

**Lincolnshire
and Rutland
Learning and
Skills Council
Annual Plan
2006-07**

May 2006

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

Contents

1	Our Vision	Page 3
2	Our Priorities	Page 5
3	Our Targets	Page 6
4	Our Values	Page 7
5	Local Council	Page 7

A Context for Delivery

6	Young people	Page 8
7	Adults	Page 10
8	Learning Infrastructure	Page 12
9	Skills Matrix	Page 14
10	The Key Changes Needed	Page 15
11	Key Actions	Page 21

Our Delivery Resources

12	Partnership Working	Page 27
13	Equality and Diversity	Page 28
14	Learners with Learning Difficulties and/or Disabilities	Page 31
15	Sustainable Development	Page 31
16	Health and Safety	Page 31
17	Offenders' Learning and Skills Service	Page 32
18	Glossary	Page 32
	Annex A – Regional Targets and Imperatives	Page 33

1 Our Vision

Vision

This Local Annual Plan sets out the key priorities and activities for Lincolnshire and Rutland LSC for 2006/07. It is vital to our overall vision of an area attaining high skills levels served by a high quality, diverse and accessible learning infrastructure.

Local Challenge

Lincolnshire and Rutland is a large, relatively sparsely populated area. When looking at the area overall it can be characterised as an area that has relatively:

- high levels of youth participation and achievement;
- low levels of adult participation in learning;
- low skill levels in the workforce;
- low economic growth.

However, with a population of 680,000 and covering an area of 6,300 square kilometres, Lincolnshire and Rutland is an extremely diverse area. There are affluent areas, such as Rutland, with high skill level employment and high levels of participation and achievement in learning. There are areas, such as the coastal area centred on Skegness where the reverse is true.

In an area without large concentrations of population there are however key common themes that inform our decision-making and approach. These are:

- the challenge of providing a wide, high quality, range of curriculum from Basic Skills through to Level 4
- the cost to agencies of providing a service to small, widely dispersed groups;
- the predominance of small to medium size enterprises; and
- the need for agencies, colleges and other providers to work together to deliver a high quality, efficient service.

The area has real challenges to raise levels of youth and adult participation and achievement, skills levels and the quality of provision.

However, the area is well placed to meet the challenges set out in:

- the 14-19 White Paper;
- the Skills Strategy; and
- Agenda for change

Such confidence is based on a collaborative approach that prevails in each area of work.

Local Priorities

The following specific local priorities are highlighted that support the key changes and actions detailed in this Local Annual Plan to take forward the national and regional priorities (set out in Section 2):

- The implementation of the Lincolnshire and Rutland 14-19 Learner Entitlement, organised through local clusters of schools, colleges and work based learning providers, to increase the access young people have to relevant learning opportunities.
- Ensuring that the proportion of young people participating in learning in the area is further enhanced through the operation of a European Social Fund funded Entry to Employment programme that supports and complements main programme funded provision, particularly in areas of high demand such as Boston.

- The implementation of the agreed Lincolnshire and Rutland adult strategy to introduce an adult learning offer incorporating information, advice and guidance, first steps, engagement and skills for life provision - there being two pilot areas for 2006/07, Boston and Rutland.
- Enhancing the demand led nature of local provision through the introduction of a European Social Fund funded Employer Training Programme branded Train in Work covering the whole area, concentrating on key sectors, aiming to serve over 1,300 employees and 250 employers, that supports and complements the national roll-out of Train to Gain.
- The development of further vocational provision for young people in East Lindsey, South Holland and Rutland.

These priority actions have been developed from the Strategic Area Review in the area. The review has been informed by extensive analysis, local area consultation, input from the local Council and the Strategic Area Review Advisory Group.

The LSC is in a privileged position, with an exciting agenda, a great sense of responsibility and a determination to succeed.

Roger Begy
Chairman

Paul Williamson
Executive Director

2 Our Priorities

Our National Priorities

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

1. Ensure that all 14-19 year olds have access to high quality, relevant learning opportunities
2. Make learning truly demand-led so that it better meets the needs of employers, young people and adults
3. Transform the learning and skills sector through agenda for change
4. Strengthen the role of the LSC in economic development so that we provide the skills needed to help individuals into jobs
5. Improve the skills of workers who are delivering public services
6. Strengthen the capacity of the LSC to lead change nationally, regionally and locally.

Our Regional Priorities for the East Midlands

The LSC's regional priorities for 2006-07 reflect a commitment to transform the leadership and direction of the learning and skills agenda within the East Midlands. It strengthens the capacity to work regionally and locally, providing a responsive, demand led environment for delivering skills, which places the learner at the centre of our planning and delivery.

To maximise the impact of this transformational change, the LSC will continue to be a key strategic partner within the region to deliver enhanced products and services to employers, individuals and communities. This will be co-ordinated through the employment, skills and productivity partnership (esp), within which the LSC is involved at all levels.

As lead partner for 3 priorities for action within the esp we will work with partners in the region to:

- increase participation rates of 14-19 year olds
- develop adult skills at all levels, providing pathways for progression for those employed and developing employability skills for those seeking entry to employment, and
- improve the infrastructure and responsiveness of skills supply and the coordination of provision

The LSC's regional imperatives demonstrate how we aim to maximise the benefits of working regionally to provide consistency and greater impact within the region, whilst ensuring local flexibility to respond to local need. This includes developing a regional capital strategy to ensure we purchase provision that is responsive to demand and meets our needs and priorities; working with partners to develop an adult universal offer for employers; implementing the regional skills brokerage service and developing a regional vocational pathways framework for 14-19 entitlement.

The regional targets and imperatives are shown in Annex A.

3 Our Targets

Under priority 1, for young people:

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

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

Locally we need an additional 826 young people to gain a Level 2 in 2007/2008 compared to 2005/2006. In 2006/07 we will deliver 1,683 full Level 2 qualifications through LSC-funded further education and work-based learning.

Under priority 2, for adults:

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

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

Locally we plan to deliver 1,548 full Level 2 achievements through further education and work-based learning in 2006/07. In addition, we will also deliver 645 **first** full Level 2 achievements through Train to Gain.

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 3,160 learners to achieve Skills for Life qualifications in 2006/07. In addition we will deliver 157 Skills for Life qualifications through Train to Gain.

Underpinning both priorities 1 and 2, for Apprenticeships:

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

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

Locally we aim to raise the number of completions to at least 1,013 in 2006/07.

More details of the agreed volumes of learners and achievements to ensure delivery of these targets are shown in the Summary Statement of Activity included in this plan.

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.

4 Our Values

Our values set out for us the way we work.

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

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

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

5 Local Council

The local Council will be instrumental in supporting, challenging and driving forward the plan. Key developments within the plan including the 14-19 learner entitlement and the adult strategy have been developed through expert input from the Council. The activity detailed in the plan will be monitored through regular performance reporting through to the Council. In addition, Council members will challenge performance through specific activity such as membership of the employer engagement group and participation in appraisal panels regarding funded activity.

