

Leading learning and skills

Needs Assessment London West

Analysing learning, employment and skills
in Brent, Ealing, Hammersmith and Fulham,
Harrow, Hillingdon and Hounslow.

2005

For employers, planners and strategic policy
makers in the public, voluntary and private sectors.

Contents

00

Contents

01 - Introduction	2
02 - Executive Summary	6
03 - Economy and Skills	12
• population and migration	14
• unemployment and economic prospects	17
• workforce characteristics	22
• Heathrow's workforce	31
• modelling supply and demand for education and training	34
04 - Deprivation	40
• sources used	42
• the income, education and employment index	42
• deprivation and participation	45
05 - Education and Young People	52
• schools	54
• destinations after year 11	67
• learners with learning difficulties and/or disabilities	70
• ethnic breakdown of pupils	71
• exclusion and disaffection	72
06 - Further and Higher Education	74
• further education	76
• Equality and Diversity Impact Measures	97
• race equality in employment	101
• higher education	102
07 - Work-based learning	108
• work-based learning learner numbers	110
• work-based learning success rates	114
• entry to employment	118
08 - Adult Learners	122
• adult and community education	124
• skills for life	129
• information, advice and guidance	135

Introduction

01

Introduction

The Learning and Skills Act 2000 established the national LSC and its local councils (LLSCs). London West LSC is one of 47 LLSCs and each is charged by the Act to produce an annual statement of needs for employers, learners and the local communities. To satisfy this requirement, London West LSC has compiled a Needs Assessment every year since 2001. The aim of the Needs Assessment is to present a comprehensive picture of the economy, population and education provision of the area so that the planning and purchasing of provision can be guided by the best available information and intelligence.

London West LSC has always championed the cause of basing policy firmly on research and evidence. Feedback suggests that our partners find the Needs Assessment both useful and interesting.

Moreover, the format of the document has changed to accommodate the shifts in economic and social developments. The government's emphasis on skills and the advent of the Sector Skills Councils (SSCs) have resulted in a move away from our local priority industrial sectors to one where our analysis focuses on the national sectors. This should facilitate a better dialogue – regionally and locally – with employers and with the SSCs.

Similarly, to respond to the growing importance of progression to higher education, the Needs Assessment this year includes data from the Universities and Colleges Admissions Service (UCAS). This indicates the trend in numbers of young people from London West going on to higher education and the subjects that they are studying. This is the first time that we have had access to this material and it adds a critical new dimension to our local knowledge.

We have also continued our pioneering use of the new measures of deprivation that was one of the features of last year's document. This year, we have looked at the operation of the indices at a very local level. Partners and providers welcomed our interpretation of the super output areas in 2004 and we hope that our continuing work will be equally as valuable.

We again draw attention to the huge ethnic and cultural diversity in the six boroughs that comprise the area of London West. Brent, Ealing, Hammersmith and Fulham, Harrow, Hillingdon and Hounslow are home to many nationalities and communities,

with more than half of the residents coming from a non-White British background. This compares with an average across England of only 13%. It is reflected in London West's schools, where 60% of the pupils are non-White and 42% do not have English as their first language. This cultural richness was said to have been a key factor in London's case for staging the Olympic Games but it has its challenges for education and training.

The diversity of culture has its echo in the structure of business in London West. Whilst the area includes Heathrow Airport and the new national stadium at Wembley – both very large employers – some 90% of businesses contain 10 staff or fewer, many of them under non-White ownership. We also include an initial consideration of the effect on the workforce of migration from the EU accession countries.

As the regional and, to some extent, national aspects of our work increase, the importance of sharing data and research becomes crucial. An example included here is the work on forecasting the demand for education from 16 to 19 year olds. This work was supported by London Challenge – the strategic partnership launched by the government in 2003 to improve secondary education in the capital – because of the joint responsibility for planning education provision across London. The results of this work have been disseminated to employers, colleges and trainers, so that there is a common understanding of the issues involved, even if there is continuing debate over the solutions.

The sections of the Needs Assessment on the economy and skills draw on both the National Employers Skill Survey for 2004 and the projections of employment from the Institute of Economic Research (IER) at Warwick University. The former – a study of 1½ million businesses nationwide, including more than ¼ million

in London – shows a situation on vacancies for London and London West that is better than the rest of the country. The IER research shows employment increasing in London, albeit more slowly than hitherto, with a bias towards part time employment.

Matching the provision of education and training to the demand for qualifications and skills remains a central objective of the LSC. By utilising research from national and local, internal and external sources, the Needs Assessment supplies a vital evidence-base to the planning process. The LSC's new business cycle attempts to bring greater rigour to that process by aligning the functions of planning and resources more closely. Research, data and intelligence will continue to be key components of the business cycle.



Boroughs of London West

- 1 Hillingdon
- 2 Harrow
- 3 Brent
- 4 Ealing
- 5 Hounslow
- 6 Hammersmith and Fulham

Executive Summary

02

Executive Summary

The pace of change in education and training has not abated since our fourth annual Needs Assessment in 2004. Arguably, the re-election of the government in May, with a new education secretary, has quickened the speed at which policy initiatives are published. In addition, the formal award of the 2012 Olympic Games to London will sharpen the focus on skills and, in particular, on equipping London's workforce with the requisite skills to make those Games a success.

For the LSC, these policy developments and implications have underlined an ongoing shift in direction. The move towards planning and purchasing – whereby the LSC seeks to ensure that education and training meets the needs of employers and communities: an exercise that is distinct from purely funding – places a greater reliance on the collation, management and analysis of information and data. The role of the Needs Assessment is to provide the level of analysis and intelligence that enables funds to be directed to education and training that make a real difference to the lives of employers and individuals.

Moreover, the analysis must be undertaken against the background of continuing policy transformations, so that it is still fit for purpose whatever these transformations bring to the education and training sectors. As well as government initiatives, the LSC – now in its fifth year of existence – is examining its own ways of working and considering whether it, too, needs to redirect some of its efforts.

A question of skills

Although the Olympic Games may provoke a re-examination of some education and training provision, in truth, the skills question has been at the top of the government's agenda for some time. The skills strategy was published two years ago and, in March, it was followed by the White Paper: *Getting on in business, getting on at work*.

At the heart of the White Paper is an approach to meeting the needs of employers by way of a national employer training programme (NETP), a series of sector skills agreements and a network of specialist training provision under the banner of skills academies.

The NETP builds on the previous training pilots and will be implemented in all LSC areas from autumn 2006. London West will be part of a regional programme for London. The sector skills agreements were a key plank of the 2003 strategy, with an envisaged 25 agreements in place by the end of next year. The first four pathfinder agreements are in

engineering, construction, media and IT and these are very relevant to the industries in London West, as are some of the next raft, including logistics and the NHS. Skills academies are envisaged as a network of employer-led specialist colleges. The government hopes to have skills academies in all the major sectors; at the moment, a retail fashion academy in London Central is the only approved new establishment.

Building on the five-year strategy and the Tomlinson report, the 14 to 19 Education and Skills White Paper is designed to complement closely the Skills White Paper for the secondary school age group. It looks to increase participation post-16 to 90% over the next 10 years; this will be a challenge for London West even though – with around 83% of 16 year olds staying on in education – we are one of the highest achieving local councils.

The White Paper advocates retention of A-levels and GCSEs but proposes a new system of specialist diplomas which are structured around improved attainment in maths and English. The achievements of the six boroughs in London West at key stage 3 in maths and English are broadly in line with the national position of around 70% at level 5 or above, so the effects of the changes on our young learners will be similar to those of other regions.

The third of the trio of key policy documents is the Green Paper *Youth Matters* which is concerned with support networks for young people. Using the establishment of children's trusts and the appointment of directors and leads for services to children in each top-tier local authority in England as a springboard for progress, the Green Paper proposed a series of measures that will seek to promote greater involvement of young people and their parents in the operation of local services. Of London West's six boroughs, two have appointed directors of children's services and the remaining four are working towards compliance with the policy, which has to be in place by April 2006.

In addition, two major reviews are aiming to give a fundamental steer to the legislative proposals. The review into the operation of the FE sector (chaired by Sir Andrew Foster) is

designed to assess the contribution of colleges to economic development and social inclusion, whilst the review of UK skills needs (chaired by Lord Sandy Leitch) is considering the optimal skills mix that this country will need by 2020.

These policy initiatives reveal a government that is still concerned over the educational performance of young people in England, when compared to their counterparts in our main European competitors, and dissatisfied with the speed of developments in social inclusion. This Executive Summary will try to indicate the areas where London West's performance is strong and where we need to concentrate our efforts and, thereby, attempt to gauge the impact of these impending transformations in education and training provision.

The LSC's agenda for change

Alongside the government-based reviews of education and training, the LSC is examining its own structures and procedures. This is to ensure that the Council itself is able to implement successfully the outcomes of the forthcoming legislation.

Dubbed Agenda for Change, this examination focuses on six themes:

- skills and employers
- quality
- funding
- business excellence
- data
- reputation.

These themes emerged from a series of roadshows with the FE sector in 2004. The recently published agenda is designed to make immediate alterations to the way the LSC operates although the outcomes will feed into the longer-term Foster review.

The LSC has also responded to concerns over the measurement of achievement by launching the ambitious 'Learner Achievement Tracker' (LAT). The LAT is due to come into operation in late 2005 – with formal adoption in September 2006 – and will consider a number of crucial tools for measuring achievement including value-added.

It will, for the first time, attempt to broaden the concept of value-added to embrace adult learning and training, as well as distance travelled in non-accredited courses where traditional qualifications are inappropriate. The result will be that the various strands of education will be assessed on a consistent basis and a true picture of performance will emerge. London West LSC – which has funded the A-level Performance System (ALPS): a value-added measure and support mechanism – for the past year across all six boroughs – is in a good position to take advantage of this new system and will hope to work regionally to facilitate its implementation.

Skills for the future: young people

London West's six boroughs continued to improve on participation rates in 2004. Almost 83% of year 11 leavers chose to remain in full time education: a figure that is ahead of the national average. Incremental increases at levels beyond 80% tend to be more testing, as it is assumed that there is a core of around 10% of young people for whom education holds little appeal. Evidence also suggests a dropout rate of some 10% of students at age 17.

The number of school sixth forms funded by London West LSC is unchanged at 53, with an unusually high independent quotient of 33 schools catering for secondary age young people. The momentum for designating schools as specialist continues apace, with London West's total of these schools rising from 39 last year to 57. With the designation of a specialism in music, the full range of 10 specialisms is now represented throughout our six boroughs. Consonant with the employment profile in London West, technology continues to be the most prevalent specialism but the relative paucity of language specialisms is a source of concern.

In addition, Marjory Kinnon School in Hounslow is one of a handful of schools nationally that have been chosen as a trailblazer specialist school. These schools will pioneer a new strand of specialism drawn from the SEN code of practice; in the case of Marjory Kinnon, the focus will be on cognition and learning.

Educational achievement is marginally up on 2003. Some 53% of young people obtained five A* - C GCSE passes in 2004, placing London West just behind the national average but above most of the other local areas in London. At A-level, however, the outcomes still lag behind most of London and, although our best performing borough – Ealing – is only just below the average for England as a whole, the relative achievement rates are problematic. The issue appears to be that, whilst our boroughs are improving year-on-year, this progress is not as significant as in the rest of the country.

Some illumination comes from our analysis of Value Added: a comparison between results at key stage 2 and GCSE. This shows substantial progress in many of our schools – Guru Nanak Sikh VA School is second in the whole country on this measure – but this progress is variable and not necessarily sustained beyond 16. Our first year of the (ALPS), which works with schools on continuous improvement techniques, has been instructive and we hope to build on this positive start.

In line with the government's focus on social inclusion, the NEET rates for London West – those year 11 leavers not in employment, education or training – have fallen below 6%, with a welcome reduction in the not known category. This indicates that, not only are more young people staying on post-16, fewer of them are slipping through the net as they reach the end of their compulsory schooling.

The Youth Matters Green Paper indicates the government's view that more needs to be done in this area and this is reflected in the position of London West. The proportion of 16 year olds from a White background who leave education has declined since last year but – at around a quarter of all leavers from this group – remains high. Furthermore, ethnic variations continue, with two-thirds of Chinese and Asian students studying A-levels but only one third of Black students.

The slight rise in long-term youth unemployment in London West underlines the work still to be done. The Green Paper's emphasis on enhanced advice and guidance for young people will determine the changes that occur over the next couple of years and we will monitor the effects very carefully.

Skills for business: the economy of London West

This year, the Needs Assessment concentrates on the nascent Sector Skills Councils (SSCs) and compares the structure of our industrial sectors with the national picture. As the skills and training agenda moves towards greater employer involvement – for example, the 14 to 19 White Paper envisages a lead role for the SSCs in designing the new, specialised diplomas for young people – it seems more productive to harmonise the analysis of our local economy with the government's vision.

We also include projections of demand for education and training taken from a London-wide study backed by the DfES. It is vital that we do not look at skills in isolation from the demand and supply of training. Broadly speaking, the skills and employment agenda shapes the type of provision whilst the demand and supply elements determine the magnitude of that provision. The position is not quite as precise as that because employment forecasts also dictate the amount of provision whilst learner preference has a bearing on the nature of training that is offered. Nonetheless, if the skill requirements of industry and commerce are out of alignment with the ability of the education and training sector to match those requirements, both the economy and communities will suffer.

Our analysis shows an economy across London – and in London West – that is outperforming the national trend, albeit at a reduced pace than in the 10 years to 2004. Employment in London West is projected to grow by 0.6% a year over the coming decade, reaching some 830,000 employed people by 2014. This compares with around 780,000 currently in employment in the six boroughs. The National Employers Skills Survey (NESS) – a nationwide snapshot of the labour market, conducted by the LSC – estimated that, in 2003, there were approximately 63,000 employers (just under a fifth of the total for London) in London West, but that many of these were one or two-person enterprises.

When London West's industries are analysed in terms of the new SSCs, that covering the hospitality, travel and tourism sector – People 1st – contains more than 10% of all London West's employees, whilst two other SSCs – retail and passenger

transport – are also large employers. Together, the hospitality, retail and passenger transport sectors account for some 191,000, or 27%, of all employees in the area. A lot of these people are involved with activity at Heathrow airport and, because of the importance of the airport to the local economy, we have included a separate section on the employment prospects and labour market strategy at Heathrow.

Notwithstanding the increasing significance of the new sectors, we are also aware that some 165,000 local workers are not covered by an SSC. Key sectors in London West that are currently outside the SSC ambit include business, professional and personal services; wholesaling; primary and secondary education. Training and development work with these industries will, where appropriate, continue.

Results from the 2004 NESS reveal that employers are reporting more difficulties with the skills of their existing workforces than problems in recruiting suitably skilled new workers. In London West, 6.9% of the workforce – 46,000 workers – were regarded by their employers as having some measure of skills deficiency. This was above the level for London as a whole (5.4%) but below the national total of 7.4%. Compared with the percentage of employers who reported vacancies that were due to skill shortages – just 0.5% in London West – the size of the skills gap becomes apparent. Its impact on the ability of local firms to compete in the national and international economies is equally stark.

One area where the skills requirements of employers show a striking confluence with the projections from the 16 to 18 modelling study is in the need for more workers to be qualified at level 3 and above. The employment projections to 2014 pointed to the largest expected increases occurring in the managerial, technical and professional occupations, whilst administrative and secretarial occupations are forecast to fall sharply: by as much as a quarter in London West alone. Manufacturing is expected to lose 8,000 jobs in the decade from 2004.

Of the increase in demand for education and training places in London to 2012, two-thirds is expected to be at levels 3 and 4 (A-level equivalent and above), with the figure for London West only slightly below this. This is driven by the escalating achievement rates at GCSE and will, presumably, rise further if the government's targets are exceeded. It is also noticeable that both participation and success rates are higher for 16 to 18 year olds at level 3 in our FE colleges than levels 1 and 2 although this is reversed for those aged over 19. This tension between the need to ensure that everyone has a suitable level of skills while taking account of the specific needs of individuals and employers is one of the most challenging issues facing policy makers in the coming five years.

Skills for adults: further education and training in the workplace

The number of students attending London West's six colleges of further education and one sixth form college is almost 83,000

and, for most colleges, totals will be about the same as last year. If we include those studying at one of the four adult education institutions – local authority maintained services, providing mainly non-accredited FE learning – then the total is over 94,000.

As in previous years, there is a distinct difference between the levels of study followed by 16 to 18 year olds and those over 19. Among the younger group, level 3 predominates – and has increased since 2002 - 2003 – whilst, for the over 19s, that situation is reversed, with far more studying at levels 1 and 2. It is significant, however, that participation of LSC-funded students over 19 is down on last year at all levels.

Success rates are the number of qualifications gained by individual students compared with the number started and are a key measure of the effectiveness of study programmes. In London West, success rates for all qualifications have grown appreciably since 2001 - 2002, rising five percentage points to 65% by 2003 - 2004. Despite this considerable improvement, London West trails the national success rate figure of 71%.

Interestingly, London West success rates in long qualifications (those over 24 weeks) are above the national averages: 62% as against 61% nationally. It is the short courses, under 24 weeks, that are bringing down the London West averages. In England as whole, success rates on short courses stand at 81%; for London West, this figure drops to 68%.

In terms of success for programme areas in London West, the highest rates are in the humanities area of learning; a situation that has pertained since 2001. Currently the rate is 77%. Areas with lower success rates include construction (40%), engineering (59%) and business administration (59%). This is somewhat disturbing in the light of their importance to the economy of the area. Results in retailing – another crucial subject for us – have improved remarkably: up 20 percentage points to 66% since 2001.

Each year, the Needs Assessment analyses the patterns of travel of our students. Those students living and studying at FE colleges in London West continue to form a majority although the total proportion is lower this year – at 55% – than previously. Conversely, the percentage of students who live in the six boroughs but study outside has risen slightly to just over 30% and has risen markedly since 2001. Patterns remain similar to earlier years, with jobs and residence near other LSC areas accounting for much of the travel. For adult students at External Institutions, The City Literary Institute and the Workers Educational Association – with their national reputations – remain popular.

A fundamental issue surrounding the provision of education for adults in London West is the enormous discrepancy in gender participation. In further education, the rates are roughly similar at 16 to 18 but, for those students aged over 19, male participation falls significantly behind females, particularly for part time study. In adult and community education, the

position is even starker. Fully three-quarters of adult students are women. The conclusion would appear to be that, for young women who take a break in their education, there is a significant chance that they will take up studying again at some stage later in life. With young men, however, if they are lost to learning at 18, the possibility of returning to study is very low.

Another route to raising the skill levels of young people who do not attend schools or colleges is through training in the workplace, known as work-based learning or WBL. The government has been very keen to improve the attraction of this route and has implemented various changes to the main plank of WBL, Apprenticeships (formerly known as Modern Apprenticeships).

Nationally, almost 175,000 young people started an Apprenticeship for the first time in 2004 - 2005. In London, though, the position is variable and, within London, the figures for London West are relatively weak. The number of starts is down 32% on last year although this is partly a result of learners remaining on their courses for longer and, thus, affording fewer new places. Nevertheless, whilst London West reached 94% of its Public Service Agreement (PSA) target in 2003 - 2004, the current figure is 55%. A mixture of Apprenticeship starts and programmed learning (for those young people who are not ready to begin a full Apprenticeship) has meant that the target for London West in the full year of 2004 - 2005 was exceeded by around 10%.

Success rates in London are also problematic. Despite substantial improvements this year, both London as a whole and London West lag behind the national benchmark of 33% in all programme areas on the full framework. London West's rates have risen by 12 percentage points over the year to be just behind the national figure, at 32% and, for learners over 19, success rates have topped 50% for the first time.

The London LSCs are sufficiently concerned about this situation to commission a specific study of the relatively low WBL outcomes for the capital. This study should commence in autumn 2005 and will examine, among other factors, the influence of gender, ethnicity, type of programme and sector and the various training providers.

Those young people who are not yet ready for a full Apprenticeship programme also have the option of an Entry-to-Employment (e2e) scheme, which was introduced nationally in 2003 - 2004. This scheme has proved very popular in London West although the number of learners has dropped since its inception last year. The scheme has had very positive results: in London West the provisional numbers going on to other forms of education, WBL programmes or finding employment (known as a positive destination) is running at 57%. Nationally that figure is 43% and London West's performance is currently the highest of any local LSC.

Deprivation and social inclusion

The prominence given to the issues of increasing participation and social inclusion in the Youth Matters Green Paper indicates that the government believes that more needs to be done in this area. This is particularly true of work between the various agencies that have the inclusion remit.

Local Area Agreements (LAAs) set the priorities agreed for a local area between central government, the local government office (GoL in London) and members of the Local Strategic Partnership (LSP). London West sits on the LSP and, therefore, plays a key role in setting better outcomes. The LAA is a key instrument for tackling deprivation and regeneration and will concentrate on:

- children and young people
- safer and stronger communities
- healthier communities and older people
- economic development and enterprise.

Last year, the Needs Assessment contained some innovative use of the government's new measures of deprivation. Now we look in more depth at these measures and, in particular, how they apply to the six boroughs in London West.

Our analysis shows that, on the combined index of income, employment and education, the most deprived boroughs are Hounslow, Hammersmith and Fulham and Brent. When we look at education, Hillingdon replaces Brent. This type of analysis points to areas where intervention can make the most difference and we will be sharing this information – as we did last year – with our partners on the LSP.

We also give details in the further education section of this document of the Equality and Diversity Impact Measures (EDIMs), where London West sets targets for those areas of learning that have major issues of under-representation. This year, the EDIMs have been extended to cover some programmes in work-based learning.

In effect, the LSC tries to ensure that all its residents can take advantage of learning opportunities. This Needs Assessment identifies those areas where we must engage people and employers more urgently and so is a vital tool in evidence-based policy making.

Economy and Skills

03

Economy and Skills

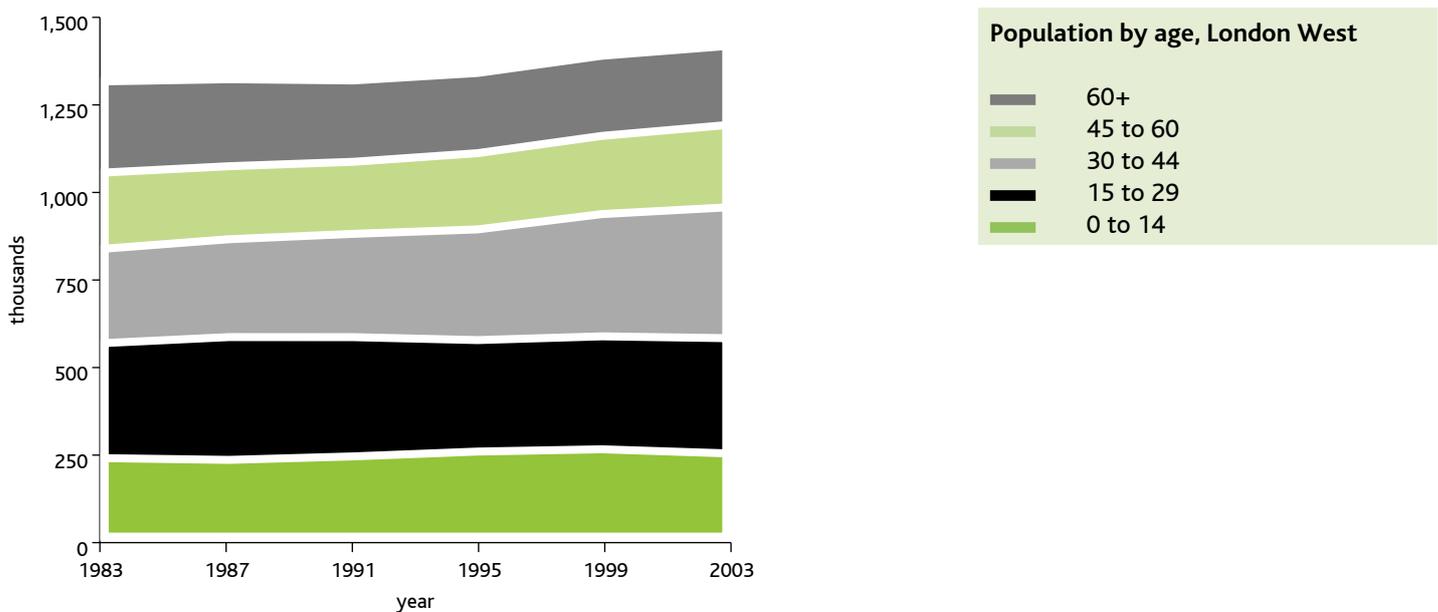
Key points

- London West's population stood at 1,420,000 in 2003 – slightly fewer than in the previous year, representing the first time in a decade that the total population of London West has fallen
- Over the period 1991 to 2003, all six boroughs of London West saw increases in population. Brent's population increased the most, 27,000 persons, but Hammersmith and Fulham's population grew at the fastest rate, up by 13%
- Unemployment levels in London West have changed little in the last twelve months. In June 2005, 2.9% of the adult population were unemployed and claiming benefits. Brent remained the borough with the highest unemployment rate, at 4.1%
- Employment in London West in 2003 totalled 675,000 people. People 1st, the Sector Skills Council covering hospitality, travel and tourism accounted for over 70,000 employees in London West, 11% of the total
- The London economy grew by over 3½% a year on average over the decade to 2004, whereas it is expected to grow by around 2½% a year over the coming decade. Growth in employment is expected to be much slower over the coming period.

Population trends in London West

The latest official estimates showed that London West's population stood at 1,420,000 in 2003. This is 100,000 more people than in 1991, but 5,000 fewer than in 2002 representing the first time in a decade that the total population of London West has fallen. Whilst this decline is unlikely to herald the end of population growth in London West, it does signal that the sharp increases in population seen since the mid-1990s have probably abated. There are unfortunately no new population projections available for London West this year, so it is not possible to predict how recent data will affect expectations of future growth.

Looking at longer term trends, the table below shows the population of London West over the last 20 years by 15-year age bands. Several patterns are apparent. Probably most notable is that the number of older people in the population has fallen steadily over the two decades. In 2003, people over 59 years old made up less than 16% of the London West total, down from 20% in 1983. The age group that has seen the sharpest growth in London West is 30 to 44 year olds. In 2003 they constituted 26%, of the total, up from 20% two decades earlier. Conversely, in the 1980s, over a quarter of the population were aged 15 to 29 but by 2003 this had dropped to 23%.

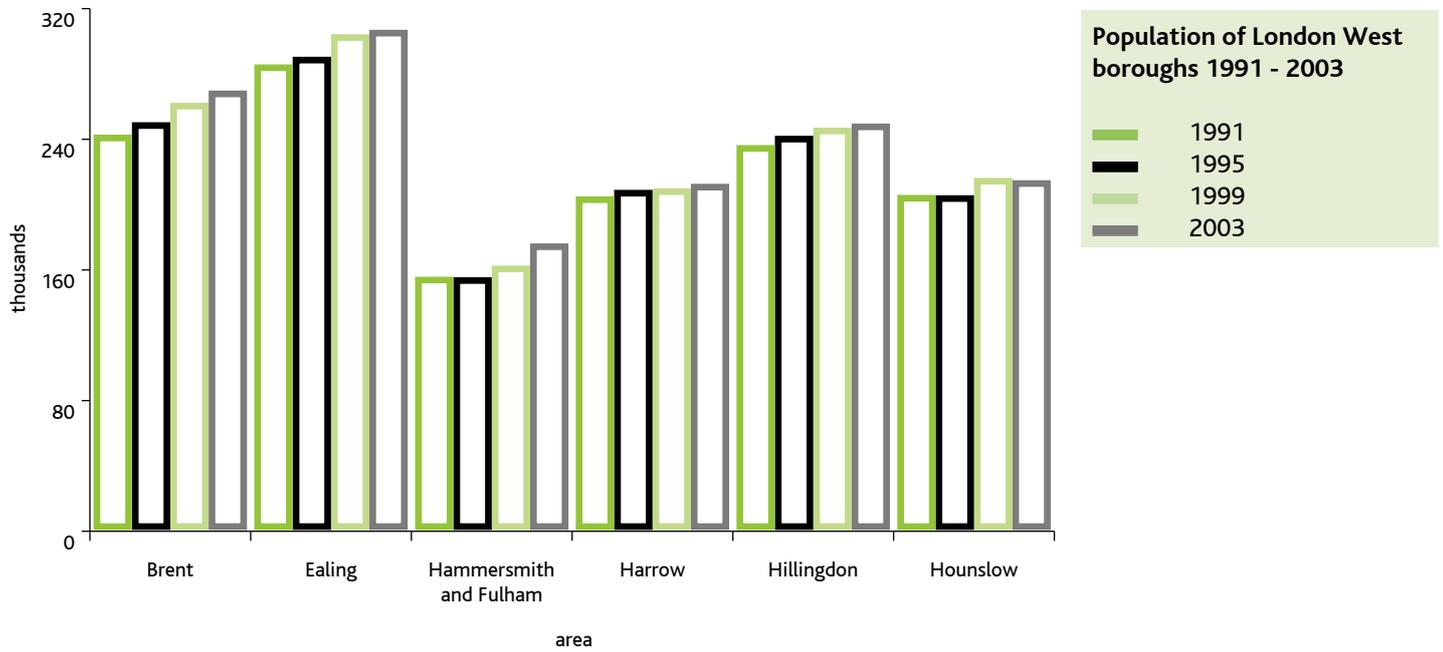


Source: population mid-year estimates, ONS via NOMIS

The population structure of London West and its evolution over time is fairly typical of London, but London's population structure is rather different from the national one. For Great Britain as a whole, the number aged 60 years old or more has increased over the last two decades so that the proportion in this age group has remained roughly constant. Numbers for all age groups up to 30 have fallen, and growth in numbers aged 30 to 44 has been only half as strong as in London.

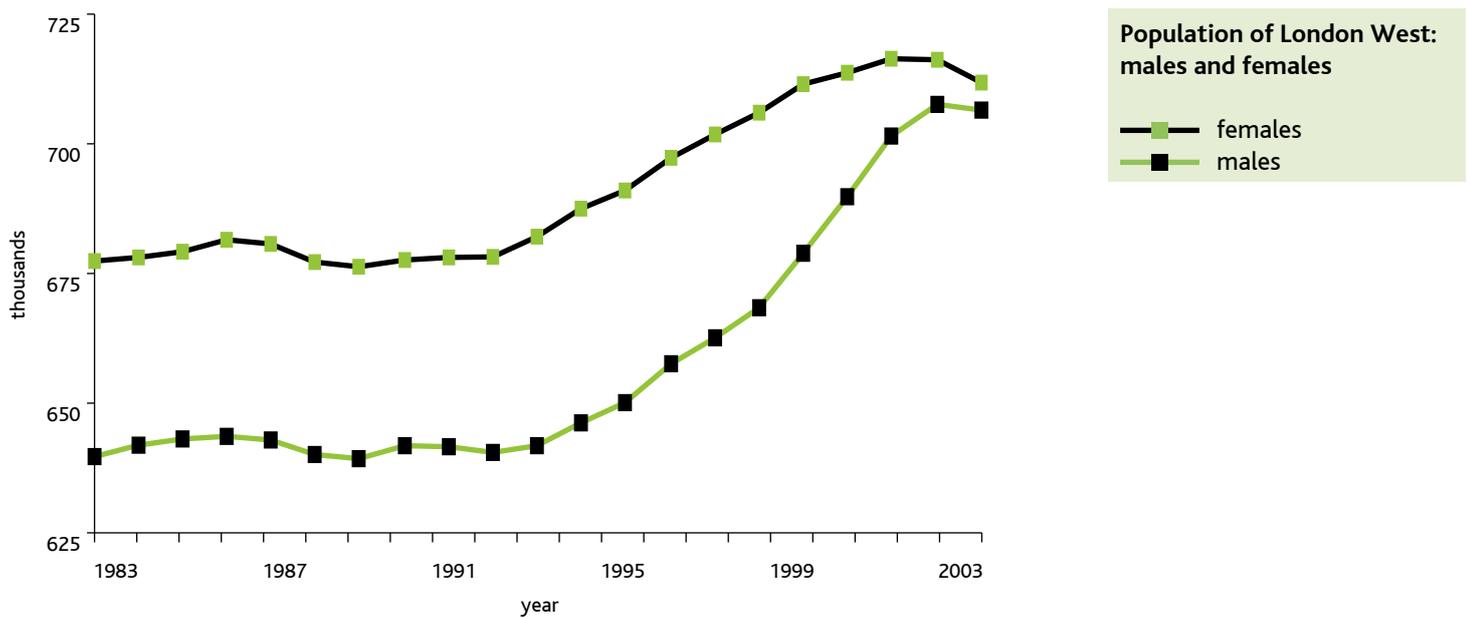
Population growth in London West's boroughs Most areas of London West have shared in the sharp increase in total population that occurred throughout the 1990s, but the intensity has varied. Amongst the six boroughs, three experienced increases of over 20,000 persons between 1991 and 2003. Brent showed the largest increase up by 27,000 from 241,000 to 268,000. Ealing, which is home to the most people, increased from 284,000 to 305,000. The biggest percentage terms increase was in Hammersmith and Fulham which has the smallest population. Population increased by 13% from 154,000 to 174,000 over the period.

Hillingdon, Harrow and Hounslow, saw smaller increases. Hillingdon's population rose from 234,000 to 248,000 and Harrow's from 203,000 to 211,000. Hounslow increased from 204,000 persons to 213,000, which represents the lowest rate of growth in London West at less than 4%.



Source: population mid-year estimates, ONS via NOMIS

Two drivers of the growth in London West’s population in the late 1990s were first, the strong economy that made London West an attractive place to seek work, and second the inflow of substantial numbers of refugees to the United Kingdom, many of whom chose to locate in London. Both these groups of migrants tend to be of young working age and there are more male than female migrants. As a result, the last decade has seen a much sharper increase in the male population of London West than in females.



Source: population mid-year estimates, ONS via NOMIS

Throughout the 1980s and up to the mid 1990s there were around 35,000 to 40,000 more females than males in London West. Between 1994 and 2002, the numbers of both males and females increased steadily, and since the numbers of males grew more quickly than females, the sexes have moved nearly into balance. In 2002, for the first time, there were more males than females in both Ealing and Hounslow.

Recent trends in migration

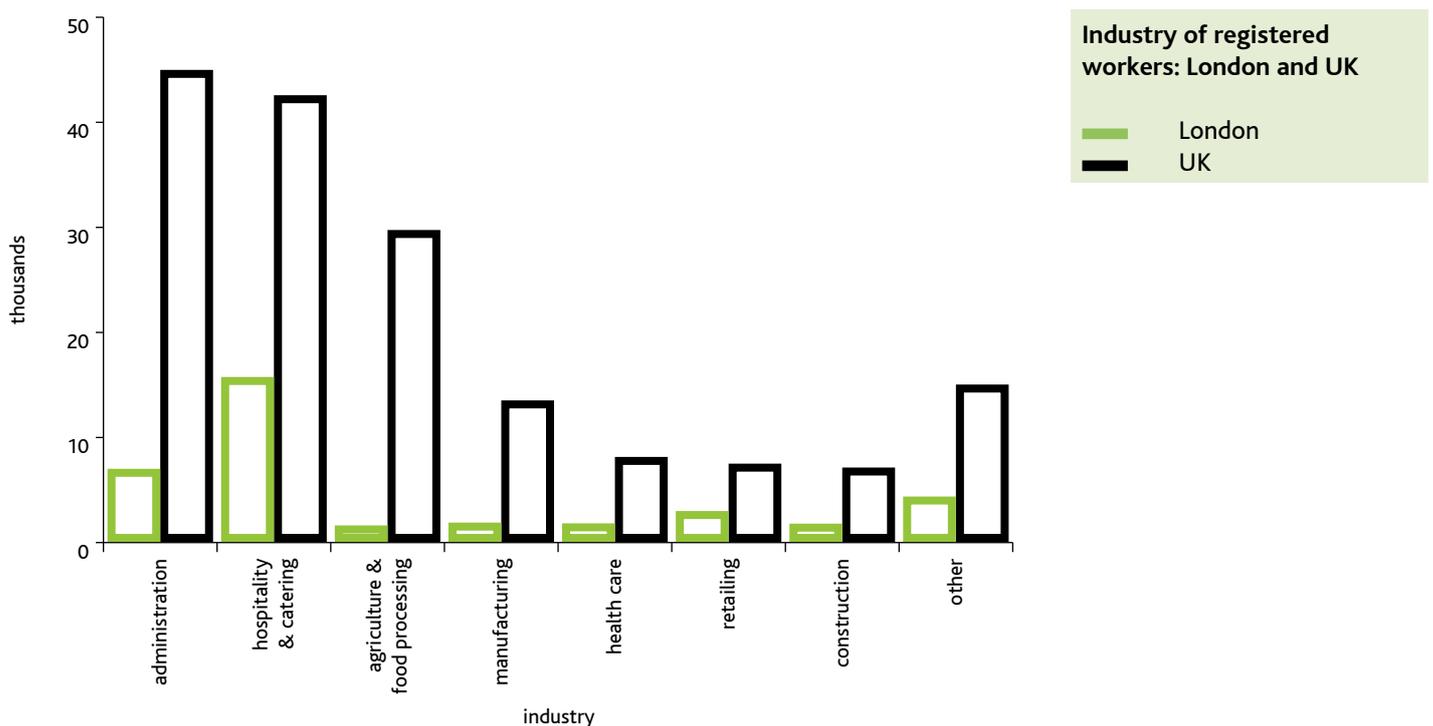
The numbers of asylum seekers entering the UK has dropped significantly since the peak reached in 2002. Also, the Government policy of dispersing asylum seekers throughout the country has reduced the numbers of such people who settle in London. It is thus expected that refugee migration into London West will have less impact on the population change in the future.

The attraction of London to economic migrants continues however, and an issue of particular interest over the last year has been the numbers of people entering the UK from European countries that joined the European Union on 1 May 2004, the so-called Accession 8 countries: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

Immigrants from countries that joined the EU in 2004 As citizens of the EU, persons from the Accession 8 countries are free to travel to and live in Britain. They are, however, required to register with the Home Office if they wish to take up employment in Britain. This mechanism, the Workers Registration Scheme (WRS) thus provides data on the numbers and characteristics of people from these countries who have entered the UK and taken up employment here. Two other states, Malta and Cyprus, joined the European Union in May 2004 but they are not covered by the WRS as workers from these states were able to work in Britain without restriction before they joined the EU.

In the 11 months from May 2004 to March 2005, 165,000 people successfully applied to work in the UK under the WRS. Around a fifth of this total or nearly 35,000 were registered as working in London. London is the top destination region for Accession 8 workers, although Eastern region probably has the highest concentration measured as a proportion of its workforce.

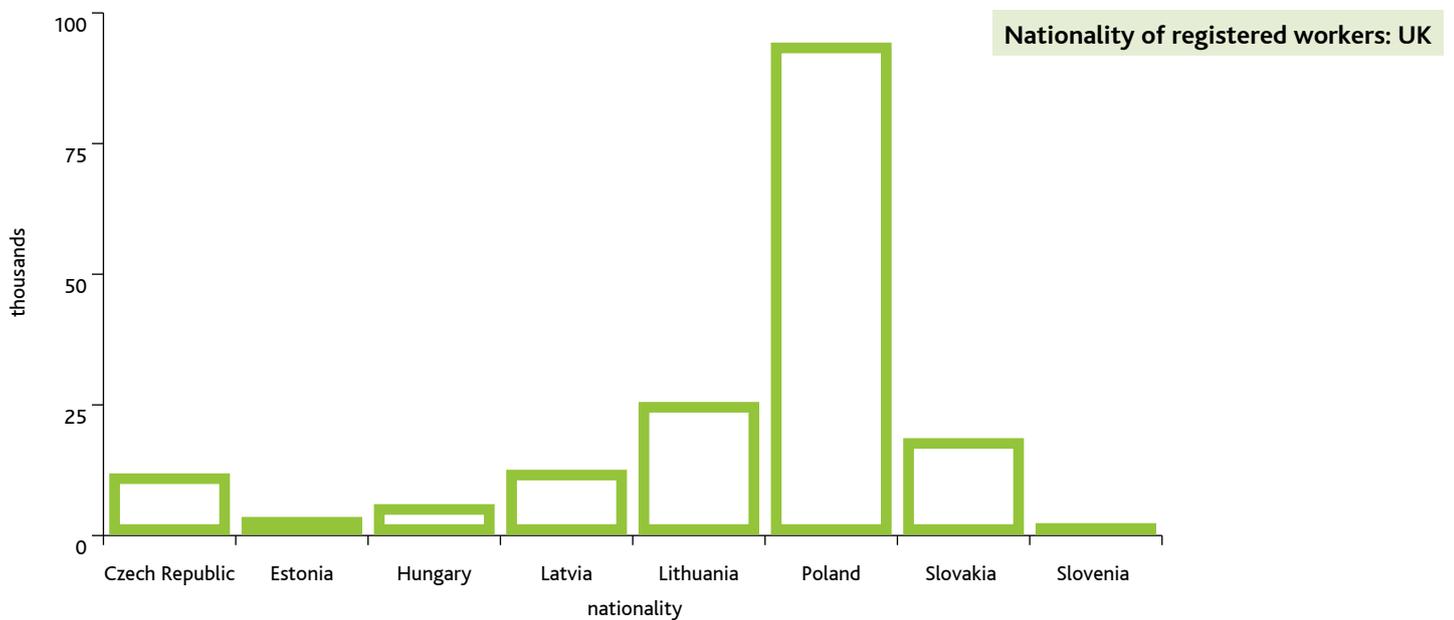
The chart below shows the industries in which Accession countries workers have been employed.



Nationally, the sector employing most people is business and administration with 45,000 registrations, followed by hospitality and catering with 42,000 and agriculture and food processing with 29,000. In London, employment is more concentrated in a few sectors. Hospitality and catering employed 15,000 people, or over two-fifths of all Accession country workers in the capital. Business and administration is next largest sector with around 7,000 registrations.

The majority of Accession 8 workers are young with over four-fifths aged between 18 and 34. More are male, 56%, than female, 44%.

Over half of the workers, some 93,000, are Polish nationals. The next largest nationalities are Lithuanian 25,000, and Slovakian 18,000. There have been only a few hundred migrants from Slovenia over the monitoring period.



