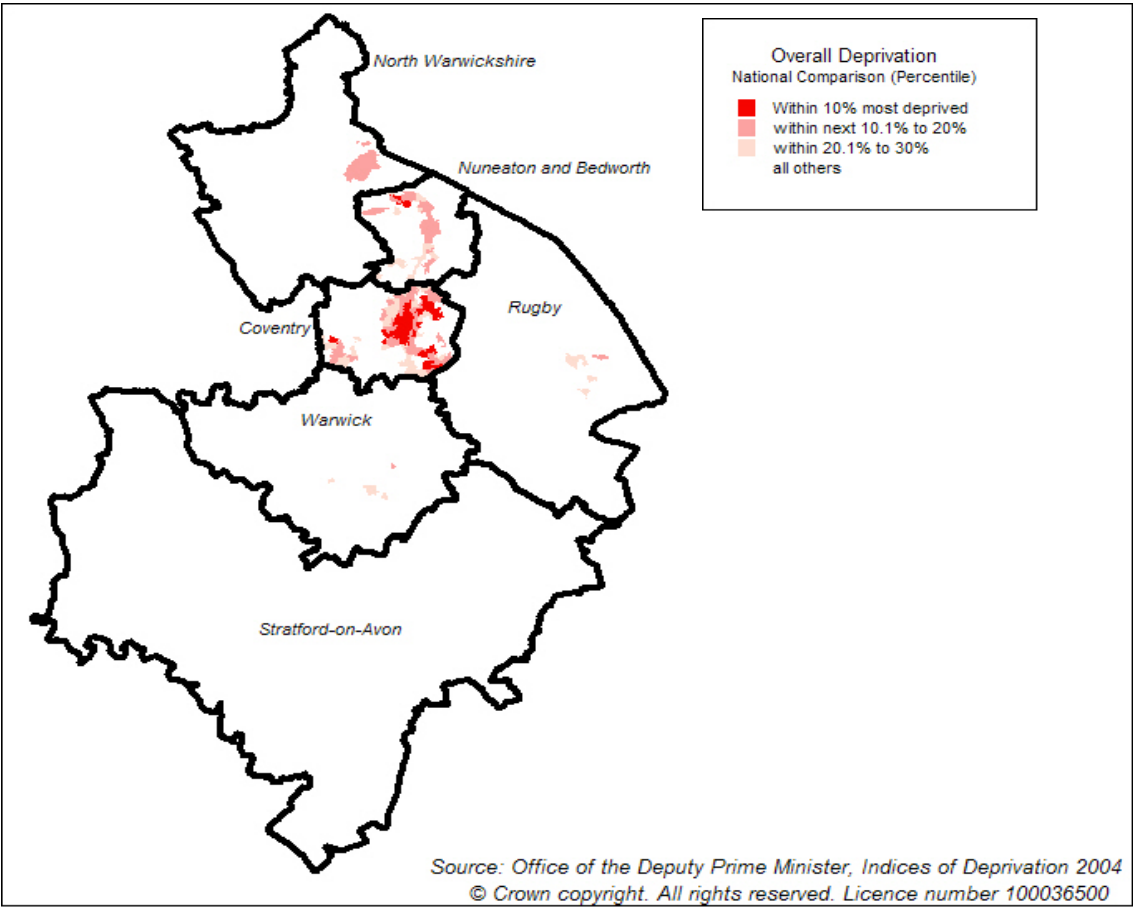
A Context for Delivery

Demographics

The Coventry and Warwickshire sub-region is made up of 6 local authority districts – the Unitary Authority of Coventry and the 5 Districts and Boroughs that form the County of Warwickshire. It has a population of 829,700, of which 515,560 (approx) are of working age, 62% of the population. Coventry has the largest share of these (37%) and North Warwickshire the lowest (7%)[1].

In terms of ethnicity 87% of the population are white British, in line with the national average. However, this varies greatly within the sub-region, with 78% of the population white British in Coventry and 93% in Warwickshire[2].

Deprivation

Levels of deprivation also vary greatly across the sub-region with parts of South Warwickshire ranked as some of the least deprived areas in the country, whilst parts of Coventry (particularly the east and north east) and North Warwickshire are ranked within the 10% most deprived in England. The map below highlights the extremes of deprivation, identifying those areas which fall within the 30% most deprived in the country[3].

Source: Office of the Deputy Prime Minister, Indices of Deprivation 2004
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[1] ONS, Mid-year Population Estimates 2004
[2] ONS, 2001 Census
[3] Office of the Deputy Prime Minister, Indices of Deprivation 2004

The Economy

As mentioned before, the Coventry and Warwickshire sub-region is recognised as one of the economically stronger parts of the West Midlands with higher levels of employment, higher levels of qualifications in the workforce and a more diverse economic base than the rest of the region.

It differs structurally from that of the West Midlands region and Great Britain as a whole and in particular there is:

- High employment in manufacturing (particularly in Coventry and Rugby)
- High employment in business services (Slightly below national average but
  higher than the West Midlands)
- High employment in ICT (especially software supply) particularly in Warwickshire
- Relatively high employment in wholesale and distribution.
- Relatively high employment in hotels and catering particularly in Stratford.
- Relatively high employment in transport/logistics in North Warwickshire

Within the sub-region, there has been a constant pattern of restructuring, regeneration, diversification and expansion over the past 35 years. This is set to continue apace and is highlighted by the large number of key developments and regeneration initiatives both inside and outside the regeneration zone. This includes:

Coventry[4]
Swanswell City Centre including the development of a Learning Zone.
Belgrade Plaza
Business Park developments (New Century Park & Jaguar Whitley)
Bannerpark Science Park (redevelopment of Agco site)
Ansty Healthcare Technologies and Innovations Park
Expansion and development of Coventry University and University of Warwick

Warwickshire[5]
Pride in Camp Hill (Regeneration in Nuneaton)
Bayton Road Industrial Estate Hub
Business Improvement District (BID) national pilot in Rugby Town Centre.
Stratford Waterfront Masterplan
The Eliot Park Innovation Centre in Nuneaton
National Agricultural Centre, Stoneleigh

There are just over 32,000 employers within Coventry and Warwickshire employing a total of 437,889 staff. Employment is highest in business services (13.6%) and manufacturing (13.2%), which together account for just under 27% of all employment. The retail sector accounts for 8.5% of employment, which when put together with wholesale and automotive sale/repair/fuel sales accounts for 15.3% of employment. The health and social care sector is becoming increasingly significant with a 10% share of sub-regional employment[6].

According to Job Seekers Allowance claimant count figures, unemployment is relatively low with a rate of 2.1% in November 2005, below the West Midlands

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[4] Coventry City Council, Research & Strategy Team
[5] Warwickshire County Council, Regeneration and Competitiveness Strategy 2006-2010
[6] ONS, Annual Business Inquiry 2004

(3.0%) and Great Britain (2.4%) average. There are approximately 32,000 adults in the sub-region claiming incapacity benefit or SDA[7].