6 A Context for Delivery - Young People

Demand for Learning

Size of the 16-18 Cohort

The population aged 16-18 in Lincolnshire and Rutland is growing rapidly. It is forecast to rise from 26,600 in 2003 to 29,900 in 2007, an increase of 12.4%, and remain at over 29,000 until 2010. All Districts in Lincolnshire and also Rutland will experience growth, but the timing of the peak will range from 2005 to 2008.

Lincolnshire and Rutland has a net outflow of learners to other areas and in 2003/04 the LSC-funded provision in the area accommodated 92.2% of the total number of 16-18 local residents participating in LSC-funded learning anywhere in England.

Participation Levels

In 2005 88.3% of Year 11 pupils entered structured learning, ranging from 83.7% in Boston to 93.8% in the Lincolnshire Wolds cluster of schools. There are wide variations between individual schools and there is a need to provide appropriate pre-16 opportunities, especially in vocational learning. The target of the local 14-19 Strategy is to raise the overall participation rate of 16-18 year olds to 90.0% by 2010.

In 2003/04 15,966 Lincolnshire and Rutland residents aged 16-18 participated in LSC-funded learning, 57.4% of the cohort. This is significantly lower than the progression rate from Year 11 and reflects falling participation rates and a lack of progression in learning at ages 17 and 18. This is reflected in the increase in the percentages who are employed with no training, from 7.0% of 16 year olds to 10.5% of 17 year olds and 20.8% of 18 year olds in November 2005. Participation in learning is particularly low in Boston and South Holland.

Those Not in Education, Employment or Training (NEET) totalled 1,116 in 2005 and represented 5.2% of the 16-18 cohort. The local Connexions target for Lincolnshire and Rutland target is to reduce the NEET Group to 4.6% by 2010, with a milestone of 5.0% in 2007.

A lower percentage (78.5%) of learners with Learning Difficulties and/or Disabilities (LLDD) progressed to post-16 structured learning in 2004 than for Year 11 as a whole (87.5%). The aim is to raise the participation of LLDD to the Year 11 average by July 2007.

If the 2003/04 participation rate of 57.4% was maintained in 2006/07 there would be an increase of 7.5% in the number of 16-18 learners in LSC-funded learning to 17,163, due solely to population growth. If the overall participation rate rose to 60.0% in 2006/07 there could be a demand for post-16 learning from 17,940 young people aged 16-18 from Lincolnshire and Rutland.

Future participation in post-16 learning will also depend on the outcome of the Lincolnshire Local Authority's review of its policy of providing free transport to young people at school sixth forms and FE colleges who travel more than three miles.

Qualification Levels

The percentage of pupils gaining 5 GCSEs at Grades A* to C in 2004 was 57.4% in Lincolnshire and 58.2% in Rutland, above the England average of 53.7%. Although this is a good performance it still means that significant numbers of young people leave school without a Level 2 qualification.

In 2004 5,788 young people aged 19 had achieved a Level 2 qualification, 67.2% of the total aged 19, of which 1,008 were achieved after the age of 16. The target is 6,208 for 2006, and 7,043 for 2008. The post 16 contribution to the target is dependent on the performance of pupils at age 16. Using the latest data available the increase required in the number of Level 2 qualifications achieved by 16-18 year olds from 2004 to 2008 could be over 400 in Further Education (FE), from 608 to 1,061, and about 150 in Work-Based Learning (WBL), from 337 to 588.

In 2003/04 the number of Apprenticeship framework completions for all ages was 562, rising to 931 in 2004/05. The target for 2006/07 is to deliver 1,104 framework completions.

Supply of Learning

Overall Numbers

At the LSC-funded providers in Lincolnshire and Rutland in 2003/04 there were 14,727 learners aged 16-18, equivalent to 92.2% of the number of 16-18 year olds resident in Lincolnshire and Rutland participating in LSC-funded provision. The number had risen to 14,985 in 2004/05.

In 2005/06 the number of planned funded learners was 15,561, 3.8% more than the number of learners in 2004/05; this percentage increase was higher than the 2.8% projected increase in the 16-18 population over the same year.

In 2006/07 the aim is to increase the participation rate of the 16-18 cohort overall to 90.0% by improving participation in the south of Lincolnshire, reducing the NEET group and making learning more inclusive.

Type of Provision

In order to meet the Level 2 targets at age 19 changes will be needed in the mix of provision available. The Skills Matrix shows that 34.0% of total 16-18 provision in FE, by value, did not contribute directly to the LSC's national targets. Some of this provision will be courses that deliver first steps learning and Level 1 qualifications that ensure progression to target qualifications, while a proportion could be discontinued.

Latest estimates indicate that to deliver the Level 2 targets there would be a need for 1,706 learners aged 16-18 in FE in 2006/07, assuming a success rate of 63.4%. In WBL the equivalent figure would be 1,333 with an assumed success rate of 62.3%.

Key Challenges

- ***To meet significant growth in the number of 16-18 year olds***
- ***To improve progression to post-16 learning***
- ***To improve overall participation and progression in post 16 learning***
- ***To ensure wider and more inclusive participation***
- ***To meet the significant increase required in Level 2 qualifications***
- ***To meet the increase required in Apprenticeship completions***

7 A Context for Delivery - Adults

Demand for Learning

Population

The population aged over 19 in Lincolnshire and Rutland is forecast to rise from 543,000 in 2003 to 573,900 in 2007, 598,200 in 2010 and to 672,600 in 2021, an overall increase of 24.0%. The fastest growing local authority areas are North Kesteven, South Holland, and East Lindsey with predicted increases of 36.5%, 30.1% and 29.5% respectively between 2003 and 2021.

As for those aged 16-18 the area is a net exporter of adult learners and provided places for a number of learners equivalent to 93.5% of the resident adult learners participating in FE, WBL and Adult and Community Learning (ACL).

Participation Levels

In 2003/04 there were 58,412 adults resident in Lincolnshire and Rutland participating in LSC-funded provision, excluding Leandirect. 67.2% of learners in FE were aged 25-54, with the highest participation rate of 27.2% among those aged 35-44. In Adult and Community Learning (ACL) the age profile of learners is older with the highest participation rate of 24.2% occurring in the 55-64 age group.

There are different patterns of participation by gender in the different types of learning, with more men than women participating in WBL and more women than men in FE, Leandirect and particularly in ACL where in 2003/04 77.3% of learners were female and 22.7% male. These differences may reflect equality and diversity issues that need to be addressed in determining the future structure of learning delivery.

