

London North
Learning and
Skills Council
Annual Plan
2006-07

May 2006

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

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Our Vision

London's economy is vital to the success of England. It is a world city demanding world class skills. London is fortunate to have the highest concentration of graduates in the country but a skills gap has opened up below this level; it is this gap that the LSC and its partners need to address. The high levels of worklessness that exist across London are an end result of this skills gap and we must focus our funding on the learning and skills that are most effective in improving Londoners employability.

Learners and employers do not recognise the artificial boundaries between boroughs and sub regions. As the organisation responsible for skills, the LSC in London is well positioned to narrow the skills gap by acting both regionally and locally when it makes most sense. This plan taken together with the other four local LSC plans underpins the London Learning and Skills plan.

Whilst the challenge in London is immense, fantastic opportunities are on the horizon; with the world focusing its attention on London for the Olympic Games and Paralympic Games in 2012. The staging of the games provides a once in a lifetime opportunity; it will inspire and motivate both young people and adults to develop their skills for future opportunities.

We will ensure everyone who does not have a basic Level 2 (equivalent to 5 GCSEs A*-C) qualification can study for one but, more importantly, we will work to achieve access to Level 3 (equivalent to 2 GCE A levels) qualifications that are the basic requirement for many of the skilled jobs in London. These goals can only be realised through joint working with our regional and local partners and we welcome the introduction of Local Area Agreements (LAA) as a way of working more effectively.

In North London, we have already begun the LAA process, in Enfield and Waltham Forest. However, we see LAAs as a mechanism in all our four boroughs to address major challenges such as worklessness and young people who are Not in Education Employment or Training (NEET).

We have focused on differential achievement of Black, Asian and Minority Ethnic groups and white boys and have set targets to drive up success rates. We have purchased provision in six schools in deprived areas to raise achievement by funding mentors, ethnic minority achievement clubs, trips to Higher Education institutions and support to make successful applications to further study.

We are linking our activity to regeneration initiatives, particularly as Waltham Forest is an Olympic borough and there is considerable urban renewal in Barnet, Enfield and Haringey. We have placed our shared local skills agenda at the heart of these developments and we will continue this approach to make sure that economic growth brings inclusion.

We want young people in North London to benefit from a learner-focused infrastructure and we are working with partners to offer a curriculum that is engaging, appropriate and relevant. We will continue to work closely with the Children's Service in each of our four Local Authorities, leading the 14-19 agenda to improve the outcomes for our Young People. Specifically, we will build on the high

local participation rate, to increase the number of Young People who achieve Level 2 at 19 and the number who progress to Level 3.

London North LSC has worked hard with its partners to raise the quality of its provision. Enfield College has seen a spectacular increase of 15% in success rates and First Rung and Southgate College have improved significantly. We now have three Colleges that have been assessed as good or excellent and six CoVEs, but we still need to do more to raise standards where the quality of provision is variable.

We have limited public resources and have to make choices about our priorities. We will continue to focus on purchasing high quality provision that increases and improves employability and that employers want and value.

Peter Lyne
Chair

Mary-Vine Morris
Area Director

Our Priorities for London

In January 2006, we published our Regional Statement of Priorities, setting out our strategic direction for the coming year. These priorities offer continuity from the previous year, demonstrating the consistency of our approach in London.

Our seven priorities for 2006/07 are to:

1. Improve educational opportunities for all Young People
2. Tackle London's skills gap
3. Integrate skills with regeneration
4. Equip Londoners with skills to benefit from investment in the 2012 Olympic Games and Paralympic Games
5. Upskill the public sector workforce
6. Transform the learning and skills sector through Agenda for Change
7. Improve our effectiveness at a regional and local level

London has a strong identity both as a region and in its local communities. While there is incredible diversity in London, there are also many common needs which are more effectively tackled regionally. For example, pockets of severe worklessness occur right across London. This is a complex issue which needs regional agencies, like the LDA and the LSC, to come together and deliver as a partnership. Picking up these big issues for Londoners on a regional basis, is just one side of the coin. Locally, we recognise that needs in local areas are different and our local offices allow us to provide real local flexibility in response to this.

While this local plan for London North sets out how we will meet local need, we published our first London Learning and Skills plan in March 2006. This plan sets out the actions we will undertake to address our priorities for London; the targets we will use to measure our progress and the outcomes we will deliver for Londoners.

Sectors

We need to deliver the skills that all employers need, but we must focus our resources. We will use sectors to help us to do this. It is too simplistic to set a single list of priorities at the expense of others. Instead, we have decided to take a differentiated approach that recognises the unique structure of the capital's economy, as virtually all of the 25 Sector Skills Councils identify London as a priority region.

We will develop sectoral actions plans for London with partners. These will develop more quickly as the Sector Skills Agreements emerge. Meanwhile our intelligence and work with Sector Skills Councils has led us to the starting point for focusing our resources.

Sector	Scope of response
Construction	Large regeneration initiatives across London causing skills shortages. Low levels of Basic Skills in existing workforce and need for Level 3 site management
Retail	Large and growing employment sector, low level of basic skills. Retail Academy offers a tremendous opportunity
Hospitality and tourism	Large employment sector, low level of basic skills, Level 1, Level 2
Manufacturing	Shortage of high-level skills at Level 3, Level 4 and above
Creative industries (especially media)	One in seven London jobs is in this sector, concentrated at Level 3 or above. Key component of London economy
Public services	25% of London jobs. Skills gap between graduate and entry level. Ageing workforce
Financial services	Largest employment sector and demanding higher level skills. Financial Services Academy offers a fantastic opportunity
Health and social care	Large employment sector that is growing, low level of basic skills, Level 1, Level 2
<p data-bbox="215 1059 564 1126">Crosscutting these are the following subjects:</p> <ul data-bbox="276 1133 639 1330" style="list-style-type: none"> <li data-bbox="276 1133 371 1167">• ICT <li data-bbox="276 1173 639 1209">• Business Administration <li data-bbox="276 1216 628 1283">• Business Improvement Techniques <li data-bbox="276 1290 525 1330">• Customer Care 	London is a world centre for financial and business services. ICT and Business Administration underpin this sector. Need for intermediate skills levels (Level 2/Level 3)

We recognise this is not an exhaustive list, but rather an initial approach that we will develop over the next 12 months, working with the London Skills Commission.

Our Targets

Under priority 1, for young people:

- Increase the proportion of 19- year-olds who achieve at least Level 2 by 3 percentage points between 2004 and 2006, and a further two percentage points between 2006 and 2008, and improve attainment at Level 3.

In London, we need an additional 5,180 young people to gain a first Level 2 in 2006 compared to 2004 and a further 4,070 in 2008 compared to 2006.

Locally, we need an additional 600 young people to gain a first Level 2 in 2006 compared to 2004 and a further 471 in 2008 compared to 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.

In London, we need 11,179 adults to gain a first full Level 2 in 2006/07, through further education and work-based learning, which is an increase of 2,317 compared to 2004/05.

Locally, we plan to deliver 3,077 full Level 2 achievements through further education and work-based learning in 2006/07, which is an increase of 1,472 compared to 2004/05.

In addition, we will also deliver 8,730 first full Level 2 achievements through Train to Gain in London.

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.

In London we need 31,634 learners to achieve a first SfL qualification at Entry Level 3 or above in 2006 / 07.