Qualifications

Overall 16.1% of the working age population (16 to 64) in Coventry and Warwickshire hold no qualifications, lower than for the West Midlands as a whole (23.7%). There has been a slight decrease in the proportion of people with no qualifications, from 17.2% in 2002. 74.4% are qualified to at least level 2 (8.2% higher than the West Midlands average) and 46.9% are qualified to at least level 3 (9.8% higher than the West Midlands average). Just over 29% have qualifications to at least graduate (Level 4) or postgraduate level (just under five per cent at Level 5).

Low qualification levels among the economically inactive population remain an issue, with 39% of the economically inactive population without a level 2. Low levels of qualifications are likely to add to the barriers already faced by those looking to enter the workforce or return to work[8].

Within the sub-region there are variations in the qualifications profile of the population. According to the Labour Force Survey, Nuneaton and Bedworth has the highest proportion of its working age population with no qualifications whilst Stratford has the lowest. Overall Warwick has the highest proportions of individuals qualified at every level. Higher proportions of people of working age without a level 2 are particularly notable in Nuneaton and Bedworth, Rugby and Coventry[9].

Highest cumulative qualification held and economic status (percentage)

	West Midlands	Cov & Wark	Employed	Unemployed	Econ. Inactive
No NVQ equivalence	23.7	16.1	10.7	37.2	26.2
NVQ level 1 or above	76.3	83.9	89.3	63	74
NVQ level 2 or above	66.2	74.4	81.4	50.4	61
NVQ level 3 or above	37.1	46.9	52.3	26.6	36.8
NVQ level 4 or above	21.9	29.1	36.1	19.3	14.2
NVQ level 5	3.3	4.9	5.3	0.0	4.9

Source: West Midlands Household Survey 2004

Key
Level 1   At least one GCSE A*-G or equivalent
Level 2   At least five GCSEs A*-C or equivalent
Level 3   At least two GCE `A' levels A-E or equivalent
Level 4   First degree (BA or BSc) level or equivalent
Level 5   Higher degree (MA, MSc or MBA) level or equivalent

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[7] ONS, Claimant Counts November 2005, IB SDA Claimants August 2005
[8] LSC, West Midlands Household Survey 2002 and 2004
[9] ONS, Labour Force Survey (LFS) February, 2004

Economic Change

Between 2004 and 2014 it is expected there will be steady employment growth in the sub-region. The net results of this will be 22,000 additional jobs, an increase of 5.5%. This predicted growth in employment exceeds that estimated for the West Midlands and the national average. The table below shows how overall employment levels are predicted to change[10].

Overall Forecast employment change between 2004 and 2014

	2004 (000s)	2014 (000s)	Change (000s)	2004-14 % change
Coventry and Warwickshire	411	433	22	5.5%
West Midlands	2599	2689	90	3.5%
Great Britain	29310	30583	1273	4.3%

Source: Institute for Employment Research, Working Futures II 2005

The structure of employment by industrial sector is also expected to change. Projections indicate there will be a decline in employment within the primary sectors, Engineering and other manufacturing and Construction. This will be offset by major growth in employment in Business and other services, Wholesale and retail, Education, Health and social care. The Hotels and catering and Transport and communications sectors are expected to experience modest growth by 2014, whilst Public Administration is set to experience a slight decline.

Forecast employment change by industrial sector between 2004 and 2014

	Coventry and Warwickshire				WM	GB
	2004 (000s)	2014 (000s)	Change (000s)	% Change	% Change	% Change
Agriculture etc	8	6	-2	-22.5%	-23.1%	-15.8%
Mining & quarrying	1	0	0	-20.4%	-14.3%	-17.4%
Food, drink & tobacco	3	3	0	-6.4%	-7.6%	-10.3%
Engineering	15	14	-2	-10.8%	-9.2%	-9.6%
Rest of manufacturing	45	40	-6	-12.4%	-15.1%	-11.2%
Electy, gas & water	2	2	0	-19.1%	-17.0%	-16.6%
Construction	23	21	-2	-7.6%	-12.9%	-4.0%
Wholesale & retail	72	77	5	7.4%	6.5%	6.6%
Hotels and catering	29	30	1	4.5%	4.3%	5.8%
Transport & telecoms	26	27	1	4.4%	3.2%	2.7%
Banking & insurance	12	13	0	3.0%	0.5%	2.7%
Other business	61	76	15	24.5%	22.6%	15.6%
Public admin	14	14	0	-2.9%	-2.3%	-2.3%
Education	38	42	4	10.9%	8.5%	5.6%
Health and social work	38	43	5	14.1%	12.5%	9.7%
Miscellaneous servs	23	25	2	7.5%	6.4%	9.3%
All Industries	**411**	**433**	**22**	**5.5%**	**3.5%**	**4.3%**

Source: Institute for Employment Research, Working Futures II 2005

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[10] Source: Institute for Employment Research, Working Futures II 2005

The above only shows growth in employment (or expansion demand), it does not take into account the need to replace workers who retire or leave for other reasons (replacement demand). When replacement demand is taken into consideration it is clear there are requirements for recruitment into all sectors of economy. The need to replace older workers is particularly strong in Engineering and other manufacturing indicating that these sectors have a relatively older workforce. The highest levels of labour requirement are for Wholesale and retail and Business Services which each require over 30,000 new or replacement jobs over the next 10 years or so.

Employer Skill Needs

Overall Coventry and Warwickshire employers' recruitment problems and issues of skills gaps within the workforce are less severe than in the West Midlands and nationally. In terms of training, a higher proportion of employers in Coventry and Warwickshire have a training plan than regionally or nationally.

Headline indicator:	Coventry & Warwickshire	West Midlands	National (region based)
Unprompted skill-shortage vacancies as % of vacancies	11.7%	21.3%	17.3%
Skill gaps as % of total employment	4.6%	4.8%	5.9%
% of establishments with training plan	47.9%	46.5%	44.9%

Source: NESS 2005

Locally this picture varies by sector.

Coventry and Warwickshire Skills and Training Issues by Sector

	Unprompted skill-shortage vacancies as % of vacancies	Skill gaps as % of total employment	% of establishments with training plan
Agriculture etc	0.0	5.2	23.9
Engineering	18.0	2.7	44.7
Other manufacturing	10.8	3.7	33.7
Energy and utilities	0.0	0.0	15.8
Construction	19.3	2.7	35.1
Wholesale and retail	7.4	7.6	34.2
Hospitality & Catering	17.9	11.5	45.5
Transport	0.0	2.6	36.9
Business & professional services	11.1	3.0	59.6
ICT	2.6	1.4	28.8
Public administration	10.4	2.1	75.6
Education	9.7	1.7	85.8
Heath and Care	19.5	9.0	70.7
Misc Services (mainly leisure)	16.2	4.1	55.2
Total	**11.7**	**4.6**	**47.9**

Source: NESS 2005

Coventry and Warwickshire Priority Sectors for 2006/7:

Priority sectors have been identified from the culmination of a number of activities including; analysis of economic growth and replacement, the value added to the economy of each sector, intelligence regarding skills and training issues and detailed discussions with staff, providers, employers and stakeholders and SSCs.