Qualification Levels

In 2001 32.2% of the population aged 16-74 in Lincolnshire and Rutland had no qualifications and 50.6% did not have a Level 2 qualification. The percentages for those lacking a Level 2 ranged from 38.8% in Rutland up to 57.8% in South Holland and 58.9% in Boston. Literacy and numeracy levels are low in some areas, including Boston, South Holland and East Lindsey. There has been a significant rise in the number of migrant workers from the European Union, particularly in the south of Lincolnshire. This has significantly increased demand for English as a Second or Other Language (ESOL) provision.

The Lincolnshire and Rutland Skills for Life target for 2004-07 is 8,320, 2,400 for 2004/05, 2,760 for 2005/06 and 3,160 for 2006/07. Early results indicate that the target for 2004/05 has been met.

The Level 2 target for 2006/07 has been allocated regionally on a provider basis and in Lincolnshire and Rutland 2,615 qualifications are required, 1,254 from FE, 350 from WBL and 1,011 from Train to Gain (of which 910 should be first Level 2 qualifications) which will be introduced from April 2006.

There is a need to increase the availability of learning at Levels 2 and 3 to meet the demands of employers in the regional priority sectors. The 2004/05 pattern of delivery in the FE sector shows that overall 59.0% of provision, by value, was delivered in the priority sectors but only 19.0% contributed to the LSC's targets.

Supply of Learning

Overall Numbers

In 2003/04 there were 54,644 adult learners at LSC-funded provision in the area, excluding Leandirect, equivalent to 93.5% of the resident adult learners participating in FE, WBL and ACL.

In 2004/05 the planned number of places in FE, WBL and ACL totalled 51,768, 5.3% fewer than in 2003/04. In 2005/06 the number of planned places dropped significantly to 39,500, a decrease of 23.7%. The largest decrease was in FE from 37,208 in 2004/05 to 23,953 in 2005/06, a reduction of 35.6%. This situation reflects the impact of reduced funding for adult learning.

Type of Provision

The Skills Matrix shows that 69.0% of total adult provision in FE, by value, did not contribute directly to the LSC's national targets. In 2006/07 the proportion of provision not contributing directly to national targets will be reduced and some of this provision will be discontinued. Provision that delivers first steps learning and Level 1 qualifications will be retained to ensure progression to target qualifications.

The estimated number of people attending Skills for Life courses in 2004/05 was over 10,000 in FE, WBL, Learndirect, ACL, and European Social Fund provision. As the targets for 2005/06 and for 2006/07 are higher than that for 2004/05, the aim will be to maintain provision at this level to ensure sufficient places for progression while at the same time working with providers to raise achievement rates.

In 2003/04 the number of Level 2 achievements was 456 in FE and 326 in WBL. In 2006/07 the need is for 1,254 in FE and 294 in WBL. Latest estimates indicate that to deliver the Level 2 targets there would be a need for 2,500 learners aged over 19 in FE in 2006/07, assuming a success rate of 50.0%. In WBL the aim is to increase the number of Level 2 qualifications in 2006/07 to 350, from an average in learning figure of 530.

There are six CoVEs in Lincolnshire and Rutland, in Early Years provision at Boston College, Fine Dining at First College, Engineering at Grantham College, Construction at Lincoln College and Food Manufacturing and Land-Based Industries at the University of Lincoln. The target is to maintain and strengthen the CoVE network to raise employer engagement and deliver Level 3 qualifications in the priority sectors.

Key Challenges

- ***To meet the needs of employers in the priority sectors***
- ***To maximise available funding for adult learning***
- ***To meet significant increases in Level 2 qualifications***
- ***To meet Skills for Life targets***
- ***To ensure adequate levels of first steps learning***
- ***To safeguard Personal and Community Development Learning***
- ***To facilitate progression in learning from pre-Level 1 to Level 3***

8 A Context for Delivery - Learning Infrastructure

The successful achievement of the national targets will be dependent upon the existence of a robust provider network that is capable of delivering high quality learning. Lincolnshire and Rutland together form a large rural area covering over 6,300 square kilometres or about 40.0% of the total area of the East Midlands, with a widely dispersed population and relatively poor communications and transport infrastructure. This leads to significant issues of accessibility to services including learning. Lincolnshire County Council operates a free post-16 transport policy, to alleviate some of these issues but the policy is currently under review.

Pattern of LSC-funded Provision

There are four medium-sized general FE Colleges in the main towns of Boston, Grantham, Lincoln and Stamford with annexes in Gainsborough, Spalding and Sleaford, and small External Institutions. FE is also delivered by the University of Lincoln. All four of the FE Colleges have Group A financial health self assessments and appear to have sufficiently robust finances to implement their strategic and three-year development plans.

There are twenty-two WBL providers, some of which are very small and some parts of the area, particularly the south of Lincolnshire and in Rutland have low levels of participation in WBL. Adult and Community Learning and Learndirect have a very varied delivery network with over provision in some areas and significant gaps in others. There is an extensive network of Information, Advice and Guidance delivery throughout Lincolnshire and Rutland, with good coverage by providers in all areas.

There is a range of secondary schools including selective and comprehensive provision, and 33 sixth forms ranging in size from less than 100 to over 400 pupils.

Provision needs to be rationalised and co-ordinated through collaboration to ensure more efficient delivery of learning to meet the 14-19 agenda and the Skills Strategy. As part of this process the built environment needs to be developed and improved, particularly for vocational learning and greater use made of technology through the development of e-learning.

We have developed a capital strategy covering 2006/07 and specific proposed capital developments are included in Section 11, Key Actions 1.2 and 3.3.

Quality of Provision

Overall learners in LSC-funded provision in Lincolnshire and Rutland achieve well and the quality of provision is good. Success rates for FE excluding the University of Lincoln improved from 66.0% in 2001-02 to 72.0% in 2003/04. However the achievement rate for Level 2 qualifications was only 51.8% for 16-18 year olds and 30.5% for adults and needs to be improved particularly in the priority sectors. Within WBL the overall success rate in 2004/05 was 59.1%, above the England average of 52.6%, but there are wide variations in the completion rates for Level 2 and 3 which need to be addressed.

The aim is to increase the Level 2 success rates in FE and the apprenticeship and advanced apprenticeship completion rates in WBL in 2006/07, through negotiating targets with each provider through the annual planning review process.

The percentage of pupils gaining 5 GCSEs at Grades A* to C in 2004 was 57.4% in Lincolnshire and 58.2% in Rutland, above the England average of 53.7%. In some schools over 90.0% of pupils achieved Level 2 but in others there were less than 30.0%. The average point score per examination entry at A Level was 79.2 in Lincolnshire in

2004, compared with the England average of 78.7. The range of achievement of schools was 53.1 to 94.3.

Inspection results show that overall the quality of provision in FE and school sixth forms is good in Lincolnshire and Rutland, but more variable in WBL. Some of the weak provision in WBL is in the priority sectors of Construction, Engineering and Health and Social Care.

