



Leading learning and skills

London Central Learning and Skills Council Annual Plan 2006-07

May 2006

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

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Our Vision

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

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

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

Over 300 languages are spoken in London and 29% of Londoners come from black, asian, and minority ethnic groups, but diversity is not just about language or ethnicity, it is also about addressing gender gaps and meeting the needs of learners with learning difficulties and disabilities. The richness of London is one of our assets, but it also brings challenges for our providers. Not only do we need to meet the considerable demand for ESOL, we also need work with our providers to create a learning environment that promotes social cohesion, reduces divisions between different groups and enables all learners to achieve their full potential.

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

With a budget of over £300 million, LSC London Central currently funds over 140,000 learners in Further Education. Over 7,600 young people are studying in School Sixth Forms and over 2,500 young people have completed Work-Based Learning programmes this year. Over 40,000 adults participate in Personal Development and Community Learning programmes and our £29 million co-financed ESF Programme is engaging thousands of, mainly disadvantaged, learners.

A key priority is to increase the number of young people in learning so that the number of those who are not in education, training or employment (NEET) can be reduced from its presently high figure of 10%.

In 2005-06 we engaged with over 3,500 employers through our workforce development programmes. 2006-07 is the first year of the Train to Gain programme, and in London Central we will work closely with our current brokerage providers and employers to ensure this programme is introduced successfully.

Over the last five years, collaborative working has increased substantially through the 14 – 19 borough forums and other local partnerships. Close partnerships with providers and Connexions have produced increases in progression rates from e2e and rising success rates in Work Based Learning and Further Education. In order to maintain this progress and to move our success rates towards the national averages, we will continue to work closely with providers to ensure that all the provision we fund is of the highest quality. This will build on a strong provider base which includes 4 Beacon colleges in the FE sector.

We will also focus on the benefits which can come from the large scale regeneration schemes at Battersea Power Station, Kings Cross and Elephant and Castle.

This Annual Plan sets an extremely challenging agenda at a time when resources will be tight. To achieve all that needs to be done will require a major collaborative effort, in conjunction with all our providers and partners. We would very much like to thank all those who have contributed to this plan and we look forward to working with partners and providers in its delivery.

Yvonne Thompson CBE

Chair

London Central Annual Plan

Jill Lowery

Area Director

Our Priorities for London

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

Our seven priorities for 2006/07 are to:

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

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

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

Sectors

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

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

Sector	Scope of response
Construction	Large regeneration initiatives across London causing skills shortages. Low levels of Basic Skills in existing workforce and need for Level 3 site management
Retail	Large and growing employment sector, low level of basic skills. Retail Academy offers a tremendous opportunity

Hospitality and tourism	Large employment sector, low level of basic skills, Level 1, Level 2
Manufacturing	Shortage of high-level skills at Level 3, Level 4 and above
Creative industries (especially media)	One in seven London jobs is in this sector, concentrated at Level 3 or above. Key component of London economy
Public services	25% of London jobs. Skills gap between graduate and entry level. Ageing workforce
Financial services	Largest employment sector and demanding higher level skills. Financial Services Academy offers a fantastic opportunity
Health and social care	Large employment sector that is growing, low level of basic skills, Level 1, Level 2
<p>Crosscutting these are the following subjects:</p> <ul style="list-style-type: none"> • ICT • Business Administration • Business Improvement Techniques • Customer Care 	London is a world centre for financial and business services. ICT and Business Administration underpin this sector. Need for intermediate skills levels (Level 2/Level 3)

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

Our Targets

Under priority 1, for young people:

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

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

Locally, we need an additional 688 young people to gain a first Level 2 in 2006 compared to 2004 and a further 541 in 2008 compared to 2006.

Under priority 2, for adults:

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

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

Locally, we plan to deliver 2,272 full Level 2 achievements through further education and work-based learning in 2006/07, that is an increase of 743 compared to 2004/05.

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

Under priority 2, for adults:

- Improve the basic skills of 2.25 million adults between 2001 and 2010, with a milestone of 1.5 million in 2007.

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

Locally, we are planning for 12,042 learners to achieve a first SfL qualification at Entry Level 3 or above in 2006/07.

Underpinning both priorities 1 and 2, for Apprenticeships:

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

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

Locally we aim to raise the number of completions to 1,532 in 06/07.

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

- Increase the proportion of young people and adults achieving a Level 3 qualification.
- Reduce the proportion of young people not in education, employment or training by two percentage points by 2010¹
- Increase participation in Higher Education towards 50 per cent of those aged 18 to 30 by 2010

¹ In London Central a 2 percentage point reduction in the *proportion* of NEETs represents approximately a 20% decrease in the *number* of young people not in employment, education or training.

Our Values

Our values set out for us the way we work.

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

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

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

A Context for Delivery

London Context

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

Economy: London's importance to the UK's economy is well-documented; London's GVA² is the largest per head of all regions in England. More than 40 per cent of this is generated by finance and business services; the largest, and fastest growing, employment area, with over 1.4 million people. Around 25% of Londoners are employed in the public sector. This is closely followed by the creative sector, which accounts for one in seven London jobs. London is a major centre for HE and FE with more than 300,000 students in HE and more than 630,000 in FE. Over one-third of the UK's public funded research is carried out in London.

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

Employment: Despite these opportunities, London has a lower employment rate than the rest of the country and this gap is widening. Over half of London boroughs (18 out of 33) are in the top 30% most deprived in England as measured by the 2004 IMD index. Within Central London, the boroughs of Camden, Islington, Lambeth and Westminster are all ranked within the top 10% most deprived boroughs in England.

