

# Lancashire Learning and Skills Council Annual Plan 2006-07

## May 2006

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

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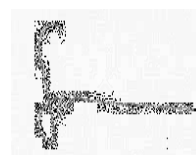
## Our Vision

- 1 It is our pleasure on behalf of the Council and staff of the Learning and Skills Council Lancashire to present our 2006/07 Annual plan which sets out our priorities for the coming year.
- 2 In taking the plan forward, we are building on a number of local successes. 16-18 participation has risen by 2% between 2002/03 and 2004/05, success rates have continued to rise and in 2004/05 were at 74% in FE, 9% points higher than in 2001/02. We exceeded our 2003-04 Apprenticeships Starts target and the proportion of young people “not in education, employment or training” (NEET) fell to 7.1% of the 16-18 cohort in November 2005. In the vital area of adult skills development, we now have the second largest number of Centres of Vocational Excellence of any local office with fifteen centres responding to specific employer skill needs. A range of capital projects are transforming the facilities offered to local learners, particularly within the FE sector, while local providers are setting the highest standards with, for example, Nelson & Colne College achieving outstanding Inspection results in 2004.
- 3 The implementation of the 14-19 Strategy in close partnership with the Local Authorities, Connexions and local providers is beginning to have an impact on creating a more coherent 14-19 phase of learning. There are examples of good practice in terms of local collaboration by providing greater choice to young people and a strengthened commitment to the Learner Entitlement. However, significant challenges remain if we are to improve the choice and quality of all provision for young people.
- 4 Meeting the skills needs of employers is a key driver for the LSC and we are determined to build strong and effective relationships between local employers and the local infrastructure of providers and partners.
- 5 We look forward to launching the employer training programme ‘Train to Gain’ in summer 2006, based on the highly successful employer training pilots. The pilot in Lancashire has brought real increases in local skills development activity and we anticipate even greater success to follow. The experience and success we have within our providers will be vital in implementing these new arrangements.
- 6 During 2006 we will continue to develop the provision for Offenders through the planning, funding and delivery of the education in five adult prisons and one young offending institution alongside the delivery for both youth and adult offenders under supervision in the community. Development of the service will create significant challenges for both the LSC, its partners and all our mainstream providers as offenders are one of the most disadvantaged groups in terms of accessing learning and skills.
7. During 2006/07, Lancashire Learning + Skills Council will be working more closely in partnership with the North West Regional Development Agency. The North West Learning + Skills Council has responsibility for major elements within the Regional Economic Strategy, through its position as a lead partner within the Regional Skills Partnership, thus it is accountable for delivering key aspects of the Regional Economic Strategy.

8. The Regional Economic Strategy is in its third revision following extensive consultation involving joint working on projects such as the East Lancashire Joint Capital Strategy, leading to stronger collaboration in the future on regional, sub-regional and local level.
- 9 The implemenatation of theme 7 will enable us to bring greater focus to regional skills, economic development and the key issues identified allowing increasingly closer partnership working with the North West Regional Development Agency.'
- 10 We are comitted to working closely with the newly formed Lancashire Economic Partnership and to support Central Lancashire City Region development programme and its subsequent implementation. We will ensure that the skill needs identified in the Lancashire Economic Strategy are addressed through the Lancashire Skills & Employment Task Group focusing primarily on the ELEVATE housing renewal programme in East Lancashie, casino developments in Blackpool, retail developments in Preston and advanced manufacturing.
- 11 Through our work with the Connexions service, Jobcentre plus and local startegic partnerships we will continue to target those groups who are under represented in learning and have most to gain from economic development opportunities.
- 12 As in previous years the local Council has been actively involved in developing the annual plan through regular Council meetings and themed workshops. We intend to sustain this approach. Our core activity remains the planning and funding of local post-16 provision. This plan and its targets is a fundamental part of this and the local Council will be monitoring it closely to ensure that our resources are aligned with our plan in support of our priorities.
- 13 The activity represented by this plan can only be delivered by a well led and financially healthy network of providers. We will work particularly closely with those colleges currently classified as having financial weaknesses. We acknowledge that we all face considerable challenges if the targets and objectives within the plan are to be achieved but we firmly believe that we are developing the infrastructure to offer the highest quality learning and skills development opportunities for local residents and employees. We look forward to working in partnership with you once again.
- 14 Finally, we would like to take this opportunity to acknowledge the role and leadership of the Council and excellent work of staff in taking this forward. We are proud to have liP recognition and we will continue to invest in meeting the learning and development needs of staff to achieve our aims and objectives. We will also work very closely with our regional LSC colleagues in order to develop an efficient and effective LSC for the North West.



Michael Collier  
Chairman



Steve Palmer  
Executive Director

# Our Priorities

## National

- 15 We have published our second Annual Statement of Priorities which will take us further forward in our aim of transformation.
- 16 Our six priorities for 2006/07 are to:
- Priority 1: Ensure that all 14-19 year olds have access to high quality, relevant learning opportunities
  - Priority 2: Make learning truly demand-led so that it better meets the needs of employers, young people and adults
  - Priority 3: Transform the learning and skills sector through agenda for change
  - Priority 4: Strengthen the role of the LSC in economic development so that we provide the skills needed to help individuals into jobs
  - Priority 5: Improve the skills of workers who are delivering public services
  - Priority 6: Strengthen the capacity of the LSC to lead change nationally, regionally and locally.

## Regional

- 17 In delivering key aspects of the Regional Economic Strategy the Regional Skills Partnership has published the following Regional Statement of Skills Priorities. This is a joint statement that has been agreed between the LSC, North West Development Agency, Business Skills North West, Job Centre Plus, the North West Universities Association and Regional Skills Partnership.
- 18 Our Regional Priorities for the North West for 2006/07 are:
- Increasing the proportion of young people with the skills and qualifications needed for employment, and fostering progression to Higher Education
  - Equipping adults with the skills required for employability, particularly basic skills
  - Meeting Level 3 and Level 4 Skills needs:
    - Equipping individuals with the Level 3 Skills required within the economy, particularly in key regional sectors
    - Ensuring that the skills needs of the regional economy, and in key sectors in particular, are addressed at Level 4
  - Tackling cross-sectoral leadership and management skills gaps

- Developing innovation and enterprise skills
- Tackling worklessness by linking people, jobs and training

19 The underpinning priorities to these are :

- Stimulating the demand for investment in skills from employers and individuals
- Providing high quality responsive support to meet regional skills priorities

## Our Targets

20 Under priority 1, for young people:

- Increase the proportion of 19- year-olds who achieve at least Level 2 by 3 percentage points between 2004 and 2006, and a further two percentage points between 2006 and 2008, and improve attainment at Level 3.
- Nationally we need an additional 31,000 young people to gain a Level 2 in 2006 compared to 2004 and a further 22,000 in 2008 compared to 2006.
- Locally we need an additional 350 young people to gain a Level 2 in 2006 compared to 2004 and a further 400 in 2008 compared to 2006.

21 Under priority 2, for adults:

- Reduce by at least 40 per cent the number of adults in the workforce who lack an NVQ Level 2 or equivalent qualifications by 2010.
- Nationally we plan to deliver an additional 40,000 first full Level 2 qualifications in 2006/07 compared to 2005/06.
- Locally we plan to deliver an additional 567 full Level 2 qualifications in 2006/07 compared to 2005/06
- In addition, we will also deliver 5184 first full Level 2 achievements through NETP

22 Under priority 2, for adults:

- Improve the basic skills of 2.25 million adults between 2001 and 2010, with a milestone of 1.5 million in 2007.
- Locally we need 9000 Skills For Life learners to achieve a relevant Skills for Life qualification in 2006/07.

23 Underpinning both priorities 1 and 2, for Apprenticeships:

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

- Nationally we aim to raise the number of completions to 71,000 in 2006/07 supporting the achievement of Level 2 and level 3 qualification targets.
- Locally we aim to raise the number of completions to 2683 (young people trajectory) in 2006/07.

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

- Increase the proportion of young people and adults achieving a Level 3 qualification.
- Reduce the proportion of young people not in education, employment or training by two percentage points by 2010
- Increase participation in Higher Education towards 50 per cent of those aged 18 to 30 by 2010.

## Our Values

25 Our values set out for us the way we work.

- **Trust:** the LSC has to be world-class at partnership and so we believe trust must be at the heart of the LSC.
- **Expertise:** we demonstrate expertise and true leadership in every aspect of our work. We have complete understanding of the communities we serve and of what is needed by business in terms of current and future skills.
- **Ambition:** we are ambitious for ourselves, in the goals and objectives we set, but more importantly we are ambitious for the communities we serve, for employers and for individuals in education and training.
- **Urgency:** we want to bring drive and urgency to the learning and skills sector, to tackle long-standing issues swiftly and professionally and to be responsive and fast moving.