Source: Accession Monitoring Report May 2004 – March 2005, Home Office

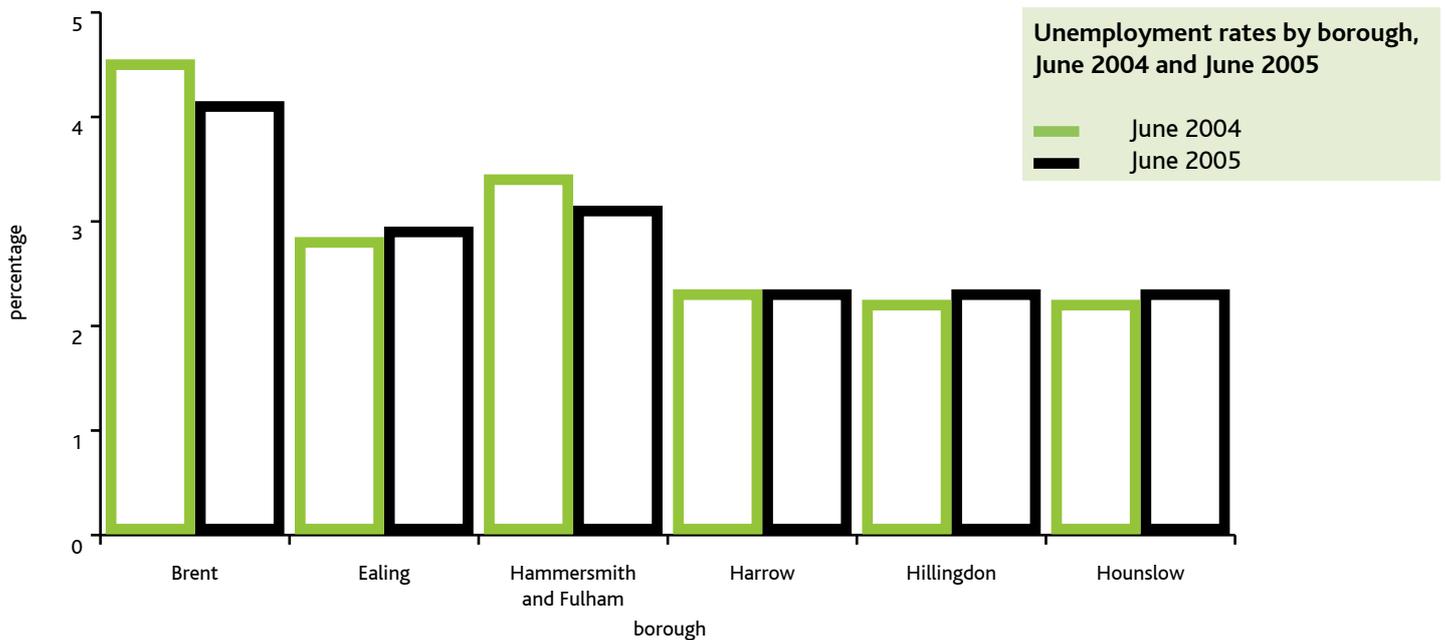
It is difficult to estimate how many Accession country migrants have come to work in London West, and even more difficult to predict what long term effect they will have the workforce and population structure. Nationally, perhaps a quarter of WRS workers were already in the UK before May 2004, so it is likely that around 25,000 to 30,000 workers from the Accession 8 countries came to work in London in the first year of the scheme. The statistics do not record sub-regions of London where migrants work, but there are grounds for suggesting that a disproportionate number have come to London West. This is because London is a centre for the hospitality and catering industry which is the largest employer of migrants in London. Also, the area around Acton and Ravensourt Park is the centre of the Polish community in London, and workers from Poland make up half of all Accession county migrants.

The vast majority of workers so far have been young, unaccompanied people, and there is some anecdotal evidence that many plan to work in Britain for a relatively short time before returning home. Nevertheless, the rate of new applicants seems to have stabilised suggesting that these migrants will remain an important factor in the London West labour market for some time.

Unemployment in London West

In June 2005, the unemployment rate for London West, based on persons unemployed and claiming benefits, stood at 2.9%. This is lower than the rate for all of London, 3.5%, but similar to the national average, 2.8%. Amongst the regions, London has one of the highest rates of unemployment in the UK, but the rates at a local level within London differ greatly.

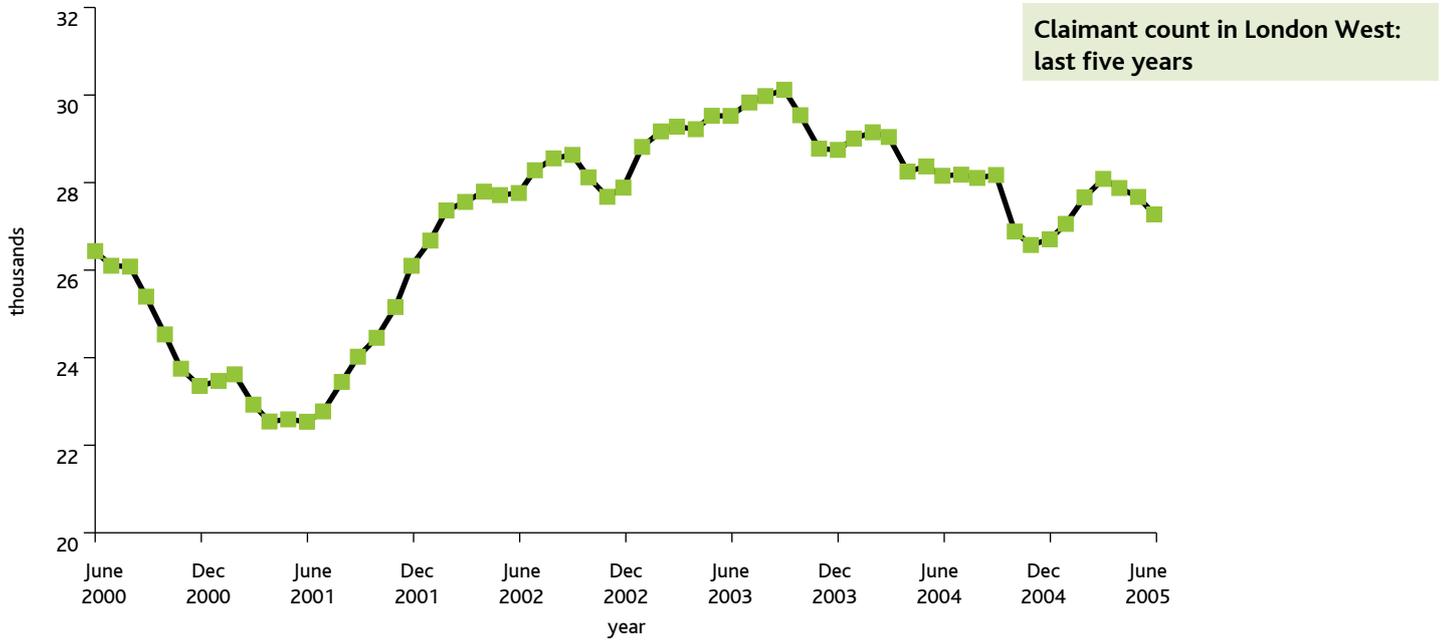
Within London West, the borough with the highest unemployment rate was Brent where 4.1% of residents were claiming benefits in June 2005. This was 0.4% lower than in June 2004. The rate in Hammersmith and Fulham was 3.1% and in Ealing 2.9%. Unemployment rates in Harrow, Hillingdon and Hounslow are all 2.3%. The last 12 months appear to have seen some convergence in unemployment rates across London West, as areas with the highest rates have seen the largest falls whereas boroughs with the lowest unemployment have seen small increases.



Source: Claimant count rates, ONS via NOMIS

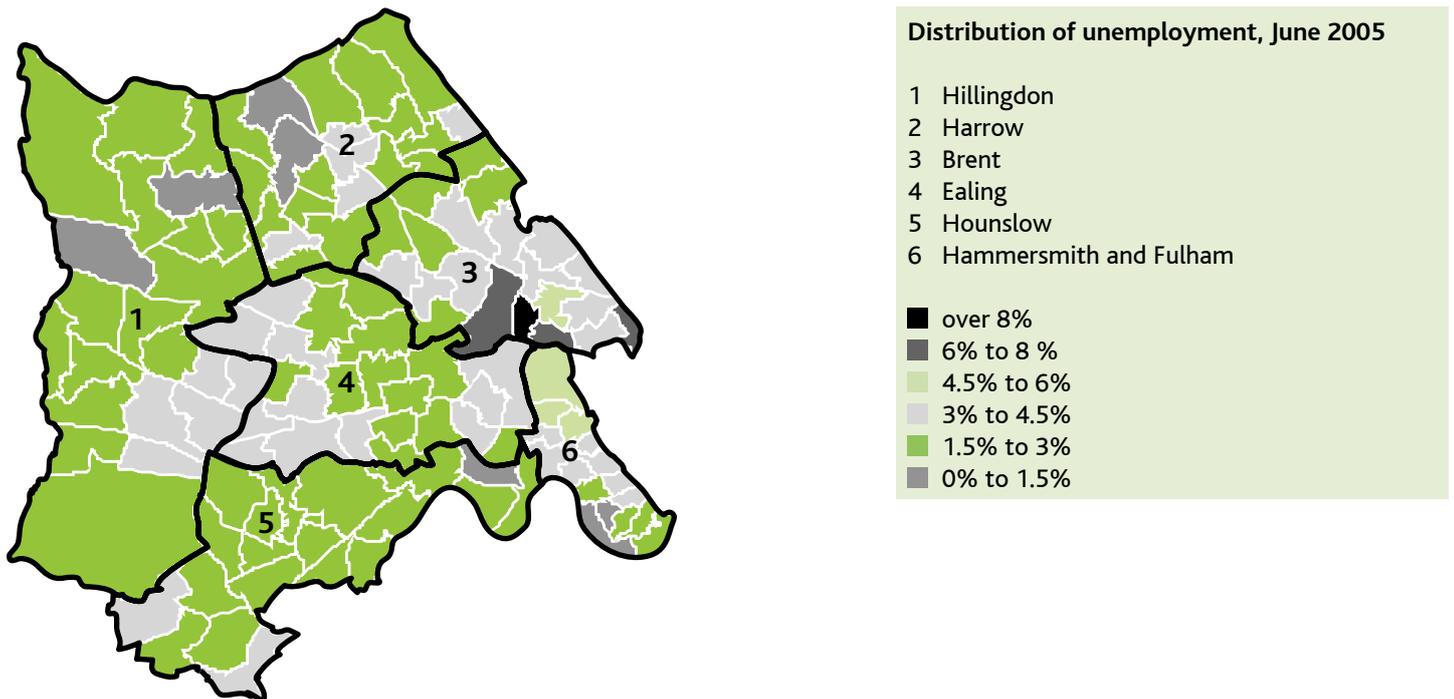
Overall, there has been little change in unemployment levels across the LSC area in the last 12 months. There remain around 27,500 claimants in London West in the middle of 2005. This is rather lower than the 30,000 claimants in the middle of 2003, but considerably higher than the low point achieved in the spring of 2001 when less than 23,000 people were claiming.

Viewed from a longer historical perspective, however, these levels of unemployment are all relatively low. In 1994, there were over 80,000 unemployed across London West and three years later the figure was still over 40,000.



Source: Claimant counts, ONS via NOMIS

The following map shows the pattern of local unemployment for the 123 individual wards in London West as at June 2005. The geographical patterns of unemployment are long-standing. Highest rates are found in east Brent particularly the southeast of the borough, and in neighbouring North Hammersmith. A less intense cluster of unemployment is located in west Ealing and neighbouring Hillingdon.



Source: Claimant counts and rates, ONS via NOMIS

High unemployment levels are, however, the exception in London West. Across much of the area, unemployment rates remain low. The map shows that across large areas of Harrow, Hillingdon and Hounslow in particular, many communities experience low unemployment. A quarter of all London West's wards currently experience unemployment rates of 2% or lower, and in each of the six boroughs, there is at least one ward with 1.5% or less unemployed.

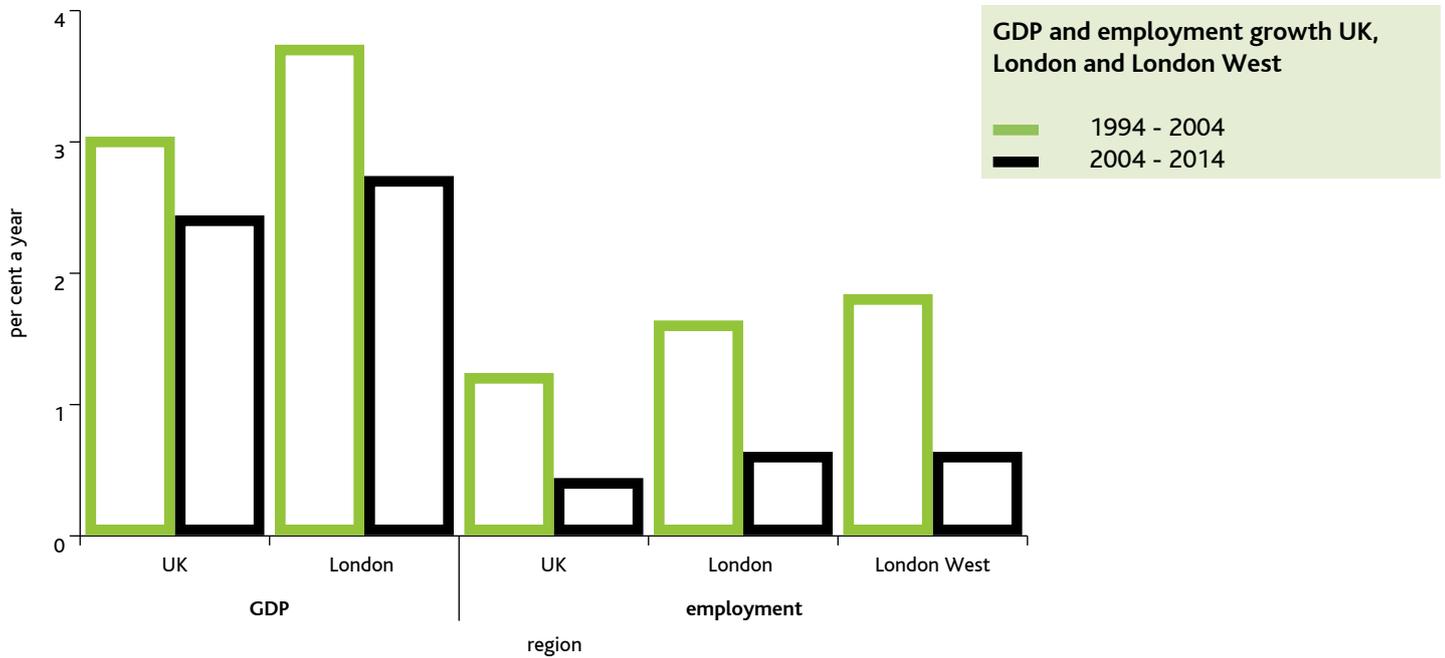
There are pockets of persistent high unemployment. The ward with the highest unemployment rate in June 2005 was Harlesden in Brent, which had a rate of 8.3%. A further five wards had rates above 5%: Stonebridge (7.4%), Kilburn (6.9%), and Kensal Green (6.0%) are in Brent; College Park and Old Oak (5.9%) and Shepherd's Bush Green (5.2%) are in Hammersmith and Fulham.

Unemployment in all of these wards has fallen over the last 12 months, but in some cases only marginally; none of the wards has seen its unemployment rate fall by as much as one percentage point. This means the last year has seen some signs of unemployment rates converging across London West, but only to a small degree, and indeed only because some other areas, with low unemployment, saw small increases in unemployment. Clearly the underlying causes of the very localised areas of high unemployment in London West must be tackled at an appropriately local level.

Economic prospects

London's economy grew significantly faster than the national average over the decade to 2004. Over this period, output increased by over 40% making London, along with the South East, the fastest growing of all UK regions. In the coming decade, growth is expected to be a little slower, but the London economy is still likely to outperform the national trend and grow at over 2.5% a year. Employment growth across the capital will be much less however as much of the increase in output is expected to come from increasing productivity. Overall demand for labour in the capital will continue to grow, but more importantly employers will increasingly demand more highly skilled labour to drive productivity growth.

The chart below compares the forecast growth rates for economic output as measured by Gross Domestic Product (GDP), and employment. There are no explicit estimates of GDP growth for London West. All the growth rates are projected to be lower in the coming decade than over 1994 to 2004. Employment is forecast to grow at only a third of the rates seen during 1994 to 2004. The workforce of London West grew on average by 1.8% a year up to 2004, but this is expected to fall to only 0.6% a year over the decade to 2014. This is stronger expansion than the UK (0.4%), but is a little below average for London.



Source: Working Futures II, Institute for Employment Research, 2005

In the shorter term, prospects for the economy are rather mixed. After strong growth in 2004, the British economy saw a slowdown in early 2005, and expectations of growth over 2005 and 2006 have consequently been revised downwards. Forecasters still expect steady if unspectacular growth in the medium term. UK employment too, is forecast to increase but less steeply than throughout the late 1990s, and probably more slowly than the increase in the labour force. Unemployment is hence likely to trend upwards, although the projected levels remain low in historical terms. These patterns are repeated for the London labour market, although the relatively strong growth in employment may keep increases in unemployment rates below the national average.

The London West workforce

The 1980s and 1990s saw significant structural changes to the workforce across the UK. The chief driver of this was the increasing propensity of women to participate in the labour force, and an associated increase in part time working. Self-employment also became more prevalent over the period.



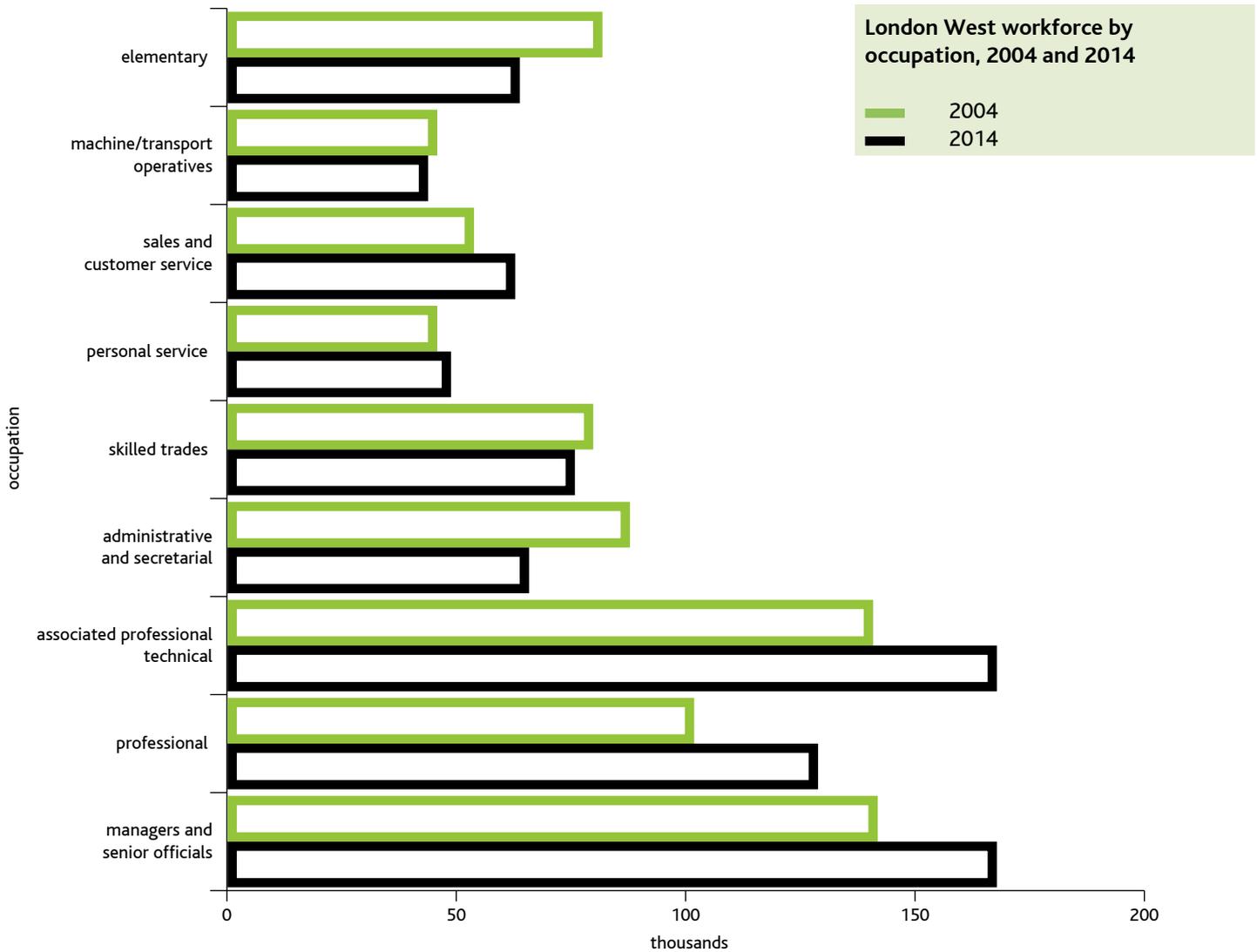
Source: Working Futures II, Institute for Employment Research, 2005

In 2004, employment in London West totalled around 780,000 people. Two-fifths of the total, some 320,000, were male employees working full time. A quarter, 190,000, were female full time employees. Twice as many females, (110,000) work part time as males (55,000). Just over 100,000 people are self-employed.

By 2014, the number of people in work is forecast to grow to nearly 830,000, an increase of 6% over 2004. The coming decade is expected to see relatively little change in the structure of employment. Part time employment is expected to grow more strongly than full time employment, and there is likely to be a small increase in the numbers of self-employed people. Interestingly, London is the only region of England expected to see increases in the numbers self-employed.

Workforce by occupation The table overleaf presents the workforce of London West by broad occupational category in 2004 and 2014. Higher skilled occupations employed the majority of the workforce. Top occupations in 2004 were managers and senior officials, and associate professional and technical occupations, both accounting for 140,000 persons. The greatest increases in employment between 2004 and 2014, are expected to be for managers and senior officials, professional occupations and associate professional and technical occupations, each of which should employ around 25,000 more people by 2014.

Reductions in employment are expected for lower skilled occupations. The number of people employed in administrative and secretarial occupations is expected to fall by a quarter, over 20,000 people, between 2004 and 2014. Employment in elementary, unskilled occupations will decline by a slightly smaller proportion over the period.

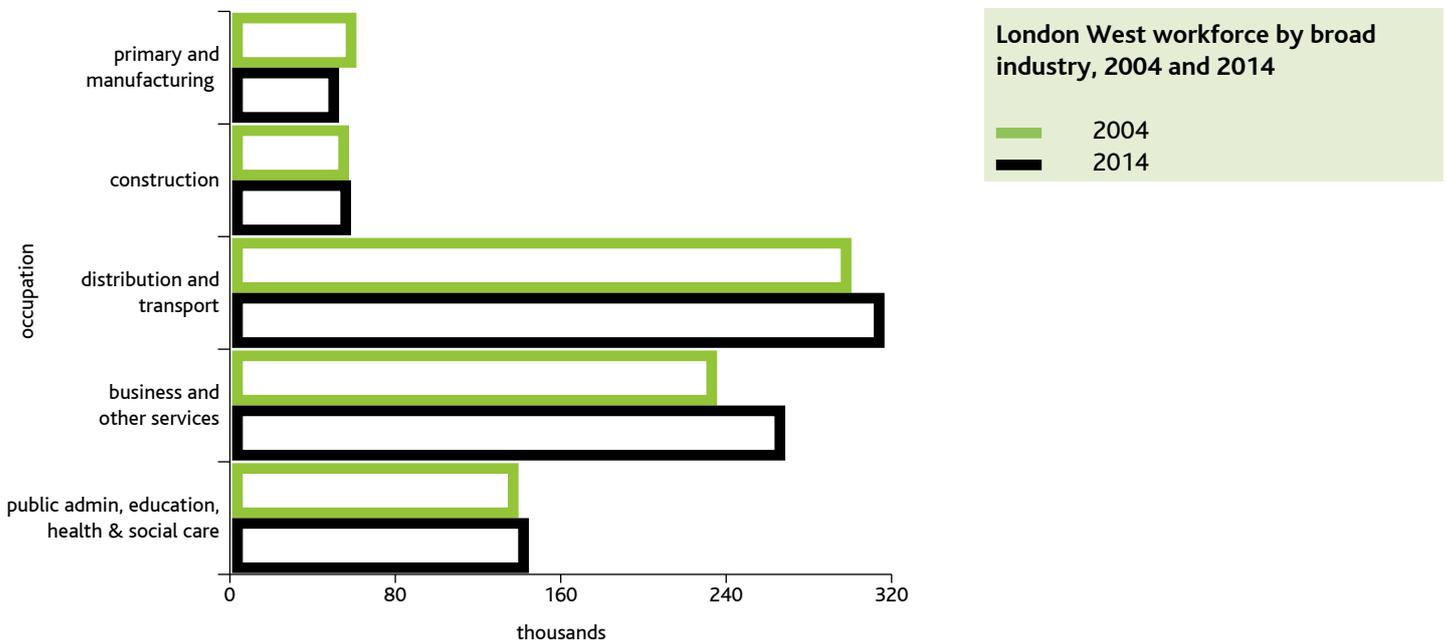


Source: Working Futures II, Institute for Employment Research, 2005

Looking at the broad industrial structure of employment in London West, less dramatic changes are apparent, as shown opposite. At this level of aggregation, over two-thirds of the workforce are employed by the top two broad sectors: distribution and transport (38% of total employment) and business and other services (30%). These two sectors are also responsible for most of the growth in employment from 2004 to 2014.

As with the changes in occupations, the changes to London West's employment by industry largely follow national trends: business and other services shows the greatest growth, 33,000 jobs over the decade, while distribution and transport is expected to increase by 16,000. The only sector to experience a fall in employment is manufacturing where a fall of 8,000 jobs is expected.

Although only a small increase is forecast for construction employment in London West, this is notable because most LSC areas are expected to experience falling employment over the decade. Only in London, the South East and the South West is employment expected to rise.



Source: Working Futures II, Institute for Employment Research, 2005

The Working Futures forecasts used in the section above comprise a set of very detailed workforce projections by occupation and Sector Skills Council industries. They have been produced for regions and local LSC areas of England. At the time of writing, the detailed results for individual Sector Skills Councils were not yet available. When published they will, for the first time, present projections for the principal Sector Skills Councils in London West.

Sector Skills Councils

Sector Skills Councils (SSCs) are independent, UK-wide organisations developed by groups of influential employers within industrial sectors. They work to tackle the skills and productivity needs of their sector throughout the UK. SSCs are licensed by the Secretary of State for Education and Skills, in consultation with Ministers in Scotland, Wales and Northern Ireland.

SSCs give responsibility to employers to provide leadership for strategic action to meet their sector's skills and business needs. In return they receive substantial public investment and greater dialogue with government departments across the UK. This will enable sector employers to have a far greater impact on policies affecting skills and productivity, and increased influence with education and training partners.

Each SSC agrees sector priorities and targets with its employers and partners to address four key goals:

- Reducing skills gaps and shortages;
- Improving productivity, business and public service performance;
- Increasing opportunities to boost the skills and productivity of everyone in the sector's workforce, including action on equal opportunities;
- Improving learning supply, including Apprenticeships, higher education and national occupational standards.

Employment by Sector Skills Council The table below sets out for London West the number of employees covered by each of the 25 SSCs. As discussed above these figures do not include the self-employed, some 100,000 people in London West, for whom data are not yet available. The prevalence of self-employment varies greatly by SSC: for some sectors, construction and media are two that are important in London West, self-employment makes up a very significant addition to the employment figures given below.

Employment in London West by Sector Skills Council

SSC Name	Description	2003 employment in London West	
		Thousands	Per cent of all
People 1st	Hospitality, travel and tourism	71	11%
Skillsmart Retail	Retail industry	61	9%
Goskills	Passenger transport	59	9%
Skills for Health	Public, private and voluntary health organisations	37	5%
E-Skills UK	IT, telecoms and call centres	30	4%
Skills for Logistics	Freight logistics	29	4%
ConstructionSkills	Construction and maintenance	28	4%
Skillset	Audiovisual industries including interactive media	25	4%
Central Government	Central Government (not included elsewhere)	24	4%
Asset Skills	Property, cleaning and facilities management	20	3%
Skills for Care and Development	Social care	16	2%
Automotive Skills	Retail and maintenance of vehicles	14	2%
Improve	Food & drink manufacture	14	2%
Lifelong Learning UK	Further, higher & work-based learning, libraries etc	14	2%
SEMTA	Science, engineering and manufacturing technologies	13	2%
Financial Services	Financial services industry	13	2%
Skills for Justice	Custodial care, justice and police	7	1%
Skillfast-UK	Clothing and textiles	6	1%
Energy & Utility Skills	Electricity, gas, water and waste management	6	1%
Cogent	Chemicals including petrochemicals	5	1%
Creative and Cultural	Arts, museums and heritage, crafts and design	5	1%
SummitSkills	Heating and ventilation, refrigeration and plumbing	5	1%
Skillsactive	Sports and recreation; health and fitness	5	1%
Proskills	Mining and quarrying, coatings, paper	3	0%
Lantra	Land-based Industries	1	0%
other sectors		165	24%
All employment		675	100%

Source: Annual Business Inquiry, ONS

Notes:

1. A few SSCs have not yet completed the licensing process. Their final scope may differ from the descriptions above.

2. There are some areas of overlapping responsibilities between SSCs:

Air Transport and supporting activities come under remits for both Goskills and Skills for Logistics.

Emp

West. Some employment in Arts and Hospitality comes under both People 1st and Creative and Cultural. Allocated to People 1st above. Manufacture of electric motors and controls comes under both SummitSkills and SEMTA. Allocated to SEMTA above.

In 2003, the SSC employing most people in London West was People 1st. Over 10% of London West's employees, some 70,000 people, were covered by this SSC reflecting the importance of hotels, catering and travel to the local economy. Across London as a whole People 1st is also the biggest SSC by employment, with more than 420,000 people in the sector.

Two other SSC sectors each employed over 50,000 people in London West: Skillsmart Retail, and Goskills. Skillsmart Retail is the second largest SSC by employment for all of London employing over 370,000 people. Goskills includes employment in passenger transport and associated activities and so includes many workers at Heathrow airport. Around half of all Goskills employees in London work in London West.

Eight SSCs, comprising the three above plus Skills for Health, E-Skills UK, Skills for Logistics, ConstructionSkills and Skillset together cover half of all employees in London West. It should be noted however that some 165,000 employees, about a quarter of the total, are not covered by an SSC. Sectors with substantial employment in London West that are not covered by an SSC include business, professional and personal services; wholesaling; and primary and secondary education.

National Employers Skills Survey (NESS) 2004

Results from the 2004 survey are not strictly comparable with those for 2003, because coverage has been changed for 2004 to exclude some of the very smallest workplaces. In 2003, NESS was based on a London population of 360,000 establishments employing just over four million people. For 2004, there are 230,000 establishments employing around 3.9 million people. In London West, the population in 2003 was 63,000 establishments employing 705,000 people, compared to 39,000 establishments employing 665,000 in 2004.

Establishments reporting vacancies			
	% of establishments	Number of vacancies	
		Thousands	% of employment
England			
2003	17	679	3.1
2004	18	617	3.0
London			
2003	15	105	2.6
2004	14	89	2.4
London West			
2003	13	17	2.4
2004	11	12	1.9

Source: National Employers Skills Surveys 2003 and 2004; LSC

Due to the changes in coverage, we would expect that many of the survey measures based on numbers of establishments will be lower in 2004 than 2003, and it is therefore more helpful to compare measures based on the proportions of establishments.

Employers in London generally report fewer vacancies than elsewhere, and London West's performance is better still: 11% of London West's employers reported that they had no vacancies at the time of the 2004 survey. This is lower than the figure for all of London (14%) and a third lower than the England figure (18%). The intensity

of vacancies in London, measured by the number of vacancies as a proportion of the workforce, was just 1.9%, the lowest for any LSC area in England.

Establishments reporting vacancies that are 'hard to fill'			
	% of establishments	Number of vacancies	
		Thousands	% of employment
England			
2003	8	271	1.2
2004	8	227	1.1
London			
2003	4	29	0.7
2004	5	19	0.5
London West			
2003	4	6	0.8
2004	5	3	0.5

Source: National Employers Skills Surveys 2003 and 2004; LSC

This table shows vacancies where employers are having difficulties recruiting. London employers reported half the intensity of so-called 'hard to fill' vacancies as nationally. The rate does not vary greatly across London: it is uniformly below 0.8% of London's workforce. The majority of 'hard to fill' vacancies are due to skill shortages, that is, the most common reason for employers having 'hard to fill' vacancies is difficulty in finding people with the right skills. Across England, around two-thirds of 'hard to fill' vacancies are caused by skill shortages; in London West over four out of five of them are. However it should be noted that because levels of all vacancies are lower in London, the levels of skills shortage vacancies are lower too. Overall, London employers reported skills shortage vacancies equivalent to only 0.4% of the workforce, half the level in the neighbouring South East region.

Establishments reporting skills gaps in their existing workforce			
	% of establishments	Number of workers with gaps	
		Thousands	% of employment
England			
2003	22	2,398	11.0
2004	20	1,540	7.4
London			
2003	16	406	10.1
2004	14	209	5.4
London West			
2003	17	64	9.0
2004	15	46	6.9

Source: National Employers Skills Surveys 2003 and 2004; LSC

Employers report more problems with the skills of their existing workforces than in recruiting suitably skilled new workers. Across England, over a fifth of employers in 2004 regarded that some of their staff did not have the skills to be totally proficient at their jobs – that is, over 1.5 million workers had skills gaps, some 7.4% of England's workforce. London employers reported lower levels: some 209,000 workers with skills gaps in London and 46,000 in London West, 5.4% and 6.9% of the respective workforces. Although these numbers are very significant, they are much lower than levels reported in 2003.

The incidence of vacancies and skills gaps varies between industries. Nationally, the SSC sectors that reported the highest rates of vacancies in 2004 are ConstructionSkills, Lantra, Summit Skills and Automotive Skills. It is difficult to compare the national position with that in London because the overall vacancy level in London is much lower, however the SSCs reporting the highest levels of vacancies in London do not appear to fit this pattern. The highest vacancy rates in London were reported for Central Government including Judicial, SkillsActive, Care and Finance. Notably, construction employers in London reported below average vacancies.

People 1st, Cogent and Improve are nationally the SSCs with the highest levels of reported skills gaps. Again, the London pattern is rather different with Central Government and Judicial, Finance and Semta employers reporting the highest levels of gaps, more in line with reported high vacancies.

Employer engagement indicators

Last year's Needs Assessment presented a first set of employer engagement indicators based on employers' responses to the 2003 NESS. The 10 indicators together describe the degree to which employers engage in planning, implementation and review of workforce development. This year, updated indicators have been produced based on the 2004 survey.



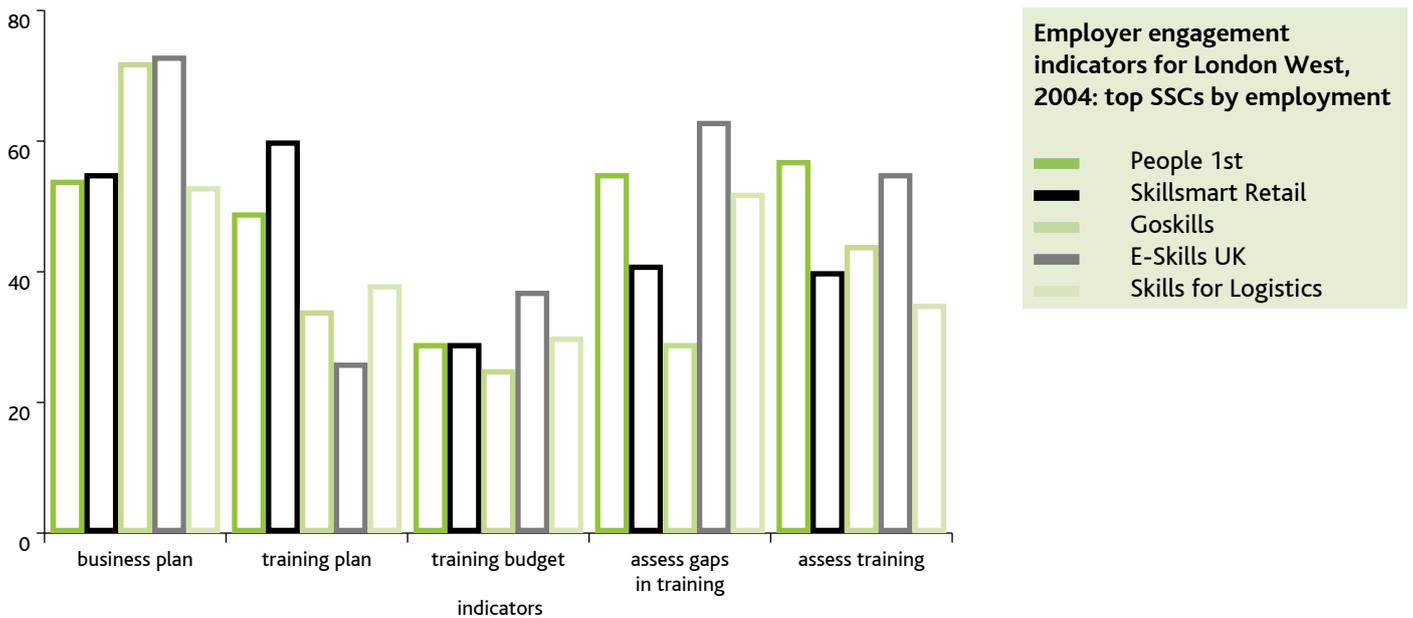
Source: National Employers Skills Survey, 2004; LSC

Comparing national results with those for London shows little variation overall. About three fifths of businesses stated that they had a business plan, and a little over two-fifths, a training plan. The lowest proportions of firms said that they had a specific budget for training, less than a third across London and only slightly higher nationally.

On the measures of how well firms reviewed their training activities, a little over half of all firms stated that they assessed gaps in employees training, with no significant differences between areas. Both nationally and in London West, just under a half of firms assessed the effectiveness of training they had undertaken but for London as a whole this figure was somewhat lower.

There is more variation by industrial sectors. As with last year's measures, the sectors that scored more highly tended to be those, often public sector dominated, that are characterised by large workplaces particularly education, health and care and public administration. These industries are not generally the most important to the London West economy which has a focus on hospitality, retailing and transport.

The chart below sets out the employer engagement indicators for the Sector Skills Councils employing the most people in London West. The indicators for Skills for Health and ConstructionSkills SSCs are based on very few responses and have hence been excluded.



Source: National Employers Skills Survey, 2004; LSC

People 1st, the SSC employing most people in London West shows a mixed picture on these indicators. The proportions of firms that have a business plan and a training budget are below the all-industries average, but the other three indicators, firms that have a training plan, and those that assess training and training gaps are all above average.

Skillsmart Retail employers are below average on all five indicators except having a training plan where the SSC scores very highly.

Goskills showed some of the lowest scores of any SSC, with the exception of the high proportion of firms that reported that they had a business plan. It should be noted however that the low scores for London West are comparable with those for London, although nationally Goskills does rather better.

E-skills scored above the all-industry average for all of the measures except having a training plan. London West generally outranked the industry across London and England.

Skills for Logistics scored generally below average for all the indicators but did not deviate greatly from the all-industry levels.

For London as a whole, Skills for Health scored above average for four out of five measures - surprisingly the SSC scored relatively poorly for organisations with a business plan. ConstructionSkills, however, showed quite poorly on a pan-London level (and also nationally). The SSC scored below average on all five measures.

Heathrow Airport

Heathrow is one of the largest centres of employment in the UK. Over 320 companies operate from the airport employing over 68,000 people. In total, it is estimated that some 110,000 jobs in the local economy are reliant upon the airport.

Expansion, planned or underway, is creating still more employment opportunities. The opening of Terminal 5 (T5) in 2008 will create an additional 6,000-7,000 operational jobs while the workforce required to construct the terminal peaked this year at 5,000.

Employment profile Unsurprisingly, airlines and airline handling agents generate the majority of employment at the airport with 91 separate companies employing more than 60% of all airport staff. Catering and Retail is the second largest category. The table below gives the full breakdown.

Heathrow Airport employment profile			
Category of employer	Number of employers	Number of employees	% of total employment
Airlines/Airline Handling Agents	91	43,500	63.5
Catering and Retail	91	6,500	9.5
Other Airport-Related Companies	67	5,300	7.7
BAA Heathrow/BAA plc	1	3,800	5.6
Government Services	11	3,300	4.8
Cargo/Freight/Courier Services	93	2,600	3.8
Other Public Passenger Services	38	2,200	3.1
Building and Maintenance Contractors	36	1,100	1.6
Non-Airport Related Companies	8	200	<0.5
All Companies	436*	68,500	100

Source: Heathrow Employer Survey
 Note: *A small number of firms did not complete the survey and hence no breakdown is available.

Occupations of employees A broad range of occupations are employed at the airport, offering much scope for career progression.

- Personal service and sales occupations account for more than a third of employment (including passenger services, landside sales and air cabin crew)
- Process plant and machine operatives (including cargo and baggage handlers) make up 15% of occupations and a further 15% are skilled trades (mainly maintenance and engineering).

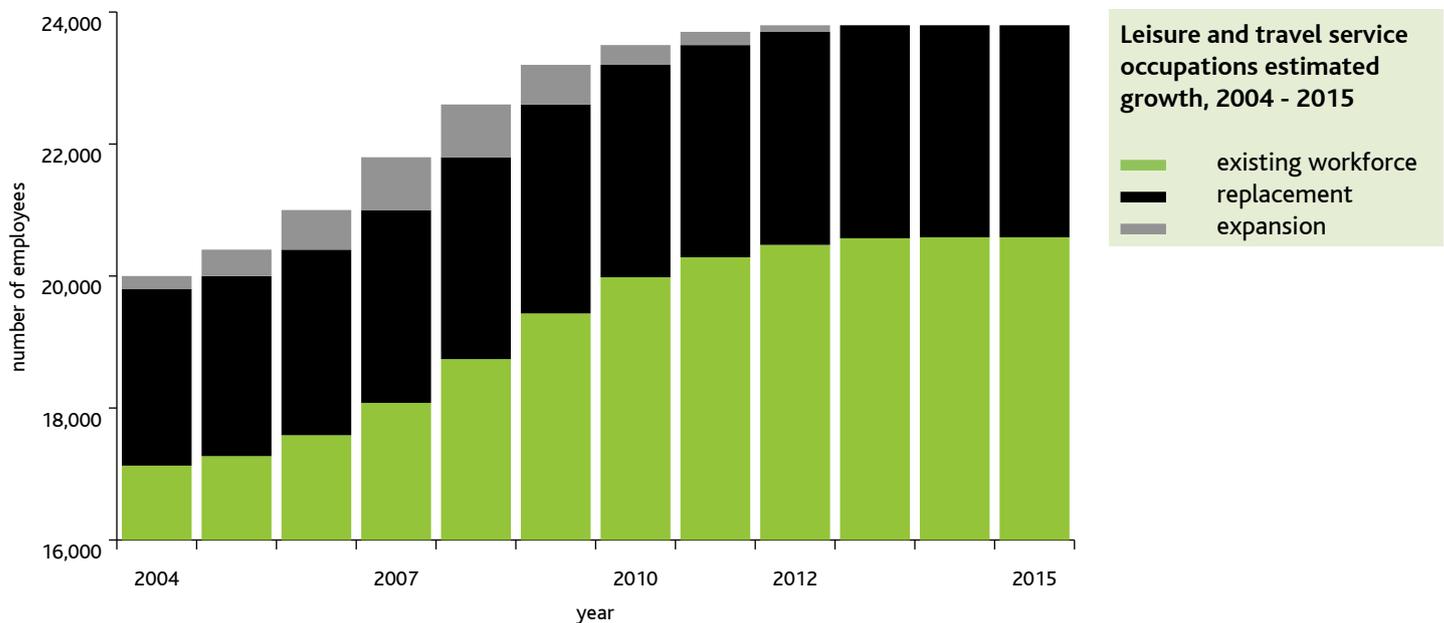
The remaining significant occupations indicate a marked polarity in the skills required of airport jobs:

- Elementary occupations (including catering, cleaning and security) account for one in 12 of all jobs
- Managerial and professional occupations (including IT, airport management and protective services) account for 20% of employment.