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

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

Young People

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

Demand for Places: Within the London Central area, it is projected that there will be a need for over 1,000 additional 16 – 18 places between 2003 and 2012. This equates to a 5% increase and is based on a 3 percentage point increase in participation rates. All boroughs in the London Central area apart from Camden are expecting to see an increase in demand. The percentage increases in demand range from 2% in Lambeth to 16% in Wandsworth. If the participation rate could increase by 10 percentage points during this period, then the increase in demand would be just over 4,000 places. A substantial amount of new 16 – 18 provision is presently being planned as a result of the Academies programme, Building Schools for the Future and proposed

² Gross Value Added

capital projects in FE colleges. In the period to 2015, it is expected that in excess of 6,000 additional places will be provided. As a result, travel to study patterns will change which will lead to more 16-18 year olds obtaining their learning in their home boroughs.

Achievement: The percentage of young people achieving Level 2 at age 16 in London is the same as the national average (55%) but London Central is marginally lower at 51%. However, attainment of Level 2 by 19 in London (68%) falls behind the rest of England (70%) and London Central is lower at 64%.

The rate for achieving Level 3 at 19 in London is 46%, which is the same as the national figure. However, this masks considerable variations within the subregions. Last year the London Central proportion was at the London average of 43%.

The WBL Success Rate for 16 – 18 year olds for 04/05 in London was 45%, which is 7% below the national average. The London Central WBL Success Rate is below the London average at 41%. The framework completion rate of 31% in London remains significantly behind the national average of 39% The London Central framework completion rate at 27% is again below the London average.

The NEET Group: The numbers of young people not in education, employment or training (NEET) in London has decreased between December 2004 and December 2005 from 8.7% to 7.7% and the number of young people whose status is 'unknown' to the Connexions service has fallen from 7.2% to 6.4% over the same time period. The London Central NEET figure stood at 9.7% in December 2005 compared to 12.8% in December 2004.

The slightly higher NEET figure compared to the regional average reflects the fact that Central London has many young people who require substantial support either because they come from disadvantaged backgrounds or because they have only spent a short period of time in the English educational system. These young people need to be offered a wide range of relevant education and training opportunities together with appropriate assistance to enable them to progress.

Curriculum: The breadth of the curriculum offer also varies across London; too many of our learners can not access the full range of opportunities, at a level appropriate to their need. These should be available as standard across London. An analysis of the curriculum offered to 16 – 18 learners in the Central London area by state maintained schools, FE colleges and work-based learning providers shows that (excluding Key Skills) 62% of enrolments are for academic qualifications through A2/AS or GCSE routes. Just under 20% of enrolments are for vocational routes including Apprenticeships, GNVQs. BTEC and City and Guilds qualifications. Further analysis of the vocational enrolments shows the main curriculum areas to be business administration and law, health, public services and care, ICT and retail and commercial enterprise.

Equality and Diversity: Overall success rates mask considerable differences by gender and ethnicity. For provision in General FE Colleges, the overall success rates are 65% for young women and 60% for young men.

Within this there are considerable variations for different ethnic groups. Young women from all Asian ethnic groups have the highest success rates, with Bangladeshi young women (71%) as the highest achieving group. The lowest achieving female group are those whose ethnicity is unknown (57%), closely followed by Black Caribbean young women and mixed ethnicity young women (59%).

The ethnic differences within success rates are similar for young men. Bangladeshi young men have the highest success rate of 68% and young Black Caribbean men have a success rate of 51%.

Strategic Area Review in London identified capacity issues in relation to the needs of Learners with Learning Difficulties and/or Disabilities (LLDD), and that the number of LLDD wanting to access mainstream LSC provision has increased, both through additional demand and improvements in identifying LLDD. There are no specialist colleges for learners with learning difficulties and/or disabilities in the London Central sub-region. The number of self-declared Learners with Learning Difficulties and/or Disabilities funded by LSC London Central in further education was 28,258 in 2004/05. Of these, 5,682 were aged 16 – 18.

Adults

Workforce Skills: London has the highest proportion (31%) of residents qualified to degree level when compared with the rest of the UK. Around one third of all Londoners of working age however are not qualified to Level 2 or equivalent with 14% having no qualifications at all. In the London Central area, the proportion with a Level 4 qualification is 39% but 33% still lack a Level 2 qualification.

Skills for Life: 50% of the London workforce has numeracy skills at Level 1 or below and 25% have literacy skills at Level 1 or below. The LSC in London spends approximately 30% of its funds on Skills for Life including ESOL. However, most of this spend is directed towards the 125,000 ESOL learners, increasingly we expect providers to address the balance towards literacy and numeracy. We also need to improve the proportion of learners who are following courses that lead to qualifications that are recognised, thus improving their employability. Therefore, 80% of learning programmes are expected to be offering QCA approved qualifications. In the London Central area, there is a higher proportion of Skills for Life enrolments at Entry Levels 1 and 2 which do not lead to qualifications which count towards the target. This has been influenced by the high number of refugees and asylum seekers in the area.

Worklessness: Worklessness is one of the most important issues for London. In spring 2005, over one quarter of Inner London households were workless, compared with 16.2% in Outer London and 16% in England as a whole. The barriers which prevent Londoners from accessing the labour market are often complex but skills is nearly always a component. The LSC has a clear role to play in meeting the skills needs of London's unemployed. The London Central ILO unemployment rate at 7.4% (June 2004 – July 2005) is slightly above the Greater London average. However, there has been a significant narrowing of the gap over the last 2 years.

In addition, the LSC is taking responsibility for developing new learning and skills for the 14,000 offenders in custody and almost 60,000 in the community, this group has high levels of skills needs and is at high risk of unemployment.