Health and Care
Health and Care accounts for approximately 9% of employment in the sub-region, is a key growth area and has the highest proportion of skills shortage vacancies of any sector.

Construction
Although construction only accounts for approximately 6% of employment in the sub-region, which is forecast to fall slightly over the next few years; it is a sector with acute skills shortages and replacement demand issues which need to be addressed.

Engineering and Manufacturing
Engineering and manufacturing is the traditional backbone of the local economy and still accounts for approximately 15% of employment in the sub-region. Although the sector is forecast to experience an overall decline in employment over the next decade replacing the aging skilled workforce within the diversifying and innovating sector is a key challenge.

Wholesale and Retail
This is the largest sector in terms of employment in the sub-region accounting for nearly 18% of the workforce. The sector is also forecast to grow over the next few years. The qualifications profile of the sector needs attention with 32% of the workforce without an NVQ level 2 or equivalent in the sub-region.

Hospitality and Catering
Hospitality and catering is a key sector for the sub-region accounting for over 7% of employment – higher than the national or regional average. This sector is particularly prominent in South Warwickshire. The sector suffers from above average skills shortages within the labour market and skill gaps within its workforce.

ICT
This sector is emerging as a key growth area and generally has a highly skilled workforce. Growth and economic development in this area is something the LSC feels needs to be encouraged. Warwickshire is already at the heart of the computer games industry with nearly 4,700 employed in software consultancy & supply alone.

Priority sectors have been identified from the culmination of a number of activities including; analysis of economic growth and replacement, the value added to the economy of each sector, intelligence regarding skills and training issues and detailed discussions with staff, providers, employers and stakeholders and SSCs

Current provision and performance for young people (16-18) and adults (19+)

The Learning Infrastructure

8 Further Education (FE) Providers (Includes 1 sixth form college; 1 specialist college with a national remit; 2 widening participation colleges) Coventry University.

23 Work based learning providers

38 sixth forms

2 ACL providers

8 collaborative groups (4 federations in Coventry, 4 consortia in Warwickshire)

Young People (16-18)

Destinations of 16 year olds

The cohort of young people at 16 completing compulsory education in Coventry and Warwickshire peaked at 10,704 in 2005. However, this was an increase of only 32 on the previous year's cohort and the signs are that the numbers of young people are likely to remain static in the short term and start to fall over the next three years. The number of school leavers continuing in education (at either a school sixth form/sixth form college or FE college) increased from 75.8% in 2004 to 77.7% in 2005. The proportion of NEETs remained static at 5.6%, one of the lowest NEET rates in the country[11].

Level 2 at 19 Target

In 2004 the numbers of 19 year olds in Coventry and Warwickshire who have reached level 2 stood at 68% which is 1% higher than the national average. In order to reach the national baseline of 70% locally by 2006 requires an increase of 2%. The aspiration of the Local Learning and Skills Council however is to raise the figure by 3% to 71% in line with the increase required nationally to meet the level 2 target[12].

Progress toward the Level 2 at 19 Target	C & W	National
Number of learners who had reached level 2 by age 16	5,199	303,619
Number of learners who had reached level 2 by age 17	5,946	348,246
Number of learners who had reached level 2 by age 18	6,547	385,250
Number of learners who had reached level 2 by age 19	6,948	410,606
Cohort	*10,216*	*614,564*
% of learners who have reached level 2	**68%**	**67%**

Source: LSC / Fisher Family Trust data set 2004

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[11] Coventry and Warwickshire Connexions, Activity Survey 2005
[12] LSC / Fisher Family Trust, 2004

Further Education (FE) 16 to 18 year olds

In 2004/5 there were 44,212 FE enrolments in Coventry and Warwickshire institutions. This is an increase of 27% on 2003/4. Enrolments across all sectors increased. Priority sector enrolments are shown below.

Overall FE success rates increased by 5% between 2001/2 and 2003/4. Success rates also increased across priority sectors over the same period the, largest increase was in Construction whilst Engineering and manufacturing success rates increased by 4% having remained static over the previous two years.

Further Education (FE) 16 to 18 enrolments

Priority Sectors (Sectors as defined in the Learning Aims Database)	2003/4	2004/5	% change
Construction, Planning and the Built Env.	569	814	43%
Engineering & Manufacturing Tech.	874	1,351	55%
Health, Public Services and Care	2,578	2,998	16%
Information & Communication Tech. (ICT)	1,428	1,726	21%
Retail & Commercial Enterprise	1,201	1,558	30%
All Sectors	**34,760**	**44,212**	**27%**

Source: ILR 2003/4 and 2004/05 - F05

Further Education (FE) 16 to 18 Success Rates

Priority Sectors (Sectors as defined in the Learning Aims Database)	2002/03 Success (%)	2003/04 Success (%)	2004/05 Success (%)
Construction, Planning and the Built Env.	43	65	71
Engineering & Manufacturing Tech.	52	52	56
Health, Public Services and Care	68	67	72
Information & Communication Tech. (ICT)	57	60	65
Retail & Commercial Enterprise	61	64	69
All Sectors	**64**	**66**	**71**

Source: ILR 2002/03, 2003/4 and 2004/05 - F05

Work Based Learning (WBL) 16 to 18 year olds

In 2004/05 there was an average in learning total of 2690. This represents a slight increase of 1% on 2003/4. Work based learning average in learning (AiL) data for 2004/5 demonstrates that WBL provision is reflective of our priority sectors, together accounting for 82% of the total average in learning figure. Engineering and manufacturing technologies is the largest single sector represented, accounting for 37% of enrolments.

Overall Work Based Learning success rates are relatively low, which is an area identified for improvement. Of the priority sectors Health, Public Services and Care and ICT had above average success rates, although the latter only had small number of leavers in 2004/5.

WBL Average in Learning of Coventry and Warwickshire 16 to 18

Advanced Apprenticeships	Apprenticeships	NVQ	Average in Learning total
794	1597	299	2690

Source: WBL ILR data, 2004/05

WBL Average in Learning of Coventry and Warwickshire 16 to 18

Priority Sectors (Sectors as defined in the Learning Aims Database)	AiL Total	Proportion
Construction, Planning and the Built Env.	297	11%
Engineering & Manufacturing Tech.	1001	37%
Health, Public Services and Care	348	13%
Information & Communication Tech. (ICT)	30	1%
Retail & Commercial Enterprise	525	20%
All Sectors	2690	100%

Source: WBL ILR data, 2004/05

WBL 16 to 18 success rates

Priority Sectors (Sectors as defined in the Learning Aims Database)	Leavers	Success %
Construction, Planning and the Built Env.	155	41.3
Engineering & Manufacturing Tech.	329	43.2
Health, Public Services and Care	271	60.1
Information & Communication Tech. (ICT)	14	78.6
Retail & Commercial Enterprise	387	47.0
All Sectors	**1626**	**52.2**

Source: 2004/05 ILR data

Adults (19 +)

Target Position for Skills for Life

Coventry and Warwickshire LSC reached 76.2% of the skills for life target in 2004, with 11,287 achieving accredited Skills for Life qualifications. This was a short fall of 3,518 on the target of 14,805.