Where employees live One fifth of the people who work at Heathrow live in Surrey. The three London West boroughs of Hillingdon, Hounslow and Ealing between them are home to 37% of airport employees.

Expansion and replacement demand There is only sparse data offering up-to-date estimates of future skills and employment demand across the airport. However, a report prepared for the Public Inquiry into T5 produced a useful indication of likely future skill needs:

- Within higher skilled job types, the greatest demand is expected to be for transport associate professionals (which includes pilots, air traffic control officers and flight operatives). An estimated 6,000 workers of this type will need to be hired between 2005 and 2014, of which 4,200 is expected to be due to replacement demand
- Within lower skilled job types, the largest growth is expected in leisure and travel service occupations, though many of these jobs will be off-airport (see chart below).



Source: DTZ Pieda Consulting, 2004

Recruitment issues The latest airport-wide employer survey, conducted in 2004 included questions directly related to recruitment, skills and training. These questions have been designed to help the Heathrow Employment Forum, led by BAA and the LSC to develop a local labour strategy for Heathrow (see box on page 33) Results from the survey indicate how employers view the challenge of recruiting and retaining an appropriately skilled workforce. A fifth of companies reported having job vacancies unfilled for more than three months. The problem is worst among the airport's 106 catering and retail firms, one third of which reported having unfilled vacancies for at least three months. Nearly half of companies use Job Centres as a source of recruitment. The survey does not indicate what other methods the companies use to hire staff.

In-house training The survey also asked companies if they provided in-house training for their staff and 85% said they did. This high figure is partly explained by the requirement for many employees to be trained in Health & Safety and security issues, particularly related to working in an airport and partly as a response to widespread and long-standing skill shortages.

- Of skills in short supply, by far the most significant is customer service. Half of all companies identify the lack of customer service skills as an issue and 99 employers provide in-house training in this skill
- The next highest is Health & Safety/first aid training offered by 88 companies to their staff
- Other significant areas of in-house training activity include sales and merchandising (51 companies provide this), IT skills (41), product knowledge (40) and management/supervisory training (39).

We do not know how much of this training is wholly funded by the employer or how much of it leads to an accredited qualification. However, what is clear is that many companies are managing this training discretely, despite the preponderance of other airport companies with similar training needs. At the time the survey was conducted, less than 40% of airport companies participated in airport-wide training schemes.

Scope for savings The results suggest considerable scope for achieving savings for employers in their training costs. Firstly, through greater use of public funding to support training and secondly, through economies of scale achieved by marketing to groups of companies training programmes that meet workforce skill requirements common to all. In the summer of 2005 the LSC broker, Exemplas, conducted a survey of a cross-section of airport companies in order to determine in more detail skill shortages and training needs at Heathrow. The results were not available as the Needs Assessment went to press but will inform planning of the Local Labour Strategy.

Creating a higher skilled airport workforce The sheer volume of people required to run Heathrow creates its own on-going demand for skills. But this is not the only factor driving the need for training. There is projected to be a greater growth in passenger numbers over the next decade than there will be a growth in the numbers employed at the airport, so workforce productivity will have to increase. BAA, the organisation that manages Heathrow views the opening of T5 as a catalyst to change working patterns and skills sets across the airport. BAA and British Airways, the only airline that will operate out of T5, have undertaken to ensure that it delivers a 'gold standard' in customer care: a standard that will eventually be replicated in the other four terminals. Driving this shift towards improved services on the 'front-line' will be a more 'flattened' management structure, with an increase in the number of employees given managerial responsibilities. So, the challenge for all those involved in running the airport is to manage a growth in the workforce, while at the same time assisting its employees to acquire a greater and higher range of skills. It is a challenge that has ramifications for training delivery both at the airport and throughout the area surrounding Heathrow.

The Local Labour Strategy (LLS)

Launched in 2002, the LLS has been managed by BAA with the assistance of London West LSC and has created a range of training and employment opportunities in skilled construction trades of relevance to the building of T5. Beneficiaries of the strategy can be anyone living in the London boroughs of Hillingdon, Hounslow and Ealing, plus residents of Spelthorne to the south of the airport, and the Slough unitary authority to the west. Notable outcomes of the LLS are the Heathrow Construction Training Centre through which 140 young people have progressed on to Apprenticeships in skilled construction trades; construction training for 14 to 16 year olds delivered through a range of skill centres established in communities around the airport; and a variety of Apprenticeship opportunities with T5 contractors.

Such has been the success of the strategy that the body overseeing it, the Heathrow Employment Forum, recently approved a proposal to apply it to all sectors at the airport, not just construction. Business planning for the LLS phase II is now underway. The aim is for the wider strategy to go live from April 2006. Among the outcomes expected to follow are:

- An increase in airport-based Apprenticeships
- First level 2 qualifications for adult employees
- Pre-employment training for people seeking work at the airport
- A 14 to 19 programme to include increased vocational provision in local schools
- A recruitment and brokerage service.

It is anticipated that the increased training activity arising from the LLS phase II will be delivered by a range of local training providers. For further information about the strategy please call David Boyer, London West LSC on 020 8929 8482.

Estimating the supply and demand for education and training

The demand for education and training is a key factor in the planning of future provision. Broadly speaking, the skills and employment agenda shapes the type of provision whilst the demand and supply elements determine the magnitude of that provision.

It is vital that both the size and the nature of provision are in alignment; otherwise the communities of London West will not be able to make an optimum contribution to the local and national economies. Put simply, we need to ensure that there is sufficient education and training provision and it is in subjects that people want to study.

With support from London Challenge – the strategic partnership launched by the government in 2003 to improve secondary education in the capital – the five London LSCs commissioned research that would help to identify future demand and supply of education across London. We will concentrate here on the demand and supply of provision for 16 to 18 year olds; there is a parallel study for 11 to 16 year olds that is still in progress.

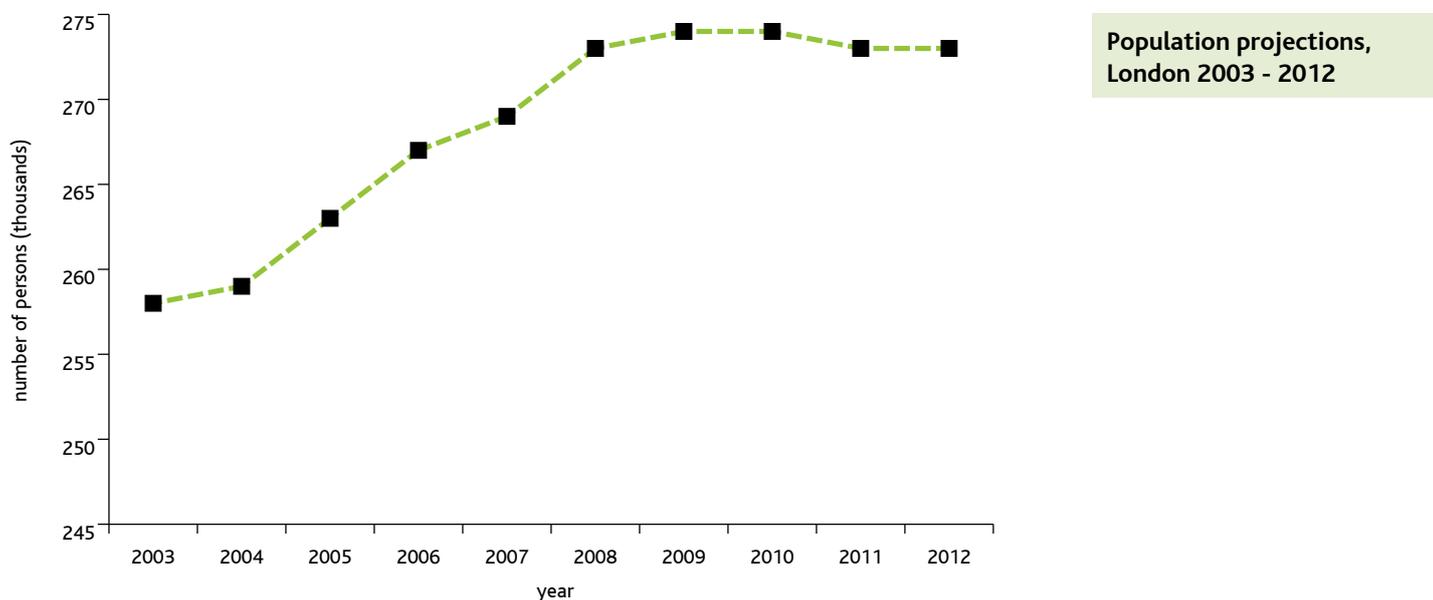
A model for estimating supply and demand The research defined demand as the total number of 16 to 18 year old young people living in London and participating in education and training. Supply was the education and training provided by maintained schools, sixth form colleges, further education colleges and work-based learning organisations in London. Lack of residential data meant that independent schools were excluded from the study and it was assumed that their share of the education sector would remain unchanged over the period.

The four central components of the model were:

- population change – this affects not only the size of the 16 to 18 year old cohort but also, depending on the structure, the propensity to participate. There are proportionately fewer young white males, for example, staying on in education than young Asian males, so fluctuations between those cohorts can alter the level of participation even where the overall numbers do not change
- GCSE attainment at age 15 – this is the key determinant for young people to stay in some form of education or training after the compulsory school leaving age of 16. The level of attainment also has an effect on the type of post-16 education demanded: an increase in the number who achieve five or more GCSEs at grades A* - C is likely to lead to a rise in the percentage who want to study at level 3 (A-level or equivalent)
- policy – changes in education policy can engender increases in participation. There is evidence that education maintenance allowances did encourage more 16 to 18 year olds from lower income families to stay on post-16
- new provision – it can be reasonably assumed that the introduction of new provision might attract young people who would not previously have been engaged in education or training.

Population projections were taken from calculations by the Greater London Authority (GLA), based on the 1991 Census. For reasons too complex to go into here, these projections are not universally accepted and we hope to use updated GLA figures when they become available later this year. At the moment, they are the most reliable overall figures that we have for London.

The graph below shows the GLA's projections for 16 to 18 year olds until 2012. Although the population is forecast to increase by 6% over the period, most of that increase will take place in the years to 2008, with a plateau effect after that. Moreover, as the Needs Assessment for 2004 demonstrated, the growth projections are variable both within and between boroughs. These range from a projected increase in London Central approaching 18% to one of around 1% in London East. To mitigate the wide disparity in these figures, the model does have an additional calculation based on growth rates that are some 4% higher than the GLA's.



Source: GLA projections, Ecotec

Information on the supply of places is based on current patterns and levels of provision, with future projections derived from London Challenge data (for schools) and three-year development plans (for FE and WBL). The supply of provision is forecast to rise across London by 7300 places to 2012, with work-based learning accounting for by far the largest share of the expansion (albeit from a lower base). In London West, the majority of the increase – 1,200 places – is expected to be taken up by the FE sector.

The model across London

The combination of the supply of places and population and demand projections were used to construct a base model of the best estimate. Other models were also compiled to show the effect of changes in assumptions.

The key finding is that demand for education and training in London is forecast to increase by 17,000 places between 2003 and 2012. This is significant because other areas of England are predicting a decline in demand concomitant with a fall in the population of young people. Again, there is variation in the forecast for London as follows:

Total change in demand by London local LSC 2003 - 2012	
LSC	Increase in demand 2003 - 2012 (places)
Central	5,800
East	2,700
North	3,100
South	3,400
West	2,400

Source: Ecotec

The table below indicates how that overall increase in demand is broken down into level and type of provision.

Total and percentage change in demand by level of provision and type of qualification, London and London LSC areas 2003 - 2012 (000s)*						
		Total	Entry level - NVQ2	NVQ level 3 and NVQ level 4	Academic	Vocational
London Central	Places	5.8	2.0	3.4	2.5	3.3
	% increase	24.9	22.0	27.9	29.5	24.9
London East	Places	2.7	0.4	2.1	1.7	1.0
	% increase	5.7	2.6	7.6	9.0	3.4
London North	Places	3.1	0.8	2.1	1.6	1.5
	% increase	12.5	10.0	13.9	14.4	10.9
London South	Places	3.4	0.6	2.7	2.0	1.4
	% increase	12.9	8.6	15.0	15.1	10.8
London West	Places	2.4	0.8	1.5	1.2	1.2
	% increase	7.4	7.3	7.5	8.3	6.7
London	Places	17.4	4.7	11.8	9.0	8.4
	% increase	11.3	9.0	11.3	13.7	9.5

Source: Ecotec
Note: *A proportion of demand by level is not allocated to any particular level.

Immediately noticeable is the far higher forecast for places at levels 3 and 4, which appears to be driven by the escalating attainment rates at GCSE. The government's target is for this escalation to reach 60% of pupils achieving five or more good GCSEs by 2008: a steep rise from the London figure of 49% in 2002. Across London, almost 12,000 (68%) of the projected increase will be at those higher levels.

In London West, the growth in demand for academic study at levels 3 and 4 – at 9% - exceeds demand for level 2 and below. In vocational education, however, that situation is reversed: demand for vocational education and training at entry level and levels 1 and 2 is forecast to rise by 8%, compared with a 5% increase for levels 3 and 4.

The breakdown of increase in demand by provider across London (borough figures are too small to be statistically robust) reveals that, of the total projected to 2012 of 17,000 places, most will be in FE colleges and maintained schools. The timing of these increases differs between the sectors, with the bulk of the growth in schools occurring between 2003 and 2007, whilst in FE the demand falls evenly over the period.

Demand by education provider 2003 - 2012 (000s)

	2003	Change 2003 - 2007	Change 2007 - 2012	Total change 2003 - 2012	Percentage change 2003 - 2012 (%)	Expected 2012
Sixth form college	16	1	1	2	11	17
FE college	66	4	3	7	11	73
School - state maintained	52	5	1	7	12	59
Work-based learning	21	1	1	2	10	23
Total	154	12	6	17	11	172
Population	258	12	4	15	6	273
Participation rate (%)	60	2	1	3	5	63

Source: Ecotec

Matching supply and demand

Once the processes of projecting the future demand for education and training and estimating the supply of provision has been completed, we can begin to consider how best to bring those two elements into a degree of equilibrium.

Global estimates indicate that, with demand set to increase by 17,000 places over the next nine years and supply planned to rise by 7,300 places, there will be a shortfall in provision of around 10,000 places. This shortfall would apply at all levels but is more pronounced at level 3 and above: a ratio of nearly 4:1 in favour of the higher levels.

Moreover, the surplus of demand over planned places extends across all the London LSC areas. The final table in the section shows the differences in demand and provision in the five London offices.

Differences in demand and provision 2003 - 2012 (000s)

	Change 2003 - 2007	Change 2007 - 2012	Total change 2003 - 2012
London Central	1.7	1.6	3.3
London East	1.0	-0.7	0.3
London North	1.1	1.3	2.4
London South	2.7	0.6	3.2
London West	0.2	0.7	0.9
Total	6.6	3.5	10.1

Source: Ecotec

The disparity between projected demand and planned places is most acute in London Central, at 3,300 places, whilst in East it is 300 places. For London West, there will be a projected deficit of 900 places by 2012, with most of the difference occurring between 2007 and 2012. This is in contrast to the majority of London LSCs, where the increases are expected in the earlier part of the period.

With all of the questions that will undoubtedly be asked of its methodology, the research does point up some clear policy implications. Chief among these are that the population of young people in London will continue to grow and their demand for education and training will also increase. The projections suggest that demand will outstrip supply in all areas of London and at the higher levels of attainment.

The planning and purchasing of provision by the LSC for young people in London will have to take account of these factors and also of the skill needs, requirements and gaps that are outlined elsewhere in this section. By synthesising the components of demand, supply and skills, the LSC can seek to ensure that future generations of young people are equipped with the skills that enable them to contribute to their communities and to the economy.

Deprivation in London West

04

Deprivation in London West

Key points

- The 102 most IEE (Income, Employment and Education) deprived Super Output Areas (SOAs) in London West are found predominantly in the boroughs of Hounslow, Hammersmith and Fulham, Brent and Ealing
- In Brent all of the SOAs in the wards of Stonebridge and Harlesden are highly IEE deprived
- In Hammersmith and Fulham all of the SOAs in the wards of College Park and Old Oak and Shepherds Bush Green are highly IEE deprived.

The source used

The current analysis is based on the English Multiple Index of Deprivation (IMD) 2004, published in April 2004 by the Office of the Deputy Prime Minister. The IMD 2004 is an advantageous source because it is constructed at Super Output Area (SOA) level. The SOAs are small geographic unit areas of broadly consistent population size across the country (around 1,500 people). The smallness of the measure has important implications because SOAs are smaller than wards and they permit policy-makers to identify deprived areas more accurately. There are 919 SOAs in London West.

The IMD 2004 is based on the idea that different dimensions of deprivation can be recognised and measured separately. The IMD combines indicators from seven domains into a single deprivation score and rank. To obtain the overall IMD each domain is given a weight. The Domain Indices are:

1. Income deprivation	(22.5%)
2. Employment deprivation	(22.5%)
3. Health deprivation and disability	(13.5%)
4. Education, skills and training deprivation	(13.5%)
5. Barriers to housing and services	(9.3%)
6. Living environment deprivation	(9.3%)
7. Crime	(9.3%)

Combining a new index: income, education and employment

Explaining the domains:

Education, Skills and Training Based on the methodology of the IMD 2004 and in order to further focus on specific domains of deprivation, the LSC has created a new index. Three domains of the IMD have been selected to produce a new index which looks at: Income, Education skills and training and Employment. Similarly to the IMD, a weight or multiplying factor has been allocated to each of three the domains (in this case 33%). This index has been named the IEE Index.

The indicators used to measure this domain relate to:

1. Lack of attainment among children and young people, and
2. Lack of qualifications in terms of skills.

The first sub-domain is designed to measure the deprivation in the attaining of qualifications, while the second measures the deprivation of skills in the resident working age adult population. Education is the domain of greatest relevance to the LSC.

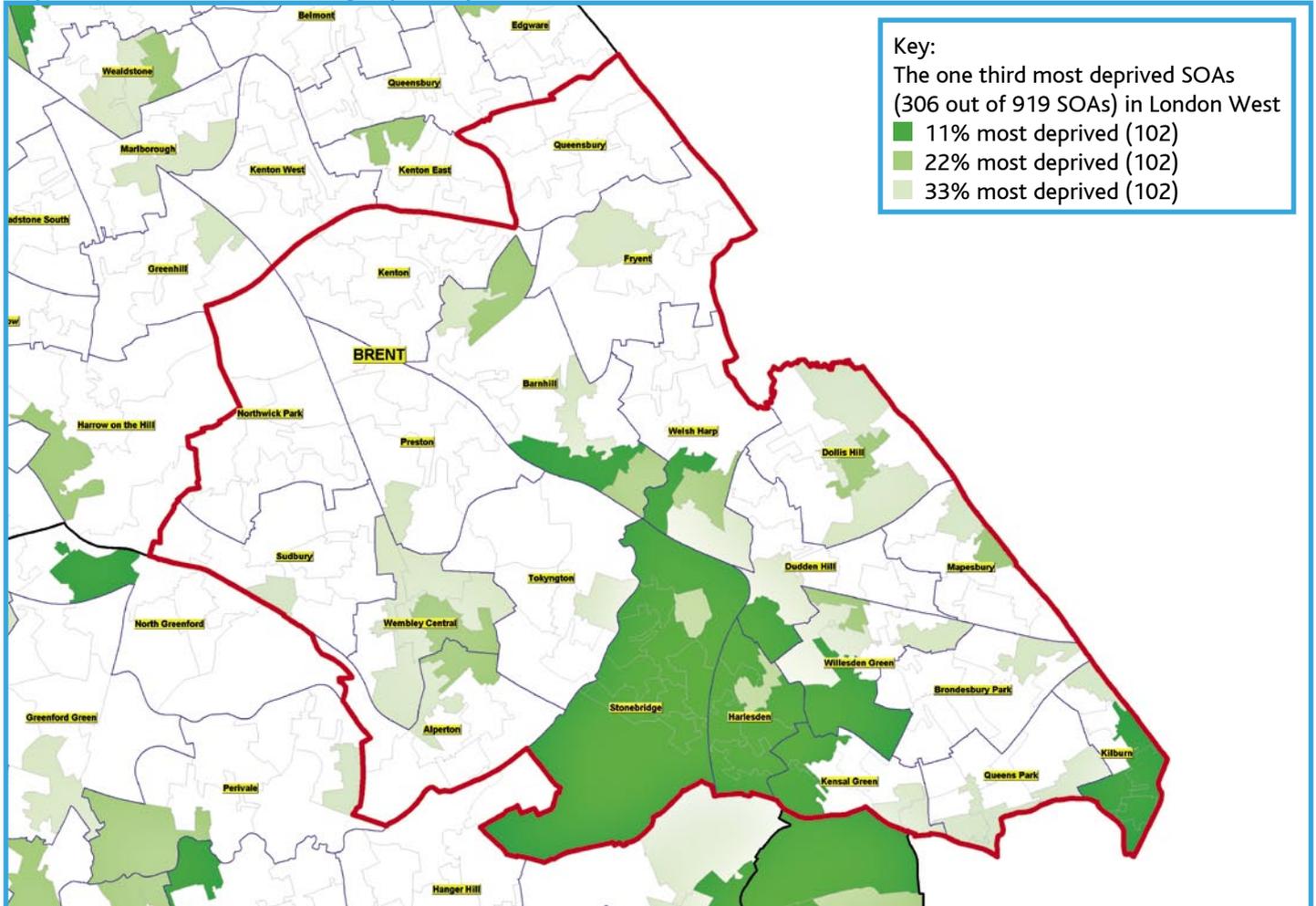
Income This domain measures the proportions of individuals experiencing income deprivation in an area. This measure looks at income itself rather than the possession of certain items. Income has been given one of the highest weights (22.5%) in the overall index because it is a domain that influences individuals' possibilities to exit overall deprivation.

Employment Employment deprivation is conceptualised by the IMD as involuntary exclusion of the working age population from the world of work. Employment deprivation is closely related to income.

In this exercise, the SOAs with the highest 33% scores of deprivation in each of the three domains have been selected. After this selection, the domains have been weighted accordingly and the result is a picture of the 33% most IEE deprived SOAs.

In the maps that follow, three different degrees of deprivation can be found. The darkest shade of green represents the 102 most IEE deprived SOAs in London West. That is 11% (102) out of all 919 SOAs. The middle green represents the next 102 ranking SOAs, and the lightest green is the next 102 ranking SOAs.

Map 1 - Brent - combined index by super output area



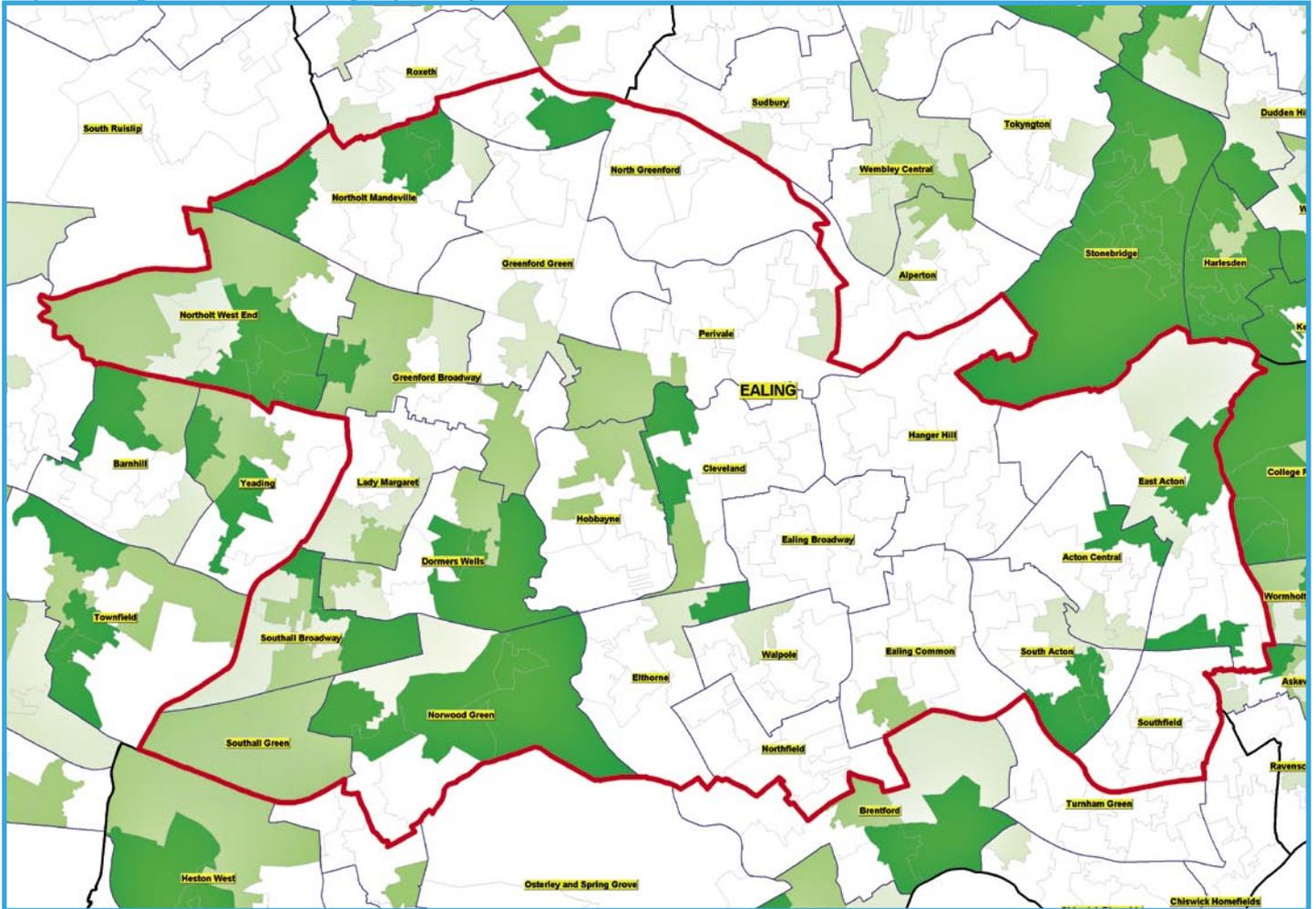
Source: 2004 Indices of Deprivation published by the ODPM. The London West LSC index combines Income, Employment, and Education/Skills/Training

Brent: At a glance (map 1), Brent has a highly IEE deprived patch composed of several wards. Stonebridge, Harlesden, Willesden Green, Kensal Green and Kilburn are the most IEE deprived wards. Some pockets of high IEE deprivation can also be found in Barnhill and Welsh Harp. Almost all of Wembley central SOAs and a large part of Dollis Hill SOAs rank amongst the 33% most IEE deprived.

In terms of intervention, Stonebridge and Harlesden should be priority wards in which to focus education provision, specially in promoting entry level 1 amongst both young people and adults.

Ealing Ealing IEE deprivation is concentrated in the south eastern wards of Norwood Green, Southall Green, Southall Broadway (the entire ward), Dormers Wells and Northolt West End; the north SOAs of Northolt Mandeville and Greenford Broadway; the east SOAs of East Acton and Acton Central (map 2).

Map 2 - Ealing - combined index by super output area



Key:
 The one third most deprived SOAs (306 out of 919 SOAs) in London West
 ■ 11% most deprived (102) ■ 22% most deprived (102) ■ 33% most deprived (102)

Source: 2004 Indices of Deprivation published by the ODPM. The London West LSC index combines Income, Employment, and Education/Skills/Training

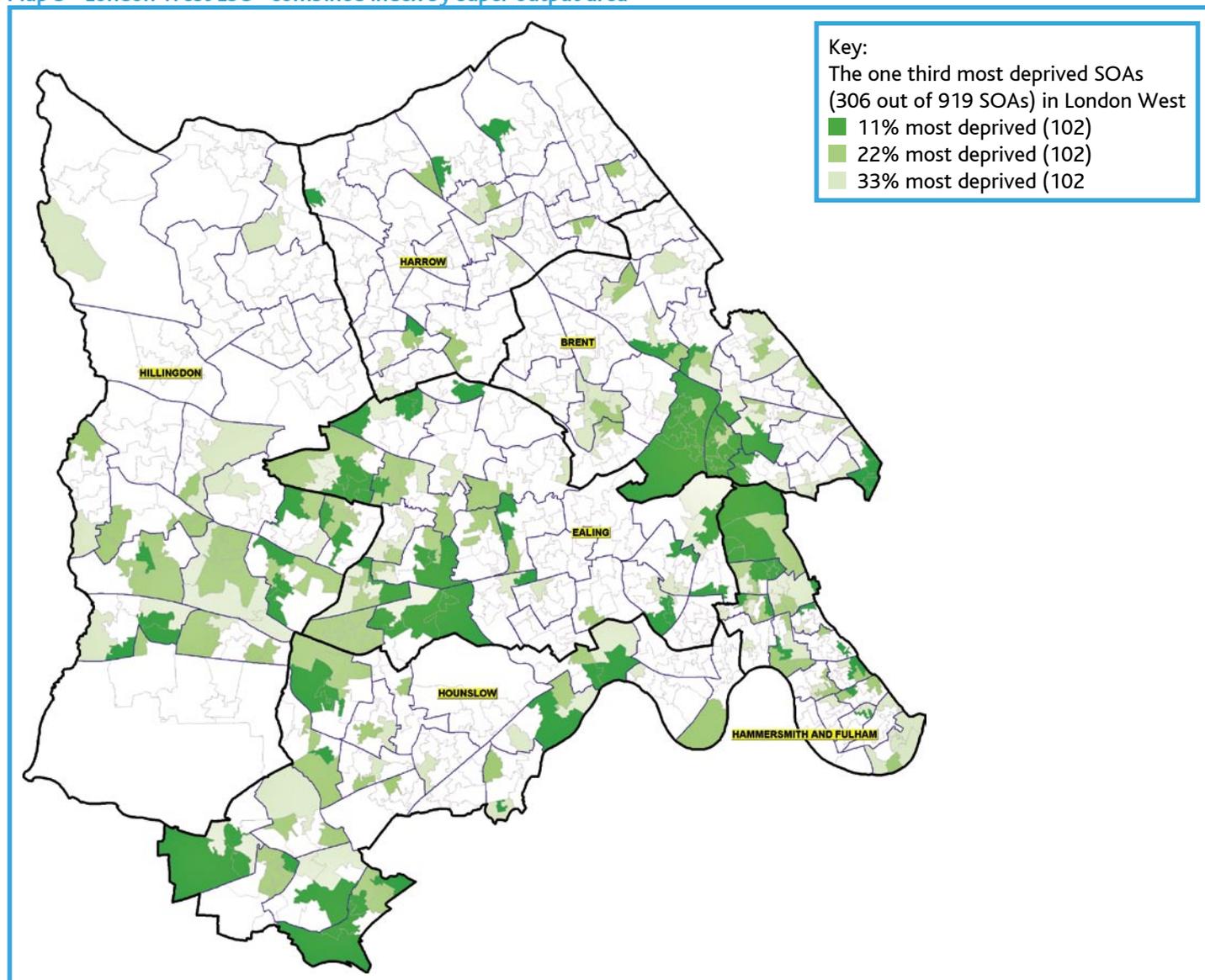
Hammersmith and Fulham (map 3) The northern wards of College Park and Old Oak in Hammersmith are predominantly IEE deprived. Shepherd's Bush Green, Askew, Hammersmith Broadway and Wormholt and White City, also show several IEE deprived SOAs. Pockets of severe IEE deprivation can be found in Fulham Broadway, Parsons Green and Walham and North End.

Hounslow (map 3) Hounslow IEE deprived areas are mostly concentrated in the south west: Hanworth, Hanworth Park, Feltham West, Bedfont, Feltham North, Heston West and Cranford. Also some areas in the east such as Syon and Brentford. In the centre, Isleworth and Hounslow Central and West have patches of IEE deprivation.

Hillingdon (map 3) The wards of Yiewsley, Botwell, Townfield, Barnhill, Yeadon, Hillingdon East, Uxbridge South, West Drayton and Pinkwell have the highest concentration of IEE deprived SOAs. North Hillingdon, with the exception of Harefield and Northwood Hills are amongst the least 67% IEE deprived.

Harrow (map 3) This borough is clearly contrasting with all the other London West boroughs. At a first glance there are only few dark deprived areas. There are a total of 16 SOAs that rank amongst the top 33% most IEE deprived areas and only four SOAs in the entire borough are amongst the top 11%. Efforts in Harrow should focus on south west Pinner, south west Harrow Weald, west centre Stanmore Park, north west Edgware, north Kenton East, south Marlborough, central Wealdstone, south east Hatch End, north Roxbourne and south Roxeth.

Map 3 - London West LSC - combined index by super output area



Source: 2004 Indices of Deprivation published by the ODPM. The London West LSC index combines Income, Employment, and Education/Skills/Training

IEE deprivation and participation in education/training

We have produced a set of maps that look at both the IEE Index as well as Education Participation rate^{1,2}. Bedfont has been selected to illustrate the combination of IEE deprivation and education participation.

Case study: Bedfont

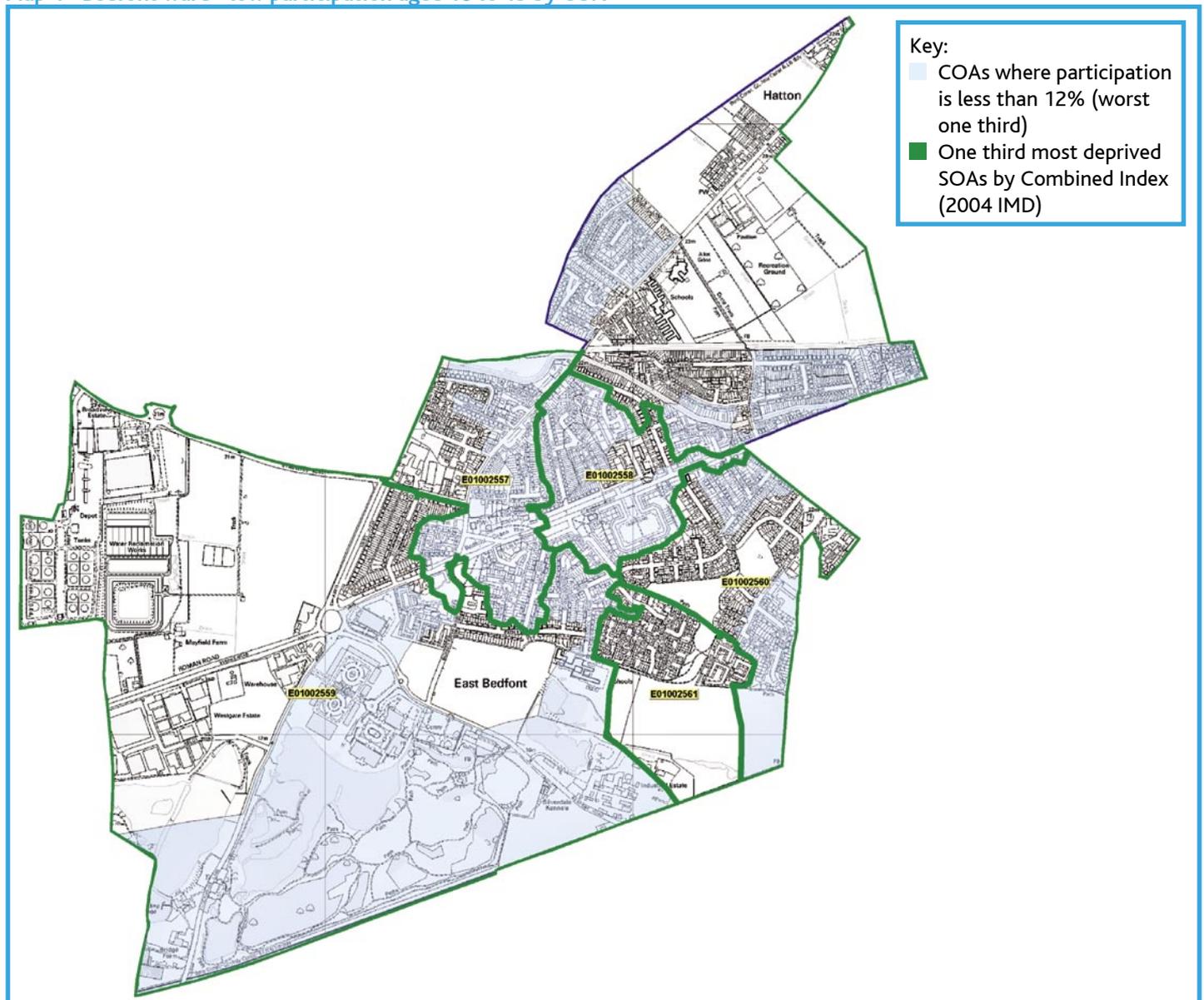
Bedfont, located in south west Hounslow, is one of the most IEE deprived wards in Hounslow. Almost all of the SOAs in Bedfont rank amongst the most IEE deprived (map 4). As explained earlier, this means a considerable proportion of the population has difficulty finding employment, generating sufficient income and having access

¹ All the maps in this section

² The methodology used to measure participation in education and within the six boroughs of

to education. Amongst the 16 to 19 year olds in this ward, there are patches of low participation in education. The Census Output Areas (COAs)³, around East Bedfont, Bedfont Green, and areas around Staines Road and Longford Avenue are examples of the low rates of participation in education.

Map 4 - Bedfont ward - low participation aged 16 to 19 by COA



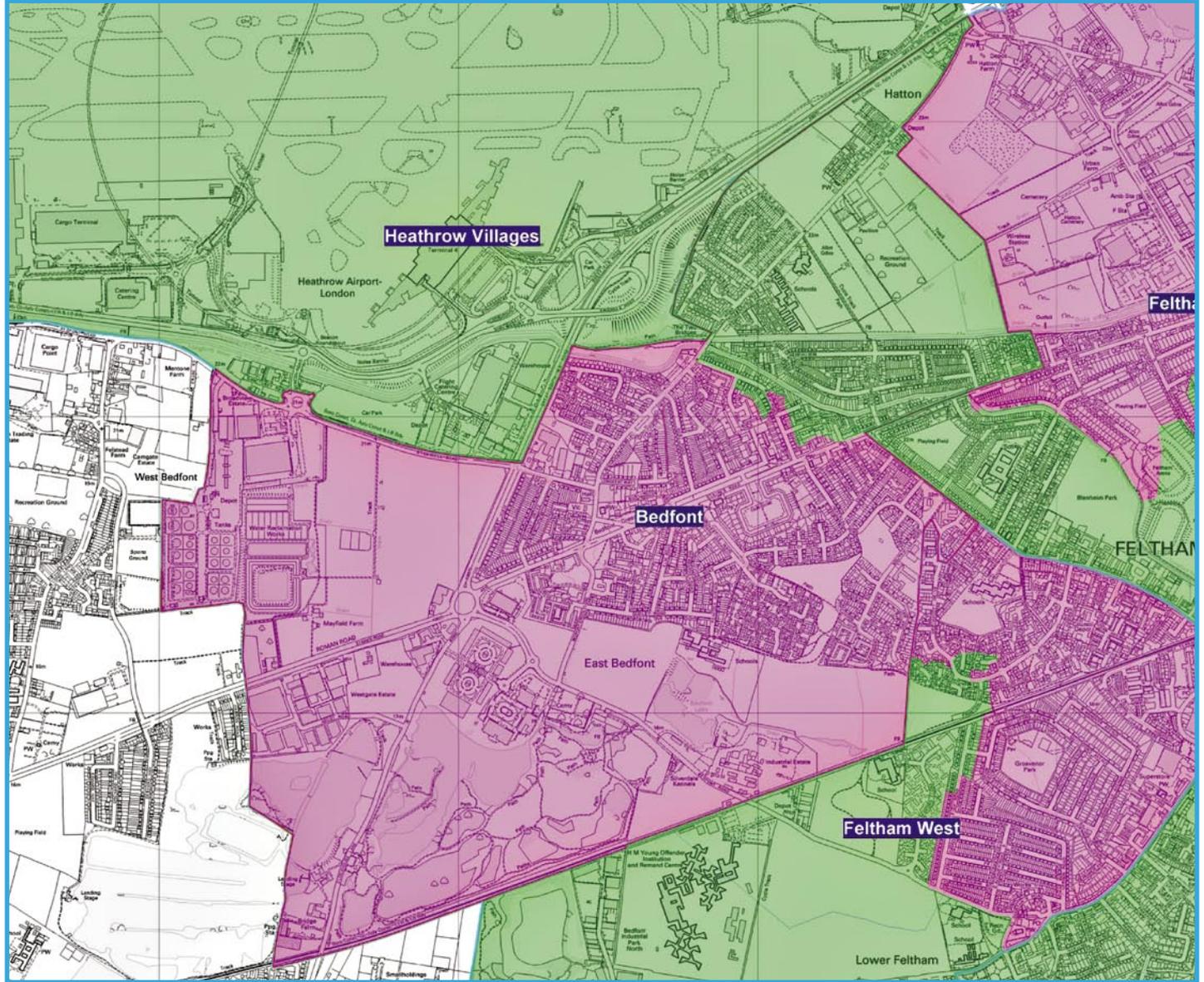
Source: Census data published by the ONS - Crown copyright. ILR Data 2003 - 2004: London West learners and institutions only. 2004 Indices of Multiple Deprivation published by the ODPM

In the case of 20 to 59 year olds, participation in education in East Bedfont is above 12%. By contrast, areas such as north of Roman Road in the west of the ward show participation rates below 12% for the 20 to 59 population.

The other areas showing low participation in this age group seem to coincide with the 16 to 19 age group. These maps are useful when planning the different levels of provision delivered by the LSC. They are an example of the possibility to identify target areas at the lowest possible level (down to the street level).