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

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

# **A Context for Delivery**

## **Demand for Learning & Skills**

### **Economic Activity**

- 28 Lancashire currently has a population of 1.4 million people. The working age population is just over 1 million. Over the past 10 years the local population has grown by 1% equating to 16,000 people, in contrast to the national trend of a 3.7% population increase.
- 29 Within Lancashire a higher proportion of the working age population is economically active, standing at 79.3% compared to 78.8% in England and 77.2% for the north west. This masks significant variations with 68% economically active in Burnley to over 80% in the Ribble Valley. In addition the employment rate (75.7%) is marginally higher than the England average of 75.1%.
- 30 There are below average rates of unemployment. However, we have very significant pockets of deprivation in the inner urban areas. Six out of our fourteen boroughs are designated as neighbourhood renewal areas. This is manifested in low staying in learning rates at 16, low education achievement and limited aspirations.

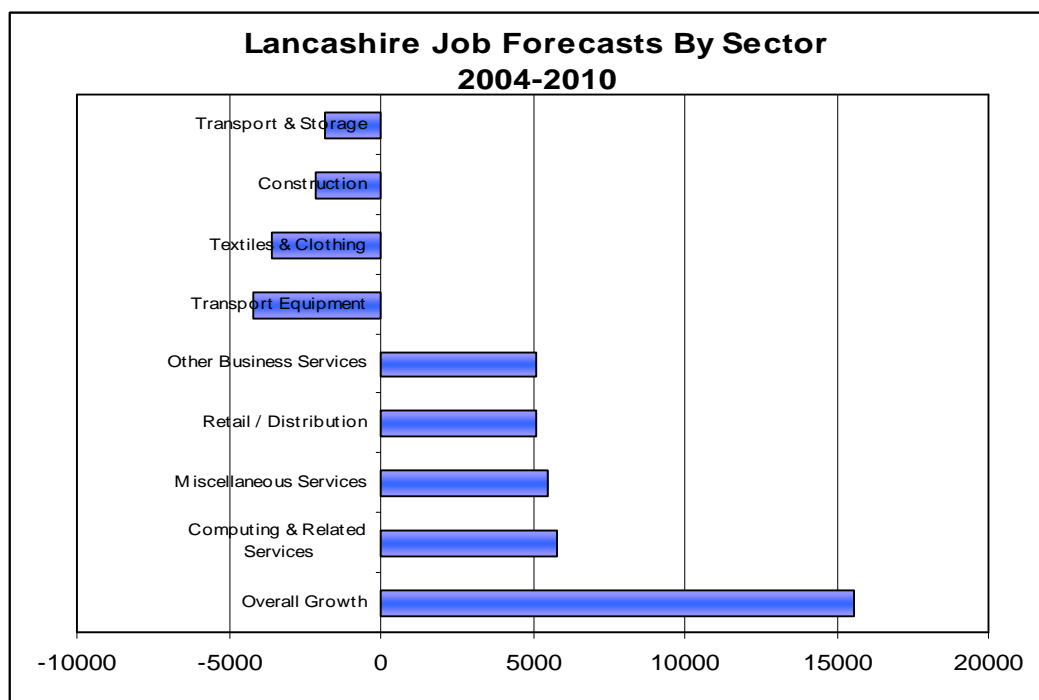
### **Responding to the Demographic Challenge**

- 31 In Lancashire from 2008 onwards the number of 16-18 year olds (currently 59,000) will reduce by 12%, to nearer 50,000. The Regional Economic Strategy identifies that population growth in the county is almost static. As a consequence the proportion of those over 40 will increase significantly, requiring a very different response from employers to their skill needs.
- 32 The consequence of the forth coming changes in the number of 16-18 year olds are that:
- There is limited need for additional provision especially at level 3
  - The LSC does not propose to hold competitions to secure additional provision
  - Any investment in the FE college estate will need to embrace the need to improve space utilisation.
- 33 The area as a whole contains similar profiles of ethnic minority groups to those of the north west and England. The average across the area is 7%, but districts range from just 1% to 22%. The largest ethnic minority groups are Asian/British Pakistani and Asian/British Indian. In some areas almost half of school leavers are from an Asian heritage background. Whilst ethnic minorities make up 9% of the 16-18 cohorts, they represent just 3.3% of apprentices. We will work with our network of providers to ensure that we are achieving greater diversity across all LSC funded learning routes.



## The Local Economic Context

- 34 Structural shifts have occurred with the economy moving away from its domination by large companies to one reliant on small and medium sized enterprises. The number of businesses continues to decline with lower than average start up rates whilst overall employment has risen to 600,000. Manufacturing accounts for 19% of employment, double the UK average. Advanced manufacturing has been identified within the Northern Way strategy as a key component in raising gross added value in the sub-regional economy. The aerospace industry, in particular, is buoyant with large order books.
- 35 By 2015, there will be 15,600 more jobs than in 2004. These additional jobs will be in the business services, retail and IT sectors and these industries are reflected in our network of CoVEs.



- 36 In our vision we identified three major infrastructure developments as key priorities for investment, CoVE development and appropriate expansion of provision.
- Resort casino developments and associated investment in the leisure industry in Blackpool
  - The housing market renewal investment in East Lancashire - Elevate and the associated opportunities for business growth
  - The planned major retail and leisure developments in Preston - Tythebarn.
- 37 Added to this list is the industrial development priority of:
- Supporting advanced manufacturing

- 38 The continued restructuring of the economy has significant implications on the provision required by employers and individuals. We will need to monitor high cost provision available to meet employer needs and to ensure our CoVE network is mobilised to achieve this objective. As a consequence we will:
- Work with providers to increase levels of employer investment in skills.
  - Better align adult level 3 activity to skills shortages and replacement demand.
  - Increase the level 3 outcomes from CoVEs.
  - Focus ESF activity on level 2 and 3 skill shortage areas.
- 39 Lancashire's Gross Added value in 2002 was only 82% that of the UK and gross disposable household income per head is only 92% of the UK average. This reflects the high concentration of low value added manufacturing and service jobs. As a consequence many employed adults are not qualified to level 2. This is 2.5% above the national average. As a consequence we are focussing on:
- Skills for Life in the workplace
  - Targetting ETP and in the future Train to Gain
  - Focussing ESF resources on those with a Skills for Life need or those needing an additional level 2 in a skills shortage area.

## **Skills - an area of high economic and social importance**

### **Qualifications**

- 40 Lancashire as a whole has average levels of achievement at age 16, with 55.8% of learners leaving school with 5+ A\*-C GCSE's in 2005 compared to the national average of 57.1%. However, this overall figure masks wide variations across all schools ranging from 18% to 100%. In addition 90.9% achieved 5 A\* to G, which is above the average for England. Significant progress has been made in reducing the number leaving with no passes, which currently stands at 3%, but remains 0.5% above the national average.
- 41 Locally, the proportion of learners who achieve a Level 2 qualification by 19 has increased and current performance is in line with national averages. However, progression from Level 2 to Level 3 remains an issue, as does the reduction in participation at 17 and 18.

## Supply of Learning and Skills Provision

- 42 We will continue to work with our colleges and learning providers to achieve a better match between the needs of young people, adults and employers to the supply of learning. We will monitor provision to ensure that the needs of under represented and under achieving learners are actively addressed.
- 43 Achieving better value for money is a primary concern. Where we identify poor quality provision we will work with providers to improve it but where necessary we will seek alternatives.

## Young People

- 44 Our longer-term vision is for 90% of 17 year olds to be engaged in learning by 2015. In 2004/05 there were 62% of the 16-18 cohort in LSC funded learning. In 2005/06 it is forecast this will increase to 63.5% and in 2006/07 is planned to increase further to 64.5%

	2004/05 Volumes	2005/06 Volumes	% 2004/05 Lancashire	%2004/05 England
Further Education	25,491	26,247	70%	56%
School 6 <sup>th</sup> form (September Pupil Count)	4,940	4,991	14%	28%
Work Based Learning	4,758	4,900	13.4%	13%
E to E (estimated average occupancy)	1,090	1,111	2.3%	2%
<b>Total</b>	<b>36,279</b>	<b>37,249</b>		
<b>16-18 Cohort</b>	<b>58,633</b>	<b>58,629</b>		
<b>% in LSC funded learning</b>	<b>62%</b>	<b>63.5%</b>		

## Balance of Provision

- 45 An analysis of our current 16-18 provision by level identifies growth in provision at all levels but the balance of provision has remained largely static with 60% of provision at Level 3. Given that 70% of all learners are in further education colleges the profile of opportunities with colleges is critical. In 2003/04 there was a slight reduction in the number of young people undertaking a full Level 2 programme in further education which reduced to 3,843. However, in 2004/05 the number was 4,189 an increase of 9%. This equates to 16.5% of 16-18 provision. In 2006/07 we will seek to increase this to 17.5%.
- 46 In work-based learning there has been a reduction in Entry to Employment opportunities as a consequence of greater prioritisation. The other significant trend is for more young people to enter at the Apprenticeship level rather than the Advanced Apprenticeship level. The overwhelming majority of 6<sup>th</sup> form provision remains at Level 3.