Assuming the shortfall is carried over and based on 2004/5 figures to date, overall Coventry and Warwickshire is 62.6% towards the 2007 milestone.

Further Education (FE) Adults (aged 19+)

Overall there was an increase of 8% in adult further education enrolments between 2003/4 and 2004/5. Three of the priority sectors saw increases between the two years, the largest being in Health, Public Services and Care (19%). Both Construction, planning and the built environment and Engineering and manufacturing technologies experienced declines in 19+ enrolments. This is a different picture than for the 16 to 18 years olds and could partly be a result of the changing nature of both sectors and the 19+ workforce.

Overall 19+ FE success rates are relatively high at 78% across all sectors in 2003/4, an increase of 2% on 2003/4. In terms of priority sectors two sectors are above the average success rate whilst success rates in Construction, Planning and the Built Environment, ICT and Retail & Commercial Enterprise are below the average.

Further Education (FE) adults (19+) enrolments

Priority Sectors (Sectors as defined in the Learning Aims Database)	2003/4	2004/5	% Change
Construction, Planning and the Built Env.	1,340	992	-26%
Engineering & Manufacturing Tech.	4,395	3,151	-28%
Health, Public Services and Care	14,987	17,815	19%
Information & Communication Tech. (ICT)	13,559	15,480	14%
Retail & Commercial Enterprise	3,501	3,956	13%
All Sectors	**90,077**	**97,256**	**8%**

Source: ILR 2003/4 and 2004/05 - F05

Further Education Success Rates by area of learning (19+ learners)

Priority Sectors (Sectors as defined in the Learning Aims Database)	No. of starts	Success (%)	Change on 03/04
Construction, Planning and the Built Env.	951	71%	5%
Engineering & Manufacturing Tech.	3,226	80%	1%
Health, Public Services and Care	18,406	88%	6%
Information & Communication Tech. (ICT)	12,891	65%	5%
Retail & Commercial Enterprise	3,937	72%	-4%
All Sectors	**87,082**	**78%**	2%

Source: ILR 2003/4 and 2004/05 - F05

Work Based Learning (WBL) Adults (aged 19+)

In 2004/05 there was an average in learning total of 1474. This represents a slight decrease of 1% on 2003/4. Together priority sectors accounted for 63% of the total average in learning figure. Most notable was Retail and commercial enterprise which accounted for 21% of average in learning figure.

As with young people, (16 to 18) overall work based learning success rates are relatively low (53.7%). Of the priority sectors Engineering & manufacturing technologies, Health, public services and care and ICT had above average success rates in 2004/5.

WBL Average in Learning of Coventry and Warwickshire

Advanced Apprenticeships	Apprenticeships	NVQ	Average in Learning total
525	597	352	1474

Source: WBL ILR data, 2004/05

WBL Average in Learning of Coventry and Warwickshire (19+)

Priority Sectors (Sectors as defined in the Learning Aims Database)	AiL Total	Proportion
Construction, Planning and the Built Env.	110	7%
Engineering & Manufacturing Tech.	207	14%
Health, Public Services and Care	278	19%
Information & Communication Tech. (ICT)	22	2%
Retail & Commercial Enterprise	310	21%
All Sectors	1474	100%

Source: WBL ILR data, 2004/05

WBL 19+ success rates

Priority Sectors (Sectors as defined in the Learning Aims Database)	Leavers	Success %
Construction, Planning and the Built Env.	76	46.1%
Engineering & Manufacturing Tech.	87	55.2%
Health, Public Services and Care	256	53.9%
Information & Communication Tech. (ICT)	20	70.0%
Retail & Commercial Enterprise	410	44.9%
All Sectors	**3205**	**53.7%**

Source: WBL ILR data, 2004/05

Adult Community Learning (ACL) Enrolments by provider

ACL provision in the sub-region is delivered by two providers, Coventry City Council and Warwickshire County Council. 2004/5 enrolments by level are shown below.

Provider Name	Entry Level	Level 1	Level 2	Total
Coventry City Council	6450	767	122	7339
Warwickshire County Council	5351	45	-	5396
Total	**11801**	**812**	**122**	**12735**

Source: A03 - freeze 31/05/2005

Skills Matrix

Priority mix of FE delivery (Academic Year 04/05)

16-18	High £ and Enrols	%	Medium £ and Enrols	%	Low £ and Enrols	%	Total £ and Enrols	%
Likely to contribute	24,148		9,619		5,093		38,860	
	£15,635,582	43%	£11,349,145	31%	£6,615,547	18%	£33,600,274	91%
Potential to contribute	2,591		917		533		4,041	
	£1,855,117	5%	£336,557	1%	£372,095	1%	£2,563,769	7%
No longer eligible	1,229		56		301		1,586	
	£523,587	1%	£18,156	0%	£77,318	0%	£619,061	2%
Total	27,968		10,592		5,927		44,487	
	£18,014,286	49%	£11,703,858	32%	£7,064,960	19%	£36,783,104	100%

19+	High £ and Enrols	%	Medium £ and Enrols	%	Low £ and Enrols	%	Total £ and Enrols	%
Likely to contribute	29,803		6,214		4,751		40,768	
	£13,341,395	34%	£3,729,677	9%	£3,316,936	8%	£20,388,008	52%
Potential to contribute	32,047		7,731		7,241		47,019	
	£11,451,698	29%	£2,567,571	7%	£1,990,979	5%	£16,010,248	41%
No longer eligible	9,195		201		4,004		13,400	
	£2,427,996	6%	£55,917	0%	£424,747	1%	£2,908,660	7%
Total	71,045		14,146		15,996		101,187	
	£27,221,089	69%	£6,353,165	16%	£5,732,662	15%	£39,306,916	100%

NB Percentages are funding values as a percentage of the total funds for each group

The key changes needed

The key changes identified below have been drawn together following detailed analysis of the Coventry and Warwickshire economy, its changing structure and future skill demands from employers and individuals. The changes are also based on analysis of the current provision as delivered by our providers and their ability to meet the future demands from employers and individuals and the national targets.

Alongside the key changes there sits a number of ongoing and new actions, these are listed in the Key Actions section and build on our existing Local Annual Plan, the Strategic Area Review Action Plans and the Coventry and Warwickshire Area Wide Inspection Action Plan.