Equality and Diversity: Forty six per cent of all black and minority ethnic individuals in the UK live in London, accounting for 29 per cent of London's population. International in and out-migration has been high and is projected to remain so. By 2016, 80 per cent of the population increase will be from BAME (Black, Asian and Minority Ethnic) communities, and it is expected that this trend will continue in future years.

As with Young People, there are considerable variations in success rates for Adults from different ethnic groups. Adult success rates are also significantly affected by gender. For all ethnic groups the overall success rates in General FE Colleges are 71% for Women and 67% for Men.

Bangladeshi Women have a success rate of 76.5% and are the highest achieving group. The lowest achieving female group are women who define their ethnicity as 'black other' and those who have a Black Caribbean heritage (64%)

The group of men with the highest achievement rates is the White group (71%), which is slightly above the achievement rate of Bangladeshi Men (70.5%). The lowest achieving male group are

men who define their ethnicity as 'black other' and those who have a Black Caribbean heritage (64%)

Provision Quality: The Foster Review identified that too many of our learners remain in unsatisfactory provision. There is a clear need to improve the quality of our physical infrastructure and to continue the progress we have made in improving the learner's experience. The adult success rate in London Central FE colleges was 54% in 2003/04. This was an increase of 6 percentage points over the 2001/02 figure.

The LSC London Central capital plan has identified that 5 of the 7 general further education colleges require significant investment to bring facilities up to a reasonable standard for the delivery of learning and skills. In addition, two of the designated colleges in central London have DDA issues that need to be addressed. In conjunction with this, we will encourage providers to consider how courses can be designed to fit the differing needs of adults who often have competing demands on their time.

Information, Advice and Guidance: IAG is offered inconsistently across London. London Central 'nextstep' services continue to exceed client targets for Information and have now also exceeded Advice targets. The London Central provider network has continued to grow during the first half of 2005/06. The London Central network now consists of 31 providers and further expansion is planned.

Employers

Employment Centres: GLA Economics identifies four key 'pillars' of employment, where the largest number of jobs are located, These are in the Central Area, Isle of Dogs, Heathrow and Croydon. The next five years will see considerable activity resulting from proposed large scale regeneration activities. In the London Central area, the main developments are at Battersea Power Station, Kings Cross and Elephant and Castle.

Employment Vacancies: London has a greater net requirement for managers; senior officials; associate professional and technical occupations. This suggests a need to increase qualifications at Level 3 and above. 60% of people who work in Inner London have at least a Level 3 qualification. This compares to the national average of 55%.

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

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

Skills Gaps: London's existing workforce is highly skilled: Nationally, nearly 17 per cent of employers reported that some of their staff had gaps in their skills. In London this proportion was 12.8 per cent. This still represented nearly 219,000 workers with skills gaps in London. The analysis for London Central employers is similar to the overall London position. Employers estimated that approximately 7% of their workforce had a skills gap.

Workforce Development: In London 45% of establishments provided staff with a training plan and 62% carry out some kind of training. 21% of employers who train their staff do so at an FE

college. This is the lowest percentage of any region. While the public sector in London has traditionally been strong in developing staff, it has under utilised apprenticeships as a mode of delivery. By extending our Public Sector Apprenticeships pilot, we hope to address the skills gap that has opened up in this sector between graduate and entry level positions.

Centres of Vocational Excellence: There are 11 CoVEs in the London Central area, spread across 6 of the 9 Areas of Learning;

- Construction,
- Network Engineering,
- Digital Media Technology,
- Music Technology,
- Fashion and Clothing, Retailing,
- Beauty Retail and Holistic Care,
- Hospitality,
- Childcare and Early Years,
- Career Pathways in the NHS,
- Public Administration,
- Business Administration.

The CoVE investment programme is now complete and London has met its targets for accreditation. The next phase of the programme is reaccreditation.

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

Further analyses on the issues raised in this section together with sources of data can be obtained from the document *‘Strategic analysis supporting the 2006/07 LSC London Central Annual Plan’*

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

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

SUMMARY OF YOUNG PEOPLE (16-18)	2004/05			
	Volumes of learners	In-year achievement s (volume)	Learning Aims Success Rates	Funding £
FE Total Learners	18,566		58%	68,615,179
<i>of which...</i>				
<i>Learners on Skills for Life target qualifications</i>	7,707	3,192	41%	
<i>Learners on a full Level 2 qualification</i>	2,561	1,478	57%	
<i>Learners on a full Level 3 qualification</i>	4,223	1,201	28%	
<i>Learners on 2 or more A2 quals</i>	1,368	1,145	83%	
Discrete* activity, e.g. fully ESF, or LIDF funded provision				
School sixth form	7,424			
Work Based Learning	12 month average in learning (volume)	Framework achievement s (volumes)	Framework success rate	Funding £
WBL Total Learners	1193		32%	5,186,781
<i>of which...</i>				
<i>Learners on Skills for Life target qualifications</i>	2,713			
<i>Learners on an Apprenticeship</i>	1005	184	32%	
<i>Learners on an Advanced Apprenticeship</i>	188	63	32%	
Entry to Employment	Learners			
	Volum es (starts)	Numb ers in learni ng	Av. length of stay (weeks)	Pos've destinati ons
All E2E	1960	837	24	35%
				11,476,264

2005/06			
Volumes of learners	In-year achievement s (volume)	Learning Aims Success Rates	Funding £
18,825		60%	77,347,006
8,400	4,200	50%	
2,686	1,600	59%	
4,595	2,700	59%	
1,410	1,295	91%	
7,650			
12 month average in learning (volume)	Framework achievement s (volumes)	Framework achievement / 12 month AiL	Funding £
1176		40%	£6,775,718
836	149 to date	43%	
339	21 to date	35%	
Learners			
Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinati ons
2,129	981	18.5	43%
			9,966,887