³ Census Output Areas (COAs) are the base unit for

Map 6 - Bedfont ward - no delivery locations



Key:
■ The 33% most deprived SOAs in London West 2004 IMD: education, skills & training domains
■ The 33% most deprived SOAs in both Education and IEE

Source: Census data published by the ONS - Crown copyrightILR Data 2003 - 2004: London West learners and institutions only. 2004 Indices of Multiple Deprivation published by the ODPM. The London West Index combines Income, Employment, and Education/Skills/Training

Education participation in London West

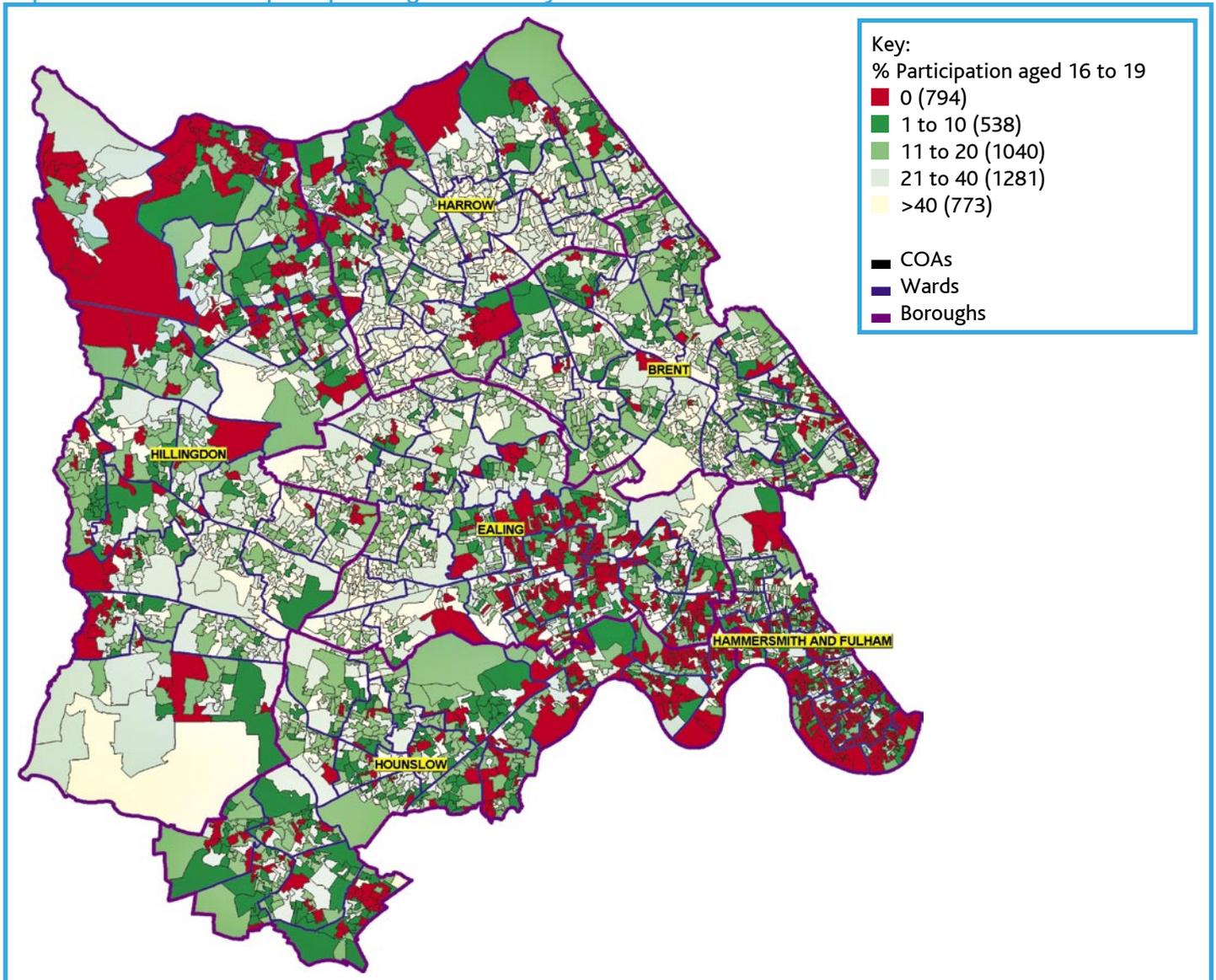
Education participation varies greatly within SOAs, therefore COAs give a more detailed look at the participation. The base unit of the SOA is the COA or Census Output Area. Each COA has around 100 people. There are a total of 4,426 COAs in London West.

Previous statistical measure units such as wards were inconsistent in size across the country from fewer than 100 residents to more than 30,000. This is why they were inappropriate for national or local comparisons. By contrast, SOAs and COAs are defined by the numbers of people that live within a certain area. That is why some SOAs and COAs can look larger than others and yet their population size is approximately the same.

16 to 19 year olds Out of the 4,462 COAs, 794 show 0% participation amongst 16 to 19 year olds.⁵ These COAs are coloured red and can be identified in Map 7. Another 538 COAs have 1 to 10% education participation rates and 1,040 COAs have 11% to 20% education participation. Those COAs that have 40% participation rate and above are shaded light yellow and they are a total of 773. It is interesting to note that while in Map 3 some SOAs appear as highly IEE deprived, they do not necessarily have low participation rates. This is because an area might suffer from low income and unemployment, and yet have high participation rates in education.

20 to 59 year olds The same methodology applies to this map 8. In this age group, there are 740 COAs that have a participation rate lower than 2.5%. The following range of participation rate is 2.5% to 5% and there are a total of 1,397 COAs in this range. Only 22 COAs (light yellow) have 20% and above participation rate.

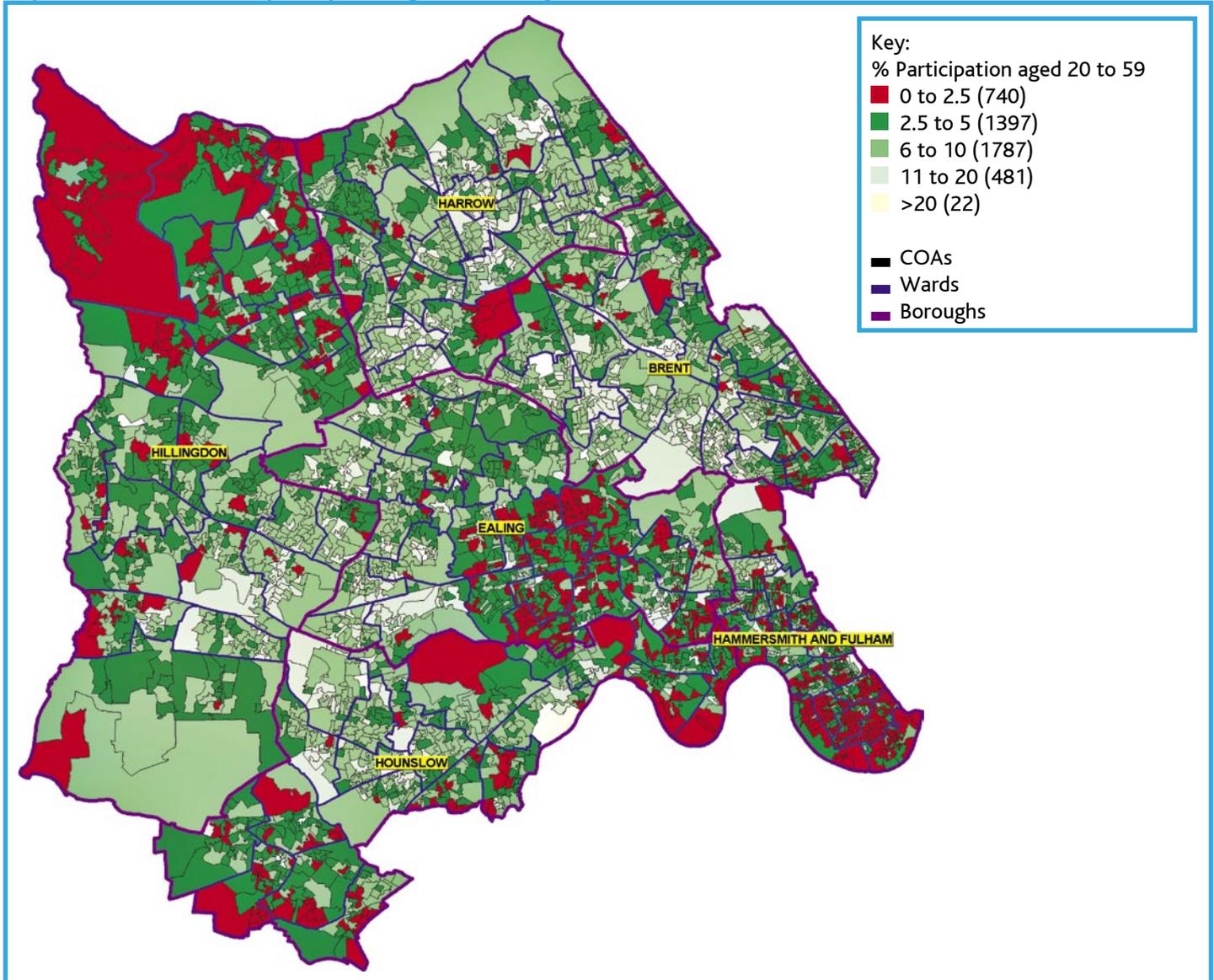
Map 7 - London West LSC - participation aged 16 to 19 by COA



Source: Census data published by the ONS - Crown copyright. ILR Data 2003 - 2004: London West learners and institutions only. 2004 Indices of Multiple Deprivation published by the ODPM

⁵ The methodology used to measure participation in education and within

Map 8 - London West LSC - participation aged 20 to 59 by COA



Source: F04 ILR 2003 - 2004

As seen in this chapter, the different sets of maps build on the findings of the IMD 2004. Three out of six boroughs in London West have serious pockets of education, employment and income deprivation: Hounslow, Hillingdon and Ealing. A detailed look at each of the boroughs has identified which SOAs and which COAs are IEE deprived.

One issue to consider is the lack of nearby delivery locations as a way to promote access to education.

The IEE deprivation and participation maps show us that not all IEE deprived areas have low participation and they bring an additional level of detail in order to focus our intervention.

The use of these maps in planning provision and three year development plans of LSC providers should make education provision more efficient and focused.

Education and Young People

05

Education and Young People

Key points

- In total, there are 128 secondary schools in the London West area, including 74 comprehensives and 33 independents. Of the total, 57 Secondary schools have a specialism
- In 2004 more than 82% of year 11 pupils chose to remain in full time education, continuing the upwards trend of previous years
- Some 53% of pupils in London West's schools gained at least five GCSE passes at grades A* - C: one percentage point up on last year
- There are currently three academies in London West, with a fourth that opened in September 2005
- 60% of pupils in secondary schools in London West come from a non-White British background: far above the figure for England as a whole (16%) and even London itself (48%).

London West secondary schools

There is a wide variety of post-16 school provision in the six boroughs of London West, ranging from comprehensive and independent schools to academies. Including the academies, some 13,700 young people attend school sixth forms in London West.

As far as the curriculum is concerned, there is a reasonable choice of advanced level courses in all schools and consortiums although there is some concern over the provision of minority subject areas such as modern foreign languages, sciences and music. A cross sample of Ofsted inspections over the full range of subject areas indicated that 70% of lessons were rated as good or better, with only a small percentage designated as unsatisfactory.

Number of secondary schools in each London West borough

Borough	11 to 16	11 to 18/19	Total comprehensive schools
Brent	0	13	13
Ealing	5	7	12
Hammersmith and Fulham	6	3	9
Harrow	10	0	10
Hillingdon	0	16	16
Hounslow	0	14	14
TOTAL:	21	53	74

Source: London West LSC

There are currently no comprehensive schools with sixth forms in Harrow but there are three colleges of further education that provide comparable access to study.

Number of independent schools

Borough	11 to 16	11 to 18/19	Total no. of independent schools
Brent	3	1	4
Ealing	3	7	10
Hammersmith and Fulham	1	7	8
Harrow	1	4	5
Hillingdon	0	4	4
Hounslow	0	2	2
TOTAL:	8	25	33

Source: London West LSC

Finally, London West has 21 special schools including 13 with sixth forms and two selective specials.

Schools with a specialism

Specialist schools are secondary schools which have developed a curriculum specialism and share expertise and resources with partner schools and the wider community.

Recent government announcements have revealed that more than 75% of secondary schools in England have been awarded specialist status. The Specialist Schools Programme helps schools, in partnership with private sector sponsors and supported by additional Government funding, to establish distinctive identities through their chosen specialisms and achieve their targets to raise standards. Specialist schools focus particularly on their chosen subject area but must meet the national curriculum requirements and deliver a broad and balanced education to all pupils.

Any maintained secondary school in England is able to apply for specialist school status in one of 10 specialist areas: arts, business and enterprise, engineering, humanities, language, mathematics and computing, music, science, sports and technology. Schools can also combine any two specialisms although the instances of this combination are far less common.

Following the most recent round of specialist school designations, there are now 2,382 specialist schools across the country and in seven LEAs – including two in London – secondary schools are 100% specialist.

In London West, there are currently 57 secondary schools with a specialism, with four that share two joint specialisms. This is an increase from 39 last year. The breakdown is as follows:

Secondary schools with a specialism			
Borough	Specialisms		Total
Brent	1 Arts 1 Business & Enterprise 1 Humanities 1 Language	2 Maths & Computing 3 Science 3 Technology	12
Ealing	2 Arts 1 Language 1 Maths & Computing 1 Music	1 Science 1 Sports 3 Technology	10
Hammersmith and Fulham	1 Arts 1 Language	2 Maths & Computing 1 Science	5
Harrow	2 Arts* 1 Business & Enterprise 1 Language	1 Science 1 Sports 2 Technology*	8
Hillingdon	1 Arts 1 Business & Enterprise 1 Engineering 2 Humanities	1 Language 1 Maths & Computing 1 Science 2 Technology	10
Hounslow	1 Arts 2 Business & Enterprise 1 Humanities 1 Language	1 Sport 3 Science 2 Technology	11

Source: London West LSC, boroughs
Note: *Joint specialisms between two schools

With the designation this year of a music specialist school, the full range of specialisms is now operating in London West. In addition, Marjory Kinnon School in Hounslow is one of a handful of schools nationally that has been chosen as a trailblazer special school. These schools will pioneer a new strand of specialism drawn from the SEN code of practice; in the case of Marjory Kinnon, the focus will be on cognition and learning.

As the Needs Assessment pointed out last year, the nature of the specialisms in London West tends to reflect the employment profile of the area, with technology the most popular specialism (12 schools), science and arts also featuring strongly. The relatively low instance of the language specialism – six existing schools – echoes the concern over modern foreign language provision in the area that is highlighted at the beginning of this chapter.

Academies

Academies – previously known as city academies – are all-ability schools established by sponsors from business, faith or voluntary groups working in highly innovative partnerships with central government and local education partners. Sponsors and the Department for Education and Skills (DfES) provide the capital costs for the academy. Running costs are met in full by the Department for Education and Skills (DfES).

The academies programme aims to challenge the culture of educational under-attainment and to deliver improvements in standards. Academies have hitherto been located in areas of disadvantage. They either replaced one or more existing schools facing challenging circumstances or have been established where there is a need for additional school places. The DfES works with the Local Education Authorities (LEAs) to consider the scope for the establishment of academies as part of their strategic plans to increase diversity in secondary provision and improve educational opportunities.

The promotion of academies is another key plank of the government's policy for improving education achievement. The government envisages 200 Academies operating by 2010; 60 of them in London by 2010. There are currently three academies in London West, with a fourth due to open later in 2005.

Brent – capital City Academy This replaced the former Willesden High School and is an 11 to 18 establishment specialising in sport.

Ealing – The West London Academy This is a 4 to 18 Academy, replacing Compton High School and Northolt Primary School. It specialises in sport and enterprise. An LEA-maintained special school is on the same site, as well as adult education provision.

Hillingdon – Stockley Academy The Academy opened in September 2004, offering a specialism in science and technology. It replaced Evelyns Community School.

Hillingdon – Harefield Academy This will be an 11 to 18 Academy specialising in sports science. It will replace John Penrose School in Harefield village, and was opened in September 2005.

A recent parliamentary answer gave the proportions of local young people who attended the 17 existing academies. In most cases, the vast majority of students came from within the local LEA although three establishments drew a quarter or more of their intake from outside the LEA boundary.

The position regarding students who reside in the immediate vicinity of the academy is less straightforward, with around a half or less of all students living outside the wards adjoining the academy. As the academy programme intensifies and the range of sponsoring organisations grows, there may be pressure on the original academy ethos.

Resident location of pupils attending academies - January 2005 (percentages)

School name	Resident in ward	Resident in neighbouring wards	Resident within LEA	Resident outside LEA	Total pupils
Mossbourne Community Academy	15.1	47.7	95.4	4.6	218
Lambeth Academy	28.3	59.2	93.5	6.5	184
City of London Academy (Southwark)	33.5	42.9	92.0	8.0	361
The Academy at Peckham	9.3	56.0	89.2	10.8	1,079
London Academy	17.2	52.0	87.3	12.7	1,199
The Business Academy Bexley	32.8	51.9	72.2	27.8	1,379
capital City Academy	7.6	39.6	85.4	14.6	911
West London Academy	45.6	24.7	87.2	12.8	1,129
Greig City Academy, Haringey	5.3	14.7	75.0	25.0	712
Stockley Academy	39.7	34.8	98.3	1.7	584
Walsall Academy	29.2	29.2	80.6	19.4	630
Manchester Academy	35.4	29.9	94.5	5.5	726
The City Academy Bristol	30.1	45.3	96.1	3.9	1,096
Unity City Academy	26.6	69.5	98.5	1.5	1,123
The King's Academy	37.1	24.3	96.1	3.9	1,042
Djanogly City Academy Nottingham	33.5	22.3	95.6	4.4	1,580
Northampton Academy	24.7	68.9	99.8	0.2	1,247

Source: DfES 2004

GCSE results 2004

The performance of pupils aged 15 obtaining five + A* - C GCSE grades (equivalent to a level 2 qualification) in England has increased by 3.7 percentage points from 2001 to 2004. This trend is similar in London, where there has been an even greater increase of 7% since 2001.

In 2004 the proportion of pupils obtaining these grades in London (52.9%) was still slightly below the England average for all schools.

Within each local LSC in London, London South had the highest percentage of pupils achieving five + A* - C grades at 57.9% with London West coming second with 53%

All London LSCs are improving their results at a much faster rate than the national average. In particular, London East and London Central have improved their results at two or more times the national average.

GCSE passes in London: 2004		
	Five + A* - C	Five + A* - G
England	53.7	88.8
London	52.9	89.3
London Central	47.4	87.7
London East	52.6	90.8
London North	52.0	87.7
London South	57.9	90.1
London West	53.0	90.5
Source: DfES 2004		

The performance of pupils aged 15 obtaining five + A* - G GCSE grades (which is equivalent to a level 1 qualification) in England was 88.8%. In comparison, London's average was slightly higher at 89.3%. This trend has remained since 2001.

Within each of the local London LSCs, London East, London West and London South had the highest average of pupils achieving five + A* - G GCSE grades. All three of these LSCs have improved their results at a much faster rate than the national average.

The table below shows the key indicators from the 2004 results for the London West area. The national target for 16-year olds is that 50% should have five higher-grade passes at this level. The table reveals that our area is broadly in line with this target – we have comfortably exceeded the minimum target of 95% of all this age group attaining at least one GCSE.

Results at GCSE have seen a consistent improvement since the LSC was established in 2001. The overall pass rate for the area at that time was 48% of pupils aged 15 with five passes at grades A* - C.

GCSE passes in London West: 2004

	Five + A* - C	Five + A* - G
England	53.7	88.8
London	52.9	89.3
Brent	54.5	91.5
Ealing	53.0	91.7
Hammersmith and Fulham	49.9	90.3
Harrow	60.5	92.9
Hillingdon	47.8	86.8
Hounslow	52.4	89.9

Source: DfES 2004

Within the six boroughs of London West LSC, Harrow and Brent LEAs have the highest proportion of learners achieving five or more A* - C GCSE grades in 2004 compared to all other boroughs, London and the England average.

Schools in Brent have shown the greatest increase of 8.5% from 2001 to 2004 of those pupils achieving five or more GCSEs at grades A to C. The average for Hammersmith and Fulham has dropped by 1% from 2001 to 2004.

The table below shows the top five performing schools in London West within three groups. Group A consists of only those schools where the count of pupils aged 15 at the start of the school year ranges from 200 to 310. Group B consists of schools where the count of pupils aged 15 at the start of the school year, ranges from 100 to 199 and the last Group C will include all those schools where the count of pupils aged 15 at the start of the school year is less than 100.

Top performing schools in London West: five + GCSE A* - C			
LEA	School	No of pupils aged 15	Five + A* - C GCSE
Group A - total number of pupils aged 15 = 200 to 310			
Ealing	The Cardinal Wiseman Roman Catholic School	254	90%
Brent	JFS School	240	80%
Hillingdon	Haydon School	232	80%
Hounslow	The Heathland School	266	75%
Harrow	Nower Hill High School	291	72%
Group B - total number of pupils aged 15 = 100 to 199			
Hammersmith and Fulham	Latymer Upper School*	148	100%
Harrow	North London Collegiate School*	107	98%
Hammersmith and Fulham	The London Oratory School	189	93%
Harrow	Harrow School*	178	92%
Hammersmith and Fulham	Sacred Heart High School	143	89%
Group C - total number of pupils aged 15 = Up to 100			
Harrow	The John Lyon School*	91	100%
Ealing	Notting Hill and Ealing High School*	87	100%
Harrow	Heathfield School Pinner*	77	100%
Ealing	St. Augustine's Priory*	48	100%
Harrow	Peterborough and St. Margaret's School*	19	100%
Source: National Pupil Database 2004			
Note: *Independent School			

The top five schools listed in Group C, all show a 100% achievement of pupils attaining at least five + A* - C GCSEs. Interestingly, 15 out of the 46 schools in Group C had an achievement of 95% plus of five + A* - C GCSEs. There were no schools in Group A that had an achievement of 95% plus with five or more A* - C GCSEs.

The table below shows the top five schools listed in Group C, all show a 100% achievement of pupils attaining at least five + A* - G GCSEs. Interestingly, 16 out of the 46 schools in Group C had an achievement of 100% of five + A* - G GCSEs.

Top performing schools in London West : five + GCSE A* - G

LEA	School	No of pupils aged 15	Five + A* - G GCSE
Group A - total number of pupils aged 15 = 200 to 310			
Ealing	Villiers High School	225	99%
Brent	Preston Manor High School	219	99%
Ealing	The Ellen Wilkinson School for Girls	203	99%
Hounslow	The Heathland School	266	98%
Ealing	Greenford High School	208	98%
Group B - total number of pupils aged 15 = 100 to 199			
Hammersmith and Fulham	Latymer Upper School*	148	100%
Hammersmith and Fulham	The London Oratory School	189	99%
Hammersmith and Fulham	Sacred Heart High School	143	99%
Harrow	Salvatorian Roman Catholic College	135	99%
Hounslow	The Green School	129	99%
Group C - total number of pupils aged 15 = Up to 100			
Harrow	The John Lyon School*	91	100%
Hammersmith and Fulham	Lady Margaret School	88	100%
Ealing	Notting Hill and Ealing High School*	87	100%
Harrow	Heathfield School Pinner*	77	100%
Hillingdon	Guru Nanak Sikh Voluntary Aided Secondary School	59	100%

Source: National Pupil Database 2004

Note: *Independent School

A-level results 2004

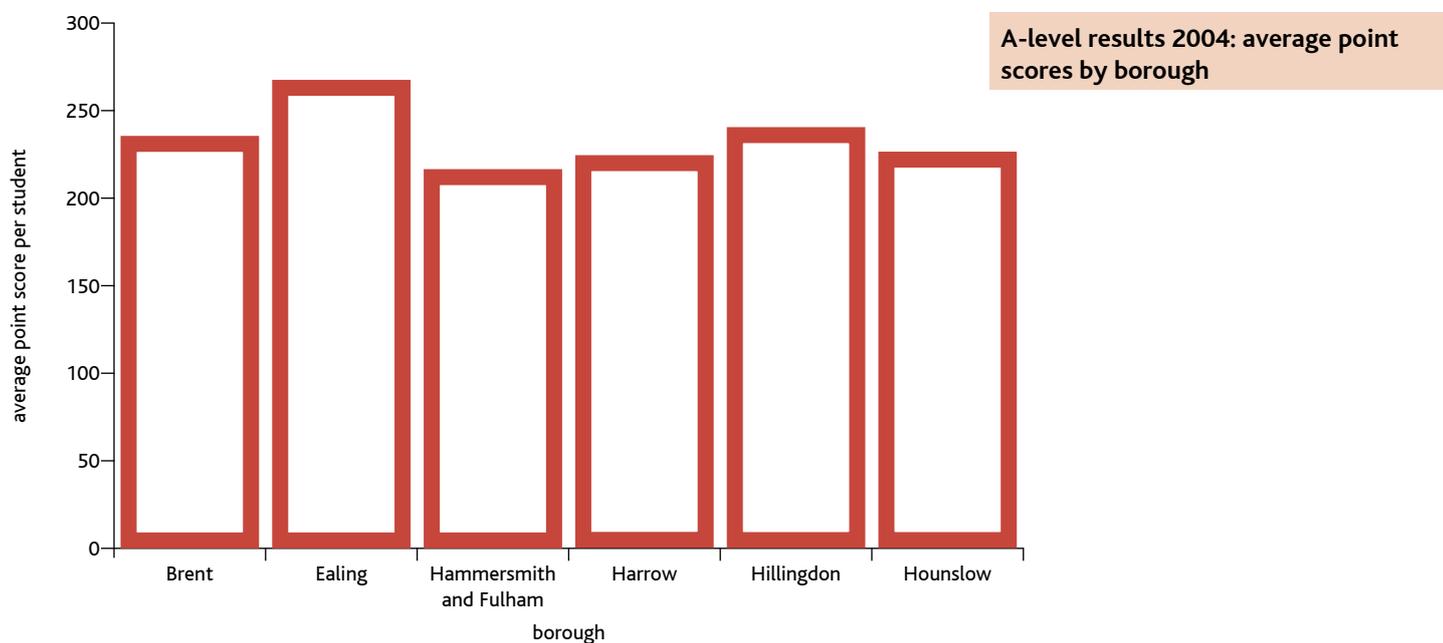
These results include a range of post-16 qualifications leading to a level 3 qualification. The changes to the way that point scores are calculated mean that we cannot compare results over a number of years. We can, however, make comparisons with schools both in the London region and nationally and consider trends for a limited timescale.

The table below shows the average point score per student for each of the London LSCs. All five LSCs trail far behind the England average, which stands at 269. London South and London North LSCs have the highest average point scores compared to all London LSCs, they also exceed the London average.

A-level results in 2004	
LSCs	Average point score per student
England	269
London	232
London Central	212
London East	230
London North	238
London South	252
London West	229
Source: DfES 2004	

England's average point score has increased by 10.3 percentage points to 269 average point scores from 2003 to 2004. It is interesting to note that London's average of pupils achieving five + A* - C GCSE grades is slightly below the England average for all schools but this is not the case with London's average point score per student in A-Level results, which is far behind the England average.

In London West, Ealing has the highest average point score per student of 263 compared to all other London West boroughs. The boroughs of Ealing and Hillingdon also exceed the London average.



Source: DfES 2004

In 2004, all London West boroughs with the exception of Hammersmith and Fulham have improved their average point scores compared to the previous year. Hounslow has made the most significant improvement by 24 percentage points.

It should be noted that the average point score for pupils studying at Ealing, Hammersmith and West London College are allocated to Hammersmith and Fulham LEA. This average may include pupils who are resident of Ealing LEA but will only be counted under Hammersmith and Fulham LEA because they are studying at the College. This could be a reason for Hammersmith and Fulham's average score being lower than all other London West boroughs.

Top performing schools in London West

In addition to the overall results for the area, DfES also publishes the average point score at A-level for individual schools. Reproduced below are the top performing schools in London West. Lady Margaret School in Hammersmith and Fulham retains its prominent position at the head of the table of comprehensive schools funded by London West LSC and is among the top 200 schools of its type in England.

There is a contrast between the independent schools, which are selective, and the non-selective community schools in the London West area. Most of the independent schools have average point scores that are higher in the DfES Performance Tables than their community counterparts. London West has an unusually high number of independent schools: a total of 33, of which 25 have sixth forms. This represents nearly a third of London West's sixth form provision.

The tables below show the top performing schools in London West with the highest average point score per student. The first table is for comprehensive schools only and the second for independent schools only.

Top performing comprehensive schools in London West - 2004

Borough	School	Number of students aged 16 to 18	Average point score per student
Hammersmith and Fulham	Lady Margaret School	118	327
Ealing	Drayton Manor High School	325	312
Harrow	St. Dominic's Sixth Form College	810	311
Brent	JFS School	395	310
Hillingdon	Haydon School	437	307
Hammersmith and Fulham	The London Oratory School	372	303
Ealing	Twyford Church of England High School	271	303

Source: DfES 2004

Top performing independent schools in London West - 2004

Borough	School	Number of students aged 16 to 18	Average point score per student
Hammersmith and Fulham	St. Paul's Girls' School	186	444
Harrow	North London Collegiate School	220	439
Hillingdon	St. Helen's School	163	397
Hammersmith and Fulham	The Godolphin and Latymer School	200	396
Hammersmith and Fulham	Latymer Upper School	338	393
Harrow	Harrow School	314	374
Hillingdon	Northwood College	100	371

Source: DfES 2004

Best value added schools Value added measures the progress students have made from one stage of their education to another. The schools value-added score is based on comparisons of the results achieved by the students at key stage 2, aged 11, and at GCSE level. This year is the first time this measure has been rolled out nationally from key stage 2 and it is designed to show the impact the school has had on its students. A score of 1,000 is regarded as par. Schools with a higher score than 1,000 have done better than they would have expected with their intake at age 11.

Top five best value added schools nationally		
School	LEA name	KS2-Age 15 VA measure 2004
Feversham College	Bradford	1,100
Guru Nanak Sikh Voluntary Aided Secondary School	Hillingdon	1,078
Selly Park Technology for Girls	Birmingham	1,068
Plashet School	Newham	1,067
Castle Hill High School	Stockport	1,056
Source: DfES 2004		

Top five best value added schools in London West		
School	LEA name	KS2-Age 15 VA measure 2004
Guru Nanak Sikh Voluntary Aided Secondary School	Hillingdon	1,078
Sacred Heart High School	Hammersmith and Fulham	1,045
The Heathland School	Hounslow	1,041
Lady Margaret School	Hammersmith and Fulham	1,036
Ellen Wilkinson School for Girls	Ealing	1,036
Source: DfES 2004		

It is interesting to note that amongst the top five best value added schools in England, one of them is funded by London West LSC, Guru Nanak Sikh Voluntary Aided Secondary School in Hillingdon, which achieved a value added measure of 1,078.

Most improved schools The tables below show the schools achieving the greatest improvement in the percentage of pupils gaining at least five A* - C grades between 2001 and 2004.

Top five most improved schools in London West

School	LEA name	Five + GCSE A* - C	Points increased from 2001 - 2004
The Cardinal Wiseman Roman Catholic School	Ealing	90%	30%
Guru Nanak Sikh Voluntary Aided Secondary School	Hillingdon	97%	27%
Harvington School*	Ealing	100%	23%
The Sacred Heart Language College	Harrow	77%	21%
Cranford Community College	Hounslow	57%	20%

Source: DfES 2004
Note: *Independent School

In London West, The Cardinal Wiseman Roman Catholic School in Ealing had the greatest improvement of pupils obtaining five or more A* - C grades from 2001 to 2004.

Travel to study patterns

A total of 42,130 pupils aged between 14 and 18 (Years 10 to 14) were educated in the London West area during the academic year 2003 - 2004. Within this figure, 89% of pupils were aged between 14 and 16.

It is important to note that in each of London West's six boroughs, at least 85% of pupils aged 14 to 16 live and go to school within the same borough. The analysis shown below focuses on all pupils aged 14 to 18.

Number of pupils attending schools in London West 2003 - 2004

London West LEA	Female	Male	Total
Brent	4,337	4,525	8,862
Ealing	3,945	3,723	7,668
Hammersmith and Fulham	1,783	1,915	3,698
Harrow	2,193	2,334	4,527
Hillingdon	4,372	4,308	8,680
Hounslow	4,448	4,247	8,695
Total	21,078	21,052	42,130

Source: National Pupil Database 2004

The Local Education Authorities of Brent, Hillingdon and Hounslow have the highest percentage of total pupils in London West, 21%.

Travel to study patterns of pupils aged 14 to 18 in London West: 2003 - 2004 (%)

	Brent	Ealing	Hammersmith and Fulham	Harrow	Hillingdon	Hounslow
Living in & studying in the borough	56	63	32	54	72	60
Living in & studying outside of the borough	23	26	26	37	14	14
Living outside & studying in the borough	21	11	42	9	14	26

Source: National Pupil Database 2004

Patterns of learning in London West for all pupils aged between 14 and 18 show that the majority live and study within the same borough. From all of the six London West boroughs Hillingdon borough has the highest proportion of learners who live and study in this borough: 72%. Popular schools in Hillingdon with the highest intake of pupils living in the same borough include Haydon School, Mellow Lane and Harlington Community School. Hammersmith and Fulham have the lowest proportion of pupils living and studying in the borough: 32%.

Compared to the other London West boroughs, Harrow has the highest number of pupils that live in this borough but study outside of the borough: 37%. This may be as a result of there being no comprehensive sixth form schools in Harrow. Ealing and Hammersmith and Fulham also have a high proportion of pupils who are residents of the borough but study outside.

Amongst the group of pupils who live in the borough of Harrow but study outside, 29% study in schools within Brent and 21% of pupils study in schools within Hillingdon. Schools in Brent attended by pupils living in Harrow include Clarmont High School and St. Gregory RC High School. Schools in Hillingdon attended by pupils living in Harrow include Haydon School and Bishop Ramsey Church of England Voluntary Aided Secondary School.

Compared to the other London West boroughs, Hammersmith and Fulham has the highest proportion of pupils who live outside of this borough and travel in to study: 42%. Harrow has the lowest proportion of learners who travel into the borough to study.

The majority of pupils travelling into study in the Hammersmith and Fulham area live in neighbouring boroughs including Kensington and Chelsea, Ealing and Wandsworth. Pupils travelling in from Kensington and Chelsea attend Burlington Danes CofE School, William Morris Academy or Henry Compton Secondary School.

Destinations of young people

At the age of 16, young people leave their compulsory education and make a choice of continuing with their education or some form of training or entering the labour market. A key objective of the LSC is to encourage these young people to stay on in education or training and to reduce the number who are not in education, employment or training (the so-called NEET group).

This year, the proportion of 16-year olds who stay on in education has continued to rise: up from 81.1% last year to the present level of 82.8%. Brent and Harrow maintained their high proportions of year 11 students choosing to remain in education and, this year, they are joined by Hammersmith and Fulham which has seen a large increase from last year: up five percentage points to 86%. Hillingdon has the lowest share of young people remaining in education but by far the highest proportion of year 11 student going into employment – at 271 or just under 9% of the age group, it is more than double that of the other boroughs. As the Needs Assessment has noted in the past, the proximity of Heathrow airport and the attendant employment opportunities may account for all or part of this.

The rise in the number of young people staying on has been accompanied by a slight increase in those going into employment: up to 4% from 3.8% last year. There has, however, been a further, marginal decline in the figure for leavers going into work-based learning programmes – three years ago this was almost 2%.

The number of young people in the NEET category has again fallen this year to 5.7% of the total age group. This is the first time that the figure has been below 6% since the inception of the LSC. Also down is the proportion of young people about whom nothing is known – basically in the moved away/no response categories.

It appears that this table is telling two stories. The first is that the explanation for some of the changing figures lies in the increasing accuracy of information that is collected. The government's focus on reducing the not known categories is clearly paying dividends. Alongside this, the sharp fall in the number of young people who are not in employment, education or training has pushed up the numbers who are staying on in education or going into employment; there is very little change in the other categories.

Destinations of year 11 leavers by borough, 2004

	Ealing	Hillingdon	Hounslow	Brent	Harrow	Hammersmith and Fulham	Total
Full time education	2,436 84%	2,313 76%	2,212 82%	2,182 85%	2,047 88%	1,019 86%	12,209 82.8%
Employment	79	271	94	40	72	28	584 4%
Work-based training	15	21	25	16	21	11	109 0.7%
Non-employment Training	29	27	44	27	20	11	158 1.1%
Part time & voluntary activities	12	18	16	15	13	9	83 0.6%
NEET*	176 6%	270 8.8%	142 5.2%	100 3.9%	82 3.5%	71 6%	841 5.7%
Moved away	115	85	84	33	25	9	351 2.4%
No response	34	51	91	153	44	29	402 2.7%
Total	2,896	3,056	2,708	2,566	2,324	1,187	14,737

Source: Connexions, London West, 2004

Note: *Not in education, employment or training

When we look at the breakdown of destination figures by ethnicity (see table overleaf), some interesting themes emerge. Although remaining high, the proportion of White year 11 leavers who do not continue their education has declined from 30% last year to 24%. There are improvements across the board, with fewer in employment without training, fewer in the NEET group and fewer about whom little or nothing is known. This NEET and unknown combined figure – standing at some 17% of all White young people last year – is down to 13%. There was also a small increase in those embarking on a level 3 qualification.

Almost 95% of Asian year 11 students stayed on in full time education. For Black students and Chinese students, the figure was 87%. These percentages are extremely high but, whereas around two-thirds of Chinese and Asian students are studying A-levels, only one third of Black students are studying at this level, with many more on the GNVQ programme or other courses. The Apprenticeship programme continued to attract negligible numbers of students from the non-White communities.

Destinations by ethnicity in London West 2004

	White total	Black total	Mixed race total	Asian total	Chinese	Other	No ethnic info	Ethnic total
Within full time education, leading to:	4,680	1,554	555	3,739	53	388	1,240	12,209
GCE A or AS or A2 level	2,466	505	232	2,188	35	199	751	6,376
Vocational A-level	346	137	40	266	4	27	47	867
GNVQ Intermediate level	501	302	77	447	6	53	97	1,483
GNVQ Foundation level	140	140	30	130	1	28	43	512
NVQ Level 3 or equivalent	35	12	5	15	0	1	11	79
NVQ Level 2 or equivalent	173	52	19	29	0	7	23	303
NVQ Level 1 or equivalent	80	31	8	19	0	3	13	154
GCSE course(s)	83	64	22	103	1	13	36	322
Other courses followed in full time education	762	294	113	504	4	56	166	1,899
Training (non-employment) - TOTAL	98	18	8	12	0	5	17	158
Employment - TOTAL	537	26	16	38	2	2	72	693
Advanced Modern Apprenticeship	13	2	0	0	0	0	8	23
Foundation Modern Apprenticeship	57	5	0	7	0	0	10	79
Other GST (with employed status)	5	0	0	1	0	0	1	7
With training to NVQ2 (not GST)	127	2	3	8	0	0	11	151
Without training	287	13	11	19	2	1	32	365
Part time & voluntary activities	41	12	5	10	0	3	12	83
NEET*	549	73	40	75	0	19	85	841
Others	275	108	27	71	6	18	248	753
Moved out of contact	160	39	11	26	0	7	108	351
No response	115	69	16	45	6	11	140	402
Survey - total	6,180	1791	651	3,945	61	435	1,674	14,737

Source: Connexions London West

Note: *Not in education, employment or training

Provision for learners with learning difficulties and/or disabilities

Under Section 2 of the Learning and Skills Act 2000, the Learning and Skills Council has a duty to secure the provision of proper facilities for education and training for young people aged 16 to 19. This is extended by Section 13 of the Act to any person with learning difficulties under the age of 25. A learning difficulty is taken to mean having greater difficulty in learning than the majority of persons of that age. This is a broad definition and ensures that the LSC considers the needs of all learners.

The approach taken by the LSC is one where appropriate learning environments are created based on an understanding of how individuals learn. Most learners with Learning Difficulties and/or Disabilities (LDD) are accommodated in schools, colleges and other local providers but in securing the provision of reasonable facilities for learners with LDD, the Council may, if there is insufficient quantity or quality of provision locally, secure provision with boarding accommodation in a specialist college.

A strategic review of the planning and funding of provision for learners with LDD has recently been completed. It is making wide-ranging recommendations to improve provision. Part of this is enabling local and regional planning in response to need.

The London LSC Region is committed to reviewing likely need and patterns of provision for learners with LDD during 2006. This is timely as a parallel exercise is being carried out by local authorities under the leadership of London Challenge for pre-16 provision. The purpose of this section is to look at what needs there may be in the London West area in the near future based on cohorts of children and young people currently in schools and/or in the care of local authorities.

Great efforts have been made in recent years to enable the inclusion of children and young people with LDD in mainstream schools and colleges. Provision for learners with physical difficulties, specific learning difficulties (e.g. dyslexia, dyscalcula, etc) and sensory impairments is now reasonably well embedded. However, advances in medical care of premature babies is leading to a rising trend of children with multiple and complex difficulties which can manifest themselves as severe or profound learning difficulties. Communication disorders associated with the autistic spectrum are also rising. Local authorities also report an increase in children and young people with behavioural, emotional and social development needs. All of these require specialist provision if the learners' needs are to be met. Pupils with complex mental health needs are also reported as hard to place but their numbers are still quite small.

Some of these needs are best met in specialist schools and colleges but others can be successfully met by providers developing new areas of expertise, supported by specialists elsewhere. Part of the London LSC review will determine whether there is sufficient demand in London to warrant the investment in new regional or sub-regional provision for those aged 16 to 24. This may be the development of new centres in either stand-alone provision or discrete provision on existing sites.

There is some evidence to indicate that the real need occurs between the ages of 19 and 24 when young people may have completed a school or college course but are not ready or able to enter employment or independent living.

Pupils with English as an Additional Language (EAL)

The following table shows the proportion of EAL pupils in maintained secondary schools across London West. There has been an increase in the number of secondary school pupils in the London West area who do not have English as their first language – up to 42% from just below 40% last year – and there has been a uniform increase across the area, with only Ealing recording a very marginal fall. Three of the six London West boroughs now have above, or close to, half of their secondary school pupils with English as a second or additional language.

Compared to the rest of the country, this statistic is significant. Even London itself (where, famously, some 300 languages are spoken) has a substantially smaller proportion of EAL pupils, whilst the figure for England as a whole is almost five times lower than for London West. The figures for London and England are both rising but not as fast as London West, suggesting that newcomers to this country still tend to settle in traditional immigrant areas.

Pupils with English as an additional language in London West boroughs

	Number of pupils of compulsory school age and above	Percentage whose first language is known or believed to be other than English
England	3,279,000	9.1%
London	416,700	32.2%
London West	81,200	42.0%
Brent	16,100	53.5%
Ealing	15,000	48.2%
Hammersmith and Fulham	7,100	35.9%
Harrow	9,000	42.8%
Hillingdon	17,400	22.7%
Hounslow	16,600	47.8%

Source: Taylor Associates 2004 (provisional)

Ethnic breakdown of pupils

The contrasting ethnic composition of schools in London and the rest of England is, again, highlighted in the following table. Whereas, in England as a whole, more than four-fifths of all secondary schools pupils are classed as White, this figure drops to just over half for London and falls still further to 40% for maintained schools in London West.

Brent has by far the highest proportion of non-White pupils (84%), followed by Ealing, with 67%. All of the boroughs in London West, however, have seen the percentage of White pupils in their secondary schools decline between 2003 and 2004, whilst in England, as a whole, the proportion has increased. The largest ethnic group in London West after White is Indian, accounting for 18% of all secondary pupils (down slightly since last year).