Overall staff are well qualified but the recruitment, retention and availability of sufficient numbers of appropriately qualified teaching staff could result in a lack of provision in some key areas of learning, particularly numeracy, ESOL and Construction.

Priority Sectors and Employer Engagement

In Lincolnshire in 2003 over 84.2% of the 29,400 businesses employed less than 10 people, and only 0.4% employed over 200. The equivalent figures for Rutland were 89.3% and 0.6%. The small size of businesses coupled with the reliance on a low wage/low skill economy means many employers do not readily engage in training and learning.

The main employment sectors from the Annual Business Inquiry in 2002 were Distribution, Hotels and Restaurants (28.0%), linked to tourism, particularly on the coast, Public Services, including local government, education and health (24.0%), Manufacturing (19.0%) which includes Engineering, Transport and Communications (5.0%), Construction (5.0%) and Agriculture (5.0%). The regional priority sectors are Construction, Engineering, and Health and Care with Leadership and Management as a cross-cutting them, and in Lincolnshire and Rutland Land Based and Food and Drink manufacture are important sectors. In addition the LSC has a national priority to improve the skills of people working in the public sector.

The Skills Matrix for FE shows that in 2004/05 only 50.0% of 16-18 funded provision was in high priority sector learning and only 25.0% was contributing directly to the LSC's targets. The equivalent percentages for adult provision were 59.0% and 17.0%.

Comparable figures are not available for WBL, but analysis by area of learning in 2004/05 shows that for 16-18 year olds, 9.0% of learners were in Construction, 20.8% in Engineering, Technology and Manufacturing, and 12.9% in Health and Social Care and Public Services. The corresponding percentages for adult learners were 5.6%, 7.3% and 16.4%.

The aim is to generate demand for skills among employers, while at the same time working with providers to increase provision for qualifications in the key priority sectors. These include Level 2 in trades in Construction, Skills for Life, and Level 2 in Business Improvement Techniques and Engineering Operations in Engineering and Level 2 in Care, Early Years and Education, Pharmacy Services and National Health Service Support Worker Customer Services in Health and Social Care.

Key Challenges

To ensure that learning provision is accessible

To ensure providers work together to maximise delivery of learning

To improve the quality of provision

To develop and improve the built environment

To engage with employers to raise skill levels

To improve achievement at Level 2 and 3, particularly in the priority sectors

To ensure that the mix of provision reflects better the priority sectors

9 Skills Matrix of FE College funding for 2004/05

Under 19	High Priority Sector		Medium Priority Sector		Low Priority Sector		Total	
	£	%	£	%	£	%	£	%
Provision contributes to National Target	£4,502,900	25%	£3,530,133	20%	£1,503,666	8%	£9,536,699	53%
Provision could contribute to National Target	£868,068	5%	£572,960	3%	£969,678	5%	£2,410,706	13%
Provision does not contribute to National Target	£3,653,227	20%	£1,382,511	8%	£1,108,524	6%	£6,144,262	34%
Total	£9,024,195	50%	£5,485,604	30%	£3,581,868	20%	£18,091,667	100%

Over 19	High Priority Sector		Medium Priority Sector		Low Priority Sector		Total	
	£	%	£	%	£	%	£	%
Provision contributes to National Target	£2,396,557	17%	£621,437	5%	£755,770	5%	£3,773,784	27%
Provision could contribute to National Target	£215,589	2%	£124,716	1%	£99,936	1%	£440,241	3%
Provision does not contribute to National Target	£5,458,958	40%	£3,201,071	23%	£876,007	6%	£9,536,036	69%
Total	£8,071,124	59%	£3,947,224	29%	£1,731,713	13%	£13,750,061	100%

10 The Key Changes Needed

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

1.1 We will implement the Lincolnshire and Rutland 14-19 learner entitlement to provide all young people with access to a choice of high quality academic and vocational learning

1.2 We will increase the total number of places available for learners aged 16-18, through:

- maximising available funding and encouraging providers to work together in the ten cluster areas that will deliver the learner entitlement*
- reviewing provision in East Lindsey, South Holland and Rutland with a view to increasing the range of vocational learning available*

1.3 We will work with partners to reduce the number of young people who are not in education, employment or training, and those in employment with no recognised training

1.4 We will work with providers to increase the numbers participating in and achieving Level 2 qualifications to meet the LSC's targets

1.5 We will work with providers to increase recruitment to and completion of apprenticeships to meet the LSC's targets

Priority 2 Making learning truly demand led so that it better meets the needs of employers, young people and adults

2.1 We will implement the national Employer Training Programme, branded Train to Gain, and ensure that sufficient provision is available to meet the demands of employers for Skills for Life and Level 2 qualifications

2.2 We will continue to support the local Employer Training Programme, branded Train in Work, using European Social Fund money to engage smaller employers in the priority sectors and provide flexible provision for employees through to Level 3

2.3 We will change the mix of provision to reflect the qualifications required in the priority sectors as defined by the Sector Skills Agreements developed by Sector Skills Councils

2.4 We will integrate the CoVEs with the requirements of the priority sectors to improve opportunities for engagement and progression in vocational learning

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

3.1 We will work with individual providers through the annual review process to agree improvements required to raise the quality of provision.

3.2 We will agree with individual providers the amount and mix of provision that is required to meet our priority sector demands and target qualifications

3.3 We will provide new and refurbished buildings for learning in line with the approved capital investment strategy

Priority 4 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

4.1 We will implement an adult learning offer that provides opportunities for engagement and progression in Skills for Life learning, that safeguards personal and community learning, and incorporates Information, Advice and Guidance

4.2 We will develop with providers a collaborative model to deliver the adult offer within specified geographical areas

4.3 We will work with providers to meet the Skills for Life targets

4.4 We will work with providers to increase the numbers participating in and achieving Level 2 qualifications to meet the LSC's targets

4.5 We will assume responsibility for Offender Learning and Skills ensuring that local deliverers are integrated into local Information Advice and Guidance and Skills for Life provision

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

5.1 We will engage with employers in the public sector through the National Employer Training Programme to raise skill levels up to Level 2

5.2 We will work with public sector employers to increase the number of apprenticeships available

5.3 We will support the delivery of the children's workforce development strategy

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

6.1 We will deliver the LSC's agenda for change and build on established partnerships with providers and strategic organisations in Lincolnshire and Rutland

6.2 We will encourage our local Council members to use their expertise in delivering our key activities

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

SUMMARY OF YOUNG PEOPLE (16-18)	2004/05			Funding £
	Volumes of learners	Learners In-year achievements (volume)	Success Rates	
FE Total Learners	6710			21,341,237
<i>of which...</i>				
Learners on Skills for Life target qualifications	3269	1812	67.0%	
Learners on a full Level 2 qualification	1470	786	65.0%	
Learners on a full Level 3 qualification	2448	855	61.0%	
Learners on 2 or more A2 qualis	308	273	70.0%	
Discrete activity, e.g. fully ESF, or LIDF funded provision	334	285	80.0%	
School sixth form	6063			27,244,229