Locally, we are planning for 9,970 learners to achieve a first SfL qualification at Entry Level 3 or above in 2006/07.

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.

In London, we need to raise the number of Apprenticeship completions to 3,680 in 2006/07

Locally, we aim to raise the number of completions to 577 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:** we have to be excellent 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

London Context

London is a global city and is the most connected in the world. With almost half of the UK's ethnic minority population and over 300 languages spoken daily, London's cultural diversity makes it unique.

London's importance to the UK's economy is well-documented; London's GVA¹ is the largest per head of all regions in England. More than 40 per cent of this is generated by finance and business services; the largest, and fastest growing, employment area, with over 1.4 million people. Around 25% of Londoners are employed in the public sector. This is closely followed by the creative sector, which accounts for one in seven London jobs. London is a major centre for HE and FE with more than 300,000 students in HE and more than 630,000 in FE. Over one-third of the UK's public funded research is carried out in London.

The greatest demand in the London economy, both in growth employment areas and replacement of the existing workforce, is for workers with at least a Level 3 qualification. Therefore, a key London challenge is to ensure that Londoners can access high quality provision from Skills for Life through to Level 3, funded in part by the LSC, which helps them into employment and to progress into better paid employment.

Despite these opportunities, London has a lower employment rate than the rest of the country and this gap is widening. Over half of London boroughs (18 out of 33) are in the top 30% most deprived in England as measured by the 2004 IMD index. Enfield, seemingly a prosperous suburban borough, faces significant challenges, evidenced by worklessness figures and is ranked 16 of 33. Two of our boroughs; Haringey and Waltham Forest are in the top 15, showing the extent of the deprivation in North London and the need for a multi-agency approach to address complex issues.

London's successful bid to host the Olympic and Paralympic Games in 2012, means that the LSC is now gearing up to play a crucial role in planning and funding the skills necessary for the Games and the opportunities that the legacy of the Olympics will provide to London.

One reason for the success of the London bid was the "Regeneration Dividend" provided by the transformative opportunity to leave behind a positive legacy and positive associations for the Olympics movement. This will also dovetail with and provide a "kick start" to many of the other developments and regeneration activities planned for the Thames Gateway and in particular the Lower Lea Valley. The proposed volunteer programme involving an estimated 70,000 people will provide opportunities for Londoners.

Young People

The 16 – 18 population is forecast to decline by 10,000 by 2017 before seeing growth so that by 2021 the 16 – 18 population will be 6,000 (2%) higher than in 2001. Based on this data there is likely to be sufficient places across London however there may be areas within it that are faced with over or under supply.

North London will not be affected by huge fluctuations in demand for post-16 places. Haringey is the only borough with a significant projected decrease in the 16-18

¹ Gross Value Added

cohort of 11% by 2021, but we think that migration turnover, which is characteristic of the borough may compensate for this shortfall. We are due to open the new Haringey Sixth Form Institution in September 2007, which will replace four very small school sixth forms and offer a new, broader curriculum to attract and retain more young people in learning. Enfield has a small projected decrease of the cohort of 3% over the same period. Conversely, Barnet and Waltham Forest have projected growth of 7% and 8% respectively. Any increased demand for places will be met by existing institutions and three new academies, which are to be funded by the Academies programme.

The percentage of young people in London achieving Level 2 by 16 is the same as the national average (55%) but in North London, it is marginally lower at 53%. However, attainment of Level 2 by 19 in London (68%) falls behind the rest of England (70%). In North London, attainment of Level 2 by 19 is equal to the London average and we will strive to achieve and exceed the national average.

The rate for achieving Level 3 at 19 in London is 46% (2004/05), which is the same as the national figure. This is a 3 percent improvement on 03/04 figures both nationally and regionally. In North London, our rate for achievement of Level 3 at 19 was 48% (03/04) which is significantly better than both the regional and national achievements in 03/04 and 04/05. Despite this we know that the sub regional figure masks considerable variations within our boroughs and we need to work harder with our partners to improve the achievement of all our learners.

The WBL Success Rate for 04/05 in London was 45%, which is 7% below the national average (52%). In North London, the WBL Success Rate was 47% and while we are still behind the national average, this is an improvement on 03/04 by 6%. The framework completion rate of 30% in London remains behind the national average of 40%. In North London, the framework completion rate is significantly better at 36% and we will continue to work hard to improve the quality of provision to meet and exceed the national average.

The number of young people not in education, employment or training (NEET) in London has decreased slightly between December 2004 and December 2005 from 8.7% to 7.7% whilst the number of young people whose status is 'unknown' to the Connexions service has reduced from 7.2% to 6.4 % over the same time period. Locally, the number of young people in the NEET group has decreased from 2497(8.6%) to 2380 (7.3%) in the same period. The number of young people in the 'not known' group has fallen dramatically from 2889 (9%) in December 2004 to 1919 (5.5%) in December 2005. This fall has been observed across London and can be largely attributed to the improved tracking of young people in the region.

The average figure for North London conceals the actual position in each of our boroughs, in particular at Super Output Area (SOA) level. There are SOAs in all four boroughs that have disproportionately high NEET figures, but this is particularly the case for Haringey, which is indicative of the levels of deprivation, poor engagement and lack of achievement. It is a vital component of the work of the LSC to influence curriculum development to ensure that it appeals to all of our Learners, so that they fully engage and remain in learning.

The breadth of the curriculum offer also varies across London; too many of our learners can not access the full range of opportunities, at a level appropriate to their need, these should be available as standard across London.

To remedy this in North London, we are influencing excellent Information, Advice and Guidance in each borough and developing a 'Learning Prospectus'. Our preference for this is a pan-London electronic and interactive model. We are also working with partners in all four boroughs to operate a 'Clearing House' system for post 16 provision. Our boroughs are at different stages with this project and it will be our responsibility to lead this development.

We are extending the successful Enfield 14-16 curriculum model across North London, building collegiate groups that open wide curriculum pathways. In conjunction with this, we are promoting Vocational and Work Based Learning provision, driving up progression rates from Increased Flexibility projects, to offer an alternative route to Higher Education.

Overall success rates across the region mask considerable differences between genders and ethnic groups. In terms of gender, the overall success rates range from 64% for females to 59% for males.

In terms of ethnic groups:

- The lowest success rates for females were from mixed race and black caribbean ethnic groups at 59%.
- The lowest success rates for males were from the black caribbean ethnic group at 51%.

We are taking differential achievement in North London seriously and it is a priority for us to close the gap in achievement for key groups. We have developed Equality and Diversity Impact Measures (EDIMs) to focus the work that we are carrying out with our partners and are concentrating on encouraging young white males into FE, keeping them in learning and increasing average achievement rates for BAME (Black, Asian and Minority Ethnic) groups. This joint activity with our colleges has had success; we have increased retention rates by 14% since 2000/01 and increased achievement rates by 25% over the same period. But we still have work to do in increasing participation for male learners and in particular white working class boys.

LSC London Region is taking responsibility for developing new learning and skills for the 14,000 offenders in custody and almost 60,000 in the community.

Strategic Area Review in London identified capacity issues in relation to the needs of Learners with Learning Difficulties and/or Disabilities (LLDD), and that the number of LLDD wanting to access mainstream LSC provision has increased, both through additional demand and improvements in identifying LLDD. We are committed to improving local provision for Learners with Learning Difficulties and Disabilities. This remains a high priority. We will work with our regional partners to secure learning opportunities closer to home, so that learners and their families can build networks that will remain in place on completion of their learning programmes.