Ensure that 14-19 year olds have access to high quality, relevant learning opportunities by:

- *Increasing the percentage of the sub-region's Year 11 cohort continuing in structured learning to 95% in 2006/07 from 92% in 2004.*

- *Working with all providers to ensure there are progression routes for young people from Entry and Level 1 provision to Levels 2 and 3.*

- *Increase the success rates for 16-18 year olds in our six priority sectors and increase Apprenticeship framework completion by 54%.*

- *To establish strategies to ensure that attainment at Level 2 by age 19 is maximised.*

Make learning truly demand-led so that it better meets the needs of employers, young people and adults.

- *To ensure Train to Gain is targeted to our six priority sectors and delivers 914 Level 2 qualifications.*

- *To develop and focus the Level 3 pilots towards those sectors that ensure we continue to have a high performing, added value, high level skills economy for Coventry and Warwickshire.*

- *To further explore with the providers the implications of our adult enrolment profile:*

  - *The amount of Level and Entry 1 provision and the implications for the achievement of our Level 2 and Level 3 PSA Targets.*

  - *The amount and range of non-certificated and internally accredited provision and its use in the engagement of those adults who do not have qualifications or for whom qualifications are not their prime motivator for learning.*

  - *The geographical profile of provision to ensure that those individuals from the most deprived areas have the opportunity to access relevant provision with clear progression routes.*

  - *To understand the impact that "Agenda for Change" and "Aligning planning and resources" is going to make on the overall success rates of providers, broken down by sector.*

Strengthen the role of the LSC in economic development so that we provide the skills needed to help all individuals into jobs and lifelong employability.

- *To continue to work closely with Coventry City Council and Warwickshire County Council to clearly understand and influence the skills demand from their inward investment and economic development strategies.*

West Midlands Sector Skills Agreements

Sector Skill Agreements (SSAs)
The LSC's commitment within the SSA is to ensure that the provision purchased addresses the skills priorities within the Agreements. The following priority qualifications/areas have been identified:

- OSAT
- Business Improvement Techniques
- ITQ
- School support staff

1. Construction Skills
The On site Assessment and Training (OSAT) delivery model for construction provision has been one of the most successful sector pilots. National funding will not continue beyond September 2006 and OSAT delivery now needs to be incorporated into mainstream provision. The figures identified below are the Construction Skills projections for the number of workers requiring an NVQ L2 within the region.

	2006/2007	**2007/2008**	**2008/2009**	**2009/2010**
W. Midlands	3,214	4,046	3,503	3,503

National funding actually runs out in March 2006 in the West Midlands and not September 2006.

2. SEMTA
UK companies lag behind competitors on the implementation of lean manufacturing and high performance working particularly SME's. SEMTA have identified the Business Improvement Techniques (BIT) NVQ as a key qualification in their Agreement which will progressively replace the NVQs in Performing Engineering Manufacture

The figures identified below are the projections for the number of employees requiring an NVQ level 2 & L3 within the region over the coming year.

Region	**L2**	**L3**
WM	10,800	1,350

3. E- Skills

The SSA priorities focus on level 2 and above for IT users and level 3 and above for IT professionals delivered through ITQ. This provides a highly flexible framework to enable individuals to achieve a qualification. It is intended that ITQ will replace all IT User qualifications by September 2006. The target ITQ is for 750,000 ITQ by 2008 and the regional target is shown below.

Region	06/07	07/08
WM	17,600	22,400

4. Additional Priorities – School Support Staff

School support staff work across a number of occupational areas, often with multiple roles. Job roles include administrators, teaching assistants, technicians and pupil supervisors.

The figures identified below are the sector's projections for the number of employees requiring an NVQ level 2 within the region over the next two years 06/07 & 07/08.

Region	06/07	07/08
WM	1550	1550

What we have delivered so far and our planned changes for 2006/07 (1 of 2 pages)

2004/05

Summary of Young People (16-18)	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)		Funding £
FE Total Learners	11820				£39,551,975
of which					
Learners on Skills for Life target qualifications	4738	2097	44.3%		
Learners on a full level 2 qualification	2188	1461	66.8%		
Learners on a full level 3 qualification	3598	2158	60.0%		
School sixth form	6935				£32,025,716
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL (%)		
WBL Total Learners	5234				£8,334,756
of which					
Learners on an Apprenticeship	2690	532	19.8%		
Learners on an Advanced Apprenticeship	1557	153	9.8%		
Entry to employment	Volumes (starts)	Numbers in learning	Average length of stay (weeks)	Positive destinations	
All E2E	933	1548	25.8	558	£4,935,692

2005/06

Summary of Young People (16-18)	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)		Funding £
FE Total Learners	12405				£46,179,349
of which					
Learners on Skills for Life target qualifications	5118	2127	41.6%		
Learners on a full level 2 qualification	2594	1595	61.5%		
Learners on a full level 3 qualification	3961	2464	62.2%		
School sixth form	6831				£32,896,896
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL (%)		
WBL Total Learners	5642				£8,839,946
of which					
Learners on an Apprenticeship	3099	662	21.4%		
Learners on an Advanced Apprenticeship	1643	251	15.3%		
Entry to employment	Volumes (starts)	Numbers in learning	Average length of stay (weeks)	Positive destinations	
All E2E	900	1106	22.8	449	£4,444,936

2006/07

Summary of Young People (16-18)	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)		Funding £
FE Total Learners	12925				£47,138,801
of which					
Learners on Skills for Life target qualifications	5261	2332	44.3%		
Learners on a full level 2 qualification	2722	1841	67.6%		
Learners on a full level 3 qualification	4116	2659	64.6%		
School sixth form	6719				£33,703,052
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL (%)		
WBL Total Learners	5883				£9,821,361
of which					
Learners on an Apprenticeship	3686	779	21.1%		
Learners on an Advanced Apprenticeship	1848	250	13.5%		
Entry to employment	Volumes (starts)	Numbers in learning	Average length of stay (weeks)	Positive destinations	
All E2E	1079	1308	22.5	530	£4,178,466

Green header indicates underpinning data is complete   Red header indicates underpinning data is incomplete

Summary of Adults (19+)	2004/05				2005/06				2006/07			
	Learners				Learners				Learners			
	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)	Funding £	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)	Funding £	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)	Funding £
FE Total Learners	62251			£35,683,320	54513			£34,586,880	50187			£33,899,717
of which												
Learners on Skills for Life target qualifications	6215	4821	77.6%		6958	4072	58.5%		8134	4839	59.5%	
Learners on a full level 2 qualification	2794	2779	99.5%		3304	3228	97.7%		3857	3676	95.3%	
Learners on a full level 3 qualification	1773	1075	60.6%		2472	1582	64.0%		2495	1622	65.0%	
Adult & Community Learning	9830			£5,014,218	10842			£4,974,968	10201			£4,703,614
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL (%)		12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL (%)		12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL (%)	
WBL Total Learners	1423			£3,002,315	1774			£2,698,682	1793			£2,402,952
of which												
Learners on an Apprenticeship	641	131	20.4%		928	237	25.5%		1002	308	30.7%	
Learners on an Advanced Apprenticeship	693	98	14.1%		877	165	18.8%		877	211	24.1%	
Learners on Skills for Life target qualifications (ALL AGES)	184	28	15.2%		192	32	16.7%		198	35	17.7%	
ETP/NETP	Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)		Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)		Volumes of learners	In-year achievements (volume)	In-year achievement / Volume (%)	
	0	0			4	3	75.0%		48	18	37.5%	