2005/06			
Volumes of learners	Learners		Funding £
	In-year achievements (volume)	Success Rates	
6585			24,956,824
3370	2220	68.0%	
1721	1135	66.0%	
2602	1633	63.0%	
319	282	70.0%	
527	222	80.0%	
6221			29,368,966

2006/07			
Volumes of learners	Learners		Funding £
	In-year achievements (volume)	Success Rates	
6943			27,221,865
3364	2256	69.0%	
1721	1152	67.0%	
2602	1659	64.0%	
319	282	70.0%	
518	387	80.0%	
6189			30,794,098

Work Based Learning	12 month average in learning (volume)		Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
WBL Total Learners	1924				5,738,395
<i>of which...</i>					
Learners on Skills for Life target qualifications	0	0	Not Applicable		
Learners on an Apprenticeship	1251	460	51.7%		
Learners on an Advanced Apprenticeship	377	113	52.1%		
Entry to Employment	Learners				Funding £
	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos'v e destinations	
All E2E	528	248	23.0	274	2,017,605

12 month average in learning (volume)	Framework achievements (volumes)		Framework achievement / 12 month AiL	Funding £
1765				6,169,876
0	0	Not Applicable		
1240	501	58.0%		
525	170	57.0%		
Volumes (starts)	Learners			Funding £
	Numbers in learning	Av. length of stay (weeks)	Pos'v e destinations	
500	260	20.0	275	2,116,275

12 month average in learning (volume)	Framework achievements (volumes)		Framework achievement / 12 month AiL	Funding £
1905				6,695,542
0	0	Not Applicable		
1370	613	60.0%		
535	208	59.0%		
Volumes (starts)	Learners			Funding £
	Numbers in learning	Av. length of stay (weeks)	Pos'v e destinations	
575	275	20.0	300	1,965,159

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			Funding £
	Volumes of learners	Learners In-year achievements (volume)	Success Rates	
FE Total Learners	41926			14,690,955
<i>of which...</i>				
Learners on Skills for Life target qualifications	2956	1426	64.0%	
Learners on a full Level 2 qualification	1658	875	42.0%	
Learners on a full Level 3 qualification	1504	455	47.0%	
Learners on 2 or more A2 quali	103	84	70.0%	
Discrete activity, eg fully ESF, or LIDF funded provision	2111	1754	80.0%	
Adult & Community Learning	11610			2,361,620
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
WBL Total	1118			2,733,882

2005/06			
Volumes of learners	Learners In-year achievements (volume)	Success Rates	Funding £
2510	1602	64.0%	
1319	648	54.0%	
1595	869	53.0%	
103	91	70.0%	
1984	839	80.0%	
8349			
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
935			2,561,721

2006/07			
Volumes of learners	Learners In-year achievements (volume)	Success Rates	Funding £
3026	1969	65.0%	
2012	957*	56.0%	
1715	960*	55.0%	
103	91	70.0%	
2070	1550	80.0%	
9628			
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
990			2,476,434

Learners				
<i>of which...</i>				
Learners on Skills for Life target qualifications	0	0	Not Applicable	
Learners on an Apprenticeship	567	259	45.8%	
Learners on an Advanced Apprenticeship	427	99	37.1%	
ETP / NETP	Volumes of learners	In-year achievements (volume)	Funding £	
	Not Applicable	Not Applicable	Not Applicable	

	0	0	Not Applicable	
	410	257	60.0%	
	525	172	47.0%	
	Volumes of learners	In-year achievements (volume)	Funding £	
	Not Applicable		Not Applicable	

	0	0	Not Applicable	
	455	315	61.0%	
	535	209	50.0%	
	Volumes of learners	In-year achievements (volume)	Funding £	
	1411	802**	2,246,618	

Notes

The volumes and achievements for 2006/07 shown in this table are those that have been agreed to ensure delivery of the targets shown on Page 6.

* Target for Adult Level 2 in FE is 1254 - 957 Level 2 achievements by Level 2 learners and 297 achievements by Level 3 learners who achieve a Level 2 qualification as part of their course of study

** Total of 802 includes 645 Level 2 achievements and 157 Skills for Life achievements

Budgets (Academic Year unless stated otherwise)	FE	WBL	E2E	SSF (Financial Year)	ACL	ETP/NETP	Development Funding (Financial Year)	Capital (Financial Year)	Administration (Financial Year)	Other Programme Budgets ESF and LIDF
2004/05	£39,107,718	£8,632,204	£2,017,605	£27,244,229	£2,464,911	£0	£4,227,940	£1,115,108	£1,446,454	£3,832,840
2005/06	£41,219,022	£8,794,995	£2,116,275	£29,368,966	£2,464,911	£0	£4,061,704	£ 913,552	£1,403,287	£4,903,132
2006/07	£42,793,888	£9,171,976	£1,965,159	£30,794,098	£2,307,864	£2,246,618	To be confirmed	To be confirmed	To be confirmed	£5,343,483

11 Key Actions *(each referenced to Key Change)*

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

Priority	Action	Measure of Success
1.1	Phased introduction of the Learner Entitlement across Lincolnshire and Rutland using cluster development plans	Complete by 2008 60.0% of 16-18 year olds in LSC-funded provision
1.2	Increase the volume of LSC-funded 16-18 provision through the collaboration of providers in the cluster areas	Places for 17,940 learners in 2006/07
	Develop a vocational centre based in Louth in East Lindsey through 16-19 competition	Places for 200 learners in 2007/08
	Review provision availability in East Lindsey, South Holland and Rutland with a view to enhancing the vocational learning offers in the areas.	Reviews completed during 2006/07.
	Manage and extend the Education Maintenance Allowance programme for 16-18 year olds	40.0% of cohort to take up EMAs in 2006/07
1.3	Implement with Connexions a local action plan to reduce the NEET group. This will focus activity on hot spots such as Boston and South Holland	Reduction of NEET from 5.2% in 2005 to 5.0% by November 2007
	Provide vocational opportunities for young people aged 14-16 to aid progression to post-16 learning	900 on the Increased Flexibility Programme 8,500 on education business link work experience
	Develop additional Level 1 and Key Skills provision funded through European Social Fund	Participation of 210 learners over two years with 60% progressing to further learning
	Deliver further Entry to Employment provision funded through European Social Fund	Participation of 202 learners
	Deliver Train in Work brokerage service for employers of young people not engaged in training	50 young people taking up learning
1.4	Work with providers to increase the percentage of FE provision that contributes to the LSC's targets	Targets agreed with individual providers in 2006/07