The number of young people aged between 16 and 18, participating in learning in London North between 2004/05, who consider that they have a disability, currently stand at 1,491. Of this number, 835 are involved in learning through FE, 237 through WBL and 419 through School Sixth forms.

Adults

London has the highest proportion (31%) of residents qualified to degree level when compared with the rest of the UK. Around one quarter of all Londoners of working age however are not qualified to Level 2 or equivalent with 14% having no qualifications at all.

50% of the London workforce has numeracy skills at Level 1 or below and 25% has literacy skills at Level 1 or below. The LSC in London spends approximately 30% of its funds on Skills for Life including ESOL. However, most of this spend is directed towards the 125,000 ESOL learners, increasingly we expect providers to address the balance towards literacy and numeracy. We also need to improve the proportion of learners who are following courses that lead to qualifications that are recognised, thus improving their employability. Therefore, 80% of learning programmes are expected to be offering QCA approved qualifications.

Worklessness is one of the most important issues for London. In spring 2005, over one quarter of Inner London households were workless, compared with 16.2% in Outer London and 16% in England as a whole. The barriers which prevent Londoners from accessing the labour market are often complex but skills are nearly always a component. The LSC has a clear role to play in meeting the skills needs of London's unemployed.

We are working with voluntary and community organisations that will deliver specific, high impact learning opportunities to priority groups. We have prioritised ESOL, Basic Skills, guidance and mentoring, developing the 'first rung' opportunities that are a component of addressing Worklessness. We will use this network to develop volunteering opportunities that are consistent with the emerging Olympic volunteering strategy and give this key group valuable experience that will assist them to join the labour market. Currently in North London, ESOL provision for adults far outnumbers that for literacy and numeracy. As a region London has requested detailed analysis from providers regarding their places for 2006/07 in order to set realistic goals for higher levels of literacy and numeracy for 2007/08. For young people the picture is different as there is insufficient ESOL provision to support them with their key skills and GCSEs. Using this planning information, the LSC will make decisions to redress this in 2007/08.

Forty six per cent of all black and minority ethnic individuals in the UK live in London, accounting for 29 per cent of London's population. International in and out-migration has been high and is projected to remain so. By 2016, 80 per cent of the population increase will be from BAME communities, and it is expected that this trend will continue in future years. In terms of gender, for all ethnic groups the overall success rates differs from 69% for females and 65% for males.

- The lowest success rates for females were from black caribbean and black 'other' ethnic groups at 61%.
- The lowest success rates for males were from the black caribbean, mixed race and black 'other' ethnic groups at 58-59%.

The Foster Review identified that too many of our learners remain in unsatisfactory provision. There is a clear need to improve the quality of our physical infrastructure and to continue the progress we have made in improving the learner's experience.

To accelerate the improvements that we demand in North London, we will identify with providers key improvement indicators. Where sector benchmarks are not met, or improvements are not in line with sector averages, we will plan the withdrawal of funding from ineffective provision. The existing network of north London organisations is already working collaboratively to offer a coherent range of learning opportunities. This network will be instrumental in the work to improve standards.

We are committed to the opening of the new Haringey Sixth Form Institution in September 2007, which will offer the young people of East Haringey new, well designed facilities. We will continue to develop a physical infrastructure in North London which is fit for purpose. Our Local Capital Plan places a priority on significantly improving the condition of our existing stock, rather than extending capacity.

Information, Advice and Guidance (IAG) is offered inconsistently across London. Locally, the contracted provider has worked successfully on delivering three IAG (now re-badged as Nextstep) contracts, the core LSC funded contract plus two ESF funded projects. Performance and delivery is exceeding profiles and targets in all instances. The two ESF projects relate specifically to Guidance delivery, but regrettably they come to an end in July 2006 and January 2007. London North is unique in supporting Guidance delivery in this way and efforts are being made to seek alternative support sources for project continuations.

Employers

GLA Economics identifies four key 'pillars' of employment, where the largest number of jobs are located, These are in the Central Area, Isle of Dogs, Heathrow and Croydon.

North London is strategically placed to access major areas of regeneration across the region such as the Stansted Corridor, Heathrow Terminal 5, Thames Gateway, Central London and M1 Corridor. More locally, there are regeneration projects such as the Cricklewood/ Brent Cross development, which is set to be a transformational initiative seeking to improve the transport infrastructure, retail development and leisure facilities. It will provide 5,000 new homes and approximately 5,000 new jobs in the area. There are also major developments such as Tottenham Hale, Upper Lea Valley, Walthamstow and Haringey Heartlands.

London has a greater net requirement for managers; senior officials; associate professional and technical occupations, this suggests a need to increase qualifications at Level 3 and above. In North London we have increased the volume of Level 3 provision to meet local demand.

The LSC surveys employers annually for its National Employers Skills Survey. In London the key findings for the 2005 survey are:

- Across London employers around 16% reported that they had had vacancies in the past year (2005). This represents 87,444 vacancies, which represented 2.3% of the London workforce.
- This is a better performance than for England as a whole: Nationally, vacancies reported were 2.7% of the workforce.
- Nearly six per cent of London employers reported vacancies that were hard to fill, compared with 7.3% nationally.

In London North:

- There is a lower percentage of Hard to Fill Vacancies at 5.5%
- Local financial and business services sector had 54% Hard to fill Vacancies
- Skills gaps have been reported at 13.4% of establishments, compared to a London average of 12.8%

London's existing workforce is highly skilled. Nationally, nearly 17 per cent of employers reported that some of their staff had gaps in their skills. In London this proportion was 12.8 per cent. This still represented nearly 219,000 workers with skills gaps in London. North London has 30.8% qualified to Level 4. However, beneath this figure achievement falls considerably, 10.8% are educated to Level 3, the minimum qualification to gain access to many of the skilled jobs in London. 37.5% qualified to Level 2 or below, 24.9% are low level or none. Approximately, 100,000 individuals do not have any qualifications

In London 45% of establishments provided staff with a training plan and 62% carry out some kind of training. 21% of employers who train their staff do so at an FE college. This is the lowest percentage of any region. While the public sector in London has traditionally been strong in developing staff, it has under utilised apprenticeships as a mode of delivery. By extending our Public Sector Apprenticeships pilot, we hope to address the skills gap that has opened up in this sector between graduate and entry level positions.

Using a sector based approach is a useful tool in planning provision. We need to address the needs of Sector Skills Agreements in a London context as they emerge.

In conjunction with this, we are developing an FE sector that is valued by business and responsive to both employer's and learner's needs. We are encouraging Colleges to engage further with employers, to deliver learning in the workplace, at times employers require. In North London we are building on the success of the Whipps Cross Hospital Basic Skills programme and have extended this type of programme, the Waltham Forest Public Sector Apprenticeship pilot scheme is an example of this activity.

We are building closer relationships with our largest employers, to increase the range and number of opportunities available to local people. We will use the large employer's supply chains to engage and develop the 'appetite' for training among North London's SMEs

To facilitate this shift in emphasis our Centres of Vocational Excellence (CoVEs) will take a leading role in developing employer focused provision by sharing good practice across the area. North London's new CoVEs in ICT & Networking and Early Years will contribute to the regional picture.