LSC Lancashire							
		2002/03		2003/04		2004/05	
<b>Total</b>	1 / entry	5,413	15%	5,639	16%	5,560	15%
	2	8,697	24%	8,703	24%	9,256	25%
	3	21,687	60%	21,382	59%	22,142	60%
	Other	429	1%	347	1%	202	1%

## 47 Challenges for 2006-07

- Continue to expand the range of opportunities which lead to achievement of a first Level 2 by age 19.
- Sustain the growth in Level 2 provision in further education colleges and school 6<sup>th</sup> forms.
- Enhance our wbl provision in a number of areas including the take up of opportunities in Blackburn and the range of opportunities in Preston and Lancaster.
- Target young people who enter employment without training and work closely with Connexions on their Jobs Without Training Pilot (JWOT) from April 2006 onwards.
- We will support Connexions in reducing the NEET group by a further 2 percentage points by 2010. Whilst significant progress has been made, both the number and proportion of young people in the NEET group remains significant. Lancashire has three round two pilots for the introduction of Local Area Agreements and each one has identified NEET as a key priority.

### Achieving Level 2 by age 19

- 48 In 2004 64% of young people in Lancashire achieved Level 2 by age 19 compared to 67% nationally. Achievement of the national target will require an 8% improvement.
- 49 Building on the progress made in schools we believe that we should seek to achieve the national target of 72% by 2008. To do this we need to increase the proportion of young people achieving a Level 2 between the ages of 16 and 19 from 16% (2003/04 academic year) to 19% (2007/08). This equates to an additional 700 young people achieving a Level 2 post 16 by age 19.

## 50 Challenges for 2006-07

- Target 2005 school leavers who have not achieved the Level 2 at 16 and who are not in learning post 16 by working closely with LEAs, Connexions and providers
- Target those young people who have not achieved a Level 2 and are in jobs without training
- Sustain the volume of notional Level 2 provision in further education colleges at 5,900 (2004/05) compared with a current planned reduction to 5524, (2007/08).
- Improve progression from entry level and Level 1 programmes
- Improve success rates on Level 2 programmes – 63% actual in 2003/04 to 70% in 2007/08

## Framework achievement in 2006/07

- 51 The LSC has set clear targets for increasing the overall volume of young people achieving the full apprenticeship framework. The improvement in the volume of Apprenticeship framework completions is set out below.

	2002/03 Completions	2003/04 Completions	2004/05 Completions	2005/06 Planned	2006/07 Trajectory	% change 2002/03 to 2004/05	% change 2004/05 to 2005/06
<b>North West</b>	<b>7,220</b>	<b>7,442</b>	<b>9,859</b>	<b>10,898</b>		<b>38.0%</b>	<b>10.5%</b>
<b>National</b>	<b>42,679</b>	<b>48,850</b>	<b>66,968</b>	<b>*66,166</b>		<b>57.0%</b>	<b>NA</b>
<b>Lancashire</b>	<b>1,616</b>	<b>1,656</b>	<b>1,944</b>	<b>2,236</b>	<b>2,458</b>	<b>20.2%</b>	15.0%

\* To be revised

- 52 In line with national trajectories we have set a target of 2,458 completions in 2006/07 and 2,723 in 2007/08. With a similar sized programme this will require us to increase the completion rate from the 48% for the 2004/05 operational year to 61.6% in 2006/07.

### 53 Challenges for 2006-07

- Improving overall framework completions
- Ensuring high quality opportunities are available by replacing poor quality provision
- Increase the volume of Apprenticeships in the public sector
- Increase the volume of Apprenticeships from ethnic minority young people.
- Work to achieve an improved gender balance across our provision.

## E2E Programme

- 54 In 2004-05 we achieved our E2E starts target of 1,938. The November 2005 NEET target was achieved. However, in line with both the national and regional position, further reducing the size of the NEET group is proving challenging. We have extended our e2e provision into new areas. In addition we have supported young people not yet ready for e2e through our ESF and LID funds. We have also increased our positive progression rates from e2e to 48% with a 6% improvement rate

### 55 Challenges for 2006-07

- Work with providers and Connexions to effectively embed the new provision developments on the Fylde coast and in Darwen.
- Improve the progression rates from E2E and to make additional resources available to support this group through ESF funded activity in our 2006-2007 ESF prospectus.

## Supply of Learning and Skills Provision

### Adults

#### Transition from Employer Training Pilot to Train to Gain

56 Since September 2004 we have been part of a national programme of pilots aimed at improving the skill levels of employees. The pilot has clearly improved provider responsiveness and created a pool of good practice that will help to drive improvement across the whole FE sector. The pilots have now finished and the results will be rolled out nationally in the form of Train to Gain, the new nationally branded employer training programme. Train to Gain will provide:

- Impartial skills brokerage for employers
- Support for employees in the workforce to achieve skills for life and level 2 qualifications
- Support for level 3 qualifications in priority sectors
- Information, advice and guidance on education and training for employees.

57 We will ensure that employers and employees in Lancashire benefit from the rollout of Train to Gain by:

- Stimulating demand for training from priority employers and sectors, including small businesses and minority owned business through effective skills brokerage.
- Encouraging colleges and other providers in Lancashire to respond positively to meet the needs of local employers
- Increasing investment in workforce development by employers in Lancashire
- Ensuring Lancashire residents are able to gain the qualifications they need to ensure their continued employability.

The table below sets out the projected Level 2 achievement from Train to Gain.

	Outcomes Financial Year 06/07	Outcomes Financial Year 07/08 Periods 1-3	06/07 Annual Year Outcomes
<b>Lancashire</b>	825	1,139	1,964
<b>North West</b>	2350	4,006	6,356

58 We will also work with the Voluntary and Community Sector and the public sector as these are significant employers.

## 59 Challenges for 2006-07

- Build on the success of our ETP and ensure an effective roll out of Train to Gain from April 2006 onwards. This means delivering the range and quality of courses that businesses need.
- Maximise the number of adults on the ETP programme in 2005/06 who achieve their intended qualification.
- Prioritise our funding for Skills for Life, Level 2 qualifications and Level 3 regional and sector priorities.
- Work with our colleges, work-based learning providers, Business Link, Jobcentre Plus and others including relevant voluntary and community organisations to ensure there are effective brokerage arrangements in place for employers.
- Support the five colleges selected for the first phase of the Action for Business Colleges regional project.

### Skills for Life

- 60 The LSC Lancashire Skills for Life target for 2004 of 23,000 was exceeded. Further Education contributed 98% of the achievements achieved between 2001-2004. Two-thirds of these 23,319 learners were 16-18 and a focus for the 2007 target is to increase the number of learners from other funding streams and up the number of 19+ learners contributing to target.
- 61 The LSC Lancashire Skills for Life target for 2007 is for a further 23,000 learners - 6,000 in 2004/05, 8,000 in 2005/06 and 9,000 in 2006/07.
- 62 There has been an overall increase in the number of learner achievements that count towards target in Skills for Life provision during 2004/05. 11,425 compared to 6,738 in 2003/04. Sixty six percent of enrolments now count towards target which is 4% better than the England average.

### Adult Achievement at Level 2

- 63 The LSC's share of the national target of supporting 1 million adults to achieve a first level 2 is 950,000. Lancashire's contribution to the adult first level 2 has been calculated at 26,038. Whilst Lancashire has 3% of the adult population we currently contribute almost 5% of the level 2 provision.
- 64 We have increased full level 2 provision and the proportion of provision facing this target is quite high due to the sectors our colleges work with e.g. OSAT in the construction industry and the cleaning and transport sector and therefore significant expansions from an already high base will require significant changes to provision. Despite this progress is being made and we are currently in line with the level 2 trajectory.
- 65 The Employer Training Pilot has created over 6500 level 2 starts to date in 2005/06, 85% of whom are employed in small to medium sized organisations. More than 1800 completers have achieved a first level 2 qualification.

## **66 Challenges for 2006-07**

- Increasing the overall number of adults who are undertaking 'first, full level 2 programmes
- Increasing the proportion of 'firstness'. If we were able to increase the firstness factor to 50% this would contribute a very significant proportion of the additional achievements required
- Improving success rates on adult level 2 programmes in both further education and Work Based Learning
- Maximising the contribution of ETP and Train to Gain

## **Supply of Learning and Skills Provision**

### **Skills**

#### **The Regional Statement of Skills Priorities**

**67** The North West Regional Skills Partnership (RSP) which includes the LSC has worked alongside partners to identify seven Skills Priorities for 2006/07. These will drive the planning, purchasing and investment activities of key partners and stakeholders in the North West for the next 12 months and beyond. These are set out in the North West Annual Statement of Skills Priorities 2006/07.