2006/07			
Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates	Funding £
19,404		62%	84,128,085
8,500	4,600	55%	
2,760	1,900	61%	
4,700	2,800	61%	
1,429	1,314	91%	
2,000			
7,880			
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
1436		50%	5,799,141
1036	518	50%	
415	208	50%	
Learners			
Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinatio ns
2129	981	18.5	50%
			8,582,475

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)		
FE Total Learners	126,196		70%	123,026,804	122,463		72%	123,243,753	94,700		74%	116,589,912
<i>of which...</i>												
<i>Learners on Skills for Life target qualifications</i>	11,256	6,233	55%		11,256	6,300	56%		11,000	6,300	57%	
<i>Learners on a full Level 2 qualification</i>	2502	1,204	48%		2,500	1,400	57%		2,900	1,700	59%	
<i>Learners on a full Level 3 qualification</i>	2635	1,125	43%		4,389	2,500	58%		4,389	2,600	60%	
<i>Learners on 2 or more A2 qual.</i>	173	105	60%		176	130	73%		155	110	70%	
Discrete* activity, eg fully ESF, or LIDF funded provision									8,000			
Personal & Community Dev't Learning	39,084				37,232				22,324			
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
WBL Total Learners	1589		32%	4,680,324	1624		40%	4,584,841	1606		50%	4,049,912
<i>of which...</i>												
<i>Learners on Skills for Life target qualifications</i>	1223	547			1803	939			2112	1142		
<i>Learners on an Apprenticeship</i>	962	325	32%		1154	206 to date	43%		1144	572	50%	
<i>Learners on an Advanced Apprenticeship</i>	627	112	32%		469	30 to date	35%		468	234	50%	
ETP / NETP	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £
<i>Of which...</i>	380	225			1983				3262	1742		
Level 2		n/a	n/a			n/a				n/a	n/a	
Skills for Life		n/a	n/a			n/a				n/a	n/a	
Budgets	FE	WBL	E2E	SSF	ACL	ETP/NETP	Development Funding	Capital	Administration	Other Programme Budgets		
2004/05	205,851,000											
2005/06	215,261,000											
2006/07	215,786,000											

London Central Skills Matrices

The Skills matrices, below, show the mix of FE provision for the 2005/06 academic year (from FO1). They are a useful tool in understanding the profile of FE provision being funded by the LSC in London. First tier Sector Subject Areas have been allocated as a high, medium or low priority in accordance with the regional priority sectors. This analysis is helpful when looking at 19+ provision and the results are shown below for London Central, contribution to targets is also shown for 16-18 provision. This high level analysis provides a useful framework for discussion with local providers about the mix and balance of their current provision.

90% of funding for young people under 19 years of age is for provision which 'is likely to contribute to targets'.

With regard to adult provision, 66% 'is likely to contribute to targets'. Almost 70% of funding is for 'high' priority curriculum areas.

London Central Provision matrix 16-18

Under 19	Total	
	£ and Enrols	%
Likely to contribute to National Targets	57,679,176 47071	90%
Potential to contribute to National Targets	4,796,696 3183	7%
Provision does not contribute to National Target	1,660,612 5464	3%
Other (e.g. Ufl and Unclassified)	0 0	0%
Entitlement	0 N/A	0%
Total	64,136,484 55718	100%

London Central Provision matrix 19+

19 and over	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%
Likely to contribute to National Targets	39,031,922 28429	44%	12,881,031 12133	15%	6,335,575 6834	7%	58,248,528 47396	66%
Potential to contribute to National Targets	19,826,277 20172	23%	4,078,177 13501	5%	3,754,448 13717	4%	27,478,902 47390	31%
Provision does not contribute to National Target	1,768,797 12889	2%	99,392 70	0%	300,484 1916	0%	2,168,674 14875	2%
Other (e.g. Ufl and Unclassified)	14,022 19	0%	0 0	0%	0 0	0%	14,022 19	0%
Entitlement	0 N/A	0%	0 N/A	0%	0 N/A	0%	0 N/A	0%
Totals	60,641,018 61509	69%	17,058,600 25704	19%	10,210,507 22467	12%	87,910,125 109680	100%

Sector Activity in London

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

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

Our response to these priorities is given below:

Construction Skills: On Site Assessment and Training (OSAT)

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

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

The tables below set out the current provision of the Construction Award (a level 2 qualification) in London (2004/05) by provider:

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

Richmond upon Thames College	1.83%	£91,264	46
Southgate College	3.38%	£168,157	122
Waltham Forest College	1.90%	£94,648	49
Construction Award Total	99.99%	£4,976,711	2030

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

In addition to OSAT, similar provision is offered through our Employer Training Pilot (ETP) with approximately 5.5% of London East ETP starts (1,255 learners) since 2003 in the construction sector.

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

Table: Level 2 demand identified in SSA for London

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

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

Challenges

Many colleges feel unable to develop the capacity to deliver OSAT as it requires significant levels of employer engagement and the delivery of which is more difficult to manage than traditional in-college delivery models.

There are challenges recruiting experienced onsite assessors. The industry will pay significantly higher wage rates than a college can offer. Assessors need to have substantial site experience gained within the last 5 years so it is difficult to recruit older workers who may have been out of the industry for a time on Incapacity Benefit.

It is the SSC's aspiration to have a fully carded workforce (CSCS card – site health and safety accreditation). This can only be achieved in conjunction with Level 2 accreditation – with some exceptions - No Level 2, no card.