Priority	Action	Measure of Success
1.4	Work with providers to improve college full Level 2 qualification success rates	Increase from 51.8% in 2003/04 to 63.4% in 2006/07 1083 learners achieving Level 2 in 2006/07
	Work with providers to improve work based learning Level 2 completion rates	Increase from 58.3% in 2004/05 to 62.3% in 2006/07 600 learners achieving Level 2 in 2006/07
	Work with providers to improve the progression from E2E	54.0% of E2E leavers progressing to positive outcomes
	Implement the Lincolnshire and Rutland Level 2 at 19 Action Plan and monitor through the monthly Directors/Managers meeting	1,683 full Level 2 qualifications in FE and Work-Based Learning in 2006/07
1.5	Ensure learner brokers employed within Train in Work access hard to reach employers and encourage take up of apprenticeships	50 apprenticeship starts in 2006/07
	Work with providers to improve apprenticeship retention and completion rates	Over 931 apprenticeship completions in 2006/07

Priority 2 Making learning truly demand led so that it better meets the needs of employers, young people and adults

Priority	Action	Measure of Success
2.1	Build capacity of local providers to meet the challenges of employer engagement through <ul style="list-style-type: none"> establishing a gateway function as a conduit between the brokerage service and key providers providing qualifications demanded by Sector Skills Council through Sector Skills Agreements 	Complete by May 2006 Increased levels of provision of specified qualifications in 2006/07

Priority	Action	Measure of Success
2.2	Deliver local European Social Fund Employer Training Programme style activity branded Train in Work delivered through a consortium of all local FE Colleges and the larger WBL providers	1340 employees and 250 employers engaged 2006-08 168 Skills for Life achievements 70 Level 1 achievements 473 Level 2 achievements 249 Level 3 achievements 90 Vocational Relevant Qualifications
2.3	Work with providers to increase the adult FE provision delivered in the priority sectors	Targets agreed with individual providers in 2006/07
2.4	Expand the provision of vocational learning delivered through the CoVE network	50 additional advanced apprenticeships in 2006/07

Priority 3 Transform the learning and skills sector through *agenda for change*

Priority	Action	Measure of Success
3.1	Agree with each provider improvement indicators and targets to raise the quality of learning delivered	Achievement of individual provider and LSC targets
3.2	Agree with providers changes required to their current mix and quality of provision to achieve the LSC's priorities, and include targets in development plans	Increase in participation and achievement in priority sectors by each provider Increase in participation and achievement in target provision by each provider
	Monitor in-year performance with providers using data from local FE Colleges, and WBL providers	Achievement of individual provider and LSC targets
3.3	Refurbish existing FE Colleges main campuses	Complete by 2008/09
	Extend facilities for Construction at Boston, Grantham and Lincoln FE Colleges	Complete by 2007/08
	Extend facilities for Art and Design at Lincoln College	Complete by 2007/08

Priority 4 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

Priority	Action	Measure of Success
4.1	Develop an adult learning offer incorporating information, advice and guidance, first steps, engagement and skills for life provision	Pilot in Boston and Rutland in 2006/07 Implement fully by 2007/08
4.2	Encourage providers of FE, Learndirect and Personal and Community Development Learning to collaborate to deliver the adult offer	Collaborative model developed in Boston and Rutland in 2006/07 Implement fully by 2007/08
	The local LSC will have representation on each Local Strategic Partnership throughout the area as Local Area Agreements are introduced to the area	Learning and skills needs acknowledged in Local Area Agreements and funding aligned
4.3	Agree with providers targets for Skills for Life achievements	3,160 Skills for Life achievements in 2006/07
	Invest additional European Social Fund in delivery of Basic Skills, including ESOL	460 beneficiaries
	Build capacity of the Continuing Professional Development (CPD) network to deliver Skills for Life learning	300 existing Basic Skills tutors to join the CPD network 100 new or existing Basic Skills tutors on qualification courses
	Joint planning with Jobcentre Plus to incorporate the ESOL and Basic Skills provision for Jobcentre Plus customers	No disruption to delivery due to the transfer of responsibility to the LSC
4.4	Provide an information, advice and guidance service for adults that focuses on those who have not achieved Level 2, entitlement and provide an extensive outreach facility	Main programme activity providing: 5,060 advice sessions 310 enhanced services sessions

Priority	Action	Measure of Success
4.4	Build capacity for information, advice and guidance in the Voluntary and Community Sector using European Social Fund	4 organisations to gain matrix accreditation
	Work with providers to increase the percentage of FE provision that contributes to the LSC's targets	Targets agreed with individual providers in 2006/07
	Work with providers to improve college full Level 2 qualification success rates	Increase from 30.5% in 2003/04 to 50.0% in 2006/07 1254 learners achieving Level 2 in 2006/07
	Work with providers to improve work based learning Level 2 completion rates	Increase from 55.7% in 2004/05 to 59.0% in 2006/07 294 learners achieving Level 2 in 2006/07
4.5	Complete the transfer of Offender Learning and Skills to the LSC	By August 2006

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

Priority	Action	Measure of Success
5.1	Broker links with the public sector through Train in Work to maximise take-up of learning	200 new learners in the public sector in 2006/07 390 new learners in the public sector in 2007/08
5.2	Invest in pilot activity for an apprenticeship in the ambulance service	5 apprenticeships completed and local progression route established
	Establish a baseline of public sector employers with apprentices by sector and area of learning and set a target for the number of apprenticeships in the public sector	Complete by October 2006

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

Priority	Action	Measure of Success
6.1	We will manage the LSC national restructuring in line with agreed timescales and processes through ongoing risk assessment and contingency	Complete by July 2006 Consistent operation and delivery during restructuring
	We will engage effectively with partners to deliver the government's key policies, particularly Children and Young Persons planning, and Local Area Agreements	LSC a member of both Lincolnshire and Rutland Children and Young People's Strategic Groups Involved in Joint Area Review of Lincolnshire in 2006/07 LSC represented on all Local Strategic Partnership in 2006/07
6.2	Operate an employer engagement steering group chaired by the Chair of LSC Lincolnshire and Rutland	Private and public sector employer input into the local planning and delivery of LSC programmes

Our Delivery Resources

12 Partnership Working

The delivery of this Plan is dependent on the LSC Lincolnshire and Rutland continuing to work closely with our partners regionally and locally, building on the success we have achieved already.

We have met with college governors to discuss strategic priorities including agenda for change. This dialogue will continue in 2006/07.

We have adopted a shared approach with the Local Authorities in Lincolnshire and Rutland and Connexions to implement the local 14-19 Strategy and action plan. This also feeds into each Local Authority area's Children and Young People's Plan. Ten clusters of providers have been established to deliver the 14-19 Learner Entitlement part of the 14-19 Strategy. Each cluster has an LSC-funded co-ordination resource and comprises local schools, colleges, work-based learning providers and Connexions staff.