#### **68 Priorities for 2006/07**

- Increase the proportion of young people with the skills and qualifications needed for employment, and fostering progression to Higher Education
- Equipping adults with the skills required for employability, particularly basic skills
- Addressing employers' skills needs:
- Equipping individuals with the level 3 skills required within the economy, particularly in key regional sectors
- Ensuring that the skills needs of the regional economy, and in key sectors in particular, are addressed at level 4
- Tackling cross-sectoral leadership and management skills gaps developing innovation and enterprise skills
- Tackling worklessness by linking people, jobs and training

#### **Regional priority sectors for Level 3 in 2006/07:**

- Advanced engineering and materials (specifically automotive, chemicals, aerospace and engineering)
- Energy and environmental technologies
- Construction
- Digital and creative industries
- Retail
- Health and social care
- Visitor economy (specifically tourism)



## **Regional priority sectors for level 4:**

- Advanced engineering and materials (specifically chemicals, aerospace and engineering)
- Energy and environmental technologies
- Construction
- Digital and creative industries
- Financial and professional services
- Health and social care

## **Specific sector issues in Lancashire**

- 69 The distribution of employment by sector shows that more than a quarter (27.6%) of those in employment in Lancashire work in the public administration, education and health sectors compared to one quarter (24%) nationally.
- 70 Locally we have an under representation of managers and senior professionals, a skill need which is set to grow at the expense of unskilled and manual occupations. However, there is no guarantee that this growth will occur in Lancashire.
- 71 The most significant sectoral variation is in relation to banking, finance and insurance where the area has 12% of the workforce employed compared with 20% nationally.
- 72 The 2004/05 Regional Stock Take of Skills identified particular issues in relation to Lancashire included:
- Concentration of declining sectors in the Lancashire area, but with large replacement demand
  - Recruitment issues in traditional sectors; low economic participation and qualifications of some ethnic minority groups; low skills equilibrium issues
  - Youngest population and fastest increase in working age population
  - Low participation rates amongst young people
  - Future demands from major infrastructure development (ELEVATE housing market renewal in East Lancashire, redevelopment of Blackpool and new retail in Preston)
  - Capacity issues in relation to construction provision
  - Evaluate the potential for the voluntary and community sector to contribute to the skills agenda.

## **LSC Lancashire skills priorities in 2005/06**

- 73 Through the Lancashire Skills and Employment Task Group we will develop a skills strategy which will form a key element of the Lancashire Economic Strategy, its related Strategy and Investment Plan in response to the Regional

Economic Strategy. This will also underpin the Central Lancashire City Region Development Plan and its skills priority.

- 74 The network of Centres of Vocational Excellence has further expanded in Lancashire and have continue to have the second largest number of any LSC area. We now have coverage of the majority of key sectors. Importantly the network comprises of colleges, major work based learning providers and major employers.

**75 Challenges for 2006-07**

- Develop a Lancashire Skills Strategy
- Continue to develop the network of CoVEs and in particular:
- Develop the volume of level 3 qualifications delivered through CoVEs
- Increase the number of employers actively engaged
- Further develop progression routes to Foundation Degrees
- Increase the sharing of good practice especially in relation to curriculum development and delivery and in relation to employer engagement.
- Continue to work with Business Link and our providers in the development of management and leadership skills.
- Maximise the impact of existing provision and where necessary expand provision in areas that meet the key strategic economic developments.
- Develop new ways of delivering and prioritising construction

**Personal and Community Development Learning (PCDL)**

- 76 In 2005/06, LSC Lancashire allocated almost £50m to support adult learning in local colleges. The LSC also provided £8.5m to support a diverse range of adult and community-based learning that is predominantly targeted to those not seeking formal qualifications. In addition, in the planning dialogue with all providers, LSC Lancashire has reinforced our commitment to prioritise provision for vulnerable, disadvantaged and under-represented groups, although it is for each provider to determine what provision it offers. Proposed reform of funding and planning arrangements for 'first-steps' and PCDL will end the need for a separate budget for Adult and Community Learning [ACL].

**Reform of Funding for Adult Learning**

- 77 Providers will need to take account of the new arrangements for safeguarding adult learning for PCDL and for 'first-steps' learning.
- 78 Within the emerging reforms the LSC will look to ensure that the overall volume of PCDL, Family Learning and Neighbourhood learning is maintained and that a good range and quality of safeguarded provision is available in each locality.

- 79 First-steps provision for adults without a first, full level 2 qualification should offer learners opportunities for internal and external progression through and beyond their initial point of entry. Providers will be responsible for providing evidence of learner progression and, in the absence of Unique Learner Numbers, will need to establish appropriate tracking and curriculum mapping approaches involving cross-provider collaboration.

### **Learning Infrastructure**

- 80 Through the 14-19 strategy we are working closely with the three local authorities, children's trusts and the network of 8 locally based 14-19 LEAD groups to ensure the Learning & Skills Council's key 16-19 priorities and targets are integrated and aligned with Children and Young People's plans and local area agreements.
- 81 We have worked closely with the local authorities to ensure that the new sixth form centre in Burnley and the proposed academy in Darwen which will bring additional post 16 capacity are coherent with our overall plans.
- 82 We have published our first capital plan that sets out our priorities for 2006/07. These include much needed developments at Burnley College and Nelson & Colne College. We will continue to work closely with providers to improve the overall financial health of the sector.
- 83 A number of the Lancashire colleges are deemed to be financially weak. We will work with them to develop and / or implement an approved financial recovery plan.

## Provision Statement

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

SUMMARY OF YOUNG PEOPLE (16-18)	2004/05				
	Learners		Learning Aims Success Rates	Funding £	
	Volumes of learners	In-year achievement s (volume)			
FE Total Learners	25282		74%	89,444,997	
of which...					
Learners on Skills for Life target qualifications	9401	5301	51%		
Learners on a full Level 2 qualification	4184	2546	66%		
Learners on a full Level 3 qualification	12654	7226	78%		
Learners on 2 or more A2 qualis	2934	2694	-		
Discrete* activity, e.g. fully ESF, or LIDF funded provision	2663	469	56%		
School sixth form	5088			25,869,000	
Work Based Learning	12 month average in learning (volume)	Framework achievement s (volumes)	Framework success rate	Funding £	
WBL Total Learners	4835		47.2%	15,773,554	
of which...					
Learners on an Apprenticeship	2965	854	45.6%		
Learners on an Advanced Apprenticeship	1624	362	52.3%		
Entry to Employment	Learners				Funding £
	Volume s (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinati ons	
All E2E	1849	3579	21.9	821	6,785,363

2005/06				
Learners			Learning Aims Success Rates	Funding £
Volumes of learners	In-year achievements (volume)			
25761		75%	101,810,426	
8669	5417	54%		
4477	3084	67%		
12586	8340	78%		
3243	3048	-		
3516	1668	58%		
4991			27,759,000	
12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	
4860	52%		16,186,007	
3165	858	49.3%		
1598	348	61.9%		
Learners				Funding £
Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinatio ns	
1965	4613	19.5	1015	7,117,444

2006/07				
Learners			Learning Aims Success Rates	Funding £
Volumes of learners	In-year achievements (volume)			
26589		76%	104,320,611	
8976	5776	56%		
4840	3316	68%		
13036	8619	80%		
3478	3282	-		
2780	1362	60%		
5000				
12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	
5216	55%		17,440,459	
3309	1191	52%		
1769	630	64%		
Learners				Funding £
Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinatio s	
1975	4620	19.4	1120	6,246,884

Green header indicates underpinning data is complete

Red header indicates underpinning data is incomplete

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

SUMMARY OF ADULTS (19+)	2004/05				2005/06				2006/07			
	Learners		Learning Aims Success Rates	Funding £	Learners		Learning Aims Success Rates	Funding £	Learners		Learning Aims Success Rates	Funding £
	Volumes of learners	In-year achievements (volume)			Volumes of learners	In-year achievements (volume)			Volumes of learners	In-year achievements (volume)		
<b>FE Total Learners</b>	89,967		76%	52,965,515	71733		76%	49,828,426	59636		78%	44,596,000
<i>of which...</i>												
<i>Learners on Skills for Life target qualifications</i>	5,346	3287	70%		5458	3856	70%		6557	4860	71%	
<i>Learners on a full Level 2 qualification</i>	8,478	4534	69%		7921	4980	69%		8817	5717	69%	
<i>Learners on a full Level 3 qualification</i>	4,823	2086	62%		5066	2978	65%		5426	3594	68%	
<i>Learners on 2 or more A2 qual.</i>	100	80	-		80	67	-		69	59	-	
<b>Discrete* activity, eg fully ESF, or LIDF funded provision</b>	3998	546	88%		3654	642	88%		3500	618	88%	
<b>Personal &amp; Community Dev't Learning</b>	39,686			8,808,311	40,644				35,170			
<b>Work Based Learning</b>	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £
<b>WBL Total Learners</b>	2934		37.5%	6,729,968	2783		50%	5,482,796	2457		53%	5,077,801
<i>of which...</i>												
<i>Learners on Skills for Life target qualifications</i>	412				182				75			
<i>Learners on an Apprenticeship</i>	1494	497	38.7%		1482	488	52.2%		1468	646	55%	
<i>Learners on an Advanced Apprenticeship</i>	1071	231	35.4%		1159	230	48.9%		977	488	52%	
<b>ETP / NETP</b>	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £
<i>Of which...</i>												
<i>Level 2</i>	6071		3328	785,000	5618		3384	5,500,000	5855		3873	-
<i>Skills for Life</i>	164		136	27,000	85		59	153,000	95		79	-

Budgets	FE	WBL	E2E	SSF	ACL	ETP/NETP	Development Funding	Capital	Administration	Other Programme Budgets
<b>2004/05</b>	£139,395,000	£22,007,000	£8,074,000	£25,869,000	£9,060,000	£1,802,000	£6,013,000	£2,953,000	£2,693,000	£8,912,000
<b>2005/06</b>	£153,944,000	£23,265,000	£7,450,000	£27,759,000	£8,995,000	£7,544,000	£4,074,000	£2,162,000	£2,528,000	£13,103,000
<b>2006/07</b>	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC



# Skills Matrix

84 The matrix below considers the proportion of local provision which is contributing to the Northwest priority subject areas for adult skills. For the future planning of provision we will look to continue the shift funding form low to high priority skills provision.