Responses

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

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

SEMTA – Business Improvement Techniques (BIT)

SSCs' projections for BIT NVQ Level 2 & Level 3 within the region:

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

We currently have 17,022 19+ Level 2 enrolments under Engineering & Manufacturing and 28,873 in Administration. Capacity for BIT is not as advanced as OSAT although the Automotive Academy is working within the region to drive up BIT capacity. Currently 2,215 enrolments in Engineering and 13,561 in Business Administration and Law do not contribute to targets as identified in the Skills Matrix so there could be scope to deliver additional BIT activity by re focussing that activity.

A significant contribution could be made by shifting provision from PMO (Performance Management Operations).

Challenges

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

Responses

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

E-Skills

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

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

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

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

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

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

Challenges

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

Responses

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

School Support Staff

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

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

	06/07	07/08
No of employees requiring Level 2	2,275	2,275

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

Challenges

- There are some issues that need addressing before the mainstream programme replaces the pilot phases, including gaining full approval from QCA for the qualifications at Level 2 and Level 3 so DfES recognises them as successful outcomes.

- Currently, the Support Work in Schools VQ does not meet full NVQ level targets.
- It is expected that the mainstream programme will become available from September 2006 but the following issues need to be addressed.
 - Local Authorities accessing mainstream budgets.
 - Local Authorities articulating demand to delivery network.
 - Colleges' ability to be flexible enough to deliver work-based VQ to school support staff.
 - The number of private providers delivering within the pilot phases.

Further Regional Areas of Focus

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

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

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

The key changes needed

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

Priority 1: Improve educational opportunities for all Young People

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

- Increase 16-18 year old places taken up in London Central to over 30,600
- Reduce the percentage of young people Not in Employment, Education or Training by 1.0%
- Increase the number of learners achieving Level 2 by the age of 19 to 8,844

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

- Increase the proportion of learners achieving Level 3 by the age of 19 to a minimum 46% of learners to increase the progression rate to higher education to meet the Level 4 needs of the London economy
- Improve achievement rates in apprenticeships to enable a further 1,532 learners (including 567 aged 16 – 18) to complete a full framework by the end of 2006, concentrating on those from a BAME background and increasing apprenticeships in public sector employers

Priority 2: Tackle London's skills gap

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

- Increase the volume of Approved SfL (and therefore potentially target bearing SfL qualifications) to 80% of all SfL provision
- Increase the number of Adults achieving a full Level 2, to 2,272
- Increase the number of Adults achieving a full Level 3, to 2,834

Ensure effective and efficient implementation of Train to Gain

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

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

Key actions

Priority 1		Improve educational opportunities for all Young People
Action		Measures of Success
1.1	Embed the London Learner Offer in Local Authority (LA) 14-19 prospectuses from September 2006.	<ul style="list-style-type: none"> All London Central Local Authority 14-19 prospectuses from September 2006 link to the London Learner Offer in their published /internet documentation Protocols agreed across London Central LAs to ensure that the 14-19 prospectuses are freely available across boundaries.
1.2	Guarantee that all young Londoners who leave school in the summer term have the offer of a place in learning by September 2006, by working with 14 -19 Forums and Connexions partnerships and Youth Offending Teams.	<ul style="list-style-type: none"> 212 young people at risk of becoming NEET, including those outside of the educational system through exclusion, supported into learning by end of September 06, contributing to a regional target of 1,250 NEET reduced in London Central by 1 percentage point by December 2006 (against December 2005 performance)
1.3	<p>Raise achievement of 14-19 year olds by supporting colleges, WBL and schools.</p> <p>Agree planned increases of first Level 2 achievement by 19 and support progression to Level 3.</p>	<ul style="list-style-type: none"> London's GCE/VE Level 3 average points score per student to increase by 5 points in 2006. In London Central we will increase the score per student to 226. 72.7% of London's Young People to achieve Level 2 and 49% to achieve Level 3 by the age of 19. In London Central we will ensure 68% are at Level 2 and 46% at Level 3.
1.4	<p>Extend the capacity and improve the quality of Increased Flexibility Programmes and other school / college linked provision available at KS4.</p> <p>Pilot vocational pathways from KS 4 onwards in key sectors for London. In London Central, two boroughs have been successful in gaining funding from the DfES to establish Vocational Pathways pilots. Islington are developing a pathway in Healthcare, and Southwark (with Lambeth) are developing one in Engineering.</p> <p>Extend the provision of Level 2 and Level 3 general vocational qualifications in schools and colleges by working with awarding bodies.</p>	<ul style="list-style-type: none"> Vocational provision at KS4 is available for (7.5%) of the Year 10 and Year 11 cohort (as measured by number of places) All IFP and other school/ college link courses achieve (80%) completion rates Vocational progression pathways are developed in each of 5 London areas. In the borough(s) of Islington and Southwark we will develop 2 vocational pathways for the September '07 prospectus. All young people have access to Level 2 and Level 3 general vocational programmes in at least 5

Priority 1		Improve educational opportunities for all Young People
	Improve the accessibility, occupational range and progression performance of all E2E provision.	<p>occupational areas for September 2006 (either through single institution provision or through local consortium arrangements).</p> <ul style="list-style-type: none"> All young people have local access to preE2E and E2E programmes in at least 5 occupational areas from September 2006.
1.5	Agree, through the allocations process, an improved range of Apprenticeships focusing on key sectors for London.	<ul style="list-style-type: none"> All young people have local access to Level 2 and Level 3 apprenticeships in at least 7 occupational areas identified as key sectors for London from September 2006.
1.6	Develop new capacity, where appropriate, through 16-19 Competitions , which supports the London Learner Offer by building on current successful institutions, adjusts the vocational/academic balance and increases the number of Level 2 places.	<ul style="list-style-type: none"> Increase Level 2 and Level 3 provision to meet increased learner numbers; Ensure the inclusion of winning proposals in the 16-19 Capital Fund Programme.