The LSC and Connexions have shared objectives and targets developed at a joint planning day and monitored through quarterly meetings of senior managers. Data sharing protocols are in place. We chair the local Information, Advice and Guidance Strategy Group.

We are a key partner in the Regional Skills Partnership, known as the Employment Skills and Productivity (esp) partnership, to deliver the national Skills Strategy in the East Midlands. We are part of the County Employer Engagement Group, work closely with the two Sub-Regional Strategic Partnerships, Lincolnshire Enterprise and the Welland Partnership, and are represented on all Local Strategic Partnerships.

We work closely with all the local authorities in the area, namely the two County Councils of Lincolnshire and Rutland and the seven District Councils in Lincolnshire. We are represented on all the Local Strategic Partnerships and involved in the development of the Local Area Agreements.

We work closely with Jobcentre Plus through a joint action plan to link learning and skills with new job opportunities and to focus on the needs of the disadvantaged.

We are part of the local area-wide Equality and Diversity Advisory Group and are using discretionary funding to support links to Voluntary and Community sector organisations to ensure full participation in the learning agenda.

We work closely with the Aimhigher partnership to raise progression to Higher Education. This work includes building links between local further education and higher education institutions.

13 Equality and Diversity

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.

We will continue to confirm our commitment to equality by ensuring that our programmes will promote the inclusion of under represented groups to improve achievement and progression through learning. We have identified at local level areas of under representation and under achievement by different groups of learners.

The Equality and Diversity Impact Measures (EDIMs) set out on the table below are a key mechanism for supporting, monitoring and assessing the impact of our equality and diversity activities. This framework will enable us work with providers to monitor and review progress regularly in order to improve participation and achievement of under represented groups particularly relating to gender, disability and/or learning difficulties and ethnicity . East Midlands LSCs have agreed regional headline EDIMs which contribute to the regional priorities and improve local level participation and achievement.

LSC Lincolnshire and Rutland							
Lincolnshire and Rutland Equality and Diversity Impact Measures							
Regional Headline EDIM 1: Improve the Quality and collection of Data		Actual 2002/ 2003	Actual 03/ 04	Actual 04/ 05	Target 05/ 06	Target 06/ 07	Target 07/ 08
FE	Reduce the overall proportion of 'not known/not provided (ILR)for ethnic origin to 2% by 2008	6.00%	4.90%	2.80%	2.50%	2.30%	2.00%
FE	Reduce the overall proportion of not known/not provided' (ILR) for disability to 2% by 2008	20.00%	8.00%	8.40%	6.00%	4.00%	2.00%
ACL	Reduce the overall proportion of 'not known' (ILR)ethnic origin to 2% by July 2008	N/A (no ILR)	5.00%	5.60%	4.00%	3.00%	2.00%
ACL	Reduce the overall proportion of not known/not provided' (ILR) for disability to 10% by July 2008	N/A (no ILR)	49.00%	32.50%	22.50%	15.00%	10.00%

LSC Lincolnshire and Rutland									
Lincolnshire and Rutland Equality and Diversity Impact Measures									
	Actual 2002/2003	Actual 03/04	Actual 04/05	Target 05/06	Target 06/07	Target 07/08			

Regional Headline EDIM 2: Remove barriers to learning and widen participation for disadvantaged groups							
	Increase proportion of LLDD progressing into post 16 structured learning to the level of the cohort by 2008	13.7% gap	7.2% gap	10.31% gap	7.00% gap	4.00% gap	0.00% gap
	Reduce the proportion of young people (16 - 19) with LLDD who are NEET to the level of the overall cohort by 2008		9.8% gap	6.7% gap	4.50% gap	2.50% gap	0.00% gap
	Establish levels of participation on adult level 2 programmes by gender, ethnicity and disability					Established	
ACL	Increase the participation of people with a disability to 9% by 2008	N/A (no ILR)	5.00%	6.80%	7.50%	8.00%	9.00%
Regional Headline EDIM 3: Improve Skills for employability for disadvantaged Groups							
WBL	Work towards parity of achievement in framework completion for males and females on Advanced Apprenticeships	M:30% F:23%	M:40.8% F:28.2%	M:46.8% F:41.5%	Parity	Parity	Parity
WBL	Work towards parity of achievement in framework completion for males and females on Apprenticeships	M:19% F:23%	M:30.3% F:33.5%	M:47.6% F:50.6%	Parity	Parity	Parity
FE	Establish levels of achievement of adult level 2 qualifications by gender, ethnicity and disability					Established	

LSC Lincolnshire and Rutland									
Lincolnshire and Rutland Equality and Diversity Impact Measures									
	Actual 2002/2003	Actual 03/04	Actual 04/05	Target 05/06	Target 06/07	Target 07/08			

Regional Headline EDIM 4: Address gender imbalance on programmes and areas of learning including non traditional occupations									
WBL	Increase participation by females in engineering to total 5% by 2008	1.50%	1.90%	2.00%	3.00%	4.00%	5.00%		
WBL	Increase participation by females in construction to total 5% by 2008	0.50%	0.50%	1.46%	3.00%	4.00%	5.00%		
WBL	Increase participation by males in Health and community care to total 10% by 2008	5.00%	6.00%	5.60%	6.5%	8.00%	10.00%		
FE	Increase participation by females (16 - 18) in engineering to total 15% by 2008	4.50%	5.90%	11.50%	12.00%	13.00%	15.00%		
FE	Increase participation of females (16 - 18) in construction to total 8% by 2008	2.70%	1.40%	4.20%	5.00%	6.50%	8.00%		
FE	Increase participation by males (age 16 - 18) in Health and community care to total 40% by 2008	24.00%	29.10%	35.50%	37.00%	38.50%	40.00%		
FE	Increase the participation of men to 44% by July 2008	40.80%	41.20%	43.20%	43.50%	43.75%	44.00%		
ACL	Increase the participation of men to 30% by July 2008	N/A (no ILR)	24.00%	23.70%	26.00%	28.00%	30.00%		

14 Learners with Learning Difficulties and/or Disabilities

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.

The delivery of the local Strategy for Learners with Learning Difficulties and/or Disabilities is co-ordinated through an Advisory Group of key partners, including the LSC, the Local Authorities in Lincolnshire and Rutland, Connexions, special schools and the Voluntary and Community sector.