Ethnic breakdown of pupils of compulsory school age in maintained schools: January 2005 (provisional)

Secondary schools	White (all)	Mixed	Black Caribbean	Black African	Black other	Indian	Pakistani	Any other Asian background	Chinese	Any other ethnic group	Unclassified
England	84%	2%	1%	2%	0%	2%	2%	2%	0%	1%	3%
London	52%	6%	7%	9%	2%	7%	3%	7%	1%	4%	3%
London West	40%	5%	6%	8%	1%	18%	5%	6%	0%	7%	4%
Brent	16%	4%	11%	11%	2%	24%	6%	8%	1%	5%	12%
Ealing	33%	6%	7%	9%	1%	21%	7%	6%	1%	9%	1%
Hammersmith and Fulham	48%	7%	10%	11%	3%	1%	1%	4%	na	11%	1%
Harrow	38%	7%	6%	7%	1%	21%	3%	12%	1%	3%	2%
Hillingdon	66%	4%	2%	3%	na	13%	2%	3%	na	5%	3%
Hounslow	42%	5%	2%	6%	1%	24%	8%	3%	1%	7%	3%

Source: Taylor Associates 2005

Exclusions and disaffection

It is self evident that a young person's chances of progressing in their chosen career are severely impeded if they frequently truant or are excluded from school. London West LSC has been working with several of the area's LEAs on a project that looked at under-achievement. The correlation between under-achievement and truancy is high, emphasising the damaging effects of absence from school on the young person's performance. The full results of this research are available on the London West internet site at www.londonwest.org

Exclusion, itself, also has lasting effects on the young person's career opportunities. It has been shown to be strongly associated with becoming a teenage parent, unemployment, homelessness and crime. The likelihood of excluded young people becoming part of the NEET group is concomitantly high. Figures from the 2002 Youth Cohort Study show that half of the NEET cohort had tried some form of post-16 education, but quickly dropped out.

Permanent school exclusions, 2003/2004 school year (provisional)

	Secondary schools		Special schools	
	Number	% of school population	Number	% of school population
England	8,320	0.25	300	0.33
London	1,340	0.32	50	0.40
Brent	61	0.38	-	-
Ealing	48	0.32	-	-
Hammersmith and Fulham	13	0.18	0	0.00
Harrow	58	0.64	-	-
Hillingdon	61	0.34	-	-
Hounslow	76	0.46	-	-

Source: DfES 2005

Note: the dashes indicate that the total is fewer than 3

From the provisional figures in the above table, it is apparent that the number of schools exclusions – although still a very small proportion of the total school population – is on the increase almost everywhere. Across England, the number of excluded pupils has risen by 8% over the past year and, in London, the rise is more than 6%. There is a variable picture in London West, where three of the boroughs have seen an increase whilst, in the remainder, there have been falls, including a dramatic 57% drop in Hammersmith and Fulham. Overall in London West, the total has gone up to 317 from 300 last year.

Youth unemployment

The number of young people aged between 18 and 24 who are unemployed in the London West area has risen since last year and stood at 6,940 in April, around 25% of all unemployed in the area. This is slightly below the London average and some 12% lower than the average for Great Britain, highlighting the healthier employment prospects for young people in the capital.

As last year, the vast majority of youth unemployment is short-term, with those young people unemployed for two years or more comprising just 0.5% of the total. All boroughs – with the exception of Hammersmith and Fulham – have, however, experienced an increase in rates for the young unemployed. An April count used here, would tend to be higher than January (the figure in last year's Needs Assessment) because the effects of seasonal work for young people would have disappeared from the total. Easter school leavers are not included. Nevertheless, given the fairly static picture for unemployment in London West over the past couple of years, the position for young people is a potential cause of concern, especially if the general unemployment trend is upwards (see page 19).

Young people aged 18 to 24 - unemployed claimants, April 2005

	Duration of unemployment			Total
	Over 6 months	Over 1 year	Over 2 years	
London West LSC area	1,560	240	38	6,940
Brent	485	125	20	1,775
Ealing	285	25	5	1,445
Hammersmith and Fulham	230	30	0	905
Harrow	150	20	0	835
Hillingdon	225	20	5	1,135
Hounslow	185	25	5	845

Source: Claimant numbers, ONS/NOMIS, Taylor Associates, 2005

Further and Higher Education and External Institutions

06

Further and Higher Education and External Institutions

Key points

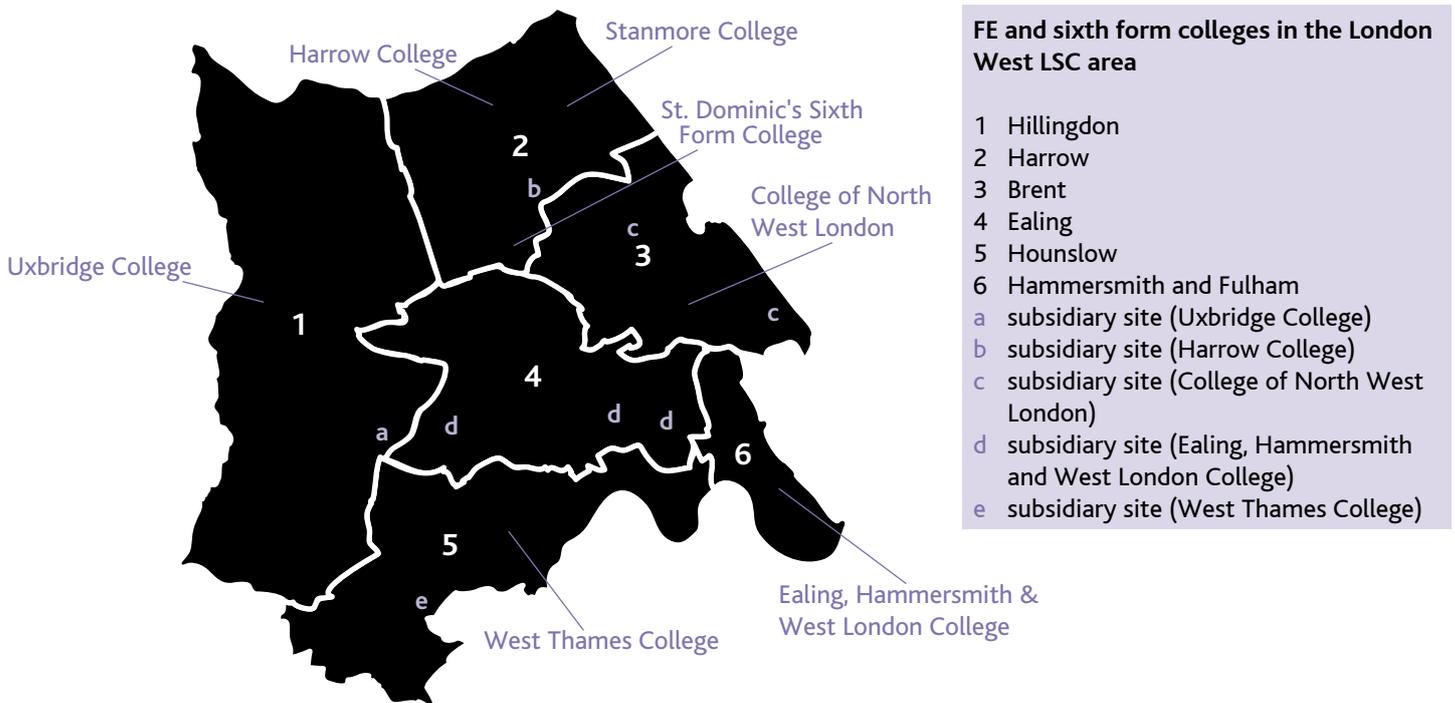
- The majority of learners attending FE colleges and Adult External Institutions in London West are also residents of London West LSC
- Level 3 participation amongst learners aged 16 to 18 remains high compared to all other levels
- London West LSC continues to succeed in achieving above the national success rates in long qualifications
- Female learners of all age groups continue to have better success rates compared to male learners
- Retention rates of learners aged 19 plus remain high in shorter courses
- Equality and Diversity Impact Measures (EDIMs) aim to address key equality and diversity issues. New 2005 - 2006 EDIM targets have been introduced in key areas: success rates and participation of ethnic minority learners, gender imbalance and participation of LLDD
- In 2004, 10,000 students from London West were accepted to institutions of higher education.

FE colleges and external institutions in the London West area

There are six FE Colleges, one Sixth Form College and four adult External Institutions in the London West area. External Institutions are LEA maintained and funded by the Learning and Skills Council. There are four External Institutions in the London West area. They are run by the London Boroughs of Brent, Hillingdon, Hounslow and the Hammersmith and Fulham. External Institutions mainly provide non-accredited learning, whereas FE provision is all accredited.

FE Colleges and External Institutions offer a variety of programmes and courses to their students, ranging from general education in academic subjects, vocational education and training, creative and recreational activities and basic education to remedy disadvantage, for example ESOL (English for Speakers of Other Languages).

In addition there are two Universities that have FE provision. They are Brunel University and Thames Valley University.



There were a total of 82,867 students attending FE and External Institutions during the academic year 2003 - 2004. This includes all types of students, full time and part time, students of all ages irrespective of funding. A majority, 73%, of FE and External Institution learners are LSC funded and an additional 6% of learners receive LSC and ESF (European Social Fund) co-financed funding. In the last contractual year the first collection of FE ILR shows a total of 63,778 learners attending London West FE colleges and External Institutions.

Learners numbers

Number of learners in further education and External Institutions 2003 - 2004	
College of North West London	12,295
Ealing, Hammersmith & West London College	19,973
Harrow College	11,295
St. Dominic's Sixth Form College	867
Stanmore College	7,675
Uxbridge College	11,741
West Thames College	6,420
London Borough of Brent	4,455
London Borough of Hammersmith and Fulham	1,636
London Borough of Hillingdon	1,720
London Borough of Hounslow	4,790
Total	82,867

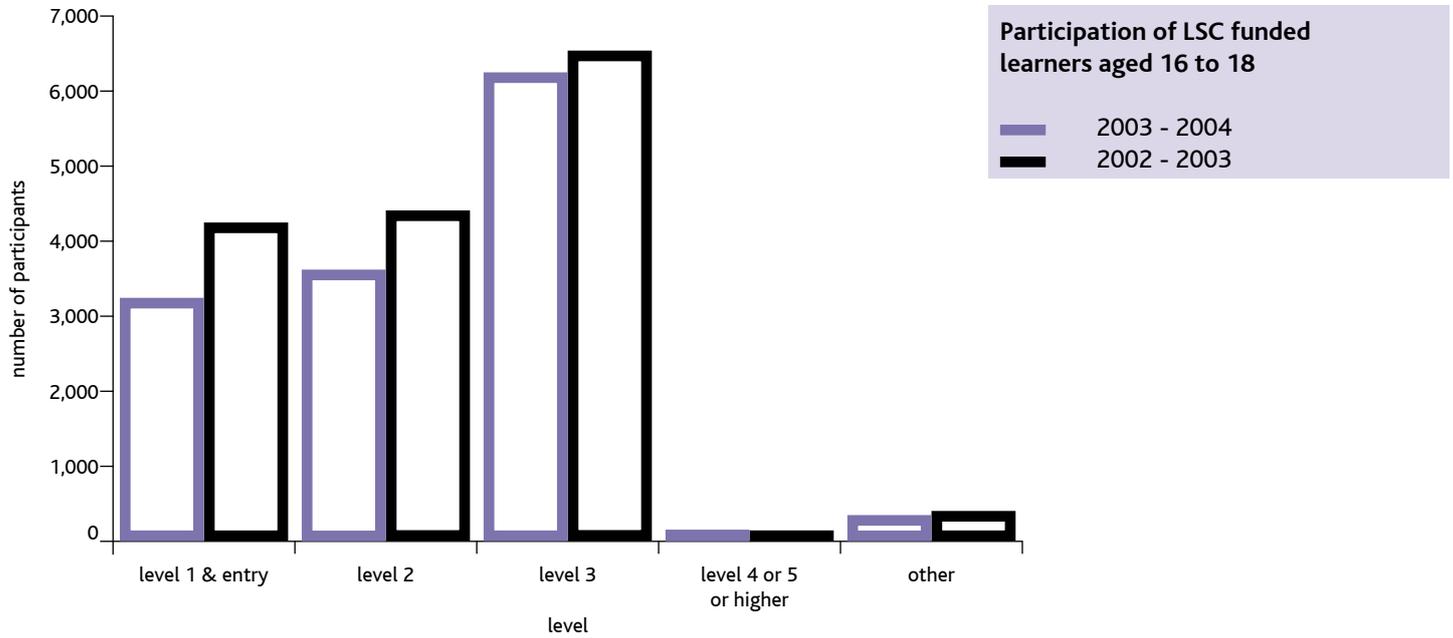
Source: Individualised Learner Records (ILR) 2003 - 2004

From the number of LSC funded learners in 2003 - 2004, there were 13,196 students who were aged between 16 to 18 and 46,484 aged 19 plus.

LSC funded learners in FE – London West 2003 - 2004						
	16 – 18			19+		
	Females	Males	Total	Females	Males	Total
FE and sixth form colleges						
Full time	5,112	5,598	10,710	4,477	3,613	8,090
Part time	839	1,077	1,916	16,511	10,476	26,987
Total	5,951	6,675	12,626	20,988	14,089	35,077
External Institutions						
Full time	10	4	14	221	55	276
Part time	324	232	556	8,439	2,692	11,131
Total	334	236	570	8,660	2,747	11,407

Source: ILR: 2003 - 2004

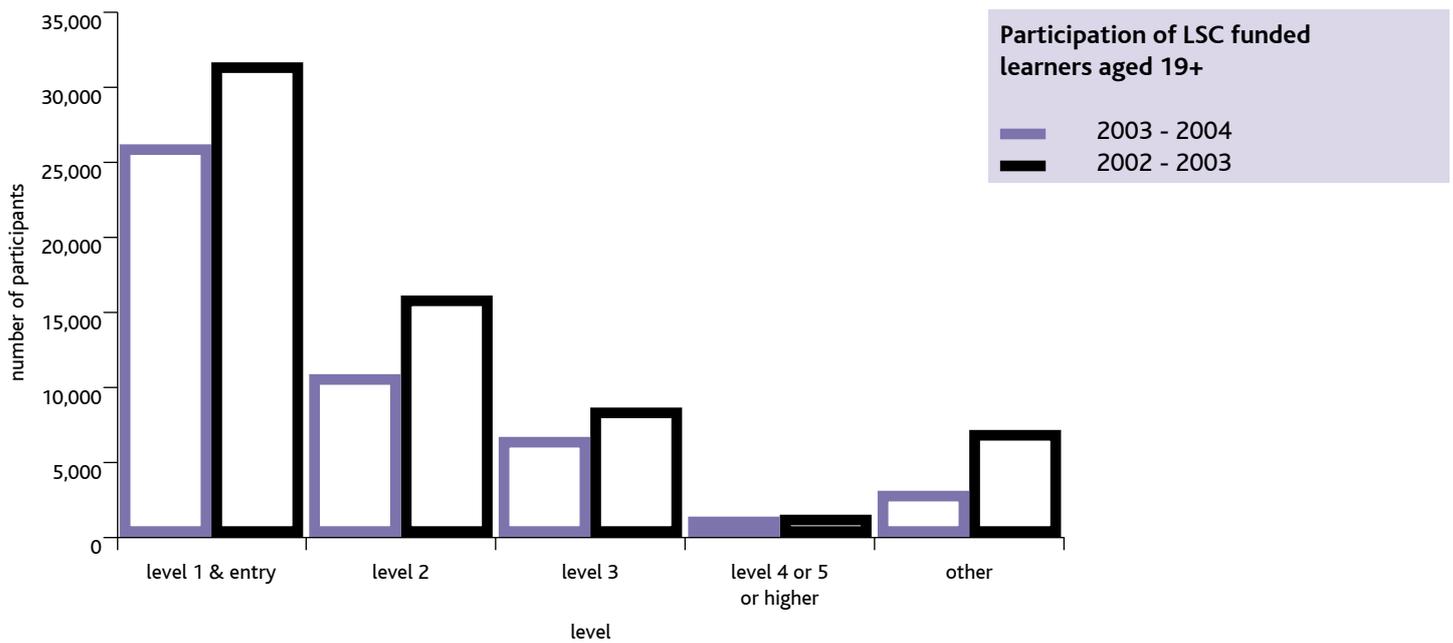
Particular patterns over the past three years remain the same. For example, of the majority of learners studying at FE colleges and External Institutions, 77% were aged over 19 and there were a higher number of women students over the age of 19 than men. Of those learners aged 16 to 18, 81% were in full time education.



Source: ILR 2003 - 2004, 2002 - 2003

Trends show that level 3 participation amongst the 16 to 18 group of learners has remained high. The total number of learners participating in level 1 learning has dropped by 24% to 3,174 learners in 2003 - 2004.

Generally there are a higher number of male learners aged 16 to 18 participating in level 2 qualifications compared to female learners of this age group. Whilst the opposite is true of level 3 qualifications. These trends continue.



Source: ILR 2003 - 2004, 2002 - 2003

Trends show that there is a higher take up of female learners aged 19 plus within all levels compared to males. Participation within level 1 is significantly higher, 56%, within this age group compared to all other levels. A high proportion of female learners participate at level 1 learning compared to men, a ratio of almost 2:1. 'Other' qualification level are aims without an NVQ level either because it is not applicable for that aim or because it is missing from the Learner Aims database.

Areas of learning

Foundation programmes, Science and Mathematics and Information and Communication Technology are the most popular areas of learning for learners aged between 16 and 18. Foundation programmes, Information and Communication Technology and Business Administration are most popular areas of learning amongst learners aged 19 plus.

Areas of learning taken up by learners in London West – 2003 - 2004		
Areas of learning	16 to 18	19+
Foundation programmes	2,945	20,327
Science and Mathematics	1,520	787
Information and Communication Technology	1,328	5,727
Visual and Performing Arts and Media	1,133	2,043
Humanities	1,119	361
English, Languages and Communication	988	2,218
Business Administration, Management and Professional	969	4,471
Health, Social Care and Public Services	515	3,084
Hospitality, Sports, Leisure and Travel	503	1,534
Engineering, Technology and Manufacturing	436	1,216
Hairdressing and Beauty Therapy	361	1,533
Construction	303	1,479
Retailing, Customer Service and Transportation	28	315
Land based provision	3	95

Source: ILR: 2003 - 2004

16 to 18 age group The majority of female learners aged 16 to 18 take up Foundation Programmes (22%), Humanities (11%), and Visual Performing Arts and Media (10%). Male learners aged between 16 and 18 have the highest take up in Foundation Programmes (23%) and Science and Mathematics (13%), Information and Communication Technology (13%).

19 plus age group Foundation Programmes and Information and Communication Technology are the two top areas of learning taken up by both male and female learners aged 19 plus.

There is a greater number of male learners taking up learning areas such as Construction and Engineering compared to female learners. The opposite is true in subject areas such as Hairdressing and Beauty Therapy and Health & Social Care and Public Services.

The top three areas of learning within level 2 and level 3 for both age groups 16 to 18 and 19 plus are quite varied. The top areas of learning within level 1 and 2 were found to be very similar.

Top three areas of learning by NVQ level of learner and age group 2003 - 2004			
level 2		level 3	
16 to 18	19+	16 to 18	19+
Science & Mathematics 15%	Foundation Programmes 15%	Humanities 17%	Health, Social Care & Public Services 20%
Information, Communication & Technology 14%	Information, Communication & Technology 14%	Visual & Performing Arts & Media 14%	Business Administration, Management & Professional 18%
Foundation Programmes 13%	Business Administration, Management & Professional 12%	Science & Mathematics 13%	Hairdressing & Beauty Therapy 11%

Source: ILR 2003 - 2004

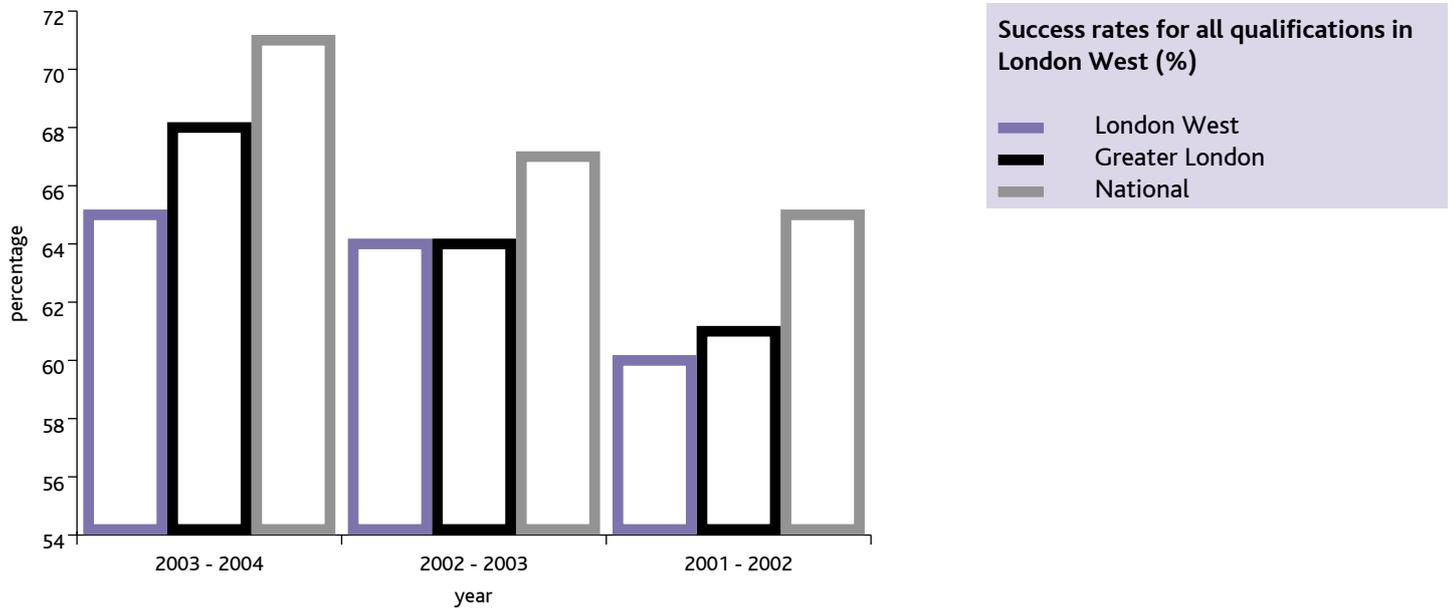
The most popular area of learning for 16 to 18 year olds studying at level 3 is Humanities whilst Health, Social Care and Public Services is the most popular area of learning at level 3 for the 19 plus age group.

Success rates

Success rates are calculated by aim (aims are the number of qualifications studied by an individual learner) and are used to assess performance. Success rates are the number of qualifications students have fully achieved divided by the number of qualifications started, excluding transfers. For programmes of study of two years or more, success is calculated across the whole programme, from the start to the end of the qualification.

The LSC is proposing a number of changes to the presentation of FE success rates. Currently, short qualifications (those taking less than 24 weeks) are not sub-divided when reporting FE success rates. However, as very short courses (taking less than 6 weeks) have a much higher average success rate than those lasting 6 to 24 weeks, future reports will include separate success rates for these two groups. This will enable a more accurate view of the success rates.

Success rates and length of qualifications Success rates in qualifications of all lengths studied within London West FE Colleges and adult External Institutions have shown an increase of five percentage points from 60% in 2001 - 2002 to 65% in 2003 - 2004. The chart overleaf shows that success rates in all qualifications in London West are still far below the national benchmark, 71% and Greater London success rates of 68%. Trends over the past three years show that success rates in all qualification lengths in London West LSC have always been below the national success rates.



Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

A short qualification is where a learner is studying up to 24 weeks, anything above this is categorised as a long qualification. Although London West LSC's overall success rates have always been below the National LSC success rates, interestingly, success rates in long qualifications in London West show the opposite. The table overleaf shows that London West LSC has succeeded in achieving above the national success rate of 61% in long qualifications during the academic year 2003 - 2004. Six of our FE providers have succeeded in achieving above the national success rate in long qualifications. St. Dominic's Sixth Form College shows an outstanding achievement of 91% in long qualification success rates.

Success rates for long qualifications in London West (%)			
	2003 - 2004	2002 - 2003	2001 - 2002
College of North West London	50	48	50
Ealing, Hammersmith & West London College	55	52	49
Harrow College	61	63	61
Stanmore College	65	63	57
St. Dominic's Sixth Form College	91	92	89
Uxbridge College	68	63	63
West Thames College	70	67	62
London Borough of Hammersmith and Fulham	na	76	70
London Borough of Brent	64	69	45
London Borough of Hillingdon	53	68	67
London Borough of Hounslow	55	52	43
London West LSC	62	61	57
Greater London	60	57	55
National	61	58	56
Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002			
Note: the 2003 - 2004 success rates for the London Borough of Hammersmith and Fulham are not currently available.			

The table overleaf shows success rates for short qualifications in London West are far below the national success rate of 81% and the London Regional success rate of 75% during 2003 - 2004. These trends have continued over the past three years. Only one provider in London West, Uxbridge College, has continually succeeded in achieving above the national success rate in short qualifications. During the academic year 2003 - 2004 Uxbridge College achieved 82% in success rates for short qualifications.

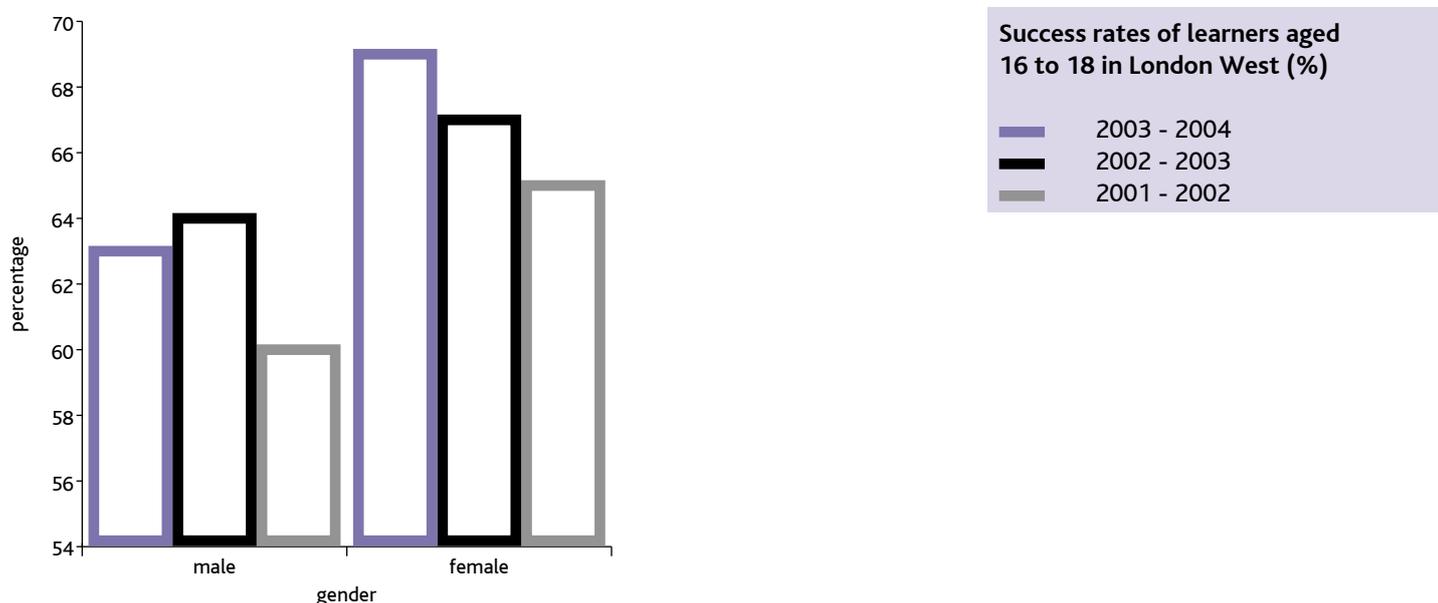
Success rates for short qualifications in London West (%)

	2003 - 2004	2002 - 2003	2001 - 2002
College of North West London	63	64	54
Ealing, Hammersmith & West London College	67	65	51
Harrow College	67	62	59
Stanmore College	80	76	83
St. Dominic's Sixth Form College	74	74	93
Uxbridge College	82	83	84
West Thames College	76	76	70
London Borough of Hammersmith and Fulham	na	87	68
London Borough of Brent	67	69	54
London Borough of Hillingdon	43	45	66
London Borough of Hounslow	68	64	50
London West LSC	68	67	63
Greater London	75	70	67
National	81	78	75

Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Note: the 2003 - 2004 success rates for the London Borough of Hammersmith and Fulham are not currently available.

Success rates by gender and age The chart shows 16 to 18 female learners have had better success rates in London West FE Colleges and External Institutions compared to male learners of the same age.



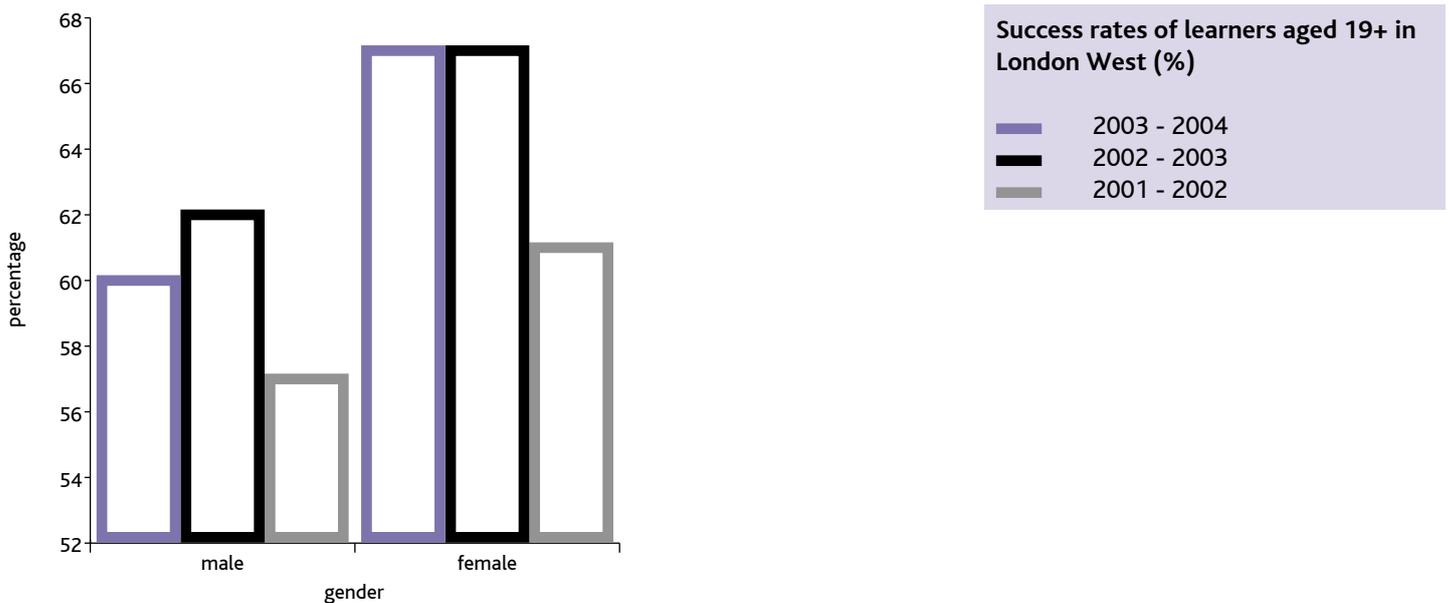
Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Overall success rates in London West LSC for learners aged between 16 and 18 have increased by four percentage points for female learners and three percentage points for male learners from the academic year 2001 - 2002 to 2003 - 2004.

During the academic year 2003 - 2004, St. Dominic's Sixth Form College had the highest success rates of 92% for female and 89% for male learners aged 16 to 18. Success rates for female learners aged 16 to 18 attending West Thames College have increased from 56% in 2001 - 2002 to 72% in 2003 - 2004.

Success rates for male learners aged 16 to 18 attending Ealing, Hammersmith and West London College have increased from 49% in 2001 - 2002 to 61% in 2003 - 2004. Stanmore College success rates for male learners increased by nine percentage points from 58% in 2001 - 2002.

Success rates for learners aged 19 plus show a similar picture to that of the 16 to 18 age group. Trends show that female learners continue to have better success rates than males. Overall success rates in London West LSC for learners aged 19 plus over the past two years have remained steady for female learners whereas they have decreased by two percentage points for male learners from 2002 - 2003 to 2003 - 2004.

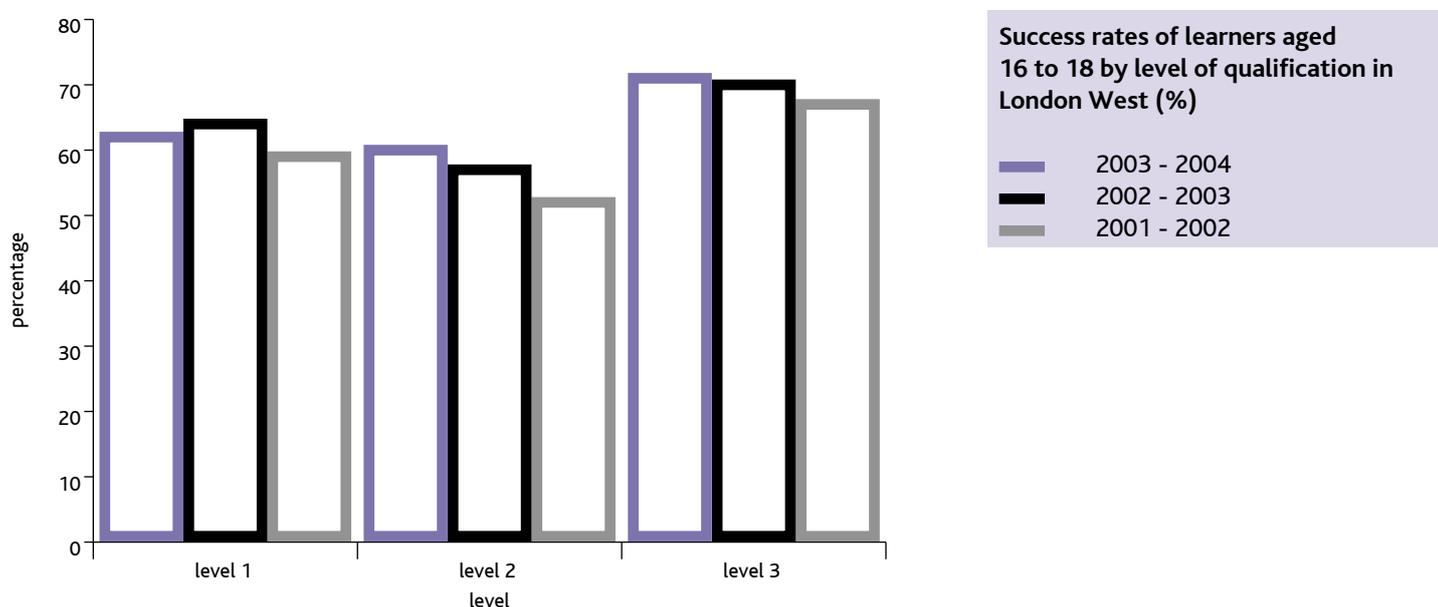


Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Success rates for female learners aged 19 plus at the External Institution, London Borough of Brent have increased from 50% in 2001 - 2002 to 67% in 2003 - 2004. Ealing, Hammersmith and West London College success rates for female learners increased by 14 percentage points from 50% in 2001 - 2002.

Success rates for learners at the London Borough of Hounslow had an increase of 20 percentage points for male learners to 61% from 2001 - 2002 to 2003 - 2004. London Borough of Hillingdon had the highest drop in success rates for males aged 19 plus by 22 percentage points from 67% in 2001 - 2002.

Success rates by level and age In London West LSC success rates within qualification levels 2 and 3 have shown a steady rise from 2001 - 2002 to 2003 - 2004 for learners aged 16 to 18. The chart overleaf shows that success rates at level 3 have always remained higher compared to all other levels.



Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

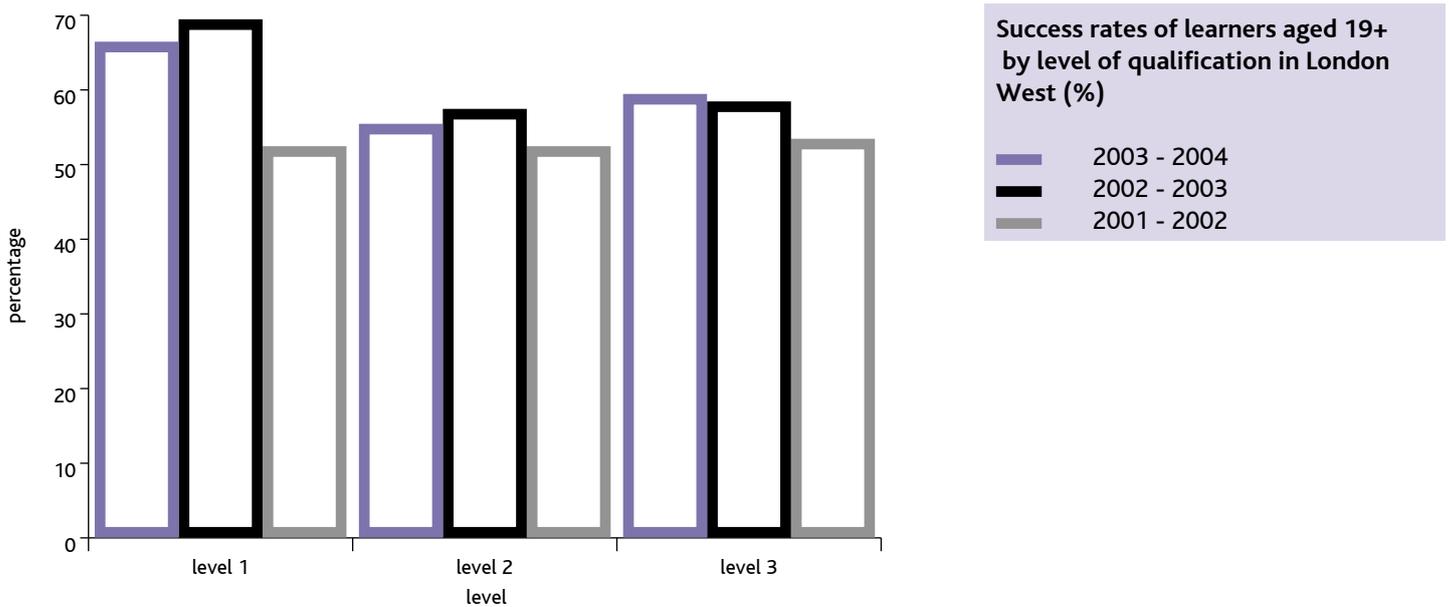
Level 2 success rates increased by 8 percentage points from 52% in 2001 - 2002. Uxbridge College has the highest success rate of 71% in level 1 qualifications compared to all other FE and External Institutions. St. Dominic's Sixth Form College has the highest success rates in level 2 and level 3 qualifications.

Success rates of learners aged 16 to 18 in 2003 - 2004 (%)			
	Level 1	Level 2	Level 3
College of North West London	57	43	53
Ealing, Hammersmith & West London College	66	55	63
Harrow College	51	61	68
Stanmore College	67	59	73
St. Dominic's Sixth Form College	65	75	91
Uxbridge College	71	68	67
West Thames College	69	69	60
London Borough of Hammersmith and Fulham	na	na	na
London Borough of Brent	70	36	0
London Borough of Hillingdon	24	35	43
London Borough of Hounslow	56	64	20

Source: ILR: 2003 - 2004
 Note: the 2003 - 2004 success rates for the London Borough of Hammersmith and Fulham are not currently available.

External Institutions generally have large numbers of learners aged 19 plus participating in learning.

Trends of success rates in London West LSC within level 3 qualifications for learners aged 19 plus have continued to rise steadily from 2001 - 2002 to 2003 - 2004. Success rates in level 1 and level 2 qualifications have slightly dropped from 2002 - 2003 to 2003 - 2004.



Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Trends show a continued increase in success rates in levels 1, 2 and 3 from 2001 - 2002 to 2003 - 2004 with learners aged 19 plus at West Thames College. In the academic year 2003 - 2004 Stanmore College and Uxbridge College both had the highest success rates in level 2, 67%, for learners aged 19 plus.

Success rates of learners aged 19+ in 2003 - 2004 (%)

	Level 1	Level 2	Level 3
College of North West London	61	48	58
Ealing, Hammersmith & West London College	67	46	50
Harrow College	55	60	60
Stanmore College	76	67	66
St. Dominic's Sixth Form College	-	-	100
Uxbridge College	74	67	66
West Thames College	77	64	61
London Borough of Hammersmith and Fulham	na	na	na
London Borough of Brent	70	47	28
London Borough of Hillingdon	45	54	68
London Borough of Hounslow	64	57	61
Source: ILR: 2003 - 2004			
Note: the 2003 - 2004 success rates for the London Borough of Hammersmith and Fulham are not currently available; St. Dominic's Sixth Form College has very few learners aged 19+.			

Success rates by area of learning Trends show that Humanities has always been the area of learning in London West with the highest success rate. St. Dominic's Sixth Form College has continually held the highest success rate in Humanities over the past three years achieving a success rate of 95% in 2003 - 2004.

Construction has generally been the area of learning with the lowest success rates over the past three years compared to all other areas of learning. Harrow College had the highest success rate in Construction in the academic year 2003 - 2004, achieving a 73% success rate.

Success rates of all learners by area of learning in London West (%)			
	2003 - 2004	2002 - 2003	2001 - 2002
Business Admin, Management and Professional	59	61	55
Construction	40	47	48
Engineering, Technology and Manufacturing	58	60	56
English, Languages and Communication	63	54	55
Foundation programmes	65	69	64
Hairdressing and Beauty Therapy	63	52	54
Health, Social Care and Public Services	70	67	60
Hospitality, Sports, Leisure and Travel	60	65	59
Humanities	77	76	69
Information and Communication Technology	62	63	56
Land based provision	66	55	48
Retailing, Customer Service and Transportation	66	73	46
Science and Mathematics	68	66	66
Visual and Performing Arts and Media	66	62	66

Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Trends of success rates within the various programme areas in London West show the greatest increase of 21 percentage points in the Retailing, Customer Service and Transportation programme areas from 2001 - 2002 to 2003 - 2004. The majority of learners studying Retailing, Customer Service and Transportation study at Stanmore College and Uxbridge College.

Achievement rates

An achievement rate is a measure of the effectiveness of an institution in enabling students to attain their learning goals. Achievement rates are calculated at a qualification level.

The overall achievement rate (a combination of both long and short courses) in London West LSC for learners aged between 16 and 18 in 2003 - 2004 was 79%, a 3 percentage point increase from 2001 - 2002.

The table overleaf shows achievement rates for learners aged 16 to 18 studying long courses have higher achievement rates in London West LSC compared to courses of shorter lengths.

Achievement rates of learners aged 16 to 18 (%)

	2003 - 2004		2002 - 2003		2001 - 2002	
	Long	Short	Long	Short	Long	Short
College of North West London	65	74	64	73	67	54
Ealing, Hammersmith & West London College	76	78	77	71	71	47
Harrow College	74	65	81	55	77	60
Stanmore College	83	78	77	57	77	82
St. Dominic's Sixth Form College	95	74	95	92	93	87
Uxbridge College	84	81	81	79	82	77
West Thames College	80	76	77	64	72	76
London Borough of Hammersmith and Fulham	na	na	81	92	100	88
London Borough of Brent	87	91	95	96	84	88
London Borough of Hillingdon	51	37	67	41	81	85
London Borough of Hounslow	72	87	76	76	56	65
London West LSC	79	75	81	70	79	63

Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Note: the achievement rates for the London Borough of Hammersmith and Fulham are not currently available.