Priority 2		Tackle London's skills gap
	Action	Measures of Success
2.1	<p>Implement Train to Gain as part of a national rollout prioritising resources to key sectors in London economy:</p> <ul style="list-style-type: none"> The Built Environment Transport and Logistics Health & Social Care Retail Hospitality & Tourism Business & Financial Services Manufacturing & Engineering <p>In London Central, this will require managing the transition from the Employer Skills Offer to Train to Gain.</p> <p>FE providers in London Central will be targeting mainstream funding at Train to Gain type activity in the workplace.</p>	<ul style="list-style-type: none"> Regionally, 5,200 employers to be engaged by March 2007 Including 3,200 employers defined as new and hard to reach 34,300 first Level 2 starts leading to 8,730 achievements and 5,643 Skills for Life starts leading to 2,124 achievements 2.5% growth planned in learners within Train to Gain key sectors for 06/07
2.2	<p>Working with Sector Skills Councils ensure provision is shifted towards qualifications identified as a priority by employers:</p> <p>Target specific qualifications from the first SSAs, such as:</p> <ul style="list-style-type: none"> BIT (SEMTA) ITQ (ESkills); and OSAT as a mode of Delivery (CITB) School support staff 	<ul style="list-style-type: none"> Increased OSAT learners delivered in the region by July 07 Increased proportion of activity currently delivered through PMO to be replaced by BIT by July 07 Increased proportion of total IT qualifications will be delivered to new ITQ learners at L2

Priority 2		Tackle London's skills gap
	Promote these qualifications through the contracting and brokerage in London of Train to Gain .	
2.3	<p>Develop specialised Level 3 provision which meets London's higher-level skill needs, by</p> <ul style="list-style-type: none"> • Reaccrediting the CoVE network • Piloting an entrepreneurship CoVE • Working with the Sector Skills Councils • Responding to Sector Skills Agreements • Developing Fashion Retail Academy • Launching Skills Academies in Finance and Construction 	<ul style="list-style-type: none"> • 47 centres assessed for re-accreditation for CoVE status by March'07. • 3 additional regional sector networks established. • Entrepreneurship CoVE pilot established
2.4	<p>Define a set of common principles (including fees remission policy) to underpin the mix and balance of provision and activities safeguarded PCDL should support.</p> <p>Agree respective volumes of PCDL and First Step learning for 2006/2007 plans through annual review.</p> <p>We will work with local authorities to:</p> <ul style="list-style-type: none"> • Benchmark provision • Identify provider strengths and weaknesses and • Set differentiated improvement measures in 3 year development plans • Withdraw from provision that does not meet standards • Embed RARPA in all non accredited provision 	<ul style="list-style-type: none"> • Delivery framework implemented from 2006/07 • 7% reduction in low priority 'first steps' learning and/or rebalance of fees in PCDL • Regional Volumes at 66% level of 174,000 learners in 2005/06. In London Central this will mean 22,324 learners • All boroughs with overall 'inadequate' inspection to become at least satisfactory by 2007/08 • RARPA embedded in providers 3 year development plans • Local Authorities to demonstrate in 3YDP how LSC funding for adult learning contributes to local borough targets in community renewal, health and libraries.
2.5	<p>Increase capacity and improve quality of provision for Learners with Learning Difficulties and /or Disabilities.</p> <p>Undertake feasibility study to create centres of excellence in London.</p> <p>Fund placements at specialist colleges for learners with learning difficulties and/or disabilities, where their needs cannot be met by local provision.</p>	<ul style="list-style-type: none"> • Draft strategy available by end of July 2006 • Feasibility study completed by Dec 2006 • 100 learners funded in specialist college placements in 2006-07
2.6	Review delivery of provision and funding arrangements in Special Designated Institutions (SDIs).	<ul style="list-style-type: none"> • Review completed in April 2006 with findings implemented for 2007/08 planning year.

Priority 2		Tackle London's skills gap
	Plan a framework for achievement pilot in London Central.	

Priority 3		Integrate skills with regeneration
	Action	Measure of success
3.1	<p>Work with partners to ensure a strategic approach to identifying and meeting the skills needs of regeneration projects on a regional and local basis.</p> <p>In London Central the key regeneration areas are:</p> <ul style="list-style-type: none"> • Kings Cross • Battersea Power Station • Elephant and Castle <p>In Battersea and Kings Cross our work will include support for the on-site training centres at each project and building links between the two.</p>	<ul style="list-style-type: none"> • Providers changing balance of provision to meet needs identified • On-site training centre in Battersea will enrol 400 learners on courses related to: literacy/numeracy, ESOL support, access to NVQs, heritage skills, CSCS training • Joint project between the on-site training centres at Battersea and Kings Cross: 180 qualifications at levels 2 & 3 (including SNAP and OSAT). 200 CSCS health and safety certificates.
3.2	<p>Launch a new £35 million package of European Social Funds in Spring 2006 to tackle worklessness in partnership with the London Development Agency and Jobcentre Plus.</p> <p>Manage the £29 million London Central ESF programme.</p> <p>This programme is engaging 27,700 people including 3,652 with disabilities, 15,685 from Black and Ethnic Minority communities, and 10,817 with Skills for Life needs.</p>	<ul style="list-style-type: none"> • Programme agreed to support 16,110 learners and delivery commenced by September 2006 leading to outcomes by 2008 of: <ul style="list-style-type: none"> ○ 2,025 Level 2 delivered ○ 3,030 Level 3 delivered ○ 4,670 SfL achieved ○ 2,170 progressing to employment • Outcomes from the London Central programme will include: <ul style="list-style-type: none"> ○ 3,311 beneficiaries into employment or work placements ○ 8,173 into Further education ○ 2,344 Level 2 NVQs ○ 305 Level 3 NVQs ○ 3,534 Skills for life qualifications.
3.3	<p>Build the capacity of the Voluntary and Community Sector consortia in order to support learners most disadvantaged or likely to participate in mainstream provision.</p>	<ul style="list-style-type: none"> • At least one new provider in London receives mainstream funding during 2006 – 07. • London LSC to sign up to pan-London Compact Action Plan by 2007.