Budgets	FE	WBL	E2E	SSF	ACL	ETP/NETP	Development Funding	Capital	Administration	Other Programme Budgets
2004/05										
2005/06	82,413,000	17,865,000	Not available	33,064,000	4,952,000	Not available				
2006/07	Not available	Not available	Not available	Not available	4,459,613	Not available	Not available	Not available	Not available	Not available

Key actions:

Priority	Action	Measure of Success
NP1 – Ensure that all 14-19 year olds have access to high quality, relevant learning opportunities.	1. To maintain our Grade 1 in Leadership and Management for the Area Wide Inspection by continuing to deliver the key actions and development areas as set out in the Coventry and Warwickshire Area Wide Inspection Plan. This also incorporates the actions from the Coventry 14-24 Forum's Strategic Plan and the 4 Warwickshire 14-19 Strategic Area Reviews. • To monitor and audit, through the checklist, the introduction of the Learner Entitlement which was distributed to schools and other providers in March 2006. • To continue to share 16-24 cohort data between the two Local Authorities, Connexions and the LSC through the Sub-Regional Data Sharing Strategic Partnership and to use this to continue to track, plan and co-ordinate provision particularly towards the achievement of the Level 2 at 19 PSA target. • To co-ordinate and monitor the 4 Coventry Federations' annual delivery plans and the 4 Warwickshire Area Action Plans. These plans place a premium on effective collaboration to widen choice and drive up quality. • To implement the co-ordination of provision for Learners with Learning Difficulties and Disabilities (LLDD) following the development of our LLDD Strategic Area Review. • To accelerate the development of the online Centralised Application Process (CAP) which is currently being rolled out as an extended pilot for 2006, with whole year groups of students involved within two Coventry federations (North East and North West). • To build on the success of SHINE (Schools and Henley College in North East Coventry) – an on-line prospectus for the North East Coventry Federation which has proved a successful model for similar prospectuses in the other Coventry federations – to develop from 2006, and to have in place by Autumn 2007 – ahead of the first teaching of the new specialised diplomas in 2008, a web-based local prospectus covering the sub-region and setting out the curriculum offer for young people aged 14-19. • To continue to work with Coventry and Warwickshire Local Authorities, Connexions, Education Business Links, Providers, Governors and Head Teachers to position ourselves as key partners in the Children's Trust and the Children and Young People's Strategic Partnership.	To continue to deliver the key actions and targets as outlined within the following: • Area wide Inspection Action Plan • Coventry Joint Area Review Action Plan • Federation and Panel Delivery Plans • The Strategic Area Review Action Plans including: LLDD, Asylum Seekers and Refugees, Adult and Building Technologies. • 14-19 Local Implementation Plan.

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	• To deliver the DfES 14-19 Implementation Plan. • Review work experience arrangements in preparation for specialist diplomas. 2. To work in partnership to support, encourage and implement the range of Careers Education and guidance available to young people. 3. To continue to develop and implement our model of Young Apprenticeships in our priority sector areas and further develop our Increased Flexibility. 4. Working through our Federations/Area Panels and CoVEs to continue to increase participation of young people in schools, Apprenticeships and FE and to increase the success rates of young people particularly in our priority sectors. 5. To work with providers to ensure the maximisation of external funding to continue our alternative provision for young people not eligible for Entry to Employment in order to reduce the number of NEETs.	To increase the percentage of Young People continuing in structured learning at post 16 from 92% to 92.5%. To reduce the percentage of Young People in the NEETs group to 6% in the sub-region.

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NP2 - Make learning truly demand-led so that it better meets the needs of employers, young people and adults.	1. To manage the introduction of Train to Gain working closely with our CoVE network to ensure delivery meets the needs of employers and is focused around our priority sectors.	To deliver 2405 first full Level 2 achievements through Train to Gain by March 2007.
	2. To ensure the Coventry and Warwickshire sub-region benefits from the introduction of the Level 3 Trials particularly in the new and developing, high technology sectors. We will do this through our sector based employer groups:	
	• C & W Partnership for Care.	
	• Imagine (Software Games Manufacturers)	
	• FORCE (Construction)	
	• PH&GG (Plumbing, Heating and Gas)	
	3. To continue to implement the recommendations from our sector/geographical and target group based strategic area reviews strengthening the theme of Leadership and Management.	
	4. To further develop the tri-partite Welfare to Workforce Development Plan we have with JobCentre Plus and Business Link ensuring those at a disadvantage in the labour market are encouraged to re-engage in learning and employment. This is to be particularly focused around the Regeneration Zone.	
	5. To continue to implement our Adult Strategic Area Review Action Plan which incorporates the development of an Adult Learner Entitlement and a Pathways to Progression Guide.	
	6. Support local voluntary and community sector organisations to develop their capacity to deliver learning opportunities for residents in deprived areas. In particular, to deliver the outomes from the Asylum Seekers and Refugees Strategic Area Review.	
	7. To continue to implement our Skills for Life Action Plan through the Essential Skills Centre.	To achieve 11,074 Skills for Life qualifications by 2007.
	8. To implement the co-ordination of provision for LLDD learners following the development of our LLDD Strategic Area Review.	
	9. To deliver learning and skills as part of the Offender Education Programme.	
	10. To ensure the engagement of low skilled workers in the Level 2 entitlement programme through continued work with TUC Learning Services.	
NP3 - Transform the learning and skills sector through agenda	1. To align our Capital Investment Strategy with those of our County, City and Borough Councils in order to ensure co-ordinated joint planning and investment in skills and learning.	
	2. To take forward and implement the agenda under	

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for change	"Success for All" and "Planning for Success" ensuring the funding priorities are focused towards our PSA Targets.	
	3. In partnership with our Personal and Community Development Learning providers ensure provision is focused on the progression towards and achievement of Level 2 qualifications.	
	4. Implement the fee income measures in line with national policy.	
	.5 To focus quality improvement on raising performance in specific priority sectors from our overall satisfactory benchmark to excellent across the sub-region.	
	6. To work in partnership with the governing bodies of FE colleges and schools to develop a joint Governors Planning Conference. This will coincide with the publication of the Grant letter to present an overview of LSC priorities and strategies.	
NP4 - Strengthen the role of the LSC in economic development so that we provide the skills needed to help individuals into jobs.	1. To continue to work closely with Coventry City Council, Warwickshire County Council and the Coventry, Solihull and Warwickshire Partnership (CSWP) to clearly understand and influence the skills demand from their inward investment and economic development strategies. This is particularly in relation to the key economic development areas including brown-field and major investment sites that have been identified throughout the sub-region. Both Local Authorities are working closely with us to identify the employment, skills and training requirements coming out of these areas.	
	2. To ensure the Coventry and Warwickshire sub-region maintains its position as a high value added, wealth creating economy through the availability of skills and learning opportunities.	
	3. Ensure progression routes are in place through from Level 2 to Level 5 in order to support the High Technology Corridor.	
	4. Continue to ensure high quality information, advice and guidance is available to adults through our Next Steps network.	
	5. Ensure we take the lead in the implementation of the Local Area Agreements as they relate to Economic Development, working closely with the Coventry Partnership through the Neighbourhood Renewal Strategy and Warwickshire County Council's Strategic Plan.	
	6. To establish the Lifelong Learning Network.	
NP5 - Improve the skills of workers who are delivering public services	1. To continue to support and guide the Chief Executive's Local Authority Forum and ensure the implementation of the agreed skills development plans. These are particularly focused around: • Increasing Apprenticeship opportunities.	