Trends in London West show achievement rates for learners aged between 16 and 18 remain high in level 3 qualifications compared to all other levels. In 2003 - 2004 the achievement rate for level 3 in London West was 83%.

Level 2 achievement rates in London West had an increase of six percentage points to 75% from 2001 - 2002 to 2003 - 2004. Level 1 achievement rates increased to 73% in 2003 - 2004, a four percentage point increase from 2001 - 2002.

During the academic year 2003 - 2004, the three areas of learning in London West with the highest achievement rates for learners aged 16 to 18 were Visual, Performing Arts and Media, 88%, Humanities, 88% and English, Languages and Communication, 88%. The lowest achievement rate was for Construction, 43%.

There was a significant increase in achievement rates in Retailing, Customer Services and Transportation by 26 percentage points to 86% in 2003 - 2004. Achievement rates in Construction have fallen by 17 percentage points to 43% in 2003 - 2004.

The overall achievement rate in London West LSC for learners aged 19 plus in 2003 - 2004 was 76%. Achievement rates in 2003 - 2004 for learners aged 19 plus increased by four percentage points from 72% in 2001 - 2002.

The table overleaf shows achievement rates for learners aged 19 plus in long and short courses have remained the same, 76%, over the past two years.

Achievement rates of learners aged 19+ (%)

	2003 - 2004		2002 - 2003		2001 - 2002	
	Long	Short	Long	Short	Long	Short
College of North West London	68	72	66	70	67	58
Ealing, Hammersmith & West London College	72	73	66	72	65	56
Harrow College	74	72	79	66	76	63
Stanmore College	77	85	74	84	75	90
St. Dominic's Sixth Form College	100	-	100	69	38	100
Uxbridge College	85	85	81	88	78	88
West Thames College	86	87	86	84	83	81
London Borough of Hammersmith and Fulham	na	na	87	91	88	86
London Borough of Brent	85	86	94	89	76	74
London Borough of Hillingdon	75	55	79	53	91	83
London Borough of Hounslow	78	79	71	75	64	61
London West LSC	76	76	76	76	73	71

Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Note: the achievement rates for the London Borough of Hammersmith and Fulham are not currently available.

In the academic year 2003 - 2004 level 1 achievement rates for learners aged 19 plus in London West was higher compared to all other levels. Level 1 achievement rates in 2003 - 2004 increased by 17 percentage points to 77% from 2001 - 2002.

Achievement rates in level 3 qualifications increased by eight percentage points to 73% from 2001 - 2002.

During the academic year 2003 - 2004, the three areas of learning in London West with the highest achievement rates for learners aged 19 plus were Health Social Care and Public Services, 84%, Humanities, 82% and Retail, Customer Services and Transportation, 80%.

There was a significant increase in achievement rates in Retailing, Customer Services and Transportation by 26 percentage points to 80% in 2003 - 2004. Achievement rates in Humanities also show a great increase from 59% in 2001 - 2002 to 82% in 2003 - 2004.

Retention rates

Retention rates are a measure of the effectiveness of an institution's teaching and guidance and support processes, as measured by the retention of students on their learning programmes.

The overall retention rate in London West LSC for learners aged between 16 and 18 in 2003 - 2004 was 84%. This was a two percentage point increase from the academic year 2001 - 2002.

The table overleaf shows retention rates for learners aged 16 to 18 studying shorter courses have a higher retention rate in London West LSC compared to longer qualifications.

Retention rates of learners aged 16 to 18 (%)						
	2003 - 2004		2002 - 2003		2001 - 2002	
	Long	Short	Long	Short	Long	Short
College of North West London	74	89	72	90	72	93
Ealing, Hammersmith & West London College	79	91	76	89	75	91
Harrow College	85	88	83	94	83	94
Stanmore College	81	92	84	93	75	92
St. Dominic's Sixth Form College	96	100	97	98	96	100
Uxbridge College	81	94	78	94	95	80
West Thames College	84	83	81	91	77	76
London Borough of Hammersmith and Fulham	na	na	93	90	100	71
London Borough of Brent	78	70	79	77	53	80
London Borough of Hillingdon	55	70	72	84	63	74
London Borough of Hounslow	75	76	78	84	71	77
London West LSC	83	88	82	90	81	90
Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002						
Note: the retention rates for the London Borough of Hammersmith and Fulham are not currently available.						

Trends in London West show retention rates for learners aged between 16 and 18 remain high in level 1 and level 3 qualifications compared to all other levels. In 2003 - 2004 the retention rate for both level 1 and level 3 in London West was 85%.

Level 2 retention rates in London West had an increase of four percentage points to 79% from 2001 - 2002 to 2003 - 2004. In 2003 - 2004 the level 1 retention rate dropped slightly by one percentage point to 85% from 2001 - 2002.

During the academic year 2003 - 2004, the three areas of learning in London West with the highest retention rates for learners aged 16 to 18 were Humanities (90%), Retailing, Customer Services and Transportation (87%), and Foundation Programmes (87%).

In 2003 - 2004 there was a significant increase in retention rates in Hairdressing and Beauty by 15 percentage points to 80% from 2001 - 2002. Retention has fallen by four percentage points in both Hospitality, Sports Leisure and Travel to 77% and Engineering, Technology and Manufacturing Construction to 72% in 2003 - 2004.

The overall retention rate in London West LSC for learners aged 19 plus in 2003 - 2004 was 84%. This was a slight increase by one percentage point from the academic year 2001 - 2002.

The table below shows retention rates for learners aged 19 plus studying shorter courses have a higher retention rate in London West LSC compared to longer qualifications. This is similar to the pattern of retention with 16 to 18 year olds.

Retention rates of learners aged 19+ (%)

	2003 - 2004		2002 - 2003		2001 - 2002	
	Long	Short	Long	Short	Long	Short
College of North West London	76	88	73	92	75	94
Ealing, Hammersmith & West London College	72	92	73	91	71	93
Harrow College	78	94	75	95	75	95
Stanmore College	80	95	85	93	73	93
St. Dominic's Sixth Form College	100	-	44	83	100	97
Uxbridge College	80	98	76	96	77	97
West Thames College	84	89	81	94	81	89
London Borough of Hammersmith and Fulham	na	na	86	95	79	79
London Borough of Brent	75	79	74	75	59	73
London Borough of Hillingdon	72	82	87	89	74	80
London Borough of Hounslow	71	86	72	85	67	83
London West LSC	76	90	76	91	73	91
Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002						
Note: the retention rates for the London Borough of Hammersmith and Fulham are not currently available;						
St. Dominic's Sixth Form College has very few learners aged 19+.						

Trends in London West show retention rates for learners aged between 19 plus remain high in level 1 qualifications compared to all other levels. In 2003 - 2004 the retention rate in level 1 qualifications in London West was 85%.

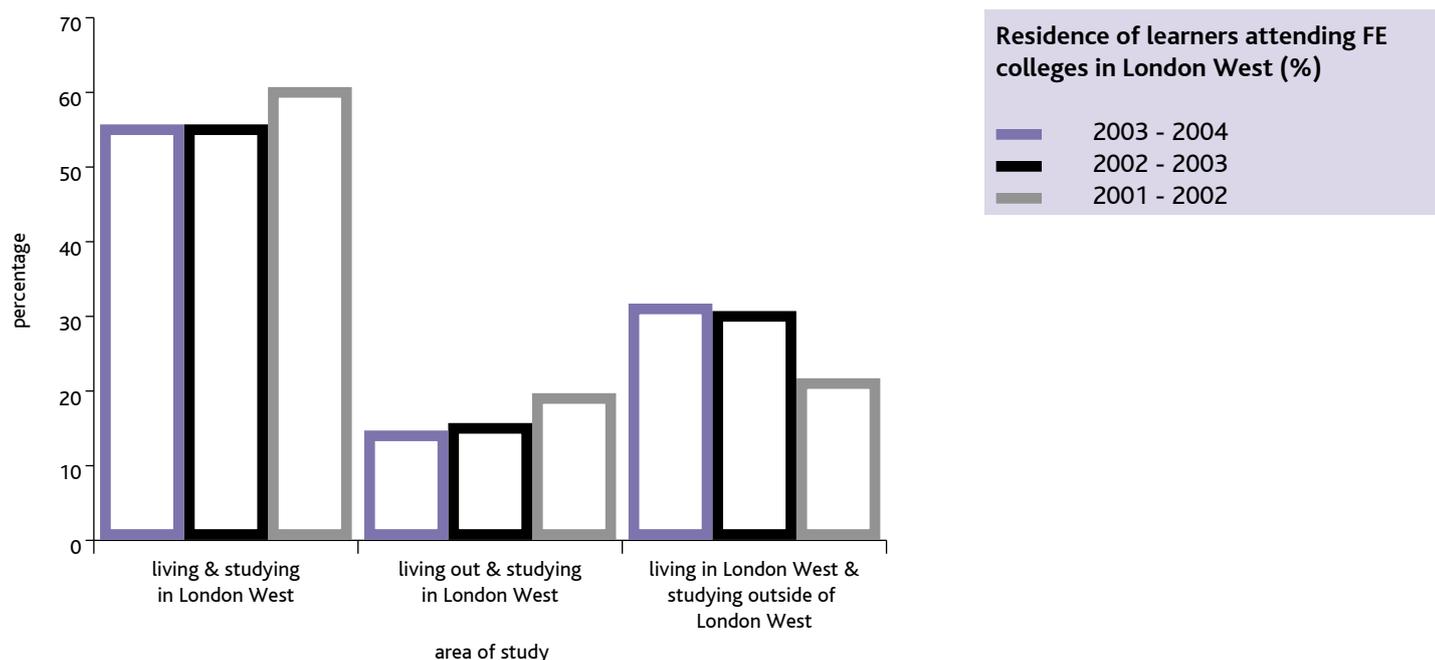
Retention rates in London West for all levels with the exception of level 2 have remained steady over the past three years. In 2003 - 2004 level 2 retention rates decreased by two percentage points from 2001 - 2002 to 78%.

During the academic year 2003 - 2004, the three areas of learning in London West with the highest retention rates for learners aged 19 plus were Health, Social Care and Public Services (86%), Foundation Programmes (86%) and Information and Communication Technology (86%). Construction had the lowest retention rate at 65%.

Interestingly in 2003 - 2004 there was a significant increase in retention within Land Based Provision by seven percentage points to 74% from 2001 - 2002. Retention has fallen by eight percentage points in English, Languages and Communication to 76% in 2003 - 2004 from 2001 - 2002.

Travel-To-Study FE and sixth form colleges

A high proportion of learners living in London West also study in London West: 55%, whereas only a small percentage of learners, 14%, travel into London West to study. The chart below shows that these travel-to-study patterns have continued over the past years.



Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

The proportion of learners living in London West but studying outside of this area has increased by 10 percentage points from 2001 - 2002 to 2003 - 2004.

Numbers of students attending London West FE colleges				
	Living in the London West LSC area		Living outside of the London West LSC area	
	2003 - 2004	2002 - 2003	2003 - 2004	2002 - 2003
The College of North West London	8,401	15,670	3,600	6,070
Ealing, Hammersmith & West London College	14,144	13,889	5,533	5,901
Harrow College	9,375	10,042	981	984
St. Dominic's Sixth Form College	823	821	39	32
Stanmore College	5,659	6,369	1,882	2,008
Uxbridge College	10,417	9,717	1,198	1,050
West Thames College	5,357	5,542	947	919
Total	54,176	62,050	14,180	16,964

Source: Individual Learner Record (ILRF05, ISR25fd)

FE Learners living in and studying in London West

The majority of learners living and studying in London West attend Ealing, Hammersmith & West London College (26%) and Uxbridge College (19%). A high proportion of learners participating in learning in London West are residents of Ealing and Harrow.

Learning patterns in the academic years of 2002 - 2003 and 2003 - 2004, show that FE learners residing within the London West boroughs are more likely to attend their local colleges. For example, in 2002 - 2003, 51% of learners living in the Borough of Ealing attended Ealing, Hammersmith & West London College. In 2003 - 2004 this percentage increased to 58%.

The most popular types of programme areas studied by these groups of learners are Foundation Programmes (33%) and Information, Communication and Technology (13%). The College of North West London and Uxbridge College have the largest number of learners on computing courses. Ealing, Hammersmith & West London College and the College of North West London have the largest number of learners participating in Foundation Programmes. This pattern is similar to the previous year 2002 - 2003. Only 1% of learners who live and study in London West take up Retailing, Customer Services and Transportation courses.

FE learners living outside of the London West area but studying in London West

2003 - 2004 figures show that there has been a decline in the number of learners coming in to London West to study from outside the London West LSC area. The graph on page 93 shows a five percentage point decrease to 14% from 2001 - 2002 to 2003 - 2004.

Patterns remain the same for learners residing outside of the London West LSC area and studying within the London West FE colleges. Ealing, Hammersmith and West London College and the College of North West London have the largest number of learners living outside of the London West area.

Patterns over the past three years have shown that most of the learners living outside of the London West area and studying at the London West colleges are residents of the boroughs of Barnet (16%), Camden (7%) and Kensington and Chelsea (9%).

The most popular types of programme areas studied by these groups of learners are Foundation Programmes (22%) and Business, Administration and Management (16%). During the academic year 2003 - 2004 of Ealing, Hammersmith and West London College, half of the learners from outside the area studied Foundation Programmes.

FE learners living in London West and studying outside of the area

The graph on page 93 shows the number of learners living in the London West LSC area and studying outside of the area has increased by ten percentage points from 2001 - 2002 to 2003 - 2004.

During the academic year 2003 - 2004, of those learners studying outside of the London West area, 25% of London West learners studied within the London Central LSC area, 21% of London West resident learners studied within the London South LSC area and 14% of London West resident learners studied within the London North LSC area. These patterns remain similar to previous years.

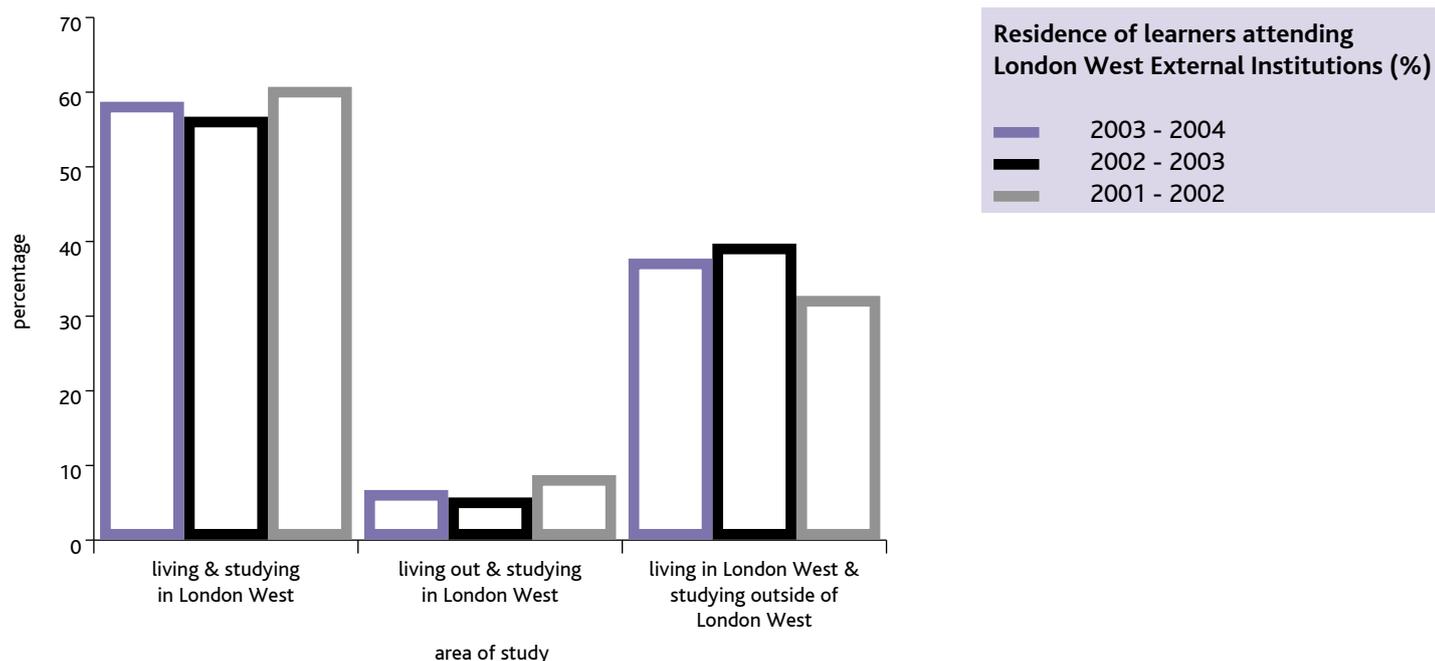
During the academic year 2003 - 2004, of those learners studying outside of the area, the majority (11%), studied at Barnet College, 9% of learners studied at Richmond upon Thames College and 7% studied at Richmond Adult and Community College.

The majority of those London West learners attending Barnet College are residents of Brent and Harrow. Learners residing in Hounslow and Ealing make up the majority of London West learners attending Richmond upon Thames College and Richmond Adult and Community College.

Around 34% of the group of London West learners attending Barnet College study Health, Social Care and Public Services. Whereas, the majority of London West learners attending Richmond upon Thames study Information and Communication Technology: 35%.

Residence of learners attending external institutions

Although the majority of resident adult learners study within the London West area, there is also a proportion of resident adult learners who choose to study outside of the London West LSC area. These trends remain unchanged.



Source: ILR: 2003 - 2004, 2002 - 2003, 2001 - 2002

Adult learners living and studying in London West

The majority of adult learners living and studying in External Institutions in London West attend courses run by The London Borough of Hounslow (37%) and The London Borough of Brent (36%).

Learning patterns in the academic years of 2003 - 2004 show that adult learners living within the London West LSC boroughs are more likely to attend their local Adult External Institution. In 2003 - 2004, 97% of adult learners living in the Borough of Hounslow attended their local Adult External Institution.

The most popular types of programme areas studied by these groups of learners are Foundation Programmes (47%) and Information and Communication Technology (13%). The majority of adult learners studying Foundation Programmes are most likely to attend the London Borough of Brent, whereas the majority of learners studying Information and Communication Technology are most likely to attend the London Borough of Hounslow.

Adult learners living in London West and studying outside of the London West area

Patterns emerging over the 2001 - 2002 to 2003 - 2004 academic years show that there still seems to be a high number of resident adult learners who study outside of the London West LSC area. A large number of these learners may work outside of the London West area and therefore choose to study in institutions closer to work than home.

The City Literary Institute, The Workers Educational Association and Westminster City Council continue to remain the most popular adult External Institutions attended by resident adult learners.

A large majority of adult learners attending The City Literary Institute are residents of the Boroughs of Ealing, Hammersmith and Fulham or Brent. The residents of Harrow and Hillingdon seem to attend The Workers Educational Association.

Popular programme areas studied by this group of adult learners at The City Literary Institute are Visual, Performing Arts and Media and English, Languages and Communication. Humanities is the most popular at The Workers Educational Association. Westminster City Council has a greater number of adult learners participating in Visual, Performing Arts and Media.

Adult learners studying in the London West area and living outside of the London West LSC area

Adult learning patterns show that only a small proportion of adult learners travel into the London West LSC area to study. Figures for the academic year 2003 - 2004 show 6% of learners travel into the London West LSC area to study, a decrease of two percentage points from 2001 - 2002.

The majority of adult learners living outside of the area study at the External Institutions: London Borough of Hounslow (38%) and London Borough of Brent (33%). This pattern has continued over the past three academic years.

Around 25% of adult learners attending the London Borough of Hounslow are residents of Richmond upon Thames. A substantial number of learners from the Boroughs of Barnet (39%) and Camden (35%), attend the External Institution London Borough of Brent. This is different to the 2001 - 2002 academic year, where learners residing in the Boroughs of Hackney and Westminster made up a higher proportion of learners attending this External Institution.

Foundation Programmes and Visual, Performing Arts and Media are the most popular programme areas studied by this group of learners. London Borough of Brent Adult Education Institution enrolls the majority of learners studying Foundation Programmes. Hounslow and Brent adult education providers enrol the majority of learners studying Visual, Performing Arts and Media.

Equality and Diversity Impact Measures (EDIMs)

As part of our work on three year development plans, London West LSC has recently reviewed its Equality and Diversity Impact Measures (EDIMs) in work-based learning (WBL), further education (FE) and adult and community learning (ACL).

Introduced by the National LSC in 2002, EDIMs aim to address key equality and diversity issues prioritised by local LSCs through their needs analysis and strategic planning activities. EDIMs measure the participation, retention and achievement levels of learners from local groups currently under-represented or under-achieving in learning provision. Inequalities based on age, sex, race, disability, geographical area or occupational sector are identified through data analysis and then addressed by agreeing targets with providers and monitoring progress.

The diverse nature of the local population means that EDIMs are particularly relevant in London West: almost half of all residents class themselves as Non-White (the national average is 13%); and Ealing - Southall Broadway is the only ward in England with a White British population of less than 10%.

The introduction of impact measures to gauge the participation of young people and adults in learning has been a key tool for London West. EDIMs have been agreed with colleges and WBL providers in order to tackle cases of under-representation in specific areas. For example, the participation of people from a White background in further education is well below their proportion of the population, whilst that of Black, Asian and Chinese is above.

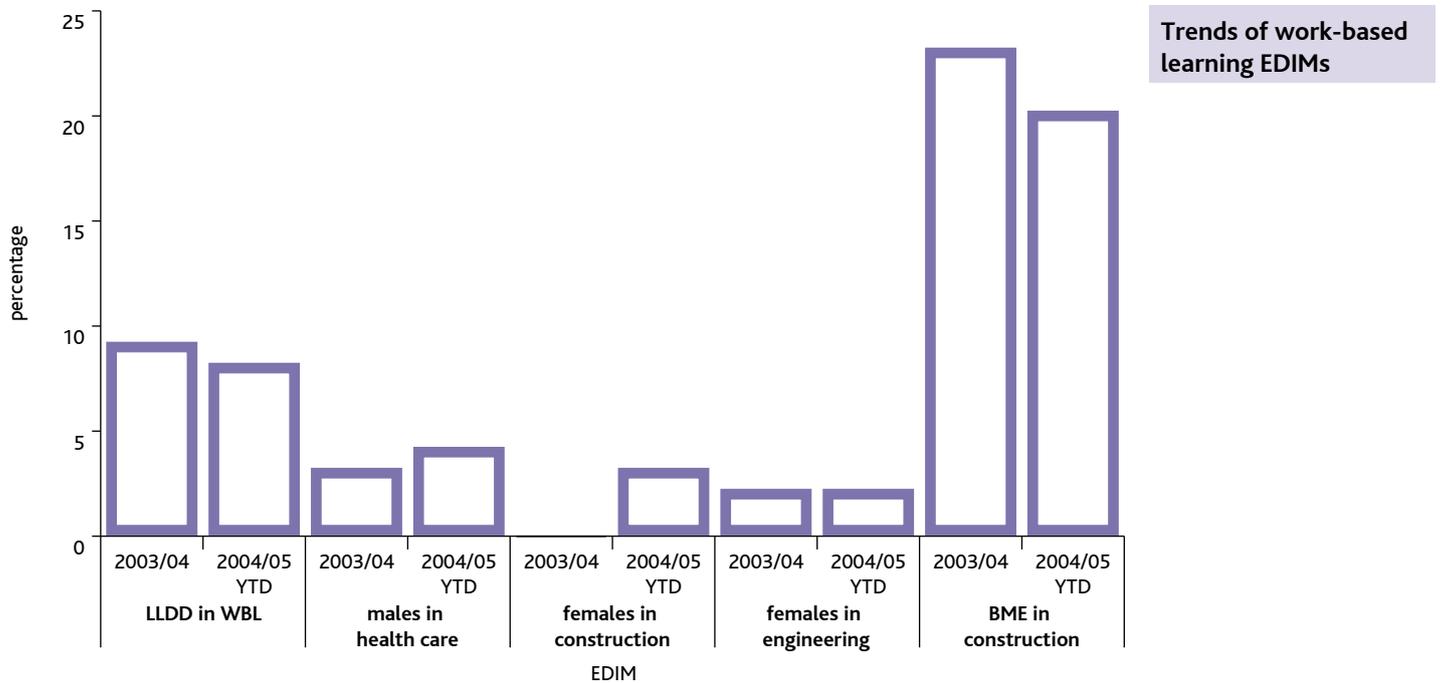
Also, there is a very large gender imbalance in ACL, where women outnumber men by a factor of more than three to one. All providers are working to address these general disparities but the EDIMs concentrate on smaller scale inequalities such as the percentage of ethnic minority learners on construction courses (currently under 1% for some ethnic groups) and the percentage of women in engineering programmes (around 3%).

EDIMs are regularly reviewed and monitored in order to track progress and ascertain if any new measures need to be introduced.

Work-based learning

Work-based learning data from 2003 - 2004 was compared with data up to June 2004 - 2005 to review WBL EDIMs and introduce new ones.

Five EDIMs are currently used to address the following identified priorities: under representation of young learners with learning difficulties and disabilities (LLDD), gender imbalance in Health and Social Care, Construction and Engineering and under representation of ethnic minorities in Construction.



Source: ILR data for 2003 - 2004 and 2004 - 2005 (up to June 2005)

2004 - 2005 data also showed that Black and Minority Ethnic (BME) learners were under-represented on WBL programmes as a whole so London West LSC decided to introduce a new, sixth EDIM to address this. The table below shows overall targets for all six WBL EDIMs for 2005 - 2006.

Monitoring of work-based learning EDIMs			
	2003 - 2004 baseline	2004 - 2005	2005 - 2006 target
LLDD on WBL programmes	9%	8%	9%
Males in Health Care Sector	3 %	4%	5%
Females in Construction	0%	3%	3%
Females in Engineering	2%	1.5%	2%
BME in Construction	23%	20%	29%
BME on WBL programmes	35%	37%	35%

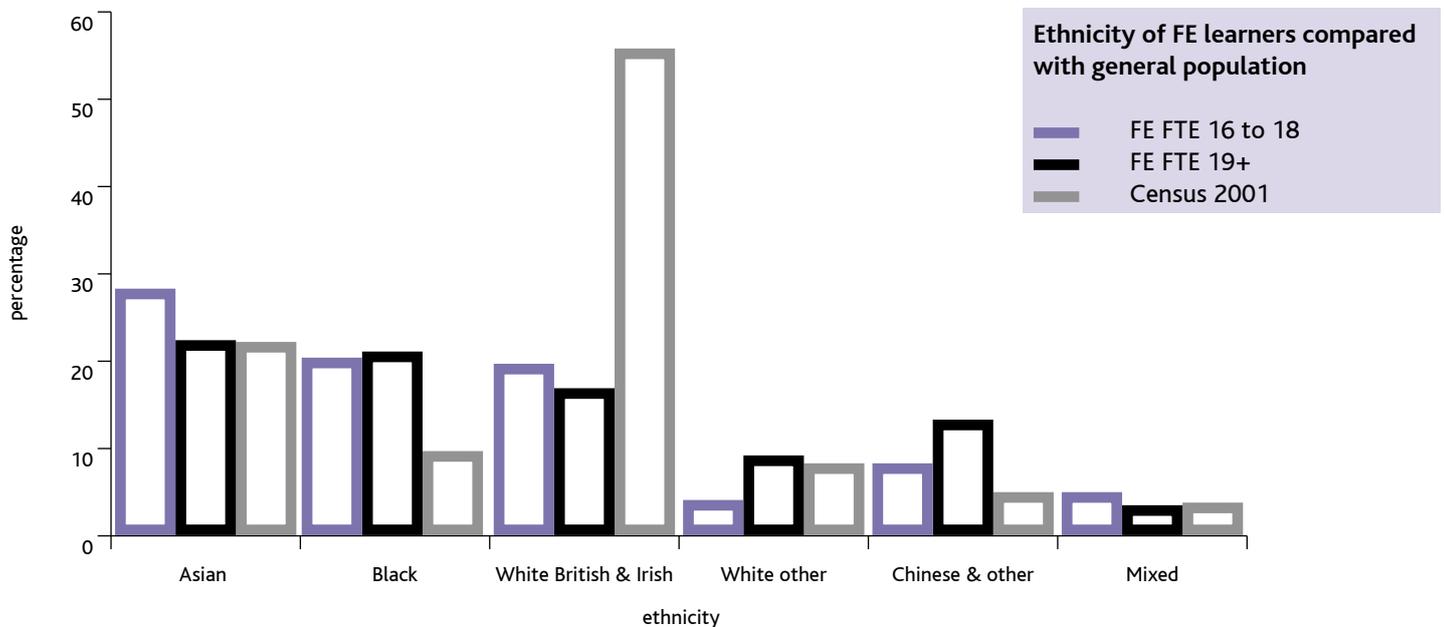
Source: WBL ILR data

Further Education (FE)

Following the review of EDIMs, we have decided to extend the monitoring of gender balance in Construction and Health and Social Care, along with the ethnic profile of learners in Construction from the work-based learning to the further education sector because our analysis showed that we need to increase participation of:

- Female learners in Construction
- Male learners in Health and Social Care
- Ethnic minority learners in Construction.

Although EDIMs are designed to address the under-representation and under-achievement in learning provision that usually affects the minority ethnic population, the chart below shows that the participation of the White UK population in further education is disproportionately low.



Source: ILR and Census 2001

Our analysis has also revealed a need to improve the success rate of 16 to 18 Black Caribbean learners. Their overall success rate for 2003 - 2004 was 61%, which was significantly lower than the target success rate for all learners of 72%.

The table below shows examples of agreed targets for FE EDIMs for 2005 - 2006.

Examples of targets for FE EDIMs			
	College	2003 - 2004 baseline	2005 - 2006 target
Improve success rate for 16 to 18 Black Caribbean learners	Harrow College	52%	60%
	Stanmore College	63%	65%
Improve participation of male learners in Health and Social Care (16 to 18)	College of North West London	0%	5%
	Uxbridge College	11%	14%
Improve participation of female learners in Construction (19+)	West Thames College	3%	5%
Improve participation of ethnic minority learners in Construction (16 to 18)	College of North West London	9%	10%
	Ealing, Hammersmith & West London College	6%	8%

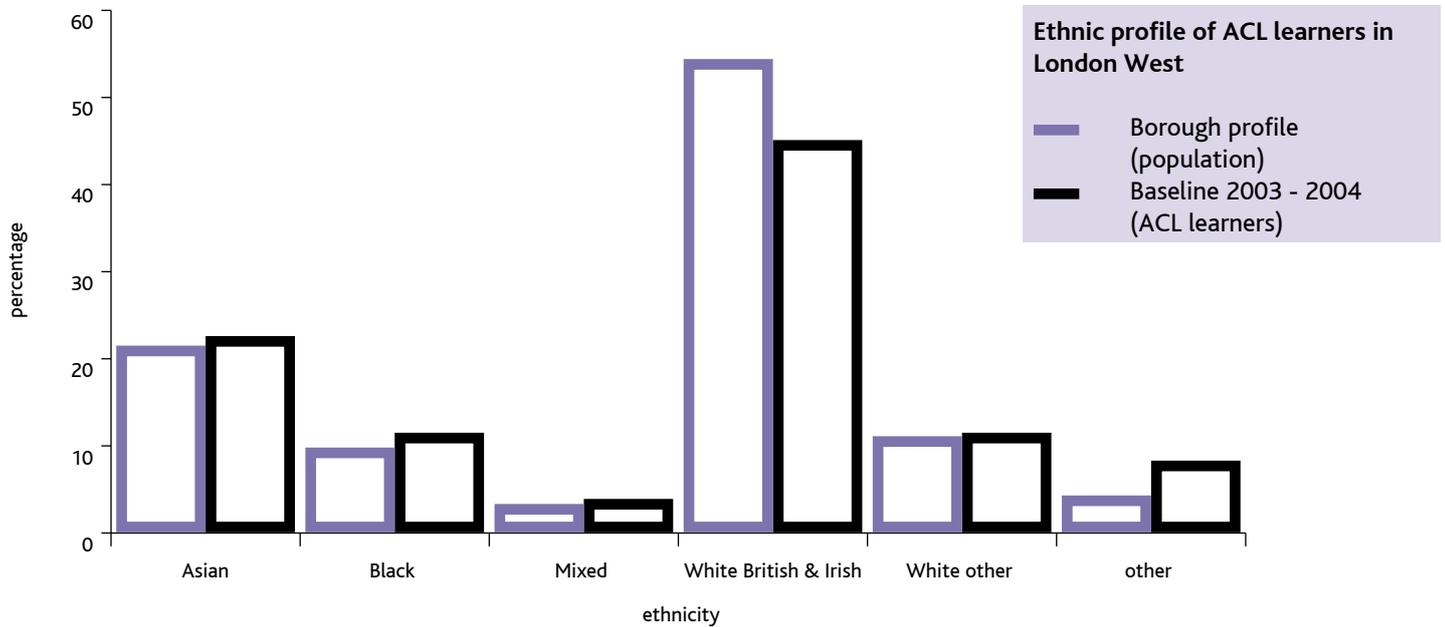
Source: FE Three Year Development Plans

Adult and Community Learning

London West LSC's ACL team continues to regularly collect data to identify under-represented groups to ensure that local priorities continue to reflect local needs and realities. All our local ACL providers produce termly data on: participation of learners with learning difficulties and disabilities; gender ratio; participation of learners by ethnicity and by age.

As last year, London West's ACL providers will use this data to identify and address gaps in adult participation. The chart on page 125 in the Adult Learner's section shows that there still is a significant gender imbalance in ACL provision – all six boroughs are currently working to address this.

The chart below shows that there are no significant discrepancies between the population and learner profile as far as ethnicity is concerned. The slight over-representation of black and minority ethnic (BME) learners when compared with learners from the White category is the result of the fact that ethnic minority learners are more likely to attend ESOL classes.



Source: Census 2001 & ACL learner data, 2003 - 2004

Race equality in employment

During 2005, London West LSC took part in the Race Equality in Employment Standard (REES) pilot that was commissioned by the National LSC Office, developed by Stella Dadzie of Frontline Training and run by the consultants from the Black Training and Enterprise Group (BTEG). The REES has been developed in response to the Commission for Black Staff in FE recommendations to key agencies on how they should be tackling the issues that prevent Black staff from playing their full part within the sector.

The REES offers a framework for post 16 education and training providers aimed at embedding race equality into their employment and human resources practice and it complements a number of sector-wide requirements, including compliance with the Race Relations (Amendment) Act 2000, Success for All, and the inspection process. Following the pilot phase, the REES will be refined and is due to be launched at the AoC conference in November 2005.

Higher Education

The overall picture

The government target of 50% participation of people under 30 in higher education by 2010 has put the issue of progression into sharp relief. A recent report by the Higher Education Policy Institute (HEPI) suggested that a brake on A-level participation rates meant that this target was unlikely to be achieved.

This year, the London West Needs Assessment includes, for the first time, data on progression, by way of applications to higher education from the Universities and Colleges Admissions Services (UCAS). Although this data is for acceptances and not actual enrolments (and they include applicants from London West who were studying outside the area as well as those from outside who were applying from London West institutions), it does give a good indication of trends in demand for higher education. The UCAS figures show that applications to higher education from London West students rose only marginally between 2002 and 2004: less than 1%.

In all, just over 10,000 students from London West were accepted to institutions of higher education in 2004. Around a half of these destinations were in Greater London and a further 1,500 in the south east.

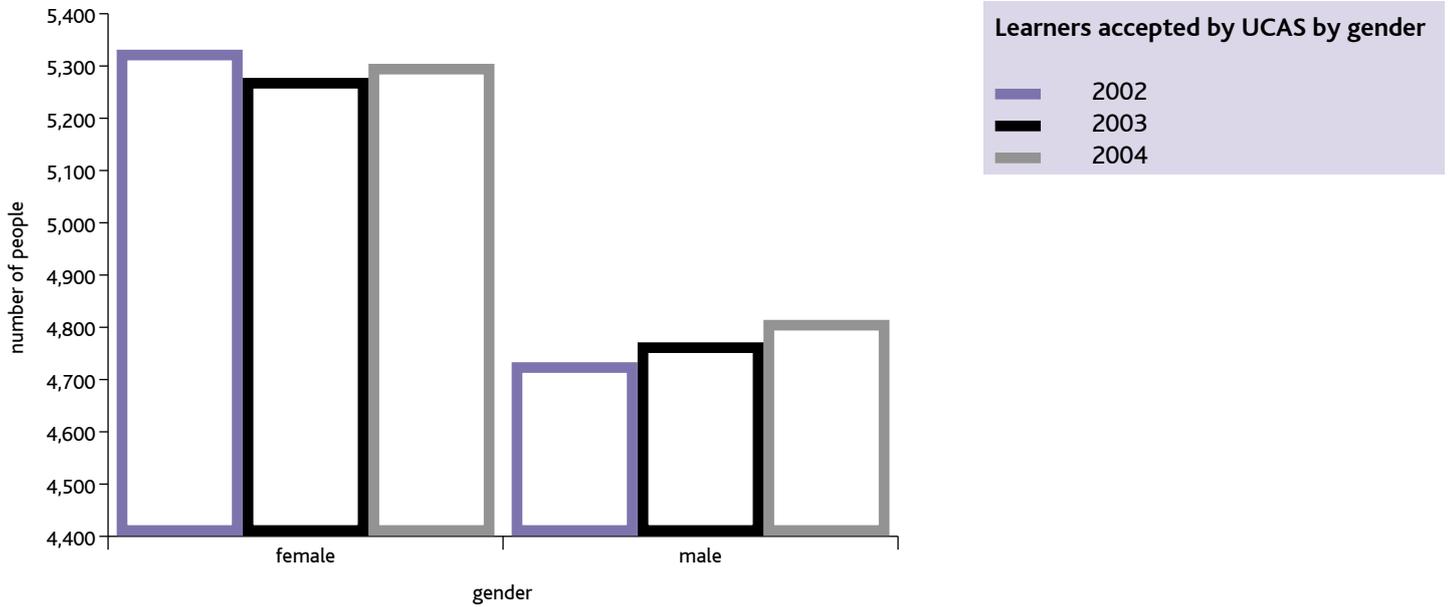
The structure of the UCAS data and the shifting population of London West make it difficult to gauge the extent of participation in the area. If, however, we take the proportion of 17 to 19 year old applicants who were registered as domiciled in one of the six London West boroughs (whether or not they were at an institution in the area) and use the 18-year old population estimates as a denominator, we can get a reasonable approximation of participation. The figures include students studying higher education courses at colleges of further education; not all of them will be at HE institutions.

HE acceptances by London West boroughs	
Borough	Percentage of 18-year old population accepted for HE in 2003
Brent	35
Ealing	37
Hammersmith and Fulham	30
Harrow	46
Hillingdon	31
Hounslow	32
Total	35

Source: estimates based on UCAS data

The figures, as we might expect, are correlated with the staying-on rates at 16 (see table on page 68). Harrow and Brent – which have the highest rates of young people remaining in education at age 16 – also have high HE participation levels, whereas Hillingdon and Hounslow, with lower rates, have a lower participation level.

The one anomaly is Hammersmith and Fulham, where the staying-on rates are high but participation is below expected levels. The explanation appears to be the above-average age of applicants from this borough. In 2003, more than 40% of accepted candidates to HE from Hammersmith and Fulham were aged over 19. In the remaining boroughs, the comparable figure was a third or less and in Hillingdon it was only 25%. This leads to the conclusion that, once young people from Hillingdon have left school, their chances of going on to higher education are much diminished. This is consonant with our findings last year, showing that, although Hillingdon had higher employment levels than the other five boroughs, it was the most educationally deprived borough in London West.

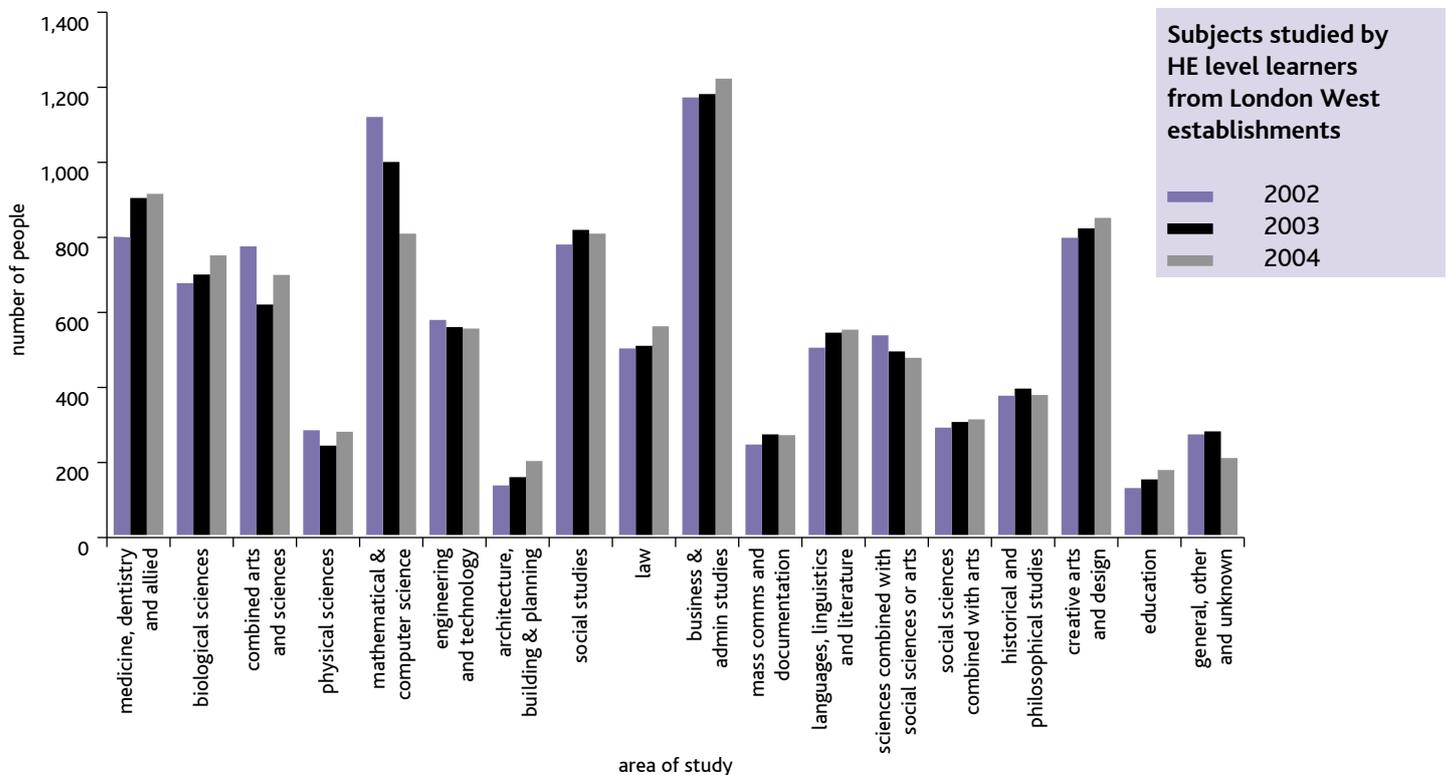


Source: UCAS

A crucial factor in the A-level slowdown is the declining relative performance of boys. Whilst this may have stabilised over the past two years, there is little sign of reversal. In London West, the relative performance between young men and women is, if anything, more striking than the national picture, with a discrepancy in Ealing and Hounslow of more than 20%. This is echoed in the UCAS acceptance statistics in the chart above. The acceptance rates for males have risen over the three year period but still lags significantly behind those for females.