The following table summarises what we have delivered in 2004/05, our planned changes for 2005/06, and our forecast for 2006/07.

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

SUMMARY OF YOUNG PEOPLE (16-18)	2004/05				Funding £	2005/06				Funding £	2006/07				Funding £
	Learners		Learning Aims Success Rates	Funding £		Learners		Learning Aims Success Rates	Funding £		Learners		Learning Aims Success Rates	Funding £	
	Volumes of learners	In-year achievements (volume)				Volumes of learners	In-year achievements (volume)				Volumes of learners	In-year achievements (volume)			
FE Total Learners	15652		N/A	£55,617,768	15801		N/A	£59,787,792	16169		N/A	£62,336,819			
<i>of which...</i>															
<i>Learners on Skills for Life target qual</i>	5961	3567	48%		6045	3916	49%		6192	4225	50%				
<i>Learners on a full Level 2 qual</i>	2462	1645	59%		2694	1934	60%		2826	2068	61%				
<i>Learners on a full Level 3 qual</i>	4695	3150	38 %		5058	3413	39%		5231	3640	40%				
<i>Learners on 2 or more A2 quals</i>	1611	1460			1611	1475			1700	1570					
Discrete* activity, e.g. fully ESF, or LIDF funded provision.	See adult section														
School sixth form	9373			£48,402,424	9658			£52,328,180	9601			£54,180,468			
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £			
WBL Total Learners	260			£3,545,529	795			£3,890,831	1182			£5,511,068			
<i>of which...</i>															
<i>Learners on Skills for Life target qual</i>	See Adults section.														
<i>Learners on an Apprenticeship</i>	264	53	20.1%		334	146	43.7%		471	143	30.4%				
<i>Learners on an Advanced Apprenticeship</i>	29	4	13.8%		520	97	18.7%		706	124	17.6%				
Entry to Employment	Learners				Learners				Learners						
	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	Funding £	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	Funding £	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	Funding £
All E2E	330	379	28.0	173	£5,100,989	460	322	20.6	262	£4,888,200	825	536	21.5	501	£4,850,903

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			Funding £	Learners			Funding £	Learners			Funding £
	Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates		Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates		Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates	
FE Total Learners	60909		N/A	£57,546,261	55069		N/A	£57,834,087	52129		N/A	£56,961,717
<i>of which...</i>												
<i>Learners on Skills for Life target qual</i>	5904	3703	69%		5916	4047	70%		6757	4730	71%	
<i>Learners on a full Level 2 qual</i>	2684	1564	49%		2851	1910	50%		4031	2911	51%	
<i>Learners on a full Level 3 qual</i>	2618	1545	38%		3158	1888	39%		3149	1963	40%	
<i>Learners on 2 or more A2 qual.</i>	948	868			954	874			956	876		
Discrete* (Adult + YP) activity, eg fully ESF, or LIDF funded provision	3816	1999	52%		4493	2546	56%		3982	2229	56%	
Personal & Community Dev't Learning	6,949			£5,245,513	4,680			£5,202,180	4,890			£4,868,016
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AIL	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AIL	Funding £
WBL Total Learners	273			£1,942,975	653			£2,212,364	825			£2,446,744
<i>of which...</i>												
<i>Learners on Skills for Life target qualis (*all ages)</i>	392*	109	27.8%		966	519	53.7%		1518	1015	66.9%	
<i>Learners on an Apprenticeship</i>	206	41	19.9%		185	134	72.4%		273	166	60.8%	
<i>Learners on an Advanced A'ship</i>	29	3	10.3%		419	78	18.6%		586	144	24.6%	
ETP / NETP	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £
Total	2089	1718			3179	2434			4012	3083		
<i>Of which...Level 2 Skills for Life</i>												
Budgets	FE	WBL	E2E	SSF	ACL	ETP/NETP	Development Funding	Capital	Administration	Other Programme Budgets		
2004/05	£117,151,000	£6,700,203	£4,446,510	£48,402,424	£5,258,680	£0	£3,213,469	£1,379,660	£2,347,267	£7,097,847		
2005/06	£123,000,000	£6,367,649	£5,536,636	£52,328,180	£5,202,180	£40,000	£3,285,000	£1,190,000	£2,246,000	£3,871,000		
2006/07	£125,206,735	£8,412,726	£3,824,816	£54,180,468	£4,868,016	£0	£0	£0	£0	£0		

London North Skills Matrices

The Skills matrices, below, show the mix of FE provision for the 2005/06 academic year (from FO1). They are a useful tool in understanding the profile of FE provision being funded by the LSC in London. First tier Sector Subject Areas have been allocated as a high, medium or low priority in accordance with the regional priority sectors. This analysis is helpful when looking at 19+ provision and the results are shown for London North; contribution to targets is also shown for 16-18 provision. This high level analysis provides a useful framework for discussion with local providers about the mix and balance of their current provision, particularly for provision which is not contributing to targets.

London North Provision matrix 16-18

Under 19	Total	
	£ and Enrols	% of Overall
Likely to contribute to National Targets	47,896,177 33494	96%
Potential to contribute to National Targets	1,777,067 1330	4%
Provision does not contribute to National Target	216,150 977	0%
Other (e.g. Ufl and Unclassified)	0 0	0%
Entitlement	0 N/A	0%
Total	49,889,394 35801	100%

London North Provision matrix 19+

19 and over	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%
Likely to contribute to National Targets	27,349,233 21659	58%	7,228,814 7233	15%	5,105,230 4045	11%	39,683,277 32937	84%
Potential to contribute to National Targets	3,405,250 5147	7%	1,181,344 2307	3%	1,838,451 2226	4%	6,425,045 9680	14%
Provision does not contribute to National Target	877,619 6457	2%	42,713 88	0%	106,005 1764	0%	1,026,337 8309	2%
Other (e.g. Ufl and Unclassified)	0 0	0%	0 0	0%	0 0	0%	0 0	0%
Entitlement	0 N/A	0%	0 N/A	0%	0 N/A	0%	0 N/A	0%
Totals	31,632,101 33263	67%	8,452,871 9628	18%	7,049,687 8035	15%	47,134,659 50926	100%

The matrix is a useful planning tool, but this information requires further analysis. Much of this provision is 'first steps' programming that is essential to offer progression routes to qualification-bearing programmes and Basic Skills provision. It also includes modular programmes for learners with learning difficulties and disabilities that have been carefully developed and is the right provision at the right level.

Sector Activity in London

Within the national sector priorities particular emphasis is placed on supporting priority skills identified within pathfinder Sector Skills Agreements (SSAs):

- Construction Skills: *On Site Assessment and Training (OSAT)*
- SEMTA: *Business Improvement Techniques*
- E-Skills: *Information Technology Qualification (ITQ) Level 2 and Level 3*
- *School Support Staff*

Our response to these priorities is given below:

Construction Skills: On Site Assessment and Training (OSAT)

The On site Assessment and Training (OSAT) delivery model for construction provision has been one of the most successful sector pilots in that it has almost doubled the achievement rate of NVQ Level 2 in the construction industry to over 70%. National funding will not continue beyond September 2006 and OSAT delivery will need to be funded through mainstream participation budgets.