15 Sustainable Development

The LSC believes that the learning and skills sector should contribute to sustainable development through the learning opportunities it delivers, the way it uses resource and the way it works with communities

In September 2005, The LSC published a strategy on sustainable development. 'From Here to Sustainability'. Our vision is that the learning and skills sector will proactively contribute to sustainable development through the management of resources, the learning opportunities it delivers and its engagement with communities. In particular, during the lifespan of this plan, the LSC, colleges and other learning providers will:

- Decide how best they can contribute to sustainable development through a structured programme of capacity building;
- Have done a baseline audit of current sustainable development activity and identified examples of good practice
- Agree on the guiding principles and approaches they will adopt
- Include criteria for strategic development in all guidance and reporting requirements
- Use their experience of implementing sustainable development to identify risks and opportunities
- Understand what improvement looks like for the sector and develop a reporting framework
- Agree longer term milestones for 2020 and beyond
- Launch pilot projects to develop good practice and contribute towards sustainable development in the sector

Sustainable development will continue to be a key element of the provider development process.

16 Health and Safety

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

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

- to seek assurance that colleges and other providers have suitable and sufficient arrangements for learner health and safety;
- to take appropriate action where expected standards are not met or maintained;
- to promote the raising of standards for learner health and safety through support, and challenge, as appropriate.

17 Offenders' Learning and Skills Service (OLASS)

The LSC is preparing for the implementation of the Offenders' Learning and Skills Service (OLASS) from August 2006. A tendering exercise has taken place to identify a lead provider. In Lincolnshire and Rutland, the following are in scope for OLASS:

HMP Lincoln
 HMP Morton Hall
 HMP North Sea Camp
 HMP Ashwell
 HMP Stocken
 NPS Lincolnshire Probation Area

The OLASS vision sees offenders having access to learning and skills which enable them to gain the skills and qualifications they need to hold down a job and have a positive role in society.

A strong working relationship with the National Offender Management Service (NOMS), H M Prison Service, National Probation Service and the Youth Justice Board have been formed through the Regional OLASS Board. The LSC leads on the Education, Training and Employment Pathway of the Regional Reducing Re-offending Action Plan.

18 Glossary

ACL	Adult and Community Learning (in future this will be known as Personal, Community and Development Learning)
CoVE	Centre of Vocational Excellence
E2E	Entry to Employment
EDIM	Equality and Diversity Impact Measure
EMA	Education Maintenance Allowance
ESOL	English as a Second or Other Language
Esp	Employment, Skills and Productivity partnership
FE	Further Education
HMP	Her Majesty's Prison
LSC	Learning and Skills Council
NEET	Not in Education or Employment with Training
NPS	National Probation Service
OLASS	Offenders' Learning and Skills Service
WBL	Work Based Learning

Annex A – Regional Targets and Imperatives

National Priority	All 14-19 year olds have access to high quality, relevant learning opportunities (links to priority 4 in the esp)
Associated target for the region	Regional Imperatives
78% of 16-18 year olds participating in education and training 67% of all 16-18 year olds gaining a level 2 qualification	<ul style="list-style-type: none"> • Substantially reduce the number of young people Not in Employment Education or Training (and in Employment with No Training) • Develop vocational pathways against an East Midlands framework for 14-19 entitlement • Define and deliver a learner entitlement for all young people by working in collaboration with schools, training providers, further education colleges and our strategic partners.

National Priority	Make learning truly demand-led so that it better meets the needs of employers, young people and adults (links to priority 2 in the esp)
Associated target for the region	Regional Imperatives
20,000 Adults achieving a full level 2 <ul style="list-style-type: none"> • Priority sectors for the region are: construction, health and social care, engineering and manufacturing • We will target 30% of our achievement of full Level 2s towards these 3 regional priority sectors together with those additional local priority sectors identified within the Local LSC <p>More Level 3 achievements in the priority sectors set out in the esp</p> <p>5,500 learners complete a framework from WBL</p>	<ul style="list-style-type: none"> • Implement the Train to Gain programme supported by Local LSC capacity building from April 2006 • Implement the regional brokerage service (skills brokerage) available across the region from 1/4/06 with focus on priority sectors and clients • Stimulate demand from employers for workforce skills and implement improved employer engagement strategies • Enhance specialist vocational provision in support of key regional and local sectors including a review of Centres of Vocational Excellence and the development of skills academies and specialist schools

Annex A – Regional Targets and Imperatives (Cont'd)

National Priority	Transforming the learning and skills sector through agenda for change (links to priority 6 in the esp)
Associated target for the region	Regional Imperatives
No contracting within poor areas of provision	<ul style="list-style-type: none"> • Purchase provision that meets our needs and priorities through a robust development plan • Develop provision that is more responsive to demand • Enhance business excellence for all Providers of education and training • A Regional Capital Strategy that is priority led
National Priority	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 (links to priority 5 in the esp)
Associated target for the region	Regional Imperatives
21,500 Skills for Life qualifications	<ul style="list-style-type: none"> • Work with Jobcentre plus to align our strategic approach and introduce an adult universal offer for employers • Strengthen the quality of the Skills for life provision that leads to progression into level 1 and level 2 and ensure it contributes to the skills for life target • Review and award contracts for Offender Learning and Skills Service (OLASS)
National Priority	Improve the skills of workers who are delivering public services
Associated target for the region	Regional Imperatives
<p>Increase Apprenticeships to 330 in local government</p> <p>Deliver 2,010 first full level 2 qualifications</p> <p>Deliver 490 skills for life qualifications</p>	<ul style="list-style-type: none"> • Create a workforce development plan for key components of the public service sector with priority given to <ul style="list-style-type: none"> ○ NHS plan for skills ○ Care sector ○ Childcare sector <p>All plans agreed by June 2006</p> <ul style="list-style-type: none"> • Create a structure and pathway for employers, employees , stakeholders and supply <ul style="list-style-type: none"> ○ Create a regional network of specialist skills brokers for the public services sector ○ Pilot a public service sector compact in Leicestershire LSC in 2006 for full roll out in 2007

Annex A – Regional Targets and Imperatives (Cont'd)

National Priority	Strengthen the capacity of the LSC to lead change nationally, regionally and locally
Associated target for the region	Regional Imperatives
LSC restructuring implemented in the region successfully New structure in place by June 2006 Effectiveness of partnerships	<ul style="list-style-type: none"> • Provide first class leadership to the sector through agenda for change • Enhance the skills of LSC staff through learning and development • Review business processes to improve efficiency and impact • Develop a Regional Board to champion and drive learning and skills in the East Midlands

Learning and Skills Council
National Office
Cheylesmore House
Quinton Road
Coventry CV1 2WT
T 0845 019 4170
F 024 7682 3675
www.lsc.gov.uk

© LSC May 2006
Published by the Learning and Skills Council.

Extracts from this publication may be reproduced for non-commercial educational or training purposes on condition that the source is acknowledged and the findings are not misrepresented.

This publication is available in an electronic form on the Learning Skills Council web site:
www.lsc.gov.uk

If you require this publication in an alternative format or language please contact the LSC Help Desk: 0870 900 6800

Publication reference: LSC-P-NAT-060346