Priority 3		Integrate skills with regeneration
3.4	Develop with Local Authority partners round 3 LAAs to address worklessness and raise adult skills levels. Influence local Section 106 Agreements, to integrate skills better with local regeneration.	<ul style="list-style-type: none"> Round 3 Agreements reflect LSC priorities, targets and funding
3.5	Create an IAG Board for London, which will include representatives from Regional IAG provision for offenders, regional partners and providers. This board will agree London IAG priorities and align the 5 local strategies with the objective of a consistent IAG offer for London.	<ul style="list-style-type: none"> IAG Board for London convened and linked with Regional Skills Partnership by September 2006 Common regional priorities for IAG published by Summer 2006 LSC London Central IAG Board to evolve into local implementation groups
3.7	Implement regional Skills for Life action plan, specifically to negotiate and agree with providers to shift the balance to 80% NQF by 2006. Increase through the planning process the volume of literacy and numeracy support for learners.	<ul style="list-style-type: none"> Provider plans demonstrate trajectory milestone towards 80% target by September 2007
3.8	Procure a new offender learning and skills service for offenders in custody and commission education and training for offenders in the community. Utilise mainstream funds and ESF funds to meet the needs of offenders in community and in custody. Develop innovative ways of meeting the education and training needs of offenders. Increase the number of offenders in the community participating in and obtaining skills for life qualifications.	<ul style="list-style-type: none"> New contracts in place for 8 London prisons by 30 June 2006 and new service operational from 31 July 2006 Contracts in place and new service operational on 31 July 2006 Three new innovations in terms of curriculum development/ delivery introduced by 31 March 2007 6,000 offenders in the community to start skills for life provision/1,500 to achieve SfL qualifications

Priority 4		Equip Londoners with the skills to benefit from the investment in the 2012 Olympics Games and Paralympics Games.
	Action	Measure of Success
4.1	Develop the Project Plan and identify key points for interventions in relation to the timeline (due 31 March 2006). Assess responses to the Prospectus and allocate funding to projects. Using our membership of the London 2012 Employment and Skills Taskforce and the 5 Borough Local Employment & Training Framework Implementation Group, to identify the additional resource implications for the LSC (and partners) of the Experian report and introduce specific items in the provider dialogues for 2007-8.	<ul style="list-style-type: none"> Production of Plan and intervention timeline. 75% of ESF and co-finance to be contracted by September 2006 and 25% by March 2007 Initial quantification by June 2006 (in line with the London 2012 Employment and Skills Taskforce Business Plan)

Priority 5		Upskill the public sector workforce
	Action	Measure of success
5.1	<p>Expand the London Public Sector Apprenticeship pilot in response to high demand with new investment.</p> <p>Extend pilot in numbers of public bodies employing apprentices and occupational sectors on offer.</p>	<ul style="list-style-type: none"> 600 apprentices in the Public Sector by the end of 2007/08 2 additional occupational sectors to be established
5.2	Develop a local approach to public sector procurement, to ensure the public sector workforce in London Central are equipped with the skills they need	<ul style="list-style-type: none"> Identification of key public sector employers by Nov 2006 Local approach agreed by March 2007
5.3	<p>Continue our local approach to upskilling the public sector workforce, specifically by the following programmes:</p> <ul style="list-style-type: none"> Women on Board training programme for women from Black and Minority Ethnic communities. The Breakthrough Leadership in the Public Sector Programme A pilot for an NVQ Level 2 in Food and Catering for School Catering Staff A pilot to test the delivery of business sustainability units for childminders 	<ul style="list-style-type: none"> Evaluation report to identify lessons learned with view to future roll outs of this programme. Final research report in Breakthrough Leadership. Development and delivery of 2 lots of 3 half-day master classes with approx 50 attendees at each 15 school catering staff to achieve the NVQ Level 2 in Food and Catering.

Priority 6		Transform the learning and skills sector through agenda for change
	Action	Measures of Success
6.1	<p>Implement the Regional Quality Improvement Strategy/Action Plan to support colleges and providers to achieve stretch targets for improvement with a particular focus on Work based learning.</p> <p>Lead the establishment of the Regional Quality Improvement Partnership working with the Quality Improvement Agency to build the capacity of the provider base.</p> <p>Reform FE sector within the context of <i>Agenda for change</i>.</p> <p>Work with Islington, Camden and Kensington and Chelsea on the 14-19 agenda to prepare for their Joint Area Review.</p>	<ul style="list-style-type: none"> 73% overall success rate in FE in 06/07 50% framework completions in WBL in 06/07 60% positive destinations in E2E in 06/07 LSC priorities fully reflected in provider development plans All providers align self-assessment and planning activities to LSC business cycle Self assessments provided to LSC by November 2006 Successful Joint Area Reviews.
6.2	<p>Implement the funding priorities within Priorities for Success to fund more 16-18 provision, accredited SfL provision and first full Level 2 for adults, and PCDL.</p> <p>Agree targets for all FE providers as a measure of employer / customer responsiveness.</p>	<ul style="list-style-type: none"> Increased employer investment in Level 3 / Level 4 provision Fee income targets agreed and monitored through business cycle