Lancashire  
2004/05

Under 19	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	% of Overall
Likely to contribute	56,572,629 69739	59%	20,123,688 14251	21%	4,163,854 6636	4%	80,860,171 90626	84%
Potential to contribute	1,036,063 1190	1%	545,091 787	1%	64,534 138	0%	1,645,688 2115	2%
No longer eligible for LSC funding	311,108 674	0%	65,585 554	0%	461,625 2671	0%	838,317 3899	1%
Other (eg UFI and Unclassified)	0 0	0%	0 0	0%	0 0	0%	0 0	0%
Entitlement	0 N/A	0%	12,399,991 N/A	13%	0 N/A	0%	12,399,991 N/A	13%
Totals	57,919,800 71603	60%	33,134,355 15592	35%	4,690,013 9445	5%	95,744,167 96640	100%

19 and Over	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	% of Overall
Likely to contribute	31,333,892 67028	54%	8,640,070 10009	15%	508,860 857	1%	40,482,822 77894	70%
Potential to contribute	8,403,920 26728	15%	4,880,470 10542	8%	1,086,955 3175	2%	14,371,345 40445	25%
No longer eligible for LSC funding	1,439,906 5409	3%	975,609 14585	2%	3,176 15	0%	2,418,691 20009	4%
Other (eg UFI and Unclassified)	0 0	0%	0 0	0%	0 0	0%	0 0	0%
Entitlement	0 N/A	0%	228,722 N/A	0%	0 N/A	0%	228,722 N/A	0%
Totals	41,177,718 99165	72%	14,724,870 35136	26%	1,598,992 4047	3%	57,501,581 138348	100%

NB percentages are funding values as a percentage of the total funds, for each age group

## Key Changes to Provision

- 85 Lancashire LSC has worked with providers since 2004/05 to better align the provision that we procure with LSC priorities in order to maximise the impact of our funding. For both young people and adult provision the proportion of activity that directly aligns to national targets is better than the regional benchmark for the Northwest.
- 86 In terms of priority sector subject areas Lancashire has 72% of adult provision facing high priority sectors compared to 68% regionally and 25% facing the medium priority sectors compared to 29% regionally and 3% facing low priority sector areas compared to 2% regionally. Importantly we have almost no existing adult provision which is no longer eligible for LSC funding.

### Provision for Young People

- 87 In 2004/05 less than half of one percent of our funding for young people will become ineligible for funding in 2006/07. We will work with providers to address this issue.
- 88 In order to meet the national and regional priorities there will need to be continued improvement in the quality and responsiveness of local provision. In order to ensure we achieve our priorities we therefore expect the following changes in provision we fund, these are:
- a To achieve the Level 2 at 19 target we expect to increase the proportion of our provision at level 2 from 25% to 26%.
  - b Increase our level 2 post 16 added value from 16% in 2003/04 to 17% in 06/07 and 18% in 08/09.
  - c To support improved attainment of Level 2 and Level 3 by young people we would expect success rates in FE to increase by 1% and 3% in workbased learning by xx percent. (*figures taken from Lancashire TRAP*)
  - d During 2005 advanced manufacturing has been identified as an increasingly important sector. Our analysis of LSC funded provision identifies that we have modest numbers of young people undertaking science and technology based programmes post 16. During 2006/07 we plan to review our provision and work with sector leads to assess how we can improve the linkage between specialist schools, further education, training providers and HE institutions.

### Provision for Adults

- a. To improve the basic skills of adults we expect 9,000 adults (16+) to achieve basic skills qualifications in 2006/07.



- d To support adult level 2 target we will increase adult learner volumes from 7817 in 2005/06 to 8218 in 2006/07. We will also improve targetting and success rates by a further 2% in FE.
- e To maximise the use of funds to achieve Council priorities we will reduce the amount of 'other provision that does not contribute to LSC priorities and targets. We will reduce the ratio of Skills for Life courses that do not contribute to the target to achieve the 80:20 ratio
- f In Adult and Community Learning we will ensure providers are achieving an effective balance between First Step & Community Learning and Leisure Learning and that first step provision supports progression to Skills for Life, Level 2, employment and independent living for those with learning difficulties and disabilities.
- g Sector skills agreements 3 specific quantified responses

### **Responding to Sector Skills Agreements**

- 89 The purpose of sectoral planning including integrating the messages within Sector Skills Agreements, (SSA's) is to ensure that investment in skills provision focuses on those skills that both close the productivity gap between the UK and its competitors and offer individuals employability. Both employer and public funding needs to be aligned with these priorities and in particular those qualifications and modes of delivery that best meet the employer aims for the sector and should enable relevant voluntary and community organisations to make an effective contribution to this process.
- 90 The LSC's commitment within the SSA is to ensure that through meeting regional and local priorities the changes needed to address these sector skills priorities within the agreements are mirrored in the provision that we purchase through our provider plans.
- 91 Currently however, the SSA process is in transition as we await the publication of the full suite of Sector Skills Agreements and the clear messages for LSC purchasing from each sector. For 2006/07, regions and local offices are asked to provide details of committed numbers of learners and required changes to meet future needs against the specific qualifications/priorities outlined below.

### **Construction Skills (OSAT)**

- 92 The On site Assessment and Training ( OSAT) delivery model for construction provision has been one of the most successful sector pilots. It has almost doubled the achievement rate of NVQ level 2 in the construction industry to over 70%. Its success has been through the innovative network of providers operating at a regional level to meet the demands of the employers through assessment and training delivered in the workplace. National funding will not

continue beyond September 2006 and OSAT delivery now needs to be incorporated into mainstream provision.

## **E- Skills (ITQ)**

- 93 The SSA Priorities focus on level 2 and above for IT users and level 3 and above for IT professionals delivered through ITQ. The new qualification framework developed by the LSC and E- Skills provides a highly flexible framework that enables individuals to achieve a level 2 equivalent qualification from a balanced portfolio of skills at different levels depending on their job needs. Employers have committed via the Sector Skills Agreement, to support future delivery of ITQ and E-Skills intend that ITQ will replace or encompass all fit for purpose IT User qualifications by September 2006.

## **School Support Staff**

- 94 The LSC has, as part of The School Support Staff Sector Plan (2004) supported action to improve the skills of people working in schools. The volume of support staff in schools is growing, currently at 500,000 people reflecting a 78% increase since 1997 and in accordance with school workforce reform and remodelling Government policy aims to raise standards and achievements in schools. The number of qualified staff remains low, raising the skills of this work force is critical to a healthy and sustainable economy.
- 95 Planning and purchasing 06/07 needs to take account of:
- School Support Staff as a diverse group of learners working across multiple occupational areas, often with multiple roles. Job roles range from administrators to teaching assistants to trade skills to technicians to mid-day supervisors.
  - Embedding the new School Support Staff VQ at L2 and L3, developed by the sector (full support of the Training Development Agency) to meet the specific needs of SSS.
  - Local offices will need to expand the training provider base to facilitate delivery by Schools and Local Authority's or through appropriate demand led local provision in response to the above.

## **Business Improvement Techniques**

- 96 Advanced manufacturing has been identified as a key priority within Lancashire. Through the manufacturing related CoVEs during 2006/07 we will be mapping the extent of current delivery of Business Improvement Techniques and similar programmes. The initial priority will be to move provision to the new qualifications. To date Preston College has been our sole provider of Business Improvement Techniques through its automotive academy and linked CoVE.

## Key Actions for 2006/07

97 The strateic actions we have set out below represent the measures we will take to ensure we develop the right infrastructure, partnerships and provision to meet our priorities and targets.