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	• Pooling and co-ordinating HR resources. • Implementation of the Train to Gain Level 2 entitlement within the Local Authority workforces. • Joint purchasing of HR/Skills and Training provision. • The implementation of the School Support Staff initiative. • The development of Every Child Matters. 2. To continue to support and guide the NHS Strategic Health Authority South forum and the Coventry and Warwickshire Partnership for Care to ensure the implementation of the agreed skills development plans.	
NP6 - Strengthen the capacity of the LSC to lead change nationally, regionally and locally.	1. To work closely with staff in the LSC to develop the new Partnership and Economic Development Teams for the Coventry and Warwickshire sub-region. 2. To ensure providers and partners are engaged in these developments and have a clear understanding of the strategic, objectives and targets that will need to be delivered over the next 12 months. 3. To utilise the skills of the non-executives particularly their planning and influencing roles within our partner organisations.	

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Our Delivery Resources

Partnership Working

We recognise that we can only deliver our agenda with the proactive engagement and support of partners and this, therefore is an essential theme running through our Plan.

The success of delivering this agenda relies on close collaboration and effective shared working arrangements with key partners that consolidate and bring greater coherence and simplification to new and existing work in support of the needs of individuals and employers.

This collaborative approach involves a shared approach to planning and aligning priorities and investment and is the principle behind the work of the Regional Skills Partnership. The responsibilities of RSP partners are shown in Appendix A. The LSC will play a lead role in taking forward and implementing these arrangements.

Priorities for joint LSC working with partners include:

Advantage West Midlands
- Delivery of the Regional Economic Strategy including the innovation, enterprise and cluster strategies
- Transitional arrangements to enable the successful integration of skills support with general business support
- Developing a regional strategy for management, leadership and entrepreneurship
- A joint infrastructure and capital investment strategy
- Investment in the work of the West Midlands Regional Observatory

Local Authorities
- To work with the Local Authorities on a collaborative approach to the implementation of the 14-19 agenda and the Education and Inspections Bill 2006.
- To develop a joint approach and shared vision for Economic Development within the sub-region that focuses on the employment, learning and skills needs essential for re-generation and inward investment.
- To ensure there is joint planning, investment and strategy with regard to increasing the skills of the Public Services workforce.
- To work together to deliver Level 2s under the School Support Staff initiative.
- To increase the opportunities for joint planning and commissioning of HR activities and the purchasing of learning.

Jobcentre Plus
- Further develop our new joint Concordat arrangements.
- Delivery of a regional individual entitlement and an integrated, shared employer offer.
- Joint planning, investment and targeting to address areas of regional deprivation.

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Sector Skills Councils
- Further develop and implement our new, shared working arrangements
- Developing a comprehensive understanding of employer needs
- Regional implementation of Sector Skills Agreements.
- The design of appropriate progression pathways and apprenticeship opportunities
- Planning and quality assuring specialist, sectoral provider networks

Higher Education Institutions/ Higher Education Funding Council
- The development of Lifelong Learning Networks across the region
- The design of an appropriate range of Foundation Degrees
- Aligning FE and HE specialist provision.

Business Link
- Transitional arrangements to successfully introduce and embed the new integrated skills and business support brokerage service
- A joint offer to employers that combines the products and services of both organisations
- Strengthening referral arrangements to and from providers

Priority Sectors

In support of the Regional Economic Strategy, and based on the analysis of the Regional Observatory and the joint Skills Balance Sheet work with the Sector Skills Councils, the LSC will identify agreed sectors and areas of the economy requiring a particular focused approach. These will be identified through our joint working with partners.

City Region

City Regions are the enlarged territories from which core urban areas draw people for work and services such as shopping, education, health, leisure and entertainment. Interest in City-Regions has grown as the "reach" of core cities has expanded, making their formal boundaries increasingly outdated, and because of the recognition that their functional nature makes them increasingly appropriate for a range of strategic issues. The City Region work in the West Midlands brings together 7 local authorities including Birmingham and Solihull with key stakeholders including the West Midlands Regional Assembly, the Local Government Association, Advantage West Midlands, JobCentre Plus and the Learning and Skills Council.

Birmingham and Solihull, Coventry and the Black Country LSCs have taken an active role to position the skills and employment agenda as a major driver in the overall City Region strategy. Aligning the work with the Local Area Agreement plans, it aims to develop an integrated employment and skills strategy and close the employment and inactivity gap between the most deprived communities and the rest of the City Region. With the planned development of a City Region Skills and Employment Board, the LSC with Jobcentre Plus and other key partners, plan

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to implement an "employer driven" employment programme to provide training and employment opportunities for those in the most disadvantaged groups and communities across the City Region.

Human Resources

We are committed to developing our staff to help us achieve our strategic and business objectives. This development is based on the LSC four core values of trust (engendered through the partnerships we build); expertise (in all that we do); ambition (for ourselves and for the individuals, employers and communities we serve) and urgency (in responding to the challenges we face).

European Social Fund (ESF)

The six Learning and Skills Councils in the West Midlands have joined together for the first time to manage the UK's first regional co-financing scheme to deliver the European Social Fund (ESF). During 2006/7 we will seek to procure activity worth approximately £60m across the region. This funding will be used to address both regional and local skills issues.

ESF focuses on improving people's skills and employment opportunities. It is aimed at helping three key groups:

- Social minorities and excluded groups – including, helping long term unemployed, people with disabilities, ethnic minorities', ex-offenders and people lacking basic skills needed to get a job.

- Businesses – helping to boost workforce productivity and the West Midlands economy by supporting the Regional Skills Partnership aim to develop a highly and appropriately skilled workforce.

- Local communities – helping to cut unemployment and benefit claims, upskilling communities and helping them to become more sustainable in the long term.

In the coming financial year, we need to enhance the use of co-financing and other discretionary funding to sustain key areas of policy.