6.3	Increase the volume of full Level 2 provision in key sectors of the London economy.	<ul style="list-style-type: none"> 40% increase in Level 2 FE Provision for adults in London Central from 2,502 in 04/05
6.4	<p>Capital Strategy for London agreed to provide world class facilities by modernising the estate by 2013.</p> <p>In the following 3 years, London Central expects to develop substantial capital projects with the following colleges:</p> <ul style="list-style-type: none"> Kensington and Chelsea College Lambeth College South Thames College Southwark College Westminster Kingsway College Working Men's College 	<ul style="list-style-type: none"> Capital resources allocated to support London Learning and Skills Plan

Priority 7		Improve our effectiveness at a regional and local level
	Action	Measure of Success
7.1	<p>Develop new Partnership Teams to deliver first class leadership and management supported by new business processes through <i>agenda for change Theme 7</i>.</p> <p>Agree a process that delivers consistent and robust Performance management system implemented from provider, local to regional level.</p>	<ul style="list-style-type: none"> Restructuring completed by Summer 06 7 Local Partnership Teams created by Summer 06 Performance management system implemented by April 06
7.2	Establish a London Regional Board from local council non executives and national council members.	<ul style="list-style-type: none"> Board established by March 2006
7.3	Implement Race Equality Scheme action plan.	<ul style="list-style-type: none"> RES implemented
7.4	<p>Agree challenging Equality and Diversity Impact measures (EDIMS) for:</p> <ul style="list-style-type: none"> Improve success rates for Black-Caribbean males Increase participation/success rates of learners with learning difficulties and or disabilities. Reduce gender in balances in construction, engineering, childcare and other relevant sectors <p>Equality and Diversity embedded in all LSC programmes and functions.</p>	<ul style="list-style-type: none"> Analysis of pan-London underperforming groups completed by September 2006 Targets and improvement measures set by October 2006

Our Delivery Resources

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

Partnership Working

As a strategic funding body the LSC can only succeed by working effectively with our partners. By agreeing shared priorities with our key partners we can achieve better outcomes for Londoners. Across London we will build on the regional partnerships that we have developed over the last 5 years. Our work with the London Skills Commission has led to a co-ordinated approach to ESOL for London, we will extend this to cover Skills for Life as a whole.

Worklessness is a shared priority with the London Development Agency and JobCentre Plus, we will work closely with our regional partners to align funds and tackle this challenge through the regeneration of the Capital. The major projects: Olympics, Thames Gateway, Heathrow Terminal 5, Kings Cross and Brent Cross/Cricklewood offer a great opportunity to address this issue, leaving a legacy of social inclusion, participation in the economy and real improvement in the success and wealth of local communities.

We also work closely with the Central London Partnership to ensure our programmes meet the needs of the local economy, and with the 7 borough 14-19 forums (and the sub regional forum) to address the 14-19 agenda.

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

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

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

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

Local Council

Local knowledge and influence, that is a real strength of the LSC in London is most clearly illustrated by our local council. This body is vital to our local credibility because it is reflective of the diverse population of London Central, is representative of our key stakeholders and plays a clear leadership role in setting our direction. Council meetings are also an opportunity for challenge, for scrutiny and a forum to provide accountability at a truly local level.

Our local Chair holds a dual role as Yvonne Thompson is also a member of the London Regional Board. This board is a forum for closer working between local councils, and helps

London Central Annual Plan

ensure we can play an integral role in leading the LSC in London, while influencing wider regional partners

Equality and Diversity

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

LLDD participation & success

- Increase participation/success rates of learners with learning difficulties and or disabilities.

Gender segregation

- Reduce gender imbalances in construction, engineering, childcare and other relevant sectors

BAME success rates

- Improve the achievement rate of learners from target BAME groups above the average rate of improvement. We will give priority to improving participation and success rates for two under achieving groups (split by 16-18 and 19+) – African-Caribbean males and white males from low socio economic groups

In addition we will ensure that our providers continue to analyse data around participation and performance to help set and monitor progress against EDIMs which are relevant to them. Progress on these EDIMs will be monitored by London Central.

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

Learners with Learning Difficulties and/or Disabilities (LLDD)

LSC London Central currently has the regional lead for LLDD. The Steering Group for the Strategic Review of the LSC's Planning and Funding of Provision for Learners with Learning Difficulties and/or Disabilities across the Post-16 Learning and Skills Sector recently published a report "Through Inclusion to Excellence". London Central will be undertaking a regional review of provision for this client group and producing a regional strategy in partnership with providers, local education authorities, social services, Connexions, Job Centre Plus and others. This will aim to improve the range and quality of provision in London and reduce the need for learners with learning difficulties and/or disabilities to study away from home. LSC London Central is currently funding some pilot activity to begin this process and test new ways of working.

Sustainable Development

We will proactively commit and contribute to sustainable development through our management of resources, the learning we deliver and our engagement with communities. We will build sustainable development partnerships between the LSC, employers and other agencies both in education, training and employment and agencies in related social, environmental and economic policy. Our work on regeneration and economic development will be further pursued through

informed representation and influence in local authority Community Plans, Local Strategic Partnerships and Local Area Agreements.

Health and Safety

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

- to expect that colleges and other providers funded by the Council will fully meet their legal obligations and “duty of care” to learners;
- to seek assurance that colleges and other providers have suitable and sufficient arrangements for learner health and safety;
- to take appropriate action where expected standards are not met or maintained;
- to promote the raising of standards for learner health and safety through support, and challenge, as appropriate.

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