### National Priority 1.

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

Action	Measure of Success
<b>1.1.1 Increase the numbers of young people participating and staying in learning.</b>	
1.1.2 Colleges and WBL providers achieve 05-06 planned numbers and agree targets for 06-07 through the Three Year Development Plan review.	Achieve 25,500 16-18 year olds in FE in 2006/07.  To sustain the current average in learning in WBL 4,900 in 2006/07.  To sustain an average occupancy on the E2E programme of 1100 young people.
1.1.3 Maintain a planning dialogue with local authorities in relation to school sixth form numbers in the context of the three 14-19 strategies.	School 6 <sup>th</sup> Form No. 05-06 4,991 (target 5200) School 6 <sup>th</sup> Form No. 06-07 5,000
1.1.4 Mirror the national target of increasing the proportion of 19 year olds who achieve at least level 2 by three percentage points between 04 and 06 and a further two percentage points between 06 and 08.	An additional 350 young people achieve a Level 2 in 2006 compared to 2004 and a further 400 in 2008 compared to 2006.
1.1.5 Increase the number of young people undertaking a level 2 qualification.	Increase the proportion of provision at level 2 and below by a further 1% to 41%.
1.1.6 Target support services to the list of schools and geographic wards where the volume of Year 11 school leavers not entering learning is above 15%.	Increase the volume of young people entering learning at age 16 by 1% by June 06.
1.1.7 Support Connexions in reducing the NEET group by a further 2 percentage points by 2010.	Secure NEET as a priority target in the three round 2 local area agreements in Lancashire.  Introduce the Learner Agreement pilot in Lancashire with connexions to address the proportion of young people in jobs without training  NEET baseline Nov 04 7.4% 3501 yp NEET Target Nov 2010 5.4% NEET Interim position Nov 05 7.1%
1.1.8 To increase the number of young people progressing from jobs without training onto an Apprenticeship programme.	To convert 100 jobs without training into jobs with LSC funded learning.
1.1.9 Support schools and colleges, young people and parents to access the Educational Maintenance Allowance, especially from ethnic minority groups and areas of deprivation.	Percentage of ASD (Analytical Statistics Division) forecast of 17 year-olds paid EMA at December 2006 – 94%; target to reach 100% of forecast figure for 2006/7 by December 2006 in support of L2 Action plan.

<b>1.2.1 Widen the choice of stronger vocational routes for young people, including the participation and completion of those undertaking Apprenticeships.</b>	
1.2.2 By engaging new employers expand Apprenticeship provision in Lancaster & Morecambe, Rossendale, Chorley, South Ribble and Skelmersdale	10 new employers engaged in Apprenticeship programme in each of these districts by April 07.  Through local area agreements increase the number of apprenticeship opportunities in Lancashire from 188 in 2004/05 to 225 in 2006/07.
1.2.3 Improve the rate of framework completions on the Apprenticeship programme	Raise the number of Framework completions to 2458 in 2006/07. A completion rate of 61% compared to 1616 and 33% in 2002/03. A 52% increase. Target areas of provision which are below minimum quality thresholds.
1.2.4 Improve progressions from E2E to a positive destination particularly mainstream work-based learning, FE and jobs with training.	Increase E2E positive progression from 48% in 2004/05 to 51% in 2006/07.
1.2.5 Maximise the contribution of Increased Flexibility Programme (IFP), Young Apprenticeships (YA) and the Vocational Partnership Programme (VPP) to the 14-19 Strategy	IFP 4,500 young people participating YA 50 young people participating VPP 2,250 Key Stage 4 learners participating
<b>1.3.1 Guarantee 14-18 year olds a suitable learning opportunity, including the development of a more coherent phase of learning for 14-19 year olds through enhanced collaboration.</b>	
1.3.2 Implement the three 14-19 year old learner strategies through the Learner Entitlement Action Planning and Delivery Groups (LEAD) in each travel to learn area.	Entitlement agreement in place by Autumn 2006 with detailed action plans in place in each of the eight travel to learn areas.  14-19 learning prospectus in place with web access by September 2006.
1.3.3 Ensure the Learner Entitlement Action Planning and Delivery groups (LEAD) have measurable actions in their local plans that ensure provision is learner demand driven with suitable progression routes.	Establish learner focus groups to gather learner views of learning experiences in 2006.  Agree and adopt standardised learner satisfaction questionnaires.
1.3.4 Implement the entitlement model through the Learner Entitlement Action Planning and Delivery groups (LEAD) in each travel to learn area.	The learner entitlement is being launched with young people. Progress against the LE is being reviewed by the LEAD Groups and Steering Group.
1.3.5 Establish collaborative models built on the current / proposed institutional pattern with providers coming together through joint arrangements.	All LEAD groups to have defined their model of collaborative arrangements in order to meet the requirements of the DfES 14-19 Implementation Plan – the New Curriculum Entitlement and have in place action plans to deliver the first five Diploma lines by end of 2006.
1.3.6 Develop reconfigured provision in Pendle, Burnley and Blackburn with Darwen. Finalise proposals for the development of additional provision in Blackpool and Preston.	Nelson & Colne College detailed capital proposal approved to consolidate provision onto a single site. Secure capital programme for Burnley College Work with the local authority to agree the curriculum development for the Darwen Academy

1.3.7 Ensure Education Business Link (EBL) partners set and achieve challenging targets for work-related learning, enterprise activities and employer engagement.	Work Experience – 17,000 learners placed (96% of the cohort) Professional Development Placements – 470 staff placed Employer engagement – 400 new employers recruited Enterprise & work-related learning – 12,500 young people involved in work related												
<b>1.4.1 Progression to Higher Education in support of the PSA target</b>													
1.4.2 Contribute to the achievement of Aimhigher action plans and targets within the 6 clusters and Aimhigher P4P	To integrate the 6 Aimhigher clusters within AimHigher P4P to create a coherent programme by Aug 06.												
EM1. Reduce the participation gap between males and females engaged in LSC funded learning at the point of transition from Key Stage 4	02 leavers Female – 82%, Male - 76% 03 leavers Female – 83%, Male - 78% 04 leavers Female – 84%, Male - 78% 05 target Female – 84%, Male – 80% 06 target Female – 85%, Male - 81%												
EM2. Increase the representation of Ethnic Minority groups onto Framework WBL provision	Continue to work with schools, connexions, providers and the asian business federation to increase the proportion of EM on the wbl programme.from 5% in 05/06 to 6% in 06/07, a doubling of the volume since 03/04.												
EM3. Agree a reduction in the amount of unknown ethnic minority learner group data	<table><tr><td>FE</td><td>WBL</td></tr><tr><td>2002-03 – 5.4%</td><td>3.15%</td></tr><tr><td>2003-04 – 3.7%</td><td>0.49%</td></tr><tr><td>2004-05 – 2.0%</td><td>0.20%</td></tr><tr><td>2005-06 – 1.5%</td><td>0.15% (target)</td></tr><tr><td>2006-07 – 1.0%</td><td>0.10%</td></tr></table>	FE	WBL	2002-03 – 5.4%	3.15%	2003-04 – 3.7%	0.49%	2004-05 – 2.0%	0.20%	2005-06 – 1.5%	0.15% (target)	2006-07 – 1.0%	0.10%
FE	WBL												
2002-03 – 5.4%	3.15%												
2003-04 – 3.7%	0.49%												
2004-05 – 2.0%	0.20%												
2005-06 – 1.5%	0.15% (target)												
2006-07 – 1.0%	0.10%												
<b>National Priority 2.</b>													
Making learning truly demand lead so that it better meets the needs of young people, adults and employers.													
<b>Action</b>	<b>Measures of Success</b>												
<b>2.1.1 Successfully achieve the Employer Training Pilot outputs (concludes August 06 &amp; replaced with Train to Gain)</b>	Employer Training Pilot target March to August 06: No. NVQ Level 2 starts 1600 No Basic Skills starts 400												
<b>2.2.1 Prepare for and launch the Train to Gain programme</b>													
2.2.2 Identify the proportion of FE adult budgets classified as Train to Gain and improve targeting and quality of level 2 provision.	Procure 8218 full level 2 programmes for adults.  Increase the proportion of adults who have not got a level 2 on full level 2 programmes to 50%.  Improve success rates on adult level 2 programmes in FE to 63% in 2006/07 and in WBL to 55% (tbc)												
2.2.3 Agree Train to Gain Contracts by September 2006	Volumes to be determined following open competitive tendering is completed.												
2.2.4 Prepare for and launch the Train for Gain Level 3 pilot trials.	Level 3 trials launched in Lancashire in August 2006.												
2.2.5 Establish a brokerage service to deliver a balanced, sustainable and affordable adult learning offer.	Skills brokerage service established by September 2006												