Contribution of the local Non Executive

LSC Coventry and Warwickshire Council Members play a key role in the development of the local Annual Plan through their Council Meetings and through the monitoring of its achievement by periodic performance reports. They also, through their leading, planning and influencing role ensure the communication and dissemination of our strategies at planned events and through their own networks. They also play a proactive role in key forums, including:

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- Advanced Centre for Technology UK project group
- Employers groups – Plumbing, Heating and Gas Group (PH&GG) and the Forum for Rethinking Constructing Excellence (FORCE)
- Coventry and Warwickshire Connexions Management Board
- CSWP Management Board (the economic development partnership for Coventry, Solihull and Warwickshire)
- LSC Coventry and Warwickshire Quality, Standards and Audit Committee
- LSC Coventry and Warwickshire Finance and General Purposes Committee
- LSC Coventry and Warwickshire Learning Group (formerly the Adult and Young Peoples subcommittees)
- LSC Coventry and Warwickshire Skills Group (formerly the Employer subcommittee)

Equality and Diversity

The Council will ensure that planned activities take account of its duty to promote equality of opportunity in relation to race, gender and disability and our responsibilities under other equality legislation including the Race Relations Act, the Disability Discrimination Act and European regulations relating to sexual orientation, religion or faith and age (due to come into effect in 2006). Our actions and activities which are covered in this plan will be underpinned by, and reflect, the Council's Race Equality Scheme.   The local office will work in partnership with colleagues at Regional and National level to support the process of Equality Impact Assessments across the functional areas.

Our commitment to mainstreaming equality of opportunity is demonstrated by the five local Equality and Diversity Impact Measures (EDIMs).

EDIMs are a key mechanism for supporting, monitoring and assessing the impact of our equality and diversity work, through them we are able to provide effective leadership to the education sector. They provide the framework for setting improvement measures targeting inequalities in participation and achievement in learning relating to gender, disability, ethnicity and age where analysis shows under representation or under achievement.

Workforce Goals - Equality & Diversity Impact Measures – summary of progress
The following table outlines the Workforce Diversity Goals for the LSC's own workforce and Coventry and Warwickshire LSC's progress against them.

Total Headcount for Coventry and Warwickshire LSC = 67 (include	
LSC Workforce Diversity Goals	Coventry and Warwickshire LSC's current data
Increase the proportion of women in senior roles (Band 3 and above) to 51% by 2010. **(Baseline Sept 2002 – 43.8%)**	Total Number of Band 3+ Roles = 17 Total Number of Females in Band 3+ Roles = 9 Total Percentage of Females in Band 3+ Roles = 52.94%

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Increase by 50% the proportion of men in Band 1 roles by 2010. **(Baseline Sept 2002 – 19%.)**	Total Number of Band 1 Roles = 14 Total Number of Males in Band 1 Roles = 2 (apprentices) Total Percentage of Males in Band 1 Roles = 14.28%
Ensure that by 2010, at least 9.1% of the LSC's workforce will come from non-white ethnic minorities **(Baseline Sept 2002 = 7.2%)**	Total Number of non-white ethnic minorities = 7 Total Percentage of non-white ethnic minorities = 10.44%
Double the proportion of ethnic minorities in senior roles (Band 3 and above) by 2010. **(Baseline Sept 2002 - 3.8%)**	Total Number of ethnic minorities = 7 Total Percentage of ethnic minorities = 0%
Double, by 2010, the proportion of LSC employees who consider themselves to have a disability or limiting illness **(Baseline Sept 2002 = 3.37%)**	Total Number of Coventry and Warwickshire LSC employees with a disability or limiting illness = **Not known** Total Percentage of Coventry and Warwickshire LSC employees with a disability or limiting illness = **Not known**

Health and Safety

The health and safety of learners is a fundamental value for the Learning and Skills Council. We believe that learners are entitled to learning that takes place in a safe, healthy and supportive environment. Our policy is to adopt a "best practice" role with regard to the promotion of learner health and safety, by applying the following four core principles:

- to expect that colleges and other providers funded by the Council will fully meet their legal obligations and "duty of care" to learners;

- to seek assurance that colleges and other providers have suitable and sufficient arrangements for learner health and safety;

- to take appropriate action where expected standards are not met or maintained;

- to promote the raising of standards for learner health and safety through support, and challenge, as appropriate.

Learners with Learning Difficulties and / or Disabilities

The Region has commissioned a review of provision and support for learners with Learning Difficulties and Disabilities. This Review, chaired by the Executive Director for Coventry and Warwickshire, will bring forward recommendations for the development of provision to better meet the needs of learners within the region, as far as is possible, for the further development of the network of specialist

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providers to meet the needs of those who need specialist and residential provision, and for development work to improve the ability of mainstream providers to meet the needs of a wider range of LLDD learners.

In addition, the region is working with the RNIB to develop a support strategy for learners with visual impairments and is hosting a secondee from NIACE to coordinate the West Midlands Mental Health Network.

Offender Learning and Skills Service

The West Midlands region assumes responsibility for learning and skills in custody from the 1st of August and already has responsibility for the offenders in the community. The rationale for the transfer of responsibility to the LSC is to create an integrated approach to the delivery of Learning and Skills. This is to be achieved by improving the quality and consistency of provision and in custody, to deliver learning equivalent to the mainstream. The region is divided into three partnership sub areas in order to manage the new arrangements. There is also a regional board and operational group linked to the cross government priority of reducing re-offending. Each local office currently has an 'offender lead' who has been working with the Regional Team to establish effective partnerships in custody and the community. There are thirteen prison establishments and four probation areas in the region.

Sustainable Development

The LSC has a huge opportunity to make a difference to sustainable development. If the messages and actions of our own organisation; those with which we work; and the learners which we fund could be adapted, then we have a strong role to play. In 2005, we published a strategy for sustainable development, *From Here to Sustainability.*
Our vision is that the learning and skills sector will proactively commit and contribute to sustainable development through its management of resources, the learning opportunities it delivers and its engagement with communities.

In order to do this we must address the issues around environmental sustainability and use our influence, funding and approaches to achieve this vision. Although sustainable development is about much more than halting climate change and environmental considerations, tackling this agenda will go along way to making the LSC's vision a reality. The West Midlands is playing a strong lead in ensuring that the issues are addressed in a robust and meaningful way as follows:

 ➢ Ensuring that our own, and our provider's internal ways of working are environmentally sustainable e.g converting to more environmentally friendly fuel options, adopting the principles of reducing, reusing and recycling waste.
 ➢ Ensuring that the principles of sustainability are embedded into the curriculum and qualifications which we fund e.g. by requiring learners to undertake the sustainability option where there is currently a choice within

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the qualification. Further examples relate to using each curriculum area to further learners understanding of climate change issues through relevant issues within their chosen vocations e.g. better construction methods, treatment of chemicals for hairdressers.

➢ Ensuring that we are building the principles into our skills strategy by making the link between sustainability and the industries important to it. For example, recognising the need of employers within the renewable energy sector.

➢ Sourcing examples of good practice and using this as a basis for further awareness raising.

Staffordshire LSC is taking the lead on this issue regionally and is the representative for all local offices on the national implementation group.

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