We currently have 16,453 19+ Level 2 enrolments and capacity has been built up for OSAT through the National Pilot activity and provision has also moved into the mainstream as well as ESF funded OSAT. Currently only 218 of the enrolments do not contribute to targets as identified in the Skills Matrix.

The tables below set out current construction provision in London (2004/05) by provider:

Construction Award		Percentage	Funding	Enrolments
	Barking College	5.15%	£256,503	108
	Barnet College	5.23%	£260,159	90
	Bexley College	5.53%	£275,218	112
	Bromley College of Further and Higher Education	6.46%	£321,783	104
	Building Crafts College	1.44%	£71,476	32
	College of North East London	2.37%	£117,775	50
	College of North West London	22.89%	£1,139,328	482
	Croydon College	0.64%	£32,073	19
	Ealing, Hammersmith and West London College	17.30%	£860,882	356
	Hackney Community College	3.38%	£168,426	65
	Havering College of Further and Higher Education	6.87%	£342,172	148
	Lambeth College	10.09%	£502,198	175
	Lewisham College	3.97%	£197,748	44
	Myrrh Ltd	1.55%	£76,903	28
	Richmond upon Thames College	1.83%	£91,264	46
	Southgate College	3.38%	£168,157	122
	Waltham Forest College	1.90%	£94,648	49
Construction Award Total		99.99%	£4,976,711	2030

However, not all of this provision was delivered by the OSAT method.

In addition to OSAT, similar provision is offered through our Employer Training Pilot (ETP) with approximately 5.5% of London East ETP starts (1255 learners) since 2003 in the construction sector.

The national Sector Skills Agreement identifies the Level 2 demand at regional level. The figures have been endorsed by LSC National Office.

Table: Level 2 demand identified in SSA for London

	2006/2007	2007/2008	2008/2009	2009/2010
No. of workers needing Level 2 in London	5,843	7,356	7,785	7,785

Clearly, current LSC supply of OSAT will not meet the forecast demand

Challenges

- Many colleges feel unable to develop the capacity to deliver OSAT as it requires significant levels of employer engagement and the delivery of which is more difficult to manage than traditional in-college delivery models.
- There are challenges recruiting experienced onsite assessors. The industry will pay significantly higher wage rates than a college can offer. Assessors need to have substantial site experience gained within the last 5 years so it is difficult to recruit older workers who may have been out of the industry for a time on Incapacity Benefit.
- It is the SSC's aspiration to have a fully carded workforce (CSCS card – site health and safety accreditation). This can only be achieved in conjunction with Level 2 accreditation – with some exceptions - No Level 2, no card.

Responses

A more detailed approach to the construction sector will be set out in our action plan with CITB and includes

- CoVE;
- Construction Skills Academy
- Expansion of OSAT with other providers

SEMTA – Business Improvement Techniques (BIT)

SSC's projections for BIT NVQ Level 2 & Level 3 within the region.

Number of BIT required in London	Level 2	Level 3
	23,280	2,910

We currently have 17,022 19+ Level 2 enrolments under Engineering & Manufacturing and 28,873 in Administration. Capacity for BIT is not as advanced as OSAT although the Automotive Academy is working within the region to drive up BIT

capacity. Currently 2215 enrolments in Engineering and 13,561 in Business Administration and Law do not contribute to targets as identified in the Skills Matrix so there could be scope to deliver additional BIT activity by re focussing that activity. A significant contribution could be made by shifting provision from PMO (Performance Management Operations).

Challenges

- Mainly delivered by private providers (currently)
- Ability to deliver BIT through Automotive Academy approved network
- Marketing and understanding of qualification
- Achievement of national, regional and local targets
- Supply of assessors in the London region

Responses

- We will develop a 'Fast track' programme for assessors
- Raise awareness with LSC Staff and Engineering Providers.

E-Skills

Employers have committed via the Sector Skills Agreement, to support future delivery of Information Technology Qualification (ITQ) and E-Skills intend that ITQ will replace or encompass a fit for purpose IT user qualifications by September 2006 increased capacity in providers to deliver ITQ is needed within each region if this ambition is to be realised.

	Provider	Funding %	Funding	Enrolments
ITQ	Ealing, Hammersmith and West London College	2.31%	£11,250	14
	Kensington and Chelsea College	65.61%	£319,151	124
	London Electronics College	1.75%	£8,509	2
	Newham College of Further Education	5.67%	£27,562	14
	South Thames College	5.81%	£28,281	24
	Westminster Kingsway College	15.29%	£74,394	75
	Sebert Rd Training Centre (NCRP Ltd)	3.56%	£17,314	10
ICT for Users Total		100.00%	£486,461	263
Grand Total		100.00%	£486,461	263

We currently have 14,059 19+ Level 2 enrolments under ICT and we have been promoting ITQ as part of a national programme and have experience of using providers outside mainstream LSC activity (through franchising) to deliver ITQ. Currently 70,061 enrolments in ICT do not contribute to targets as identified in the skills Matrix so there is scope to deliver ITQ by re-focussing that activity. There are ongoing discussions with E Skills about the range of qualifications ITQ may encompass in the future.

SSC's projections for the number of employees requiring an NVQ Level 2

	06/07	07/08
Number of employees requiring NVQ Level 2 in London	34,760	44,240

Once again substantial work is needed to contribute significantly to the forecast demand.

Challenges

- Capacity to deliver across the provider network
- True understanding of ITQ qualification
- Achievement of national, regional and local targets

Responses

- Awareness sessions for LSC London Staff, providers and employers.
- Establish an ITQ delivery network forum and use it to share good practice.
- Make alternative learning routes available and transfer of existing skills and qualifications.

School Support Staff

In line with our national priority to improve the skills of workers in the public sector, the LSC has, as part of The School Support Staff Sector Plan (2004) supported action to improve the skills of people working in Schools. The volume of support staff in schools is growing, currently at 500,000 people reflecting a 78% increase since 1997. The number of qualified staff remains low, raising the skills of this work force is critical to a healthy and sustainable economy.

Sectors' projections for the number of employees requiring an NVQ level 2

	06/07	07/08
No of employees requiring Level 2	2275	2275

We currently have 11,023 19+ Level 2 enrolments under Education and Training but the majority lie in Teaching and Lecturing. However there are 3398 learners in Direct Learning Support and there will be activity across other sectors e.g. Administration where there is a significant level of enrolments that do not meet targets. In addition we have a target of 700 Public Sector Employers for Train to Gain and if 300 of those were schools who might generate 9 learners each we will reach the target.

Challenges

- There are some issues that need addressing before the mainstream programme replaces the pilot phases, including gaining full approval from QCA for the qualifications at Level 2 and Level 3 so DfES recognises them as successful outcomes.
- Currently, the Support Work in Schools VQ does not meet full NVQ level targets.
- It is expected that the mainstream programme will become available from September 2006 but the following issues need to be addressed.
 - Local Authorities accessing mainstream budgets.
 - Local Authorities articulating demand to delivery network.
 - Colleges' ability to be flexible enough to deliver work-based VQ to school support staff.
 - The number of private providers delivering within the pilot phases.

Further Regional Areas of Focus

The role of Skills for Life (SfL) in London is particularly crucial and we believe it needs a special focus. By 2006/07 80% of our total SfL provision will be leading to approved qualifications. Whilst London has made progress towards this goal in recent years, we still have a distance to travel. The table below summarises how locally and regionally we will reach this goal.

