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London East
2003-2005

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Workforce Development Action Plan Voluntary and Community



Learning+Skills Council
London East

Action to 2003

We have:

- worked with partners to set up organisational development programmes in Greenwich, Tower Hamlets and Bexley
- increased the number of ESF and LIF projects involving workforce development in the voluntary sector
- carried out a survey of voluntary sector training provision in London East, and
- identified, and consulted with, voluntary-sector umbrella organisations.

Action 2003-2005

Identifying and meeting the needs of voluntary- and community-sector employers in the London East area

Identifying the needs	Partner organisations
<p>We will do the following.</p> <ul style="list-style-type: none"> • We will carry out further research into the size and scope of the voluntary and community sector in the London East area, so we can better inform future workforce development strategy and activities. • We will carry out a detailed analysis of current and future workforce development needs for the next five years. This will include basic skills and ESOL. • We will map current levels of learning provision relevant to the current and future needs of the sector. • We will support – through ESF funding – the project 'Empowering East London'. (This is delivered by Hackney CVS.) The project will assess the economic and social contribution of the voluntary and community sectors in Hackney, Tower Hamlets and Newham over 18 months (start date 1 April 2003). The project will provide information about the size and scope of the sector, and the level of need in terms of workforce skills. 	<ul style="list-style-type: none"> • Further education colleges • Higher education institutions • London Development Agency (LDA) • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSs, LVSTC)

Increasing workforce development activity in the voluntary and community sector by working through partnerships

<p>Partnership working</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • encourage voluntary-sector employers to set up effective consortiums so they can bid for funding for workforce development activities (and so make the best use of government funding) • support the development of sector networks, and work with key players at a local level in the sector to let them know about regional and national strategies • help create links between employers in the sector and schools, work-based learning providers, further education colleges, and higher education institutions, and • develop support frameworks within the sector, for example, mentoring schemes, childcare and so on. 	<ul style="list-style-type: none"> • Further education colleges • Higher education institutions • LDA • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSS, LVSTC) • Work-based learning providers
<p>Developing the voluntary- and community-sector workforce in the London East area</p>	<p>Partner organisations</p>
<p>We will do the following.</p> <ul style="list-style-type: none"> • We will support leadership and management development programmes. We will encourage employers to use management development programmes customised to meet the needs of the sector. • We have invited bids – through our 2003-2004 funding prospectus – from borough-based networks. These represent voluntary- and community-sector providers for programmes to develop managers, team leaders and supervisors. We have set aside a budget of up to £2,500,000 for this activity. • We will encourage organisational-development and capacity-building activities within voluntary- and community-sector organisations. • We will analyse how aware organisations are of the LSC support available, and raise our own profile within the sector locally. 	<ul style="list-style-type: none"> • Further education colleges • Higher education institutions • LDA • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSS, LVSTC) • Work-based learning providers

<p>Encouraging employers to adopt quality-assurance frameworks</p>	<p>Partner organisations</p>
<p>We will do the following.</p> <ul style="list-style-type: none"> • We will promote the MATRIX standard as a best-practice model for providing information, advice and guidance (IAG) within the voluntary and community sector. • We will promote the Investors in People (IiP) standard as a best-practice framework for developing people within the voluntary and community sector, and encourage organisations to work towards IiP recognition. We would like to see 10% more organisations recognised as Investors in People each year between 2003 and 2005. • We have invited bids – through our 2003-2004 funding prospectus – to promote and put in place the Investors in People and MATRIX standards within voluntary-sector IAG providers. We have set aside a budget of up to £120,000 for this activity. 	<ul style="list-style-type: none"> • Business Link for London • Further education colleges • Higher education institutions • LDA • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSSs, LVSTC) • Work-based learning providers
<p>Increasing employment opportunities for local people</p>	<p>Partner organisations</p>
<p>We:</p> <ul style="list-style-type: none"> • will work with partners to improve recruitment and retention at all levels within the voluntary and community sector, and • have invited bids – through our 2003-2004 funding prospectus – for initiatives aimed at encouraging recruitment from the local area in the main sectors. We have set aside a budget of up to £275,000 to fund proposals relating to local recruitment. 	<ul style="list-style-type: none"> • Business Link for London • Connexions • Further education colleges • Higher education institutions • Information, Advice and Guidance Partnerships (IAGs) • Jobcentre Plus • LDA • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSSs, LVSTC)

Increasing and widening involvement in learning by people working in the voluntary and community sector

Involving learners	Partner organisations
<p>We will do the following.</p> <ul style="list-style-type: none"> • We will support the development of information, advice and guidance (IAG) services to people working within the voluntary and community sector. • We will encourage organisations to include IAG in workforce development activities carried out by employees in the voluntary and community sector. • We will identify and produce case studies of good practice to promote the benefits of workforce development to voluntary- and community-sector employers. • We will promote the benefits of NVQs and MAs to the sector, and encourage employers (and employees) to take them up. We would expect to see 10% more MAs taken up, and 10% more level 2 qualifications achieved by employees in the sector. • We will develop methods of gathering information on workforce development activity so we can evaluate its effect on the sector in London East. 	<ul style="list-style-type: none"> • Careers Service • Connexions • Further education colleges • IAGs • Jobcentre Plus • LDA • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSs, LVSTC)
Improving learning opportunities	Partner organisations
<p>We will:</p> <ul style="list-style-type: none"> • support the development of new, creative and flexible workforce development programmes that meet the needs of both voluntary-sector employers and employees • encourage e-learning and 'blended learning' solutions within voluntary- and community-sector groups • support tailored qualifications in voluntary-sector specialist areas (for example, building on the results of a national pilot involving fundraising standards) • encourage providers to take a modular approach when delivering vocational qualifications, and • use feedback from voluntary-sector organisations carrying out workforce development activity to improve the quality of training provided locally. 	<ul style="list-style-type: none"> • Business Link for London • Connexions • Further education colleges • Higher education institutions • IAGs • Jobcentre Plus • LDA • learndirect • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSs, LVSTC)

Basic skills	Partner organisations
<p>We will do the following.</p> <ul style="list-style-type: none"> • We will work with employers in the voluntary and community sector to identify and tackle the basic skills needs of their staff and volunteers. • We have invited bids – through our 2003-2004 funding prospectus – to develop new forms of pre-entry learning programmes aimed at employees who have no qualifications, or qualifications at a low level (cross-sector). We have set aside a budget of up to £400,000 to fund proposals. 	<ul style="list-style-type: none"> • Business Link for London • Basic Skills Agency • Connexions • Further education colleges • IAGs • Jobcentre Plus • LDA • Voluntary-sector employers • Voluntary-sector umbrella organisations (for example, CVSs, LVSTC)



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