Subjects studied

The chart overleaf shows the subject areas studied at higher education level by students from establishments in London West.

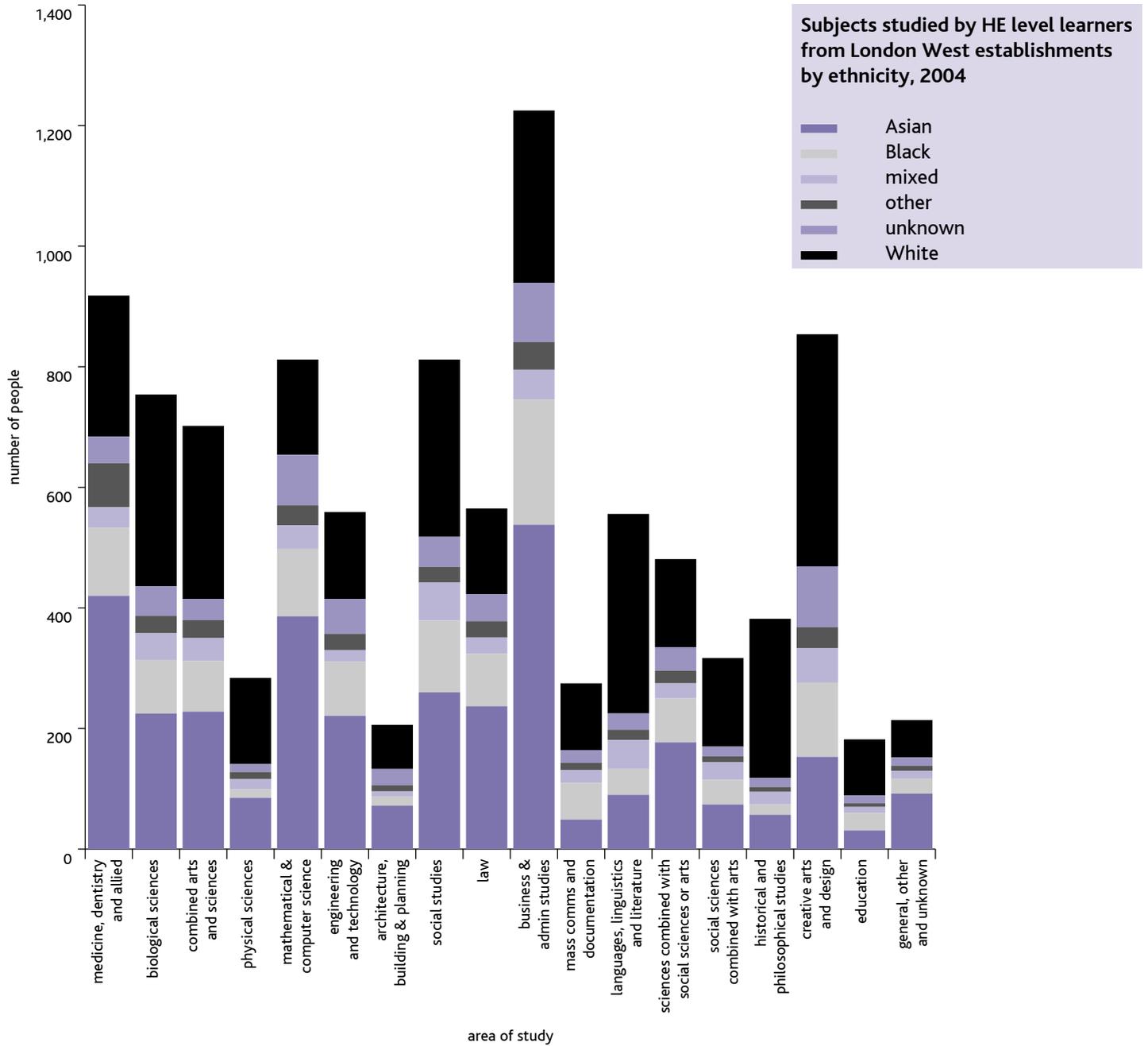


Source: UCAS

In terms of popularity, four areas stand out. Business and administration studies has attracted consistently the highest number of students from London West over the three years since 2002. It has been followed by mathematics and computer sciences, creative arts and design and, finally, social studies. Whilst the proportion studying three of these four subject areas has hardly changed over the period, the decline in the number of students embarking on a course in maths or computer sciences is striking: a drop of more than 27% in just three years.

Of the less popular areas, biological sciences displays an upward trend – rising by 10% – as do subjects allied to medicine (up 15%) and education (up 36%); the latter two from a much smaller base. There is a low – and falling – number of students undertaking courses in European languages; a fact that reflects the concern over this subject at school level.

When we look at the subject areas studied by ethnic group, a fascinating picture emerges. First, the number of students from London West from the Asian communities accepted on to courses of higher education over the three years is only a little below that of White students. This means that students from all ethnic backgrounds easily outnumber their White peers in terms of higher education participation.



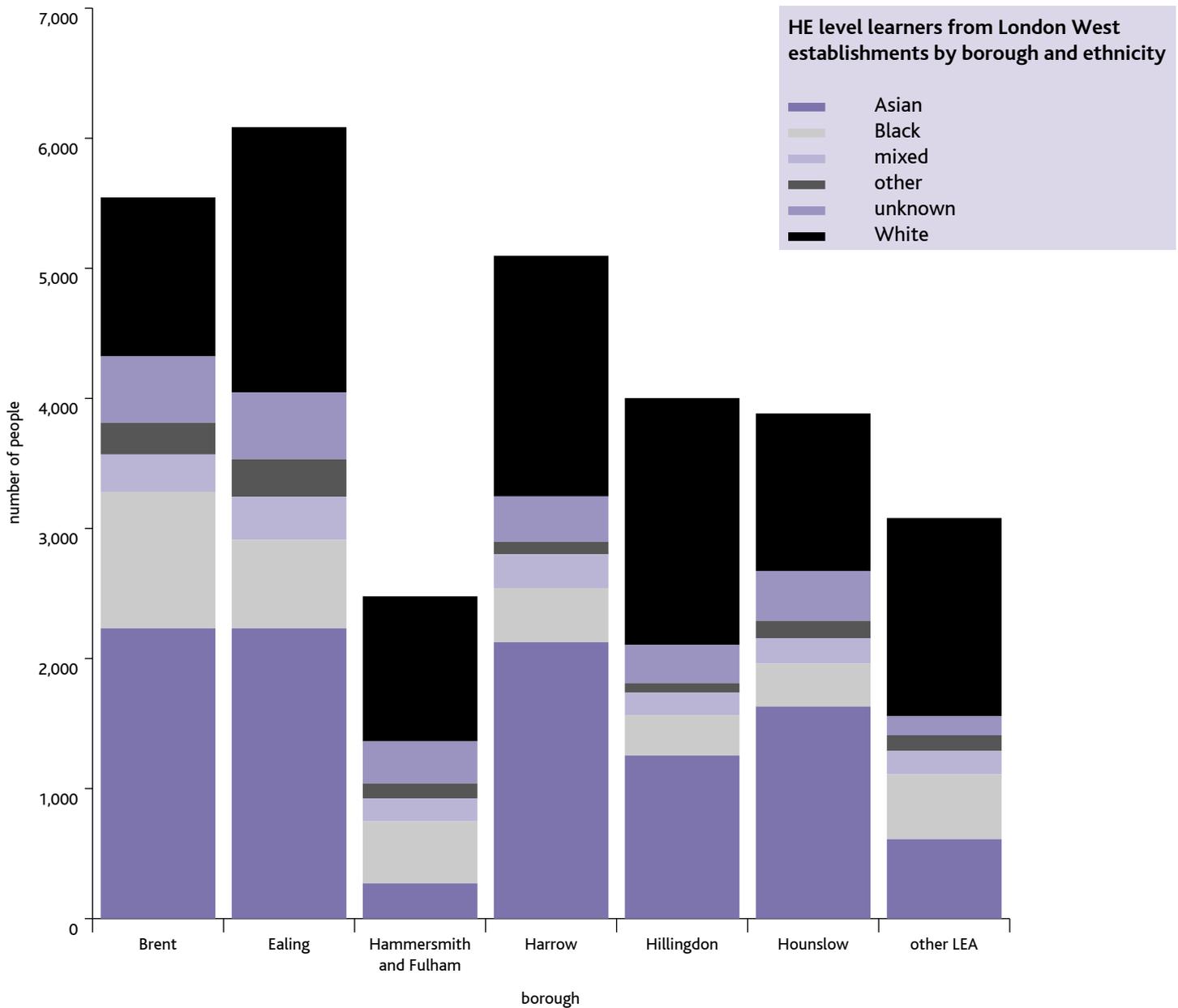
Source: UCAS

In addition, there are clear distinctions between the subjects taken by the various ethnic groups. Courses in Maths & Computer Sciences and in Business and Administration are heavily dominated by Black and Asian students, whilst Historical & Philosophical Studies, and Biological Sciences are largely comprised of White students. The chart above also shows, perhaps unexpectedly, that ethnic community students predominate on engineering courses.

Student ethnicity

Student participation in higher education by borough reveals a fairly self-evident situation. Those boroughs with large Black and minority ethnic communities – Brent, Ealing and Harrow – have seen those populations reflected in the number of young people progressing to higher education.

Conversely, Hammersmith and Fulham and Hillingdon, where the Asian communities are smaller, both send a higher numbers of White students to HE. Hammersmith and Fulham also has a significant Black population and this, too, is mirrored in the chart below.



Migration in and out of London West (and between boroughs) makes it difficult to give accurate figures for ethnic populations in our schools. If, however, we take school populations at the start of the period, in 2002, White pupils formed 46% of all secondary school pupils but, in 2004, HE acceptances from White students were just under 36%. Asian students, on the other hand, made up 34% of all acceptances in 2004 despite their

proportion of the school population in 2002 rising no higher than 26%. For Black students, the statistics are 16% of the school population and 13% of the higher education acceptances. The trend is clear: White students from London West are under-represented in higher education.

Work-based learning

07

Work-based learning

Key points

- Apprenticeships (formerly known as FMAs) are still the most preferred work-based learning programme in London West
- Male learners take up the majority of work-based learning programmes
- Engineering continues to be the most popular programme area within Advanced Apprenticeships
- London West has the highest proportion of all LLSCs, 57%, of e2e learners progressing on to a positive destination
- The majority of learners taking up Apprenticeship and Advanced Apprenticeship programmes in London West are from a White British background.

Apprenticeships

Apprenticeships are the preferred method of work-based learning (WBL) for young people aged 16 to 24. Demand for apprentices has grown nationally with almost 175,000 young people having started a programme for the first time in 2004 - 2005. In order to maintain the high profile of Apprenticeships the focus is on driving up the achievement of the full framework.

One of the priorities for the LSC is to extend participation in education, learning and training. Encouraging more young people to become Apprentices has become one of the Learning and Skills Council's key goals. The LSCs target is to increase the numbers completing the full Apprenticeship framework by 75% by 2007 - 2008.

The Apprenticeships are a mixture of work-based learning and education. The system evolved out of a government review in 2001, which recommended a number of changes to update and revise the Apprenticeship programme.

Providers London West LSC contracted with 33 work-based learning providers during 2003 - 2004 and 26 work-based learning providers in 2004 - 2005. All of the FE colleges in London West, with the exception of St. Dominic's Sixth Form College, deliver work-based learning provision. Nearly all of these colleges offer a wide range of Apprenticeships at level 2 and Advanced Apprenticeships at level 3.

From 2003 - 2004 the WBL contractual year changed its timescales from periods to calendar months. A work-based learning contractual year consists of 12 periods/calendar months with the exception of the first LSC work-based learning contractual year, 2001 - 2002, which had 16 periods. A period is a time frame specified by the LSC for providers to submit their ILR returns e.g. 2002 - 2003 period 3 started from 30/09/02 and ended in 27/10/02.

Starts are learners who have commenced on Apprenticeship, NVQs or Entry to Employment programmes during a particular period. Leavers are learners who have left a programme regardless of whether they have achieved an outcome and when they started the programme. In-learning is a learner who has commenced an agreed course of learning and not yet completed that course of learning.

Learner numbers

The average number of London West work-based learners up to period 10 in 2004 - 2005 (August 2004 - May 2005) was 2,421.

Numbers of learners in work-based learning

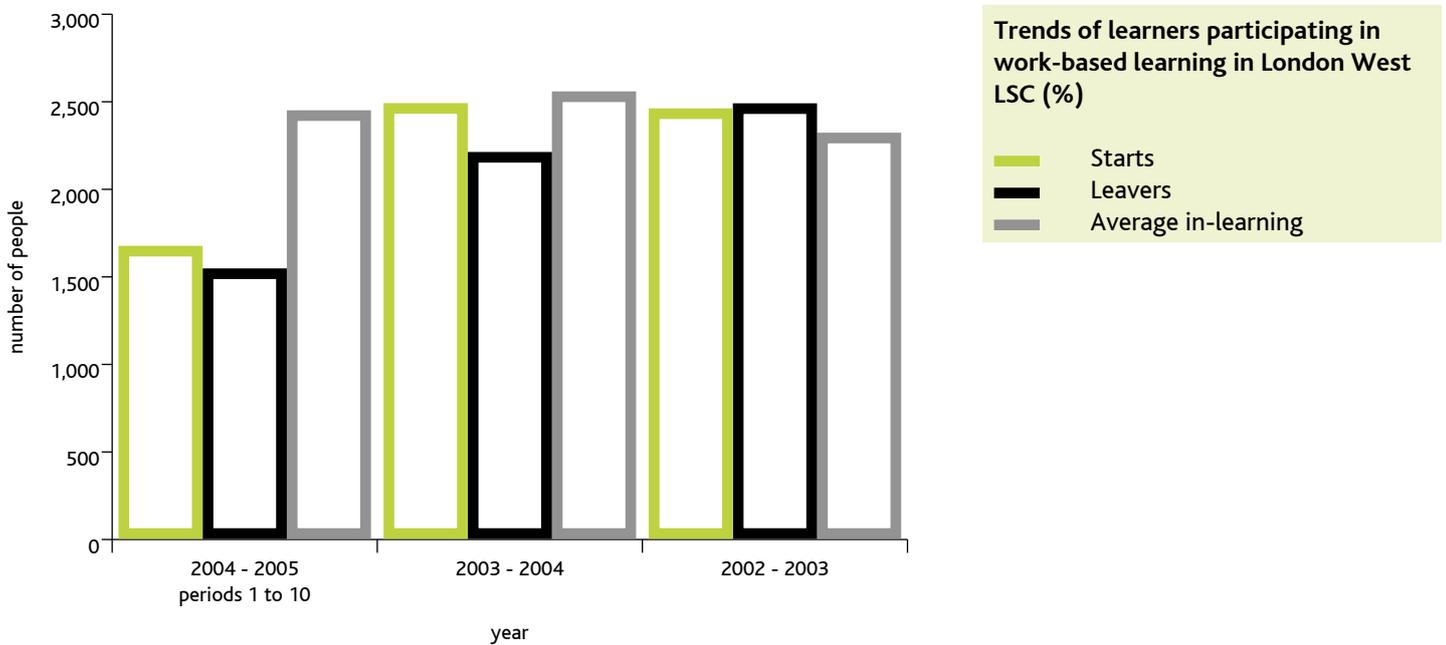
	Starts		Leavers		Average in-learning per period	
	2003 - 2004	2004 - 2005 period 10	2003 - 2004	2004 - 2005 period 10	2003 - 2004	2004 - 2005 period 10
London West LSC	2,462	1,647	2,183	1,518	2,529	2,421
London LSCs	18,826	14,134	17,648	12,599	17,997	17,233
All LSCs	281,511	201,900	262,142	185,513	302,238	291,982

Source: Learning & Skills Council, ILR (2003 - 2004, 2004 - 2005)

London West figures are relatively low for work-based learning compared to overall London figures. London West LSC has the second lowest number, 14%, of work-based learners in-learning compared to the four London LSCs during 2003 - 2004 and 2004 - 2005. London East LSC continues to have the highest number, 26% of London's WBL learners in-learning.

Compared to the previous years, 2002 - 2003 and 2003 - 2004 the number of learners starting and leaving work-based learning programmes in London West has dropped significantly in 2004 - 2005 (up to period 10). The number of starts has decreased by 32% from 2003 - 2004 to the current contractual year 2004 - 2005. Interestingly the graph below shows the number of people in-learning on work-based learning programmes from 2002 - 2003 to the current contractual year of 2004 - 2005 remains steady compared to the number of starts and leavers.

The number of starts in 2004 - 2005 is low compared to previous years, as more learners are remaining for longer on their programmes, and there are therefore fewer places available with providers for new starts. This is a positive move as is mirrored in the increase in achievement.

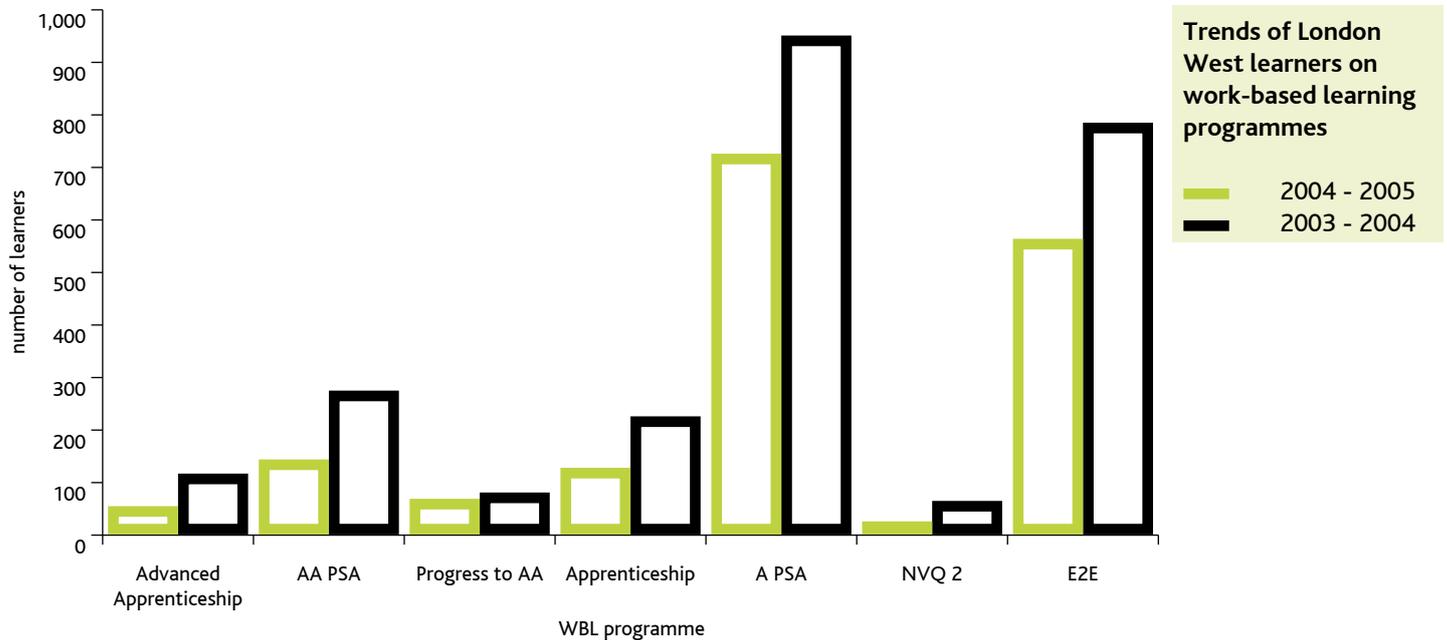


Source: ILR 2002 - 2003, 2003 - 2004, 2004 - 2005 periods 1 to 10

Trends show that the majority of London West work-based learners participate in Apprenticeships, formerly known as FMAs. In 2003 - 2004, 45% of learners were in-learning on Apprenticeship programmes, this increased to 51% in 2004 - 2005.

The charts below show the type of programme areas work-based learners started on in both 2003 - 2004 and 2004 - 2005. Apprenticeship PSA (Public Sector Agreement) and e2e (Entry to Employment) were found to have the majority of learners in both years. PSA Starts is the term used for work-based learning Apprenticeship/framework learners who were aged under 22 at the start of their programme and entering a programme for the first time.

In 2003 - 2004, London West had a total of 941 Apprenticeship PSA starts. In the current contractual year 2004 - 2005 the total number of Apprenticeship PSA starts has dropped to 716. It must be noted that the 2004 - 2005 figures are up to period 10.



Source: ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

The total number of National PSA starts (this includes Apprenticeships and Advanced Apprenticeships) in 2003 - 2004 was 148,705; the LSC exceeded the national PSA Starts target by 101%. In the current year, 2004 - 2005 the National PSA Starts target is 166,835, the LSC has reached 71% of this target.

Percentage of Apprenticeship PSA starts towards local, regional and national targets								
	Apprenticeship starts		Advanced Apprenticeship starts		Full year target		% towards target	
	2003 - 2004	2004 - 2005 ytd	2003 - 2004	2004 - 2005 ytd	2003 - 2004	2004 - 2005 ytd	2003 - 2004	2004 - 2005 ytd
London West LSC	974	716	296	134	1,349	1,552	94%	55%
London Region	6,296	5,496	1,940	1,300	7,882	9,065	104%	75%
National	113,450	92,741	35,255	25,658	146,566	166,835	101%	71%

Source: Performance Scorecard (ILR 2003 - 2004, 2004 - 2005 periods 1 to 10)

London West LSC reached 94% of its 2003 - 2004 full year target of 1,349 and has reached 55% towards this year's target of 1,552. Trends show that London West LSC remains fourth in reaching its PSA Starts target in the London region compared to all other London LSCs. London West should achieve over 105% of this year's target through a mixture of WBL PSA starts and FE programme led pathways, which also contribute to the PSA target.

It appears that work-based learning is more popular with male learners. Nationally, of those participating in various types of work-based learning programmes 57% are male and 43% female. This is also reflected at a local level.

From the various types of work-based learning programmes, Apprenticeships are the most popular programme taken up by female learners in London West. In 2003 - 2004 56% of female learners had taken up Apprenticeship learning programmes. This increased to 60% in 2004 - 2005.

There is a high proportion of male learners taking up Apprenticeships (A) as well as Advanced Apprenticeship (AA) learning programmes. Around 41% of male learners had taken up an Advanced Apprenticeship learning programme during 2003 - 2004.

The majority of learners participating in work-based learning are aged between 16 and 18. Learners aged between 16 and 18 taking up work-based learning in 2004 - 2005 increased by 2% to 68% from 2003 - 2004. Trends show that more learners aged between 16 and 18 take up Apprenticeships than any other work-based learning programme. This is a direct result of the work by the local LSC to work towards meeting the PSA target for first time entrants to WBL.

Learners in work-based learning by age (average in-learning)						
	2003 - 2004			2004 - 2005 (up to period 10)		
	A	AA	NVQ	A	AA	NVQ
16 to 18	794	516	42	823	504	33
19 to 20	191	205	23	203	181	25
21 to 24	184	175	28	186	151	21

Source: Learning & Skills Council, ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

The table shows a 14% decrease of work-based learners aged 19 plus participating in AAs during 2004 - 2005 compared to the previous year 2003 - 2004. Participation of Apprenticeship learners aged between 16 and 18 has increased by 3.6% in 2004 - 2005. Very few work-based learners aged 19 plus are taking up NVQs in London West. This is a result of a policy change locally with learners being moved on to frameworks where appropriate.

The majority of learners taking up Apprenticeship and Advanced Apprenticeship programmes in London West are from a White British background. In 2004 - 2005, 63% of White British learners were in-learning on an Apprenticeship programme in London West and 73% of White British learners were on an Advanced Apprenticeship work-based learning programme.

In 2003 - 2004 around 9% of work-based learners in London West had some form of learning difficulty. This percentage increased to 10% in 2004 - 2005.

Learners by programme areas The main programme areas taken up by work-based learners in the London West LSC area are similar to previous years.

Top areas of learning taken up by work-based learners 2004 - 2005

Apprenticeships		Advanced Apprenticeships	
Programme area	Average in-learning	Programme area	Average in-learning
Hairdressing and Beauty Therapy	221	Engineering, Technology and Manufacturing	436
Health, Social Care and Public Services	186	Health, Social Care and Public Services	144
Retailing, Customer Service and Transportation	185	Business Administration, Management and Professional	99
Engineering, Technology and Manufacturing	175	Hairdressing and Beauty Therapy	59
Business Administration, Management and Professional	169	Retailing, Customer Service and Transportation	45
Construction	99	Construction	27
Information and Communication Technology	79	Information and Communication Technology	7
Hospitality, Sports, Leisure and Travel	47	Hospitality, Sports, Leisure and Travel	4

Source: Learning & Skills Council, ILR 2004 - 2005 periods 1 to 10

Hairdressing and Beauty Therapy and Health, Social Care and Public Services continue to be the most common programme areas of study for learners taking Apprenticeships in the London West LSC area. Hairdressing and Beauty Therapy is also the top area of learning taken up regionally in London. Interestingly, Construction is the most popular WBL area of learning taken up by learners at a national level.

A greater number of learners taking up Advanced Apprenticeships opt for Engineering, Technology and Manufacturing and Health, Social Care and Public Services. These trends continue in London West and nationally.

Health, Social Care and Public Services are the most popular areas of learning taken up by learners on NVQ level 2 and level 3 work-based learning programmes in London West. Business Administration, Management and Professional programme areas are popular within NVQ level 4 work-based learning programmes.

Success rates

Success rates are calculated at an aim level and are used to assess the performance of providers. Success rates are also referred to as completion rates and achievement rates. The method used for calculating work-based learning success rates is the total number of achievers divided by the total number of leavers, excluding leavers who have transferred on to another WBL programme or provider.

The framework success rate is the number of leavers who achieve the whole framework of either an Apprenticeship or Advanced Apprenticeship. NVQ success rates are the number of leavers who achieve an NVQ, either as part of a framework (Apprenticeship, Advanced Apprenticeship) or as NVQ training. Framework or NVQ is based upon the full framework success rates plus the NVQ only success rates.

Success rates by programme type (%)						
	Full framework success rates		NVQ only success rates		Framework or NVQ success rates	
	2003 - 2004	2004 - 2005	2003 - 2004	2004 - 2005	2003 - 2004	2004 - 2005
Apprenticeships total						
London West LSC	20	32	15	13	35	45
London Region	23	28	14	11	38	39
National	31	33	13	13	44	46
NVQ total						
London West LSC			35	37	35	37
London Region			45	52	45	52
National			56	62	56	62

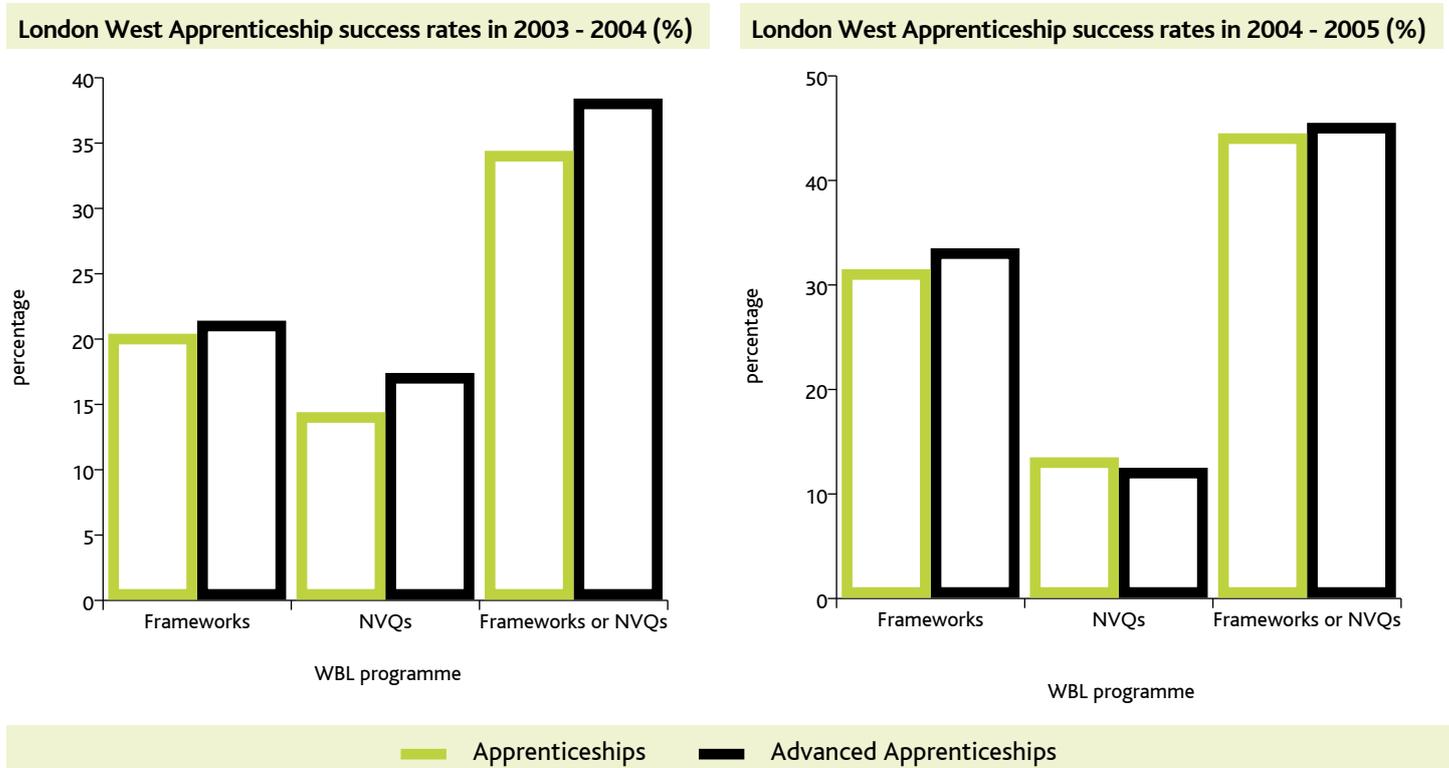
Source: ILR, 2003 - 2004, 2004 - 2005 periods 1 to 10

In 2003 - 2004, the full framework success rates for Apprenticeships (both Apprenticeships and Advanced Apprenticeships) was 20% in London West. London West was 11 percentage points below the national full framework success rate of 31%. However London West's NVQ only success rates in Apprenticeships exceeded the national NVQ only success rate of 13%.

Even though the 2004 - 2005 contractual year has not yet completed, the Apprenticeship success rates within full frameworks has increased by 12 percentage points to 32% in 2004 - 2005.

The total NVQ success rates include NVQ levels 2, 3 and 4. Both the London region and London West LSC are far below the national NVQ success rate of 56% in 2003 - 2004. The year to date success rates in 2004 - 2005 show the gap between London West LSC and the National NVQ success rates widening even further. London West LSC is working to move all learners on to a full framework, where applicable. The low levels of NVQ only learners show the successful impact of the local policy.

The charts overleaf show Apprenticeships success rates by programme types for both 2003 - 2004 and 2004 - 2005. Trends show that frameworks compared to NVQs continue to have the higher success rates. This is especially significant in 2004 - 2005.



Source: ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

In 2003 - 2004, success rates in both frameworks and NVQs were higher in Advanced Apprenticeships at 38% compared to 34% success rate in the Apprenticeship programme type. These trends continue in 2004 - 2005.

NVQ success rates have decreased in 2004 - 2005 compared to the previous year for both Apprenticeships and Advanced Apprenticeships. Success rates in NVQs within Advanced Apprenticeships have decreased by five percentage points to 12% in 2004 - 2005. Whereas, framework success rates within Advanced Apprenticeship programmes have increased to 33% in 2004 - 2005 from 21% in 2003 - 2004.

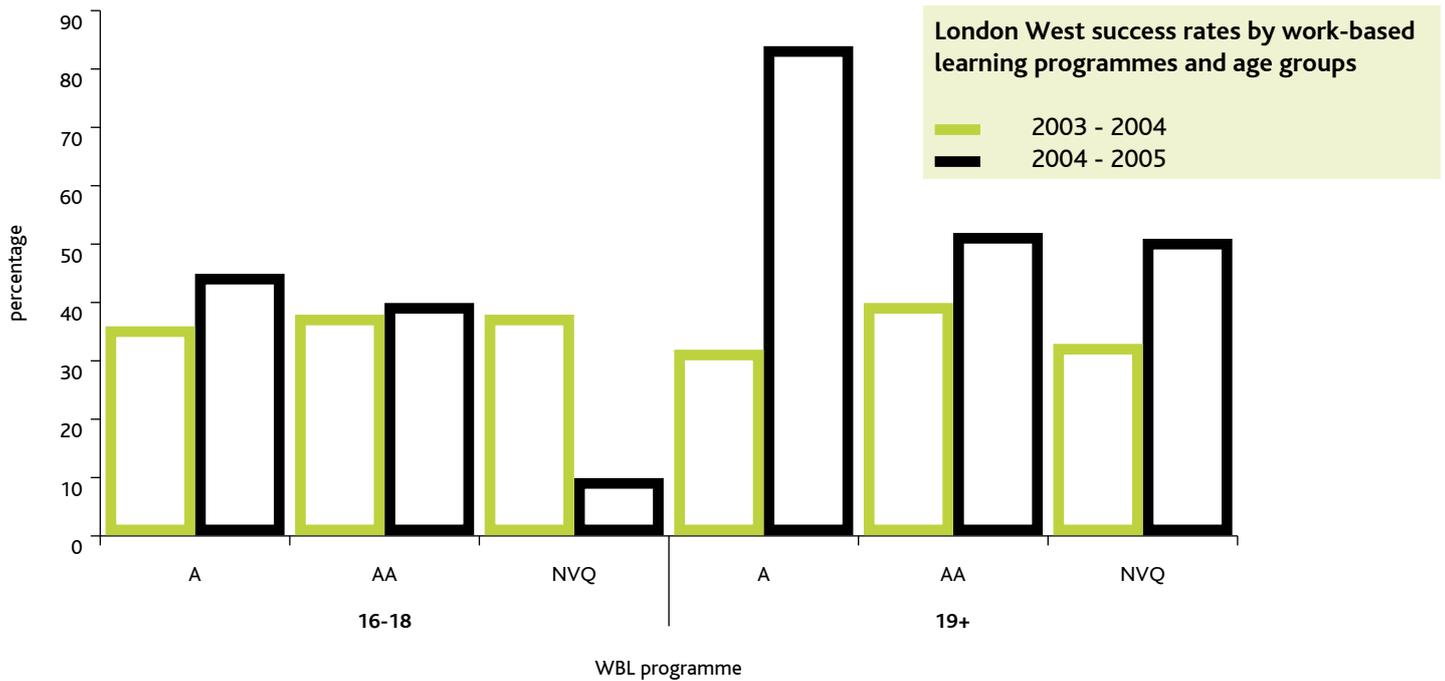
The total Apprenticeship (frameworks and NVQs) success rate in 2003 - 2004 for learners aged between 16 and 18 in London West was 36%. This success rate has increased by five percentage points in 2004 - 2005.

The London West Apprenticeship success rates for 2004 - 2005 have increased for both age groups from the previous year 2003 - 2004. There has been a significant increase in the 19 plus age group, which shows a 17 percentage point increase in success rates from 2003 - 2004 to 2004 - 2005.

Apprenticeships success rates by age group (%)				
	2003 - 2004		2004 - 2005	
	16 to 18	19+	16 to 18	19+
London West LSC	36	34	41	51
London	37	38	35	43
England	45	43	46	46

Source: Learning & Skills Council ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

The chart below shows a small increase in the 16 to 18 success rates in the Apprenticeship and Advanced Apprenticeship programmes from 2003 - 2004 to 2004 - 2005. However the NVQ success rates for 16 to 18 year olds has dropped dramatically from 37% in 2003 - 2004 to 9% in 2004 - 2005.



Source: ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

The 19 plus age group shows an increase in all work-based learning programmes especially Apprenticeships, which have increased by 52 percentage points to 83% in 2004 - 2005. There are a greater number of work-based learners aged 19 plus achieving an NVQ qualification in 2004 - 2005 compared to learners aged between 16 and 18.

London West Apprenticeship success rates in WBL by area of learning (%)

Area of Learning	2003 - 2004	2004 - 2005
Construction	22	22
Engineering, Technology & Manufacturing	33	24
Business Admin, Management & Professional	53	44
Information & Communication Technology	63	43
Retail, Customer Services & Transportation	29	47
Hospitality, Sports, Leisure & Travel	23	35
Hairdressing & Beauty Therapy	24	30
Health, Social Care & Public Services	36	49

Source: Learning & Skills Council ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

In 2003 - 2004, Information, Communication Technology was the area of learning with the highest success rate of 63%. In the current contractual year 2004 - 2005 Health, Social Care and Public Services has the highest success rate of 49%.

In the future, the LSC will be introducing two new methods of calculating WBL success rates. These measures will resolve issues around the current methodology and will give results, which are more comparable with FE. The overall success measure will capture all achievements by counting all learners who achieve their qualification at either their planned or actual end date. It is currently necessary to have two measures because of the large number of achievements that occur after the planned end date.

Entry to Employment (e2e)

Entry to Employment (e2e) is a non formula-funded programme introduced nationally in 2003 - 2004. It replaced life skills, preparatory training and National Vocational Qualification (NVQ) learning at level 1 for those learners aged 16 to 18.

e2e was designed for a wide range of young people not yet ready or not yet able to enter an Apprenticeship programme and who would benefit from a variety of support in a work-based environment.

As with Apprenticeship WBL programmes there is also a high take up of learners on e2e work-based learning programmes in London West.

Number of learners in e2e programmes in London West LSC

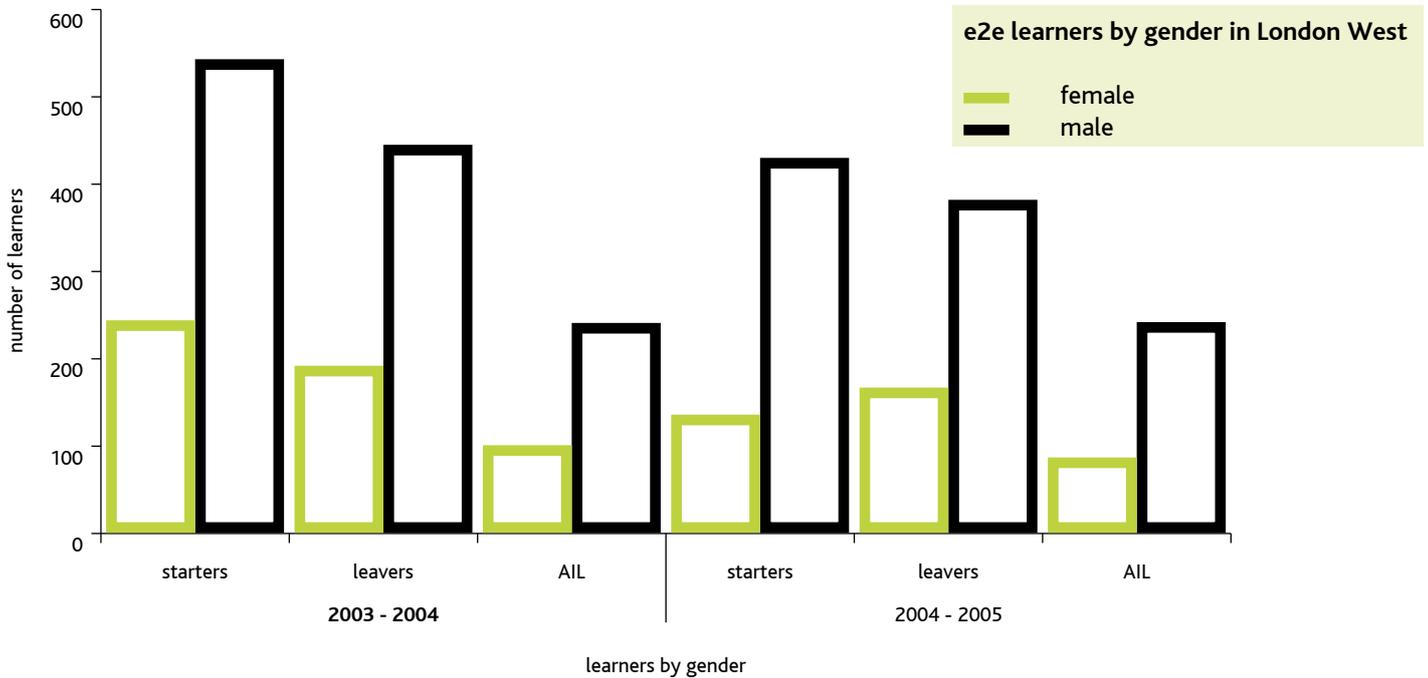
	Starters		Leavers		Average in learning	
	2003 - 2004	2004 - 2005	2003 - 2004	2004 - 2005	2003 - 2004	2004 - 2005
London West LSC	775	554	625	537	330	317
London LSCs	7,196	5,015	6,093	5,486	3,851	3,229
All LSCs	61,129	40,603	53,253	45,273	30,632	26,701

Source: Learning & Skills Council ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

During 2003 - 2004, there were a total of 775 learners starting an e2e programme. The current contractual year 2004 - 2005 shows a total of 554 learners starting an e2e. London West will have to strive to increase the number of e2e starts by 28% before the end of this 2004 - 2005 contractual year in order to match the number of e2e starters in the previous year. Although there has been a reduction in the number of starts, the average in learning has remained constant as learners are remaining on programmes longer.

London West e2e starters make up 11% of the regional total, compared to all other London LSCs, London West continues to have the lowest number of e2e learners.

In London West there are a greater number of male learners participating in e2e learning, 71%, compared to female learners. This has now increased to 74% in 2004 - 2005. These trends are similar at a regional and national level.



Source: Learning & Skills Council ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

Both genders display a drop in participation in e2e programmes from 2003 - 2004 to 2004 - 2005. The proportion of male learners starting on an e2e programme in 2004 - 2005 has dropped by 21%.