Percentage of SfL approved qualifications	2004/05	2005/06	2006/07
London Central	29	47	80
London East	30	34	
London North	34	66	
London South	46	56	
London West	36	71	
London Region	35	56	

In London we are currently collecting SfL planning data that will inform planning for 07/08 in relation to the amount and type of Literacy, Numeracy and ESOL being offered under SfL provision.

The key changes needed

To realise the step change in provision that London needs we need to make the following changes in London North during 2006/07.

Priority 1: Improve educational opportunities for all Young People

Develop the 14-19 learning infrastructure by implementing an entitlement for young people as detailed in the LSC 14-19 Framework and *A Vision for 14-19 in London*. Specific outcomes will be;

- Increase 16-18 year old places taken up in London North to over 26,952*
- Reduce the percentage of young people Not in Employment, Education or Training by 1%
- Increase the number of learners achieving Level 2 by the age of 19 to 9,110

Continue work on progression routes for 16-18 year olds, making these clear through impartial advice and guidance. Specifically we will:

- Increase the proportion of learners achieving Level 3 by the age of 19 to 51% to increase the progression rate to higher education to meet the Level 4 needs of the London economy
- Improve achievement rates in apprenticeships to enable a further 577 learners to complete a full framework by the end of 2006, concentrating on those from a BAME background and increasing apprenticeships in public sector employers

Priority 2: Tackle London's skills gap

Through planning discussions with providers, shift the provision mix towards qualifications that enhance the employability of Londoners. Specifically:

- Increase the volume of Approved SfL (and therefore potentially target bearing SfL qualifications) to 80% of all learners
- Increase the number of Adults achieving a full Level 2, to 3,077
- Increase the number of Adults achieving a full Level 3, to 2,107

Ensure effective and efficient implementation of Train to Gain

Priority 7: Improve our effectiveness at a regional and local level.

- Further develop borough partnerships to include achievement of relevant targets for participation, retention, success and progression in Local Area Agreements, Community plans, Neighbourhood Renewal Fund (NRF) plans.

* Minus ESF/LIDF funded element.

Key actions

Priority 1		Improve educational opportunities for all Young People
Action		Measures of Success
1.1	Embed the London Learner Offer in LA 14-19 prospectuses from September 2006.	<ul style="list-style-type: none"> All London North LA 14-19 prospectuses from September 2006 link to the London Learner Offer in their published /internet documentation Protocols agreed across London North LAs to ensure that the 14-19 prospectuses are freely available across boundaries.
1.2	Guarantee that all young Londoners who leave in school in the summer term have the offer of a place in learning by September 2006, by working with 14 - 19 Forums and Connexions partnerships and Youth Offending Teams.	<ul style="list-style-type: none"> 121 young people in London North at risk of becoming NEET including those outside of the educational system through exclusion, supported into learning by end of September 06, contributing to a regional target of 1250. NEET reduced in London North by 1 percentage point by December 2006 (against December 2005 performance)
1.3	<p>Raise achievement of 14-19 year olds by supporting colleges, WBL and schools.</p> <p>Agree planned increases of first Level 2 achievement by 19 and support progression to Level 3.</p>	<ul style="list-style-type: none"> London's GCE/VE Level 3 average points score per student to increase by 5 points in 2006. In London North, we will increase the score per student to 251. 72.7% of London's Young People to achieve Level 2 and an increase in achievement of Level 3 by the age of 19. In London North we will ensure 71.8% are at Level 2 and 51% at Level 3.
1.4	<p>Extend the capacity and improve the quality of Increased Flexibility Programmes and other school / college linked provision available at KS4.</p> <p>Pilot vocational pathways from KS 4 onwards in key sectors for London.</p> <p>Extend the provision of Level 2 and Level 3 general vocational qualifications in schools and colleges by working with awarding bodies.</p> <p>Improve the accessibility, occupational range and progression performance of all E2E provision.</p>	<ul style="list-style-type: none"> Vocational provision at KS4 is available for (7.5%) of the Year 10 and Year 11 cohort (as measured by number of places) All IFP and other school/ college link courses achieve (80%) completion rates Vocational progression pathways are developed in each of 5 London areas. In the borough(s) of Barnet and Haringey will develop 2 vocational pathways for the September '07 prospectus All young people have access to Level 2 and Level 3 general vocational programmes in at least 5 occupational areas for September 2006 (either through single institution provision or through local consortium arrangements). All young people have local access to pre-E2E and E2E programmes in at least 5 occupational areas from September 2006.
1.5	Agree, through the allocations process, an improved range of Apprenticeships focusing on key sectors for London.	<ul style="list-style-type: none"> All young people have local access to Level 2 and Level 3 apprenticeships in at least 7 occupational areas identified as key sectors

Priority 1		Improve educational opportunities for all Young People
Action		Measures of Success
		for London North from September 2006.
1.6	Develop new capacity, where appropriate through 16-19 Competitions , which supports the London Learner Offer by building on current successful institutions, adjusts the vocational/academic balance and increases the number of Level 2 places.	<ul style="list-style-type: none"> • Increase Level 2 and Level 3 provision to meet increased learner numbers; • Ensure the inclusion of winning proposals in the 16-19 Capital Fund Programme.
1.7	Continue to support the development of Haringey Sixth Form Centre by: <ul style="list-style-type: none"> ▪ Influencing the development of the curriculum 	<ul style="list-style-type: none"> • Reflect the LSCs priorities and the Pan London 14-19 learner entitlement in the development of the new curriculum.
1.8	Use the forthcoming Joint Area Reviews in Haringey and Barnet to improve educational opportunities for Young People in North London.	<ul style="list-style-type: none"> • Post JAR action plan agreed with each borough within 1 month of final report

Priority 2		Tackle London's skills gap
Action		Measures of Success
2.1	Implement Train to Gain as part of a national rollout prioritising resources to key sectors in London economy: <ul style="list-style-type: none"> • The Built Environment • Transport and Logistics • Health & Social Care • Retail • Hospitality & Tourism • Business & Financial Services • Manufacturing & Engineering 	<ul style="list-style-type: none"> • Regionally, 5200 employers to be engaged by March 2007. • Including 3200 employers defined as new and hard to reach. • 34,300 new first Level 2 starts leading to 8,730 achievements and 5643 Skills for Life starts leading to 2124 achievements. • 2.5% growth planned in learning within Train to Gain key sectors for 06/07
2.2	Working with Sector Skills Councils ensure provision is shifted towards qualifications identified as a priority by employers: <p>Target specific qualifications from the first SSAs, such as:</p> <ul style="list-style-type: none"> • BIT (SEMTA) • ITQ (ESkills); and • OSAT as a mode of Delivery (CITB) • School support staff <p>Promote these qualifications through the contracting and brokerage in London of Train to Gain.</p>	<ul style="list-style-type: none"> • Increased number of OSAT learners delivered in the region by July 07. • Increased proportion of activity currently delivered through PMO to be replaced by BIT by July 07 • Increased proportion of IT qualifications will be delivered to new ITQ learners at Level 2
2.3	Develop specialised Level 3 provision	