<b>2.3.1 Develop sub regional sector skills actions plans in the key priority sectors for Lancashire</b>	Develop through the Lancashire Skills and Employment Task Group an action plan which takes forward the skills for business network strategy with the following sectors:  Advanced Manufacturing, Textiles, Retail, Health & Social Care, Leisure & Tourism												
2.3.2 Build capacity amongst providers (including relevant voluntary & community organisations) to continue to deliver key sector qualification targets funded through Train to Gain and Mainstream routes.	In 2006/07 in response to the sector skills agreements we will deliver the following volumes of activity:  <table><tr><td></td><td>TtG</td><td>FE</td></tr><tr><td>Support Staff in Schools</td><td>334</td><td>279</td></tr><tr><td>ITQ</td><td>725</td><td>606</td></tr><tr><td>OSAT</td><td>651</td><td>544</td></tr></table> For BIT we have identified 241 adult learners as a baseline in 2004/05.		TtG	FE	Support Staff in Schools	334	279	ITQ	725	606	OSAT	651	544
	TtG	FE											
Support Staff in Schools	334	279											
ITQ	725	606											
OSAT	651	544											
<b>2.4.1 Continue to develop the network of 15 CoVEs.</b>													
2.4.2 Ensure that relevant CoVEs are ready for and achieve Reassessment status. Work with relevant CoVEs and SSCs to produce Self Assessments against CoVE realigned criteria.	April - June 2006 Pilot Accrington & Rossendale College (Construction Crafts) Training 2000 (Engineering, Manufacture & Maintenance) BAE Systems PLC (Aeronautical Engineering) September/October 2006 Runshaw College (IT for Business)												
2.4.3 Ensure that the remaining interim CoVEs achieve Full Status by working with relevant Workforce Skills Advisers and Learning Executives.	All Lancashire led CoVEs to achieve Full CoVE status by March 2007.												
2.4.4 To raise the profile of CoVEs by ensuring they understand their responsibilities for 14-16, employer engagement, networking with other colleges, Apprenticeships, Train to Gain and progression routes from CoVEs into Foundation Degrees	CoVEs to be briefed as part of the 3 Year Development Planning process.												
2.4.5 Increase the sharing of good practice in relation to curriculum development and employer engagement.	Ensure that local networks are established for communicating good practice to other local providers in the following sectors by March 2007:  Construction, Retail, Manufacturing/Engineering, Care and Hospitality, Leisure & Tourism												
<b>2.5.1 Support the five FE Colleges selected for the first phase of the Action for Business Colleges regional project</b>	5 participating Colleges's will have an increased understanding of their current responsiveness to employers and deliver a Development Plan that will improve their offer to businesses, increase fee income and support achievement of LSC targets for Train 2 Gain and level 2.												
<b>2.6.1 Nationally deliver an additional 40,000 first full Adult Level 2 qualifications in 2006/07 compared to 2005/06.</b>	Locally deliver and additional 567 full Adult Level 2 qualifications in 2006/07 compared to 2005/06												
2.6.2 Continue to review franchising provision with each college in order to ensure it is aligned to support the level 2 target.	Proportion of franchised provision agreed with each college during development plan discussions.												

2.6.3 Continue to review each college's level of other provision at level 2 and seek to replace with provision that contributes to the target wherever possible.	Proportion of other provision agreed with each college during development plan discussions.																								
<b>2.7.1 Work towards achieving the 2007 Skills for Life (SfL) target.</b>	Improve the basic skills of a further 23,000 adults by 07 in line with the 23,100 achieved between 01 & 04. Milestones 04-05: 6,000 Milestones 05-06: 8,000 Milestones 06-07: 9,000																								
2.7.2 Increase the proportion of SfL provision that meets the target.	Reduce the ratio of SfL learners to target qualifications <table><tr><td></td><td>Lancs</td><td>National</td></tr><tr><td>02-03</td><td>3.0:1</td><td>3.3:1</td></tr><tr><td>05-06</td><td>2.4:1</td><td>2.4:1</td></tr><tr><td>06-07</td><td>2.0:1</td><td>2.4:1</td></tr></table>		Lancs	National	02-03	3.0:1	3.3:1	05-06	2.4:1	2.4:1	06-07	2.0:1	2.4:1												
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2.7.3 Increase the proportion of ESOL provision delivered in colleges that contribute to the target.	2004-05 7% contributed to target (new baseline) 2006-07 11% to contribute to target																								
2.7.4 Ensure that capacity-building and quality improvement activities are in place, through local infrastructure and partnerships, to enable the achievement of the 2007 Skills for Life target	Provide continuity through transition to Quality Improvement Agency and target 250 tutors and support workers to achieve the new teaching qualifications at level 2, 3 & 4.																								
2.7.5 Improve the use of ICT in the delivery and assessment of SfL.	20 providers able to offer e-assessment. 100 learners on intensive fast track level 2 SfL provision.																								
<b>2.8.1 Deliver Adult and Community Learning that provides opportunities to enter and progress in learning through access to first-rung learning, family learning, family literacy language and numeracy and neighbourhood learning for deprived communities that is integrated with the local offer to adults</b>	Deliver 40,000 adult and community learning opportunities with 50% on first step programmes and 50% on Personal Community Development Learning programmes (PCDL).  Deliver 2750 Family Literacy Language and Numeracy (FLLN) opportunities																								
2.8.2 Through the LSC Lancashire VCS Implementation plan work with the sector to engage those hardest to help.	Deliver commitments in Lancashire VCS Implementation plan.																								
<b>2.9.1 Provide an improved, impartial Information Advice &amp; Guidance</b>	Develop an IAG strategy with a one year specific implementation plan that is quarterly monitored																								
2.9.2 Develop the IAG Strategic Board members input into the IAG Strategy for Lancashire	Arrange quarterly Board meeting to monitor progress on Strategic plan and feed reports into Lancashire Skills and Employment Task Group.																								
2.9.3 Focus provision on the national target groups particularly those without a Level 2 qualification or with a SfL need.	<b>Information</b> <table><tr><td>04/05 Target</td><td>62,953</td></tr><tr><td>04/05 Actual</td><td>215,905 (343%)</td></tr><tr><td>05/06 Target</td><td>62,953</td></tr><tr><td>05/06 Actual 1stQrt</td><td>76,951 (122%)</td></tr></table> <b>Advice</b> <table><tr><td>04/05 Target</td><td>9,613</td></tr><tr><td>04/05 Actual</td><td>4,455 (46%)</td></tr><tr><td>05/06 Target</td><td>9,613</td></tr><tr><td>05/06 Actual 1<sup>st</sup> Qrt</td><td>4,005 (42%)</td></tr></table> <b>Enhanced Guidance</b> <table><tr><td>04/05 Target</td><td>555</td></tr><tr><td>04/05 Actual</td><td>296 (53%)</td></tr><tr><td>05/06 Target</td><td>555</td></tr><tr><td>05/06 Actual 1<sup>st</sup> Qrt</td><td>384 (69%)</td></tr></table>	04/05 Target	62,953	04/05 Actual	215,905 (343%)	05/06 Target	62,953	05/06 Actual 1stQrt	76,951 (122%)	04/05 Target	9,613	04/05 Actual	4,455 (46%)	05/06 Target	9,613	05/06 Actual 1 <sup>st</sup> Qrt	4,005 (42%)	04/05 Target	555	04/05 Actual	296 (53%)	05/06 Target	555	05/06 Actual 1 <sup>st</sup> Qrt	384 (69%)
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2.9.4 Focus provision on the national target groups particularly those without a Level 2 qualification or with a SfL need.	<p>Volumes                      05-06                      04-05</p> <p>Information                      62,953                      215,905</p> <p>Advice                      9,613                      4,455</p> <p>Enhanced Guidance                      555                      296</p>
<b>2.10.1 Focus Additional Learner Support on the most disadvantaged learners, including adults with below level 2 qualifications, to enable them to enter and stay in learning.</b>	7343 learners to receive Learner Support from the following priority groups to help to support increased participation and attainment in learning
<b>National Priority 3</b>	
<b>Transform the Learning &amp; Skills Sector through Agenda for Change.</b>	
<b>Action</b>	<b>Measure of Success</b>
3.1.1 Implement a coherent integrated reform programme in the FE Sector, within the context of <i>agenda for change</i> and the key recommendations in the Foster and Leitch.	<p>LSC priorities are reflected in all provider development plans by Aug 06.</p> <p>Ensure all LSC funded providers align self-assessment and planning activities to the LSC business cycle. First class leadership in Lancashire providers demonstrated by improved inspection grades and improved financial health.</p> <p>New measures of success introduced and integrated as part of the Annual Planning Review in 2006/07.</p> <p>Measures of employer engagement agreed and met within provider development plans.</p>
3.1.2 Drive forward the responsiveness agenda with Colleges and providers by	
<ul style="list-style-type: none"> <li>- Agree challenging but appropriate fee income targets and strategies</li> <li>- Encourage local skills/ employer forums to ensure colleges and providers are aware of the skills issues</li> <li>- Support the strategic planning within colleges to ensure that plans reflect the future skill needs and qualifications required from within sector skill agreements.</li> </ul>	<p>All provider plans contain fee income targets.</p> <p>All providers have employer forums that meet regular and inform the strategic planning processes.</p> <p>Relevant college development plans have clear targets for the achievement of ITQ, OSAT, and Teaching support staff and BIT qualifications.</p>
3.1.3 Increase overall quality through improved levels success rates.	<p>Improve FE success rates in short courses by increasing the success rate from 82% in 2005/06 to 83% in 2006/07 (TRAP)</p> <p>Improve FE success rates in long courses by increasing the success rate from 68% in 2005/06 to 69% in 2006/07 (TRAP)</p> <p>Improve WBL success rates from 48% in 2005/06 to 55% in 2006/07</p>
3.1.4 Monitor all provider plans to ensure compliance with Equality & Diversity practice in particular the Race Relations Act (RRA) and Disability Discrimination Act (DDA).	All provider plans reviewed twice yearly. DDA plans monitored.