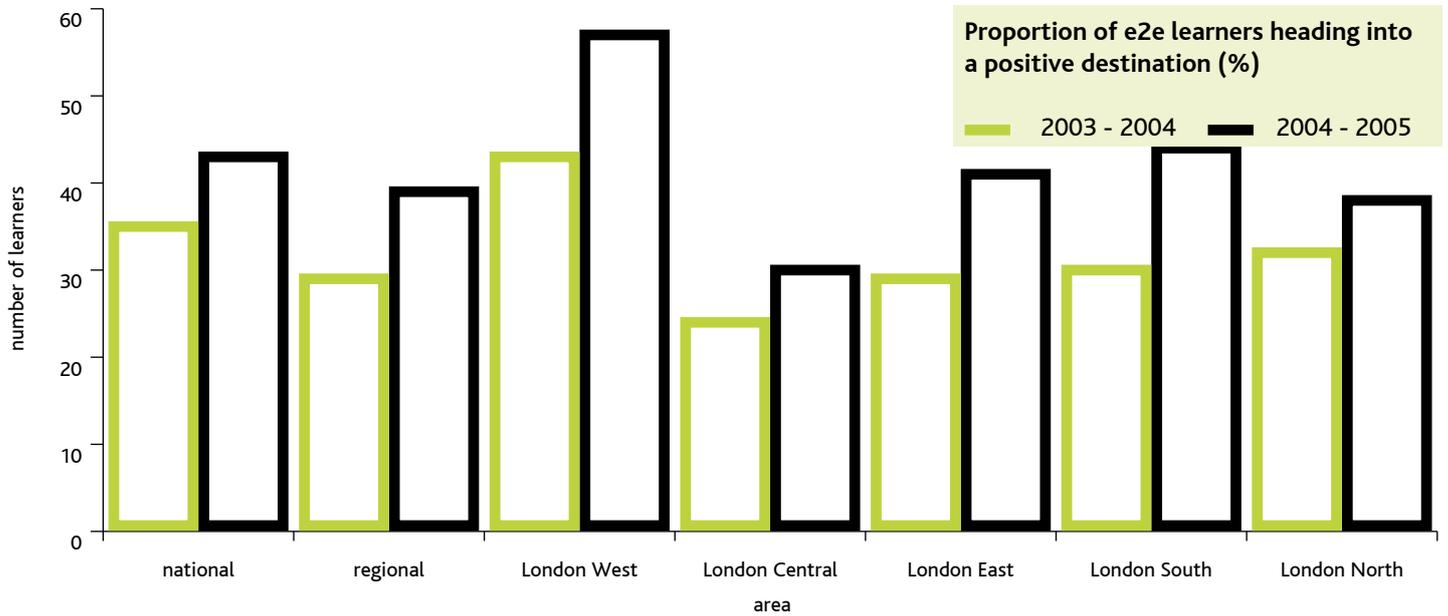
Around 93% of learners participating in an e2e programme in London West are aged between 16 and 18.

In London West a large proportion of learners participating in e2e programmes are either White British or Black/ Black British Caribbean. The number of White British learners studying e2e programmes has increased from 99 learners to 138 learners in 2004 - 2005.

In 2003 - 2004 around 15% of learners participating in e2e learning in London West had a disability. This percentage has increased to 18% in 2004 - 2005.

A successful outcome for a learner participating in an e2e programme would be measured as a positive destination. A positive destination would be classed as learners progressing on to other forms of education through further education or work-based learning programmes or finding employment. Nationally around 35% of e2e learners in 2003 - 2004 completed their e2e work-based learning programme to continue into a positive destination, an increase of 8% in 2004 - 2005.

The graph overleaf shows that London West has the highest proportion of e2e learners progressing on to a positive destination compared to all the other London LSC offices and the National LSC. During 2003 - 2004, 43% of e2e learners in London West progressed on to positive destinations, this increased to 57% in 2004 - 2005.



Source: ILR 2003 - 2004, 2004 - 2005 periods 1 to 10

In 2003 - 2004 the majority, 46%, of London West e2e leavers progressed on to further education but in 2004 - 2005 this changed and many e2e leavers progressed on to work-based learning programmes, 37%. Trends show that only a small proportion of these learners progress on to employment. At a national level the picture is very different with around 60% of e2e leavers progressing on to employment and only 40% on to education.

As discussed earlier, a large proportion of London West e2e learners are either White British or Black Caribbean. Interestingly in 2003 - 2004 the majority, 53%, of White British e2e learners progressed on to employment and only 27% into further education. The opposite was true of the Black Caribbean learners where 56% progressed on to further education and 12% into employment. These trends remain similar in 2004 - 2005.

In 2003 - 2004, of the 100 e2e learners with some form of disability, 41 learners progressed on to a positive destination. The main progression routes taken by these learners were employment, 43%, and further education, 41%.

Adult Learners

08

Adult Learners

Key points

- There is a large representation of female learners: 75% of London West adult learners are women
- Lower proportions of adults with disabilities participate in learning in the boroughs of Brent and Ealing
- London West resident adult learners are most likely to study at their local adult education provider
- White British adult learners represent 48% of learners participating in Adult Community Learning in London West
- London West achieved over and above its Skills for Life target of 19,200 set for July 2004 by 80% at the end of July 2004
- Adult learners taking up and completing the Skills for Life learning aims are much higher compared to those actually achieving the aim.

Adult and community education

Part of the LSCs remit is to increase demand for learning by adults and to raise achievement of the entire adult population. Equalising opportunities through better access to learning is also an important objective for the LSC. Adult education in London West is delivered through the six boroughs as Local Education Authorities and LearnDirect.

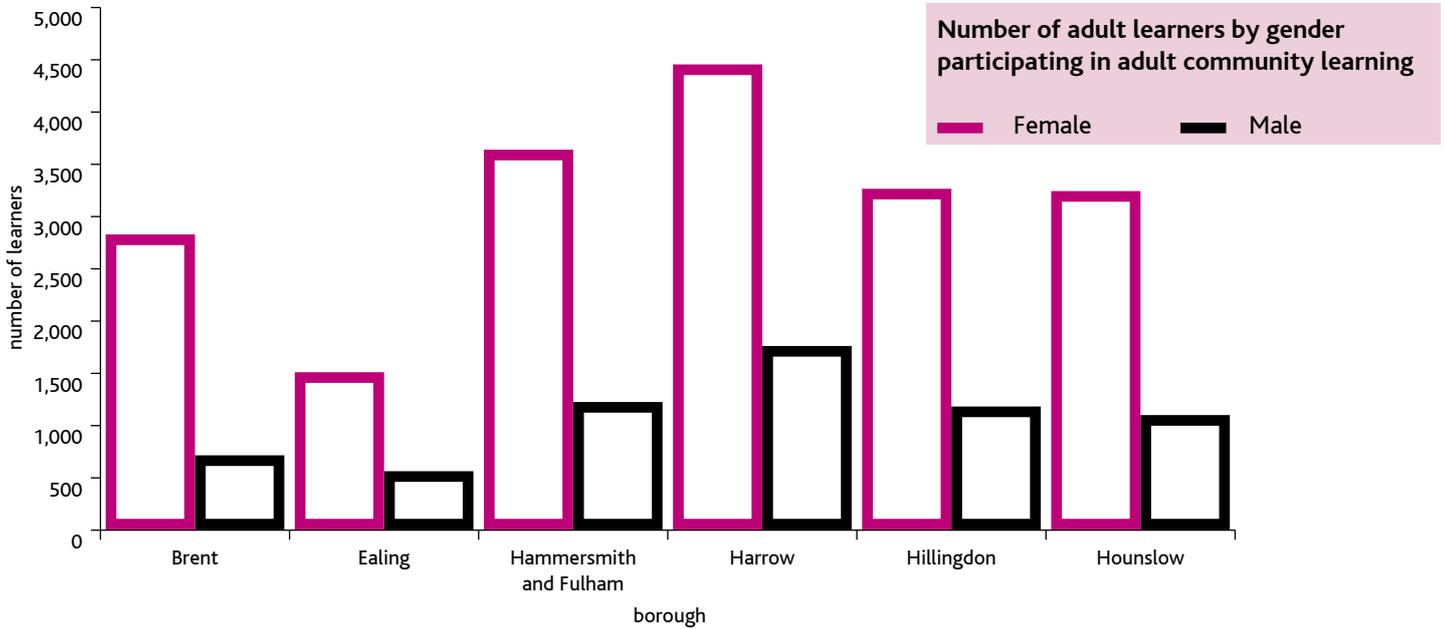
Each term, Local Education Authorities are obliged to provide figures about the characteristics of their adult learners. In previous years the methods by which adult education data was collected by each of the local authorities was inconsistent but from December 2003 each local authority has been submitting ILR (Individualised Learner Records), similar to FE data collection.

The academic year 2003 - 2004 shows a total of 24,886 council funded adult learners studying within the six London West boroughs. Around 84% of these adult learners are London West residents.

Number of council funded adult learners (2003 - 2004)	
London West LSC borough	Learner numbers
Brent	3,443
Ealing	1,973
Hammersmith and Fulham	4,764
Harrow	6,116
Hillingdon	4,347
Hounslow	4,243
London West LSC	24,886
Source: ILR A01 2003 - 2004	

The London Borough of Harrow has the highest number 6,116, of adult learners participating in learning compared to the other boroughs. The majority of learners participating in Adult and Community learning are on part time programmes.

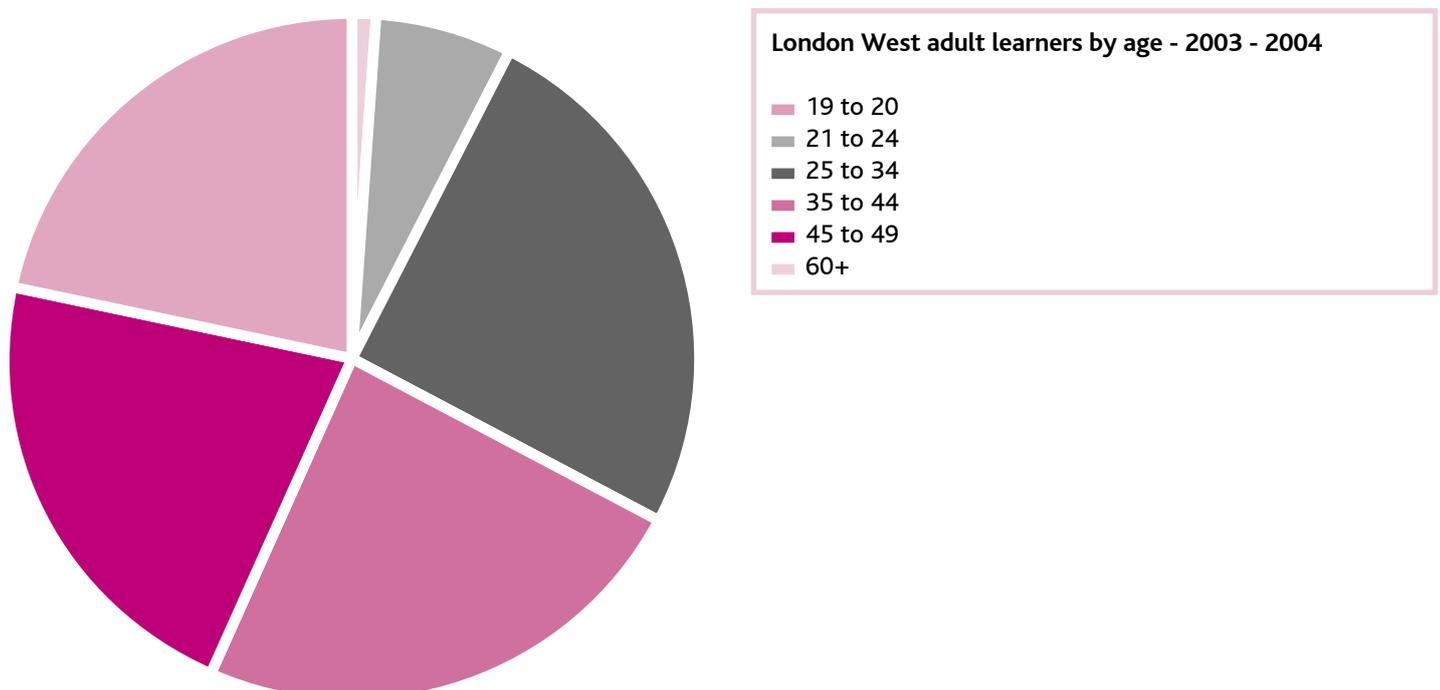
The six London West boroughs have a greater number of adult female learners, 75%, compared to male learners. The two London Boroughs of Harrow and Hammersmith and Fulham have the highest numbers of adult female learners.



Source: ILR A01 2003 - 2004

The pie chart below shows that around 25% of adults participating in learning in London West adult community learning programmes are aged between 25 and 34. Hammersmith and Fulham and Harrow have the largest proportion of these learners.

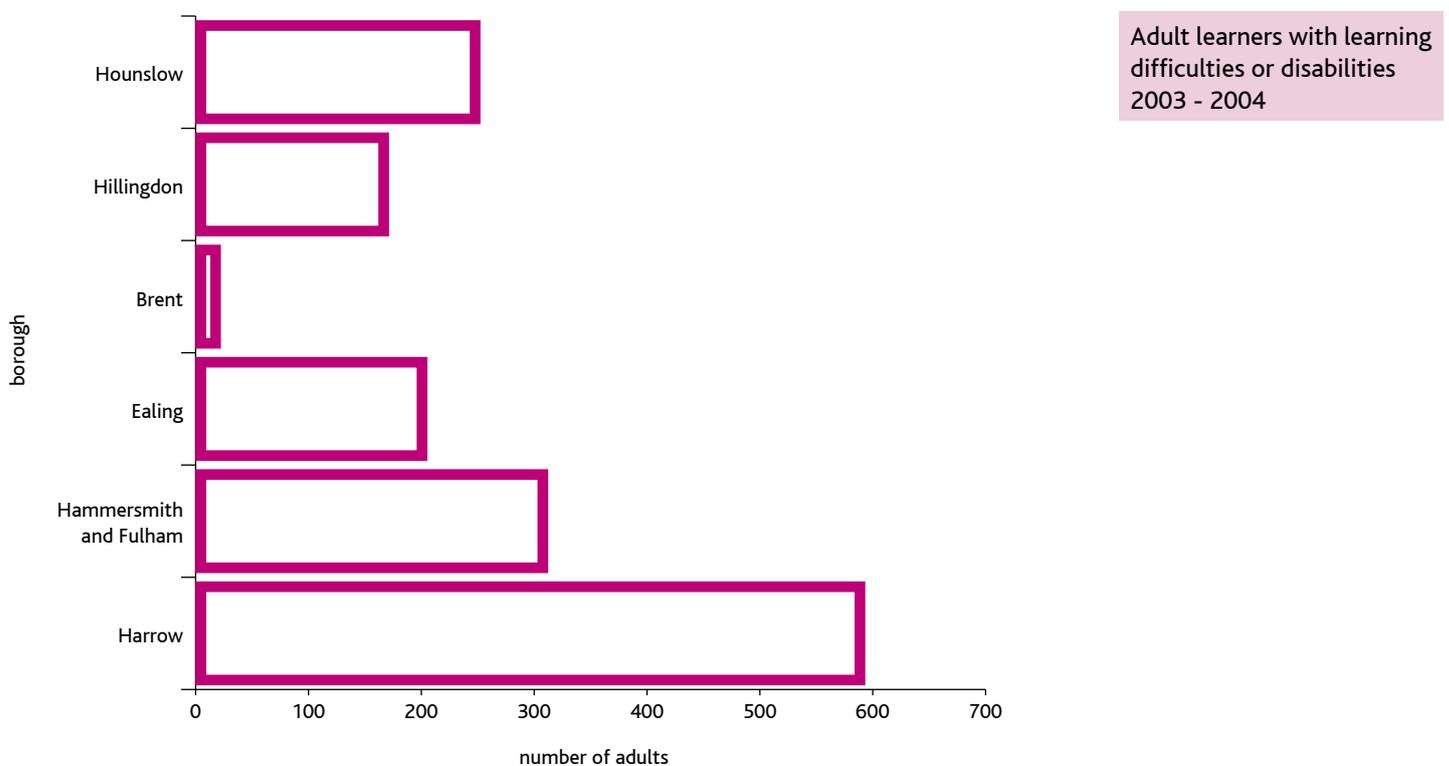
The London Boroughs of Hillingdon and Harrow have the largest representation of learners aged over 60. Learners aged over 60 participating in adult community learning in the London Borough of Hillingdon account for 3% of Hillingdon borough’s population.



Source: ILR A01 2003 - 2004

The majority of learners participating in adult learning in the London West LSC area study at entry level or level 1 (91%). Only 6% of adult learners participating in learning within the six London West boroughs study level 2. Harrow had a higher proportion, 27%, of adult learners at entry level and level 1, whereas, Hammersmith and Fulham and Hounslow had a higher proportion of adult learners at level 2.

Only 6% of adult learners participating in learning within the six London West boroughs have declared a learning difficulty and/or disability on the ILR. The chart below shows that the London Borough of Harrow had the highest proportion of adult learners, 38%, with learning difficulties and/or disabilities compared to the other boroughs.



Source: ILR A01 2003 - 2004

The 2001 Census indicates that Brent compared with other London West LSC boroughs has the highest percentage of people with disabilities, 16%, but a significantly low proportion of these learners participate in adult education

White British adult learners represent a large proportion, 48%, of learners participating in adult learning within the six London West boroughs. Learners from an Asian or British Asian Indian ethnic background represent 13% of learners participating in adult learning within the six London West boroughs.

The London Borough of Harrow had the highest proportion, 45%, of adult learners participating in learning from an Asian ethnic background. The 2001 Census shows that 25% of people in Harrow had Asian ethnicity, so this group has a more than proportionate representation amongst adult learners in the borough. Hillingdon had the greatest representation of learners from a White British background: 29% compared to the other London West boroughs.

Visual, Performing Arts and Media is the most popular area of learning taken up by adult community learners. English, Languages & Communication and Information and Communication Technology follow this.

Areas of learning taken up by adult community learners	
Area of learning	Learner numbers
Visual, Performing Arts & Media	6,294
English, Languages & Communication	3,937
Information & Communication Technology	3,892
Hospitality, Sports, Leisure & Travel	3,882
Foundation Programmes	1,876
Hairdressing & Beauty Therapy	1,804
Health, Social Care & Public Services	909
Humanities	586
Business Admin, Management & Professional	525
Land Based Provision	416
Construction	403
Engineering, Technology & Manufacturing	228
Retailing, Customer Services & Transportation	82
Science & Mathematics	52
Total	24,886
Source: ILR A01 2003 - 2004	

The greatest numbers of adult community learners studying Visual, Performing Arts and Media attend the London Borough of Hounslow, 25% and the London Borough of Harrow, 22%.

Around 16% of adult learners on English, Languages and Communication courses attend the London Borough of Hammersmith and 16% of adult learners in Information and Communication Technology attend adult community learning in the London Borough of Harrow.

The table overleaf shows the majority of adult learners participating in learning within the London West boroughs are also residents of the same borough.

Compared to other boroughs, Ealing and Hillingdon have a higher proportion of adult learners who live and study within the same borough.

Residence of adult learners 2003 - 2004						
Residence of learner	Borough of study (%)					
	Brent	Ealing	Hammersmith and Fulham	Harrow	Hillingdon	Hounslow
Borough of Study = Borough of Residence	84	89	70	68	89	73
Coming in from Other London West Boroughs	9	10	13	23	10	18
Coming in from Boroughs Outside of London West	7	1	17	8	1	9

Source: ILR A03 2003 - 2004

The London Borough of Harrow has around 23% of its adult learners residing within the five other London West boroughs. A great proportion of these adult learners reside in the borough of Brent and Hillingdon.

A high proportion of adult learners residing in the London Borough of Ealing participate in learning within the London Borough of Hounslow: 17%.

The table above shows 17% of learners participating in learning at London Borough of Hammersmith and Fulham live outside of the London West area. The majority of these learners reside in the Borough of Kensington and Chelsea and the London Borough of Westminster.

Learndirect Learndirect in London West is run by one hub, North West London Colleges Consortium (NWLCC) Ltd., trading as The Learning Hub. The LSC nationally holds one contract with Ufi, who then sub-contract with hubs for local delivery. NWLCC holds four contracts, for London West, Milton Keynes, Oxfordshire and Buckinghamshire (MKOB), Surrey, and a national contract for the Logistics industry.

In London West, there are around 40 centres delivering Learndirect. These centres have been subject to a re-tendering exercise during 2004 - 2005, and the results of this will be reflected in the delivery partners for the coming two-year period. It is hoped that this will go some way to remedying geographical imbalances in the number of centres per borough.

Learndirect's key contribution to LSC targets in the 2004 - 2005 year has been through delivery of national Skills for Life (see below) tests at entry level 3, level 1 and level 2. London West has again proven one of the leading hubs nationally, delivering (to July 10th) 1,165 first test passes against an annual target of 1,149.

Although the contracts with hubs are now held by Ufi, the LSC maintains a strategic role, through discussions with hub operators and Ufi regional offices, to ensure that provision increasingly hits our key targets of pre-level 2 learners and Skills for Life national test passes. To this end, Learndirect providers will be targeted with providing full level 2 qualifications for the first time in 2005 - 2006 and these targets are likely to increase in future years.

Skills for Life

One of the LSC's priorities is to improve the literacy, language, and numeracy skills of the nation. The target set by the Government is to raise the literacy, language and numeracy skills of 750,000 adults by 2004 and increase this to 1.5 million adults by 2007. The LSC is engaged in strategies to increase participation in learning by those who have been hard to recruit and to drive up the quality of the learning experience.

Adult literacy, language and numeracy provision is defined as that provision which caters for the literacy, numeracy and language needs of post-16 learners, including those with learning difficulties or disabilities from pre-entry level to level 2. The term 'literacy, language and numeracy' is also used to describe the different types of learning programmes that learners engage in to improve their skills ie: skills for life programmes: Key Skills in Communication and Application of Number and GCSEs in Maths and English.

In London West, Skills for Life (SfL) provision is delivered primarily through the FE colleges, Adult Education and the six Local Education Authorities. Other provision includes programme areas Basic Skills (Literacy, Numeracy and Language). London West LSC's ESF co-financing prospectus also funds SfL provision.

Counting achievements

Summary of learning aims that count for different purposes		
Learning aims	Funded as basic skills	1.5 million target
Learning aims leading to approved literacy, numeracy and ESOL qualifications at entry level and levels 1 and 2	✓	✓
Key skills qualifications in application of number and communication at level 1 and 2 for learners aged 19+ and for those learners aged 16 to 18 who are following a part time programme	✓	✓
Learning aims based on the national standards for basic skills in literacy, numeracy and ESOL – 'Other Provision'	✓	x
Key skills qualifications in communication and application of number levels at 1 and 2 where these are delivered as part of the entitlement for full time 16 to 18 year olds learners	x	✓
GCSE in Mathematics and GCSE in English	x	✓

Source: LSC

- It is the movement up a level, evidenced by achievement of one of the qualifications identified above, which counts towards the target
- Achievement of a learning goal, as distinct from a qualification, will not count towards the 750,000 target but will count as participation where the provision is based on new national standards for literacy, language and numeracy
- Although each adult will only count once towards the target, learners should be encouraged to continue their learning and progress from one level to the next where this is appropriate.

The table shows the trends of progression towards the 'Skills for Life' achievement target at a national, London and London West LSC level.

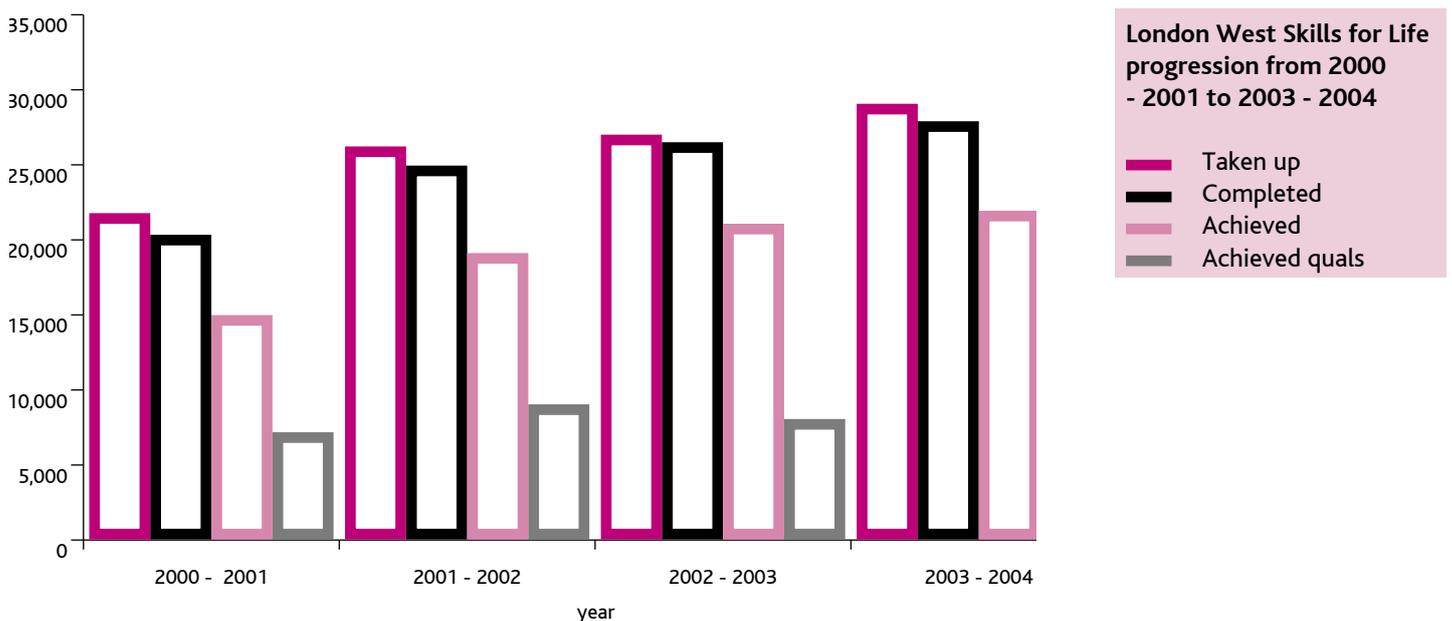
Progress towards the target for July 2004 and July 2007

Progress from April 2001			Target			Target
To July 2001	To July 2002	To July 2003	To July 2004	To July 2005	To July 2006	To July 2007
London West LSC						
5,875	13,087	20,447	34,474			
			19,200		35,067	43,000
London						
31,844	67,374	101,582	156,156			
			124,826	162,484	200,142	237,800
England						
147,287	309,827	459,589	746,988			
			763,306	1,013,304	1,263,302	1,513,300

Source: Basic Skills Summary: 2001 - 2002, 2002 - 2003, 2003 - 2004

London West has exceeded its Skills for Life target of 19,200 set for July 2004 by 80% at the end of July 2004. London has also achieved over and above its target of 124,826 set for July 2004 by 25% at the end of July 2004. All five London LSCs have achieved their July 2004 Skills for Life target. At an overall national level the LSC has failed to achieve its Skills for Life target of 763,306 set for July 2004 by 2%.

The number of learners taking up Skills for Life programmes in London West has increased by 11% to 28,714 from the academic year 2001 - 2002 to 2003 - 2004.



Source: Basic Skills Summary: 2001 - 2002, 2002 - 2003, 2003 - 2004

Definitions:

Taken up: Number of learners taking up SfL programmes.

Completed: Numbers of learners completing their SfL programme but not achieving their learning goals.

Achieved: Number of learners achieving their learning goal(s) which attracts 10% achievement funding.

Achieved quals: Learner achieves a SfL QCA approved qualification which contributes to the LSC target at entry level 3 and above.

Trends in London West show that adult learners who take up and complete Skills for Life learning aims are high but the number of learners achieving the aims is lower. The number of learning aims classed as 'Achieved Quals' which contribute towards the target is still substantially lower. However, there has been a 29% increase of those learners achieving qualifications that contribute to the LSC target from 2001 - 2002 to 2003 - 2004.

During the academic year 2003 - 2004, 75% of adults had taken up Skills for Life and Basic Skills programmes compared to 25% of learners aged under 19. The table below shows that although take up of Skills for Life and Basic Skills programmes amongst adults is higher, only 37% of those adults taking up these programmes achieve an approved qualification compared to 46% of learners aged under 19 achieving approved qualifications.

Learners taking up Skills for Life and Basic Skills in London West 2003 - 2004

	Under 19	Adults	Total
Take up	7,132	21,582	28,714
Complete	6,271	21,278	27,549
Achieved	4,415	17,173	21,588
Achieved Qualifications towards target	3,279	7,969	11,248

Source: Basic Skills Summary: 2003 - 2004

In 2003 - 2004 Ealing, Hammersmith & West London College and the College of North West London had the highest take up of learners in Skills for Life programmes. All London West colleges and adult community learning institutions had a high percentage, over 90%, of learners who completed the Skills for Life programmes.

From the number of learners taking up Skills for Life programmes in the London Borough of Brent 79% of learners achieved QCA approved qualifications. Around 60% of learners achieved Skills for Life QCA approved qualifications at Uxbridge College.

SfL provision that leads to literacy, language and numeracy qualifications (QCA approved qualifications at entry level 3 or above) count towards the target.

Trends of learning aim qualifications in London West

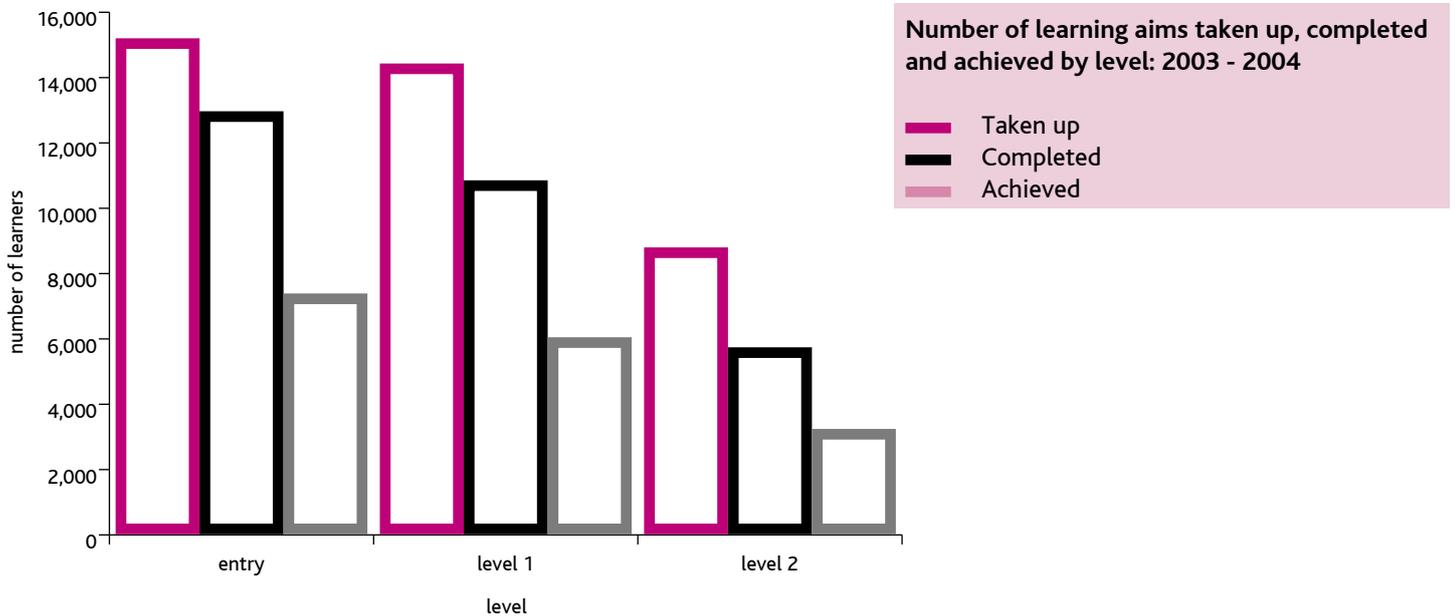
Qualifications	2003 - 2004			2002 - 2003		
	No. of learning aims taken up	Completed (%)	Achieved (%)	No. of learning aims taken up	Completed (%)	Achieved (%)
Basic Skills						
Literacy	2,528	78	33	1,092	83	49
Numeracy	2,593	80	28	755	79	31
Language	19,416	86	61	12,780	88	57
Key Skills						
Communication	4,977	56	16	3,708	72	19
Application of Number	4,575	58	15	3,367	74	16

Source: Basic Skills Summary: 2002 - 2003, 2003 - 2004

Of the three Basic Skills qualifications taken up (Literacy, Numeracy and Language) in London West, language has consistently shown the highest take up of learning aims in both 2002 - 2003 and 2003 - 2004. Take up in all of the basic skills and key skills aims has increased from 2002 - 2003 to 2003 - 2004, especially in literacy which has doubled from 2002 - 2003 to 2003 - 2004, and numeracy which has tripled. During the academic year 2003 - 2004, of the total of those adult learners taking up numeracy 80% completed their learning aim but only 28% actually achieved a qualification in the learning aim.

Trends show the take up of Key Skills programme areas:- communication and application of numbers have always remained higher than the take up of Basic Skills programme areas literacy and numeracy. Although the number of learners who take up Key Skills and complete the learning aim is high, the number of learners who achieve this learning aim is far lower. For example, 56% of learners completed the Key Skills communication learning aim in 2003 - 2004 but only 16% achieved this learning aim.

The chart overleaf shows all learning aims taken up, completed and achieved in 2003 - 2004, which count towards the target. Learning aims taken, completed and achieved at entry level is far greater than the other levels.



Source: Basic Skills Summary: 2003 - 2004

Entry level includes the SfL programmes aims - Literacy, Numeracy and Language. Within all entry level aims the language aim has highest take up and completion of learners. From 12,765 learners taking up the language aim 62% have successfully achieved an approved qualification at an entry level in language.

Level 1 includes Literacy, Numeracy, Language, Communication, Application of Number and GCSE grades D to G Mathematics and English language. The aims: Language, communication and application of number have the highest take up of learners compared to all other level 1 aims. 702 learners took up GCSE in English language and 683 in Mathematics. In 2003 - 2004 there was a 100% achievement in both of these subjects. Around 2,808 key skills – communication aims were taken up in 2003 - 2004 of which only 13% achieved an approved qualification.

Level 2 includes similar subjects as level 1 but GCSE grades A to C in Mathematics and English Language. Level 2 has the lowest take up of skills for life aims compared to entry and level 1. Similar to level 1, Communication and Language have the highest take up at level 2. In 2003 - 2004 of the 458 learners taking up level 2 literacy, only 36% achieved an approved skills for life qualification.

In London West the majority of learners taking up literacy during 2003 - 2004 were found in The College of North West London and the London Borough of Brent Adult Education Service. All of the listed educational institutions below have had an increase in the take up in literacy from the previous year with the exception of the Adult Education Services of Hillingdon, Hounslow and Hammersmith and Fulham.

Although The College of North West London had the highest number of learners, 824, taking up literacy only 25% of these learners achieved an approved qualification in literacy.

Basic Skills qualification aims counting towards the target (2003 - 2004)

	Literacy		Numeracy		Language	
	Take up	Achieved	Take up	Achieved	Take up	Achieved
	Numbers	%	Numbers	%	Numbers	%
London Borough of Brent	604	36	203	40	2,847	79
London Borough of Hillingdon	0	0	0	0	145	0
London Borough of Hounslow	9	100	29	37	246	80
London Borough of Hammersmith and Fulham	303	29	77	16	0	0
College of North West London	824	25	1,200	21	4,188	52
Harrow College	74	28	131	12	2,969	57
Stanmore College	53	24	46	17	756	45
St. Dominic's Sixth Form College	19	0	19	0	10	70
West Thames College	202	58	508	35	565	69
Uxbridge College	54	33	54	33	1,422	62
Ealing, Hammersmith & West London College	386	33	416	33	6,203	61

Source: Basic Skills Summary: 2003 - 2004

Trends show the take up of numeracy during the academic year 2003 - 2004 remains high in the College of North West London and West Thames College. The College of North West London has had a substantial increase of 1,200 numeracy aims being taken up in 2003 - 2004 from 272 in 2002 - 2003. Brent Adult Education Service had the highest proportion, 40% of numeracy aims being achieved in 2003 - 2004.

There have always been a greater number of adult learners taking up the language learning aim compared to taking up literacy and numeracy. Ealing, Hammersmith & West London College and the College of North West London have the greatest number of learners taking up this aim. The College of North West London has remained consistent with the number of learners taking up, completing and achieving this learning aim.

The London Borough of Hounslow Adult Education Service has a smaller number of adult learners taking up language compared to other providers but has a higher proportion of learners achieving this learning aim.

Key Skills qualification aims counting towards the target (2003 - 2004)

	Communication		Application of number	
	Take up	Achieved	Take up	Achieved
	Numbers	%	Numbers	%
College of North West London	461	125	456	23
Harrow College	1,099	21	1,039	20
Stanmore College	4	0	3	0
St. Dominic's Sixth Form College	36	0	36	0
West Thames College	273	6	238	7
Uxbridge College	176	100	124	100
Ealing, Hammersmith & West London College	2,180	3	2,020	3

Source: Basic Skills Summary: 2003 - 2004

There is a greater take up of the Key Skills programme areas – Communication and Application of Number in Ealing, Hammersmith & West London College and Harrow College in 2003 - 2004. This has changed from the previous year when the College of North West London and Ealing, Hammersmith & West London College had the highest take up in the key skill aims.

The College of North West London has had a substantial decrease in the take up in communication aims from 1,417 in 2002 - 2003 to 461 in 2003 - 2004.

Even though Uxbridge College has the lowest take up in the key skill areas of Communication and Application of Number, the table above shows 100% of those learners taking up either of these key skill aims achieve an approved qualification.

Information Advice and Guidance (IAG)

To make informed choices, people need access to good, comprehensive and impartial information advice about learning and work opportunities and their relevance to the labour market. In some cases people may find that they need further help to assess their needs and circumstances in more depth before they make informed decisions.

The IAG services are delivered through 52 local delivery IAG agencies, comprising a variety of organisations and stakeholders with a designated Managing Agent. These partnerships publicise the free IAG services via a combination of outreach work, posters, leaflets and referral networks.

Strategic development of information and advice services The Skills Strategy: 21st Century Skills – Realising our Potential recognises that high quality and easily accessible information, advice and guidance for adults has an important role to play in meeting the skills challenge. Following the White Paper, DfES have produced the National Policy Framework and Action Plan for IAG to integrate the work of Learndirect National Helpline with the work of local IAG.

This will enable service users to access on-line and telephone information and advice and allow the prioritisation of the delivery of face-to-face services to users without a level 2 qualification following referral from Learndirect.

To further improve the participation and achievement of adults in learning and work, the LSC is chairing a local Strategic Board that includes key stakeholders and partners and has now signed off a three year vision and Development Plan to ensure a more strategic approach and an effective integration of IAG in all LSC funded provision, including IAG programmed funds.

New brand A new national brand for Information and advice was formally launched in the autumn of 2004 called Nextstep. As part of the 'no wrong door' policy, service users are being referred from Learndirect national helpline to Nextstep London West for seamless booking of face-to-face appointments across the delivery network.

IAG priorities for 2005 - 2006 will be centred along these priorities:

- Clients hoping to improve their skills levels, giving priority to adults yet to achieve a level 2 qualification
- People with Basic Skills and ESOL needs
- Special needs including offenders and ex-offenders, refugees, immigrants and asylum seekers
- Clients with disabilities
- Target clients from areas of social deprivation/long term unemployed
- Clients aged 50 or over.

IAG achievements in 2004 - 2005	
Information Target	69,021
Information Achieved	85,457
Performance	123%
Advice Sessions Target	9,285
Advice Sessions Achieved	8,859
Performance	95%
Enhanced Services Target	576
Enhanced Services Achieved	316
Source: LSC	

Note that all of the above targets are for the entire year from August 2004 to July 2005. However, the actual figures only represent delivery to the end of June.

Target breakdown for 2005 - 2006

Information session	69,021
Advice (pre- level 2)	9,285
Enhanced services	576

Summary of IAG networks in London West

Type of organisation	Brent	Ealing	Harrow	Hammer-smith and Fulham	Hillingdon	Hounslow	Total
Further Education	3		1	1	1	0	6
Adult & Community	1		1	1	0	1	4
Employer, including NHS delivered services					1		1
Business Link/Chamber of Commerce			1				1
Voluntary/Community Organisation	6	3	3	4	2	3	21
Higher Education		1					1
HM Prison Service							
Jobcentre Plus							
Learndirect/UKonline				1			1
Library Service	1		1				2
Careers/Connexions Service			1	1		1	3
Local Authority							
Probation Service							
Training Provider	1	3	2	2		1	9
Housing Organisation	1	1		1			3
Recruitment Agency							
Total	13	8	10	11	4	6	52

Source: LSC

Note: Total agencies include existing sub-contractors as well prospective subcontractors for 2005 - 2006.

16 agencies have different accreditation dates in 2005 - 2006 for achieving matrix standard

Nextstep impact assessment 2004

Research funded by the LSC was carried out to provide an independent assessment of the impact information and advice (IA) services have on their users, with particular emphasis on economic impact and especially access to learning and work. This research has been published in a series of nine regional and one national report (Impact of Adult Information and Advice Services 2004).

Telephone surveys were conducted for this research, which involved 2,000 adults of working age (20 to 65 years) who received information and advice from Nextstep services between May and July 2004.

The key findings from the national survey indicate that:

- The important medium-term and broader effects of IA are making users more likely to engage in learning (61%), increasing their confidence to remain in and go on to higher levels of learning (50%), and improving their chances of getting a better quality and more secure job (also 50%)
- 79% of users who engaged in learning said that IA was influential in their subsequent decision and ability to engage in learning and 53% of those who started in work said the same was true regarding starting their job
- The client base is diverse, but almost half (49%) of IA users had yet to achieve a level 2 qualification (46% in 2003) and 40% of these users went on to participate in learning after IA.

The survey highlights the short and medium-term benefits of information and advice and helps us better understand the benefits, from the user's point of view, of good quality information and advice. Findings will be used for further development and delivery of IA services.

Early trends and key issues identified between the key findings from the user survey nationally and the London region were:

a. Qualification Levels

- At the time of accessing the service for advice, fewer people (37%) in London (in comparison to the National figure of 49%) have yet to achieve a level 2 qualification. Of these, 52% started in learning accessing IA services. This provides direct evidence of relevance/link to the LSC's key performance indicator for IA.

b. Client Satisfaction

- Overall levels of client satisfaction with regard to understanding of client need and circumstance is high both nationally and regionally (London). Satisfaction levels seem to be slightly lower amongst older users and people of mixed ethnicity.

c. Main IA Impact Measures

- Users of IA services receive a wide range of benefits: encouragement to search more efficiently for opportunities and increased awareness of learning and employment opportunities
- Comparison of qualification levels amongst users illustrates the positive impact of IA services
- Increase in the proportion of people in work and in learning; decrease in respondents registered as unemployed
- Important broader effects of IA: starting an education or training course, improving career job prospects and increasing earning power.

d. Scope for Improving IA Services for Nextstep Clients:

- A relatively high proportion of people with disability and some ethnic groups alluded to the need for greater emphasis on careers, job opportunities, the local labour market and the changing world of work
- Better signposting to other agencies and other sources of IA
- Black (44%) and 'other' ethnicity users (49%) wanted more/better quality paper-based information.

It is important to note that the survey was undertaken prior to the introduction of the new national brand (Nextstep). The information gathered from this research can be used to determine whether client perception of the IA service has been increased through the new branding.

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