Priority 2		Tackle London's skills gap
	Action	Measures of Success
	<p>which meets London's higher-level skill needs, by</p> <ul style="list-style-type: none"> ▪ Reaccrediting the CoVE network ▪ Piloting an entrepreneurship CoVE ▪ Working with the Sector Skills Councils ▪ Responding to Sector Skills Agreements ▪ Developing Fashion Retail Academy ▪ Launching Skills Academies in Finance and Construction 	<ul style="list-style-type: none"> • 47 centres assessed for re-accreditation for CoVE status by March '07 • 3 additional regional sectors networks established. • Entrepreneurship Cove pilot established
2.4	<p>Define a set of common principles (including fees remission policy) to underpin the mix and balance of provision and activities safeguarded PCDL should support.</p> <p>Agree respective volumes of PCDL and First Step learning for 2006/2007 plans through annual review.</p> <p>Remove persistently poor provision.</p> <p>Embed RARPA in all non accredited provision.</p>	<ul style="list-style-type: none"> • Delivery framework implemented from 2006/07 • 7% reduction in low priority 'first steps' learning and/or rebalance of fees in PCDL • Protection of two thirds of 174,000 PCDL places in London in 05/06. For London North, this will mean 12,542 learners. • All boroughs with overall 'inadequate' inspection to become at least satisfactory by 2007/8 • RARPA embedded in providers 3 year development plans • Local Authorities to demonstrate in 3YDP how LSC funding for adult learning contributes to local borough targets in community renewal, health and libraries.
2.5	<p>Increase capacity and improve quality of provision for Learners with Learning Difficulties and /or Disabilities.</p> <p>Undertake feasibility study to create centres of excellence in London.</p> <p>Fund placements at specialist colleges for learners with learning difficulties and/or disabilities, where their needs cannot be met by local provision.</p>	<ul style="list-style-type: none"> • Draft strategy available by end of July 2006 • Feasibility study completed by Dec 2006 • 70 learners funded in specialist college placements in 2006-07

Priority 3		Integrate skills with regeneration
	Action	Measure of success
3.1	Agree skills strategy with partners in Barnet that reflects local need and complements the regeneration agenda. Participate in LEGI (Local Enterprise Growth Initiative bids in Barnet, Enfield and Waltham Forest.	Skills strategy agreed and published LEGI for WF, Enfield, Barnet submitted by Dec 2006
3.2	Launch a new £35 million package of European Social Funds in Spring 2006 to tackle worklessness in partnership with the London Development Agency and Jobcentre Plus.	<ul style="list-style-type: none"> • Programme agreed to support 16110 learners and delivery commenced by September 2006 leading to outcomes by 2008 of: <ul style="list-style-type: none"> • 2025 Level 2 delivered • 3030 Level 3 delivered • 4670 SfL achieved • 2170 progressing to employment
3.3	Build the capacity of the Voluntary and Community Sector consortia in order to support learners most disadvantaged or likely to participate in mainstream provision.	<ul style="list-style-type: none"> • At least one new provider in London receives mainstream funding during 06 – 07. • London LSC sign up to pan-London Compact Action Plan by 2007
3.4	Develop with Local Authority partners round 3 LAAs to address worklessness and raise adult skills levels. Securing focus on NEET in LAAs in Enfield, Waltham Forest, Barnet and Haringey. Influence local Section 106 agreements, to integrate skills better with local regeneration.	<ul style="list-style-type: none"> • Round 3 Agreements reflect LSC priorities, targets and funding
3.5	Create an IAG Board for London with representative of regional IAG provision for offenders, which will agree London IAG priorities, align the 5 local strategies with the objective of a consistent IAG offer for London. Representative from London to be included on the Board.	<ul style="list-style-type: none"> • IAG Board for London convened and linked with Regional Skills Partnership by September 2006 • Common regional priorities for IAG published by Summer 2006 • LSC London North IAG Board to evolve into local implementation groups
3.6	Implement regional Skills for Life action plan, specifically to negotiate and agree with providers to shift the balance to 80% NQF by 2006. Increase through the planning process the volume of literacy and numeracy support for learners.	<ul style="list-style-type: none"> • Provider plans demonstrate trajectory milestone towards 80% target by September 2007
3.7	Procure a new offender learning and skills service for offenders in custody and commission education and training for offenders in the community.	<ul style="list-style-type: none"> • New contracts in place for 8 London prisons by 30 June 2006 and new service operational from 31 July 2006 • Contracts in place and new service

Priority 3		Integrate skills with regeneration
	Action	Measure of success
	<p>Utilise mainstream funds and ESF funds to meet the needs of offenders in community and in custody.</p> <p>Develop innovative ways of meeting the education and training needs of offenders.</p> <p>Increase the number of offenders in the community participating in and obtaining skills for life qualifications.</p>	<p>operational on 31 July 2006</p> <ul style="list-style-type: none"> ESF funds to be contracted by March 2007. Three new innovations in terms of curriculum development/delivery introduced by 31 March 2007 6,000 offenders in the community to start skills for life provision/1,500 to achieve SfL qualifications
3.8	Increase community learning opportunities in the Upper Lee Valley, Objective 2 Regeneration area (final year of three year programme)	<ul style="list-style-type: none"> Programme to support 200 learners to achieve qualifications. Skills for Life (70), NVQ level1 (44) and NVQ level 2 (120) by March 2007.

Priority 4		Equip Londoners with the skills to benefit from the investment in the 2012 Olympics Games and Paralympics Games.
	Action	Measure of Success
4.1	<p>Develop the Project Plan and identify key points for interventions in relation to the timeline (due 31 March 2006).</p> <p>Assess responses to the Prospectus and allocate funding to projects.</p> <p>Using our membership of the London 2012 Employment and Skills Taskforce and the 5 Borough Local Employment & Training Framework Implementation Group, to identify the additional resource implications for the LSC (and partners) of the Experian report and introduce specific items in the provider dialogues for 2007-8.</p>	<ul style="list-style-type: none"> Production of Plan and intervention timeline. 80% of ESF and co-finance to be contracted by September 2006 and 100% by March 2007 Initial quantification by June 2006 (in line with the London 2012 Employment and Skills Taskforce Business Plan)

Priority 5		Upskill the public sector workforce
	Action	Measure of success
5.1	Expand the London Public Sector Apprenticeship pilot in response to high demand with new investment. Extend pilot in numbers of public bodies employing apprentices and occupational sectors on offer.	<ul style="list-style-type: none"> 600 apprentices in the Public Sector by the end of 2007/08 2 additional occupational sectors to be established
5.2	Develop a local approach to public sector procurement, to ensure the public sector workforce in North London is equipped with the skills they need.	<ul style="list-style-type: none"> Identification of key public sector employers by Nov 2006 Local approach agreed by March 2007