3.1.5 Improve the Learning Infrastructure by implementing the LSC Lancashire Local Capital Investment Plan to ensure we have the right facilities in the right place	A capital investment plan in place supporting the further investment and renewal of FE with £4 million of investment in 2006/07 rising to £20m in 2007/08.
3.1.6 Take forward the Race Equality in Employment Standard through identifying, developing and disseminating good practice. Embed equality and diversity in policies and planning.	All Colleges have a Race Equality in Employment Standard Action plan in place and the workforce is representative of the local community
<b>National Priority 4.</b> <b>Strengthen the Role of the LSC in Economic Development so that we provide the skills needed to help all individuals into jobs and lifelong employability.</b>	
<b>Action</b>	<b>Measures of Success</b>
<b>4.1.1 Support the delivery of the North West regional economic strategy in Lancashire.</b>	Work with the Lancashire Economic Partnership to produce an economic strategy by summer 2006. Produce through LSET a Lancashire skills strategy by June 2006 which sets out the LSCs contribution to major economic development activity.  Secure provision which meets the regional skills priorities by increasing the volume of level 3 activities delivered through CoVEs.
4.1.2 Make an effective contribution to the Central Lancashire City Region Development Programme.	Lead on the skills elements of the CLCRDP with an action plan in place by September 2006.
4.1.3 Lead on the implementation of Local Area Agreements that relate to LSC activities.	Local Area Agreements in all three round 2 pilot areas containing key LSC targets in respect of level 2 at 19, apprenticeships and adult level 2.
4.1.4 Manage the handover of current Jobcentre Plus skills for life provision to the LSC Lancashire portfolio of provision.	The transfer of provision completed by August 06 dependant on national guidance being available
4.1.5 Work closely with Jobcentre Plus to implement the <i>New Deal For Skills</i> .	LSC Lancashire / Jobcentre Plus 2006/07 Action Plan in place from April 2006 to tackle barriers between welfare and sustainable employment.
4.1.6 Commission a skills impact study for the resort casino developments in Blackpool	Blackpool College Gaming Academy is operational.
4.1.7 Agree skills priorities for the East Lancashire housing renewal project (ELEVATE).	Skills impact assessment completed and action plan in place by June 2006.
4.1.8 Support the production of a full feasibility study to expand higher education provision in East Lancashire.	Feasibility study to be submitted to HEFCE by April 2006
4.1.9 Increase opportunities for LLDD provision in mainstream providers that offers high quality, innovative learning with opportunity for progression, to people with learning difficulties and/or disabilities, within their own communities	<i>Increase access to mainstream provision for LLDD by 1%</i>

4.1.10 Develop the provision for the Offenders Learning and Skills Service with measures to show the contribution to the Skills for Life and Level 2 Target and contribute to the Regional Reducing Re-offending Action plan	<p>Agree a contract with the lead provider that delivers to both offenders in the six custodial setting and those on licences in the community.</p> <p>Agree a Criminal Justice Area Partnership plan with all relevant Stakeholders/Partners</p> <p>Agree appropriate Targets for each custodial institution for Skills for Life and Level 2</p> <p><b>In Community Targets</b></p> <p><b>Starts</b></p> <table> <tr> <td>04/05 Target</td><td>965</td></tr> <tr> <td>04/05 Actual</td><td>1684 (175%)</td></tr> <tr> <td>05/06 Target</td><td>1208</td></tr> <tr> <td>05/06 Actual 1<sup>st</sup> Qrt</td><td>101%</td></tr> </table> <p><b>Achievements</b></p> <table> <tr> <td>04/05 Target</td><td>241</td></tr> <tr> <td>04/05 Actual</td><td>381 (158%)</td></tr> <tr> <td>05/06 Target</td><td>302</td></tr> <tr> <td>05/06 Actual 1<sup>st</sup> Qrt</td><td>98%</td></tr> </table>	04/05 Target	965	04/05 Actual	1684 (175%)	05/06 Target	1208	05/06 Actual 1 <sup>st</sup> Qrt	101%	04/05 Target	241	04/05 Actual	381 (158%)	05/06 Target	302	05/06 Actual 1 <sup>st</sup> Qrt	98%
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## National Priority 5

### Improving the Skills of the workers who are delivering public services.

Action	Measures of Success
5.1.1 Meet the Skills for Life needs of the public sector workforce.	150 local authority employees and 120 NHS trust employees to achieve the national test.
5.1.2 Work with Lancashire County Council and the two unitary authorities to increase the proportion of their staff with basic skills qualifications NVQ level 2, Foundation Degrees and Apprenticeships.	A total of 660 school support workers completing or working towards an NVQ2 or above by March 07
5.1.3 To up skill the public sector workforce by improved engagement with the Apprenticeship programme.	Through local area agreements increase the number of apprenticeship opportunities in Lancashire from 188 in 2004/05 to 225 in 2006/07.
5.1.4 Work with NHS Workforce Development Confederation to increase recruitment and retention of young people in the NHS	Agree joint priorities and actions to increase the number of young people taking up careers in the NHS.

**National Priority 6****Strengthen the Capacity of the LSC to lead change locally.**

<b>Action</b>	<b>Measures of Success</b>
6.1.1 Implementing the agenda for change and business cycle successfully locally	Provider development plans agreed by March 2006 and allocation finalised by May 2006
6.1.2 To reduce the number of colleges currently classified as financially weak and to improve their classification.	To develop and / or implement approved financial recovery plans.
6.1.3 Developing learning partnerships as the learning arms of local strategic partnerships	Revised learning partnership plans agreed by April 2006
6.1.4 Aligning the 14-19 plan and groups with those of the three Children's Trusts	The three local children's plans have measurable targets which align with LSC 14-19 priorities and plans.
6.1.5 The LSC Local Council to lead on the development of the LSC annual plan.	LSC Local Council has undertaken a performance review of 2005/06 performance.  LSC Local Council hold an away day and approve local annual plan prior to submission in Feb 2007.
6.1.6 Continue to work with College boards in order to ensure alignment of agenda and activities.	The Executive Director and Directors of Learning attend governing body meetings in all colleges in order to share the LSC's Agenda for Change.  Joint workshops on funding and agenda for change.

# **Our Delivery Resources**

## **Equality and Diversity**

- 98 The Council will ensure that planned activities take account of the its duty to promote equality of opportunity in relation to race, gender and disability and our responsibilities under other equality legislation including the Race Relations Act, the Disability Discrimination Act and European regulations relating to sexual orientation, religion or faith and age (due to come into effect in 2006). Our actions and activities which are covered in this plan will be underpinned by and reflect the Council' s Race Equality Scheme. Specifically, we will implement our Equality and Diversity Strategy for Lancashire. This will be aimed at both increasing awareness of Council staff and re-emphasising the measures which are expected to be taken by local providers.
- 99 The Learning and Skills council recognises its statutory duties under Race Equality legislation and emerging duties around Disability and Gender Equality. The local office will work in partnership with colleagues at Regional and National level to support the process of Equality Impact Assessments across all functional areas

## **Health & Safety**

- 100 The health and safety of learners is a fundamental value for the Learning and Skills Council. We believe that learners are entitled to learning that takes place in a safe, healthy and supportive environment. Our policy is to adopt a “best practice” role with regard to the promotion of learner health and safety, by applying the following four core principles:
- to expect that colleges and other providers funded by the Council will fully meet their legal obligations and “duty of care” to learners;
  - to seek assurance that colleges and other providers have suitable and sufficient arrangements for learner health and safety;
  - to take appropriate action where expected standards are not met or maintained;
  - to promote the raising of standards for learner health and safety through support, and challenge, as appropriate.

## **Learners with Learning Difficulties and/or Disabilities**

- 101 Under the Learning and Skills Act 2000, the Council has a specific responsibility to consider the needs of young people and adults with learning difficulties and/or disabilities. There are robust arrangements in place to ensure that this group of learners have access to suitable provision that meets their needs and where appropriate the additional support required.

## **Sustainable Development**

- 102 The LSC has a vision of a learning and skills sector that is committed and contributes to sustainable development through the management of resources, the learning opportunities it delivers and its engagement with communities. In Lancashire we will support that vision by raising awareness

amongst providers and partners of the Sustainable Development Strategy and helping to identify and train champions in our local office and in each college and training provider.

## **Partnership Working**

- 103 Partnership is fundamental to the delivery of LSC objectives. The Council is keen to engage with a wide network of partners and organisations in Lancashire including the voluntary and community organisations to address the learning agenda but we will ensure that this engagement is effective, efficient and directly relevant to the achievement of our targets and strategic objectives. The Council will communicate and co-operate with partners to:
- achieve strategic alignment on common targets and objectives
  - ensure effective and complementary use of funding
  - share information on e.g. data, progress towards targets, emerging policy so that we have an effective understanding of each partner's potential contribution and how that may be enhanced through building capacity.

## **The Role of The Local Board**

- 104 The role of the local Board has been explained in the main body of this report in the relevant sections. However, to reiterate the local Board priorities for 2006/07 these are:
- i. Successfully manage the transition to the new regional structures through agenda for change theme 7.
  - ii. Ensure local providers offer value for money in return for the public funds they receive.
  - iii. Reduce the number of college classified as financially weak.
  - iv. Ensure the smooth transition from the National Employer Training Pilot to the new Train to Gain programme.
  - v. Ensure all learning is inclusive and supports the most under represented and under achieving people in Lancashire.

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