Priority 6		Transform the learning and skills sector through agenda for change
	Action	Measure of Success
6.1	<p>Implement the Regional Quality Improvement Strategy/Action Plan to support colleges and providers to achieve stretch targets for improvement, with a particular focus on Work based learning.</p> <p>Lead the establishment of the Regional Quality Improvement Partnership working with the Quality Improvement Agency to build the capacity of the provider base.</p> <p>Reform FE sector within the context of <i>Agenda for change</i>.</p>	<ul style="list-style-type: none"> • 73% overall success rate in FE in 06/07 • 50% framework completions in WBL in 06/07 • 60% positive destinations in E2E in 06/07 • LSC priorities fully reflected in provider development plans • All providers align self-assessment and planning activities to LSC business cycle • Self assessments provided to LSC by November 2006
6.2	<p>Implement the funding priorities within Priorities for Success to fund more 16-18 provision, accredited SfL provision and first full Level 2 for adults, and PCDL.</p> <p>Agree targets for all FE providers as a measure of employer / customer responsiveness.</p>	<ul style="list-style-type: none"> • Increased employer investment in Level 3 / Level 4 provision • Fee income targets agreed and monitored through business cycle
6.3	<p>Increase the volume of full Level 2 provision in key sectors of the London economy.</p>	<ul style="list-style-type: none"> • 48% increase in local Level 2 FE provision for adults from 2,684 in 04/05
6.4	<p>Capital Strategy for London agreed to provide world class facilities by modernising the estate by 2013.</p>	<ul style="list-style-type: none"> • Capital resources allocated to support London Learning and Skills Plan
6.5	<p>Support Haringey and Barnet through the Joint Area Review (JAR) Process.</p>	<ul style="list-style-type: none"> • Post JAR action plan agreed with partners

Priority 7		Improve our effectiveness at a regional and local level
	Action	Measure of Success
7.1	<p>Develop new Partnership Teams to deliver first class leadership and management supported by new business processes through <i>agenda for change Theme 7</i>.</p> <p>Agree a process that delivers consistent and robust Performance management system implemented from provider, local to regional level.</p>	<ul style="list-style-type: none"> • Restructuring completed by Summer 06 • 4 Partnership Teams created by Summer 06 • LSC representation on LSP Enterprise blocks sub groups. • Performance management system implemented by April 06
7.2	<p>Establish a London Regional Board from local council non executives and national council members.</p>	<ul style="list-style-type: none"> • Board established by March 2006
7.3	<p>Implement Race Equality Scheme action plan.</p>	<ul style="list-style-type: none"> • RES implemented

Priority 7		Improve our effectiveness at a regional and local level
	Action	Measure of Success
7.4	<p>Agree challenging Equality and Diversity Impact measures (EDIMS) for:</p> <p>Improve success rates for:</p> <p style="padding-left: 40px;">Black-Caribbean males and white males from low socio economic groups</p> <p>Equality and Diversity embedded in all LSC programmes and functions.</p>	<ul style="list-style-type: none"> • Analysis of pan-London underperforming groups completed by September 2006 • Targets and improvement measures set by October 2006

Our Delivery Resources

This section looks at key areas that are not detailed within the body of the plan, Health and Safety arrangements for Learners, Equality and Diversity, Learners with Learning Difficulties and /or Disabilities, Sustainable development and Partnership working. These are essential for helping us deliver the priorities we have set out in our plan.

Partnership Working

As a strategic funding body the LSC can only succeed by working effectively with our partners. By agreeing shared priorities with our key partners we can achieve better outcomes for Londoners.

Across London we will build on the regional partnerships that we have developed over the last 5 years. Our work with the London Skills Commission has led to a co-ordinated approach to ESOL for London; we will extend this to cover Skills for Life as a whole. Worklessness is a shared priority with the London Development Agency and JobCentre Plus, we will work closely with our regional partners to align funds and tackle this challenge through the regeneration of the Capital. The major projects: Olympics, Thames Gateway, Heathrow Terminal 5, Kings Cross and Brent Cross/Cricklewood offer a great opportunity to address this issue, leaving a legacy of social inclusion, participation in the economy and real improvement in the success and wealth of local communities.

We have excellent relationships with our sub-regional strategic partners North London Strategic Alliance and the Upper Lee Valley Partnership. We have consulted closely to ensure that our priorities are aligned and that promoting and advancing economic growth and development includes a commitment to seamless 14-19 learning and raising skills, so that local people may access sustainable employment.

We will contribute to emerging Children's Trusts in each of our boroughs; specifically leading the 14-19 agenda, driving forward a collaborative approach and directing mainstream funds to ensure success and economic well being of our young people.

We are committed to Local Area Agreements as a framework to agree shared priorities with our partners; to increasing the skills base of the most deprived communities and specifically addressing the two key challenges of young people who are NEET, and Worklessness.

We will actively engage college governors and local LSC council members in developing the leadership of the FE sector, through the agenda for change programme.

We will work with all post-16 providers to develop a more effective and more dynamic sector that is valued by business and is responsive to both employer's and learner's needs. We will seek to use the existing network of Centres of Vocational Excellence (CoVEs) to offer flexible and responsive approaches to learning and to support other providers to develop similar programmes through sharing good practice.

Local Council

Local knowledge and influence, that is a real strength of the LSC in London is most clearly illustrated by our local council. This body is vital to our local credibility because it is reflective of the diverse population of London North is representative of our key stakeholders and plays a clear leadership role in setting our direction. Council meetings are also an opportunity for challenge, for scrutiny and a forum to provide accountability at a truly local level. Our local Chair holds a dual role as Peter Lyne is also a member of the London Regional Board. This ensures that London North can play an integral role in leading the LSC in London, while influencing wider regional partners.

Equality and Diversity

London North is a complex sub-region with considerable diversity amidst economic prosperity. Our Vision places Equality and Diversity at the heart of all that we do. Our performance will be measured through implementation of our Equality and Diversity Impact Measures (EDIMs) for 2005-07:

EDIM	Baseline	Progress	Evaluation to date
Increasing participation for male students in FE	2000/1-40%	2001/2 40% 2002/3 39% 2003/4 37%	Although progress has not been made we will continue with this EDIM to encourage and record male participation
Increasing retention rates for white learners in FE	200/1-74%	2001/2 85% 2002/3 85% 2003/4 88%	There has been an increase in retention rates of 14% since 2000/01
Increasing the average achievement rates for BAME learners in FE	2000/1-58%	2001/2 63% 2002/3 71% 2003/4 83%	There has been an increase in achievement rates by 25% since 2000/01

The Learning and Skills Council recognises its statutory duties under Race Equality legislation and emerging duties around Disability and Gender Equality. The local office will work in partnership with colleagues at Regional and National level to support the process of Equality Impact Assessments across all functional areas.

Learners with Learning Difficulties and/or Disabilities (LLDD)

As a result of the Regional approach to Strategic Area Reviews (StAR), conducted in 2003-04, the LSC London Region continues to address the needs of learners with Learning Difficulties and Disabilities (LLDD). We are adopting a pan-London approach to increasing the level of LLDD provision regionally and developing new ways of working around specialisation of provision around specific disabilities. The Region has commissioned further detailed studies in to improvements to both the quantity and quality of opportunities available to LLDD. This will lead to further consultations with our key stakeholder groups leading to the publication of a definitive action plan for the whole Region and for local areas such as London North. In the interim, the local LSC will arrange suitable placements for LLDD and work with colleges, particularly independent specialist colleges to improve the quality of provision.

Sustainable Development

The LSC in London welcomed the publication in September of *From Here to Sustainability: The LSC's Strategy for Sustainable Development*. We will proactively commit and contribute to sustainable development through our management of resources, the learning we deliver and our engagement with communities. We will build sustainable development partnerships between the LSC, employers and other agencies both in education, training and employment and agencies in related social, environmental and economic policy. Our work on regeneration and economic development will be further pursued through informed representation and influence in local authority Community Plans, Local Strategic Partnerships and Local Area Agreements.

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.

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