



Leading learning and skills

London East 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 is a world city demanding world class skills and its economic prosperity is vital to the success of England. Although London is fortunate in having the highest concentration of graduates in the country, a skills gap has opened up below this level that the LSC and its partners need to address. The high levels of worklessness that exist across London are a result of this skills gap and we must focus our funding on those skills that are most effective in improving Londoners' employability. In London East, there are some areas where chronic unemployment matches the worst in the country but there are also great opportunities offered in the City of London and Canary Wharf.

As the organisation responsible for skills, the LSC is well positioned to narrow the skills gap in London by acting regionally or locally as appropriate. This plan, taken together with those of the other four local LSCs, underpins the London Learning and Skills plan.

In London, 29% of Londoners come from minority ethnic groups and over 300 languages are spoken, so we need to meet the demand for ESOL. We also need to work with providers to enable all learners to achieve their full potential, including those with learning difficulties and disabilities.

The scale of the challenge in London is immense, but great opportunities are afforded as international attention is focused on London for the Olympic Games and Paralympic games in 2012. The staging of the games provides a rare opportunity to boost learning and employment, as well as long-term regeneration. It will inspire and motivate young people and adults to develop their skills in order to take advantage of these opportunities.

We will ensure that everyone who does not have a full Level 2 qualification (equivalent to 5 GCSEs A*-C) can study for one. More importantly, we will work to provide access to the Level 3 qualifications (equivalent to 2 GCE A levels) that are the basic requirement for many of the skilled jobs in London. In eight boroughs we are running pilot projects that are developing new vocational pathways for young people that will enable them to progress towards Foundation Degrees. These are innovative in the extent to which they promote collaboration among our partners and providers who are working together to produce shared prospectuses. These initiatives are part of a long-term solution addressing the low level of 19 year olds who currently achieve a full Level 2 in London East.

According to ODPM figures, London East has six of the fifteen boroughs with the greatest concentrations of worklessness in London and this drives the sense of urgency with which we address the need for Skills for Life provision and the importance we place on Level 2 achievement.

We are currently meeting the needs of employers and adult learners through our Employer Training Pilot "Profit from Learning", which has engaged businesses in training their staff and also brought providers closer to meeting these needs. We expect to build on this success as we play our part in the national Train to Gain programme from August 2006.

As our goals can only be realised through joint working, we welcome the introduction of Local Area Agreements (LAA) as a more effective way of working. In London East, five such partnerships are already in place and the remaining are anticipated during the course of the year.



Ken Coello
Chair



Mike Pettifer
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 East 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 1,745 young people to gain a first Level 2 in 2006 compared to 2004 and a further 1,371 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 2005/06

Locally, we plan to deliver 2,902 full Level 2 achievements through further education and work-based learning in 2006/07, that is an increase of 565 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 17,059 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 1,219 in 2006/07.

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 2010
- Increase participation in Higher Education towards 50 per cent of those aged 18 to 30 by 2010

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 are 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 the best 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.

London's importance to the UK's economy is well-documented; London's GVA¹ is the largest per head of all regions in England. More than 40 per cent of this is generated by Finance and Business Services which is the largest and fastest growing area, employing 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 publicly funded research takes place in London.

The greatest demand in the London economy, both in growth employment 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.

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 Index of Multiple Deprivation. Six out of ten London East boroughs fall in this category (Barking and Dagenham, Greenwich, Hackney, Tower Hamlets, Newham and Lewisham).

As a result of London's successful bid to host the Olympic and Paralympic Games in 2012, the LSC is now preparing 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 for 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 link to many of the other developments and energise the 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

The 16-18 population is forecast to decline by 10,000 by 2017. Later growth will result in the 2021 population of 16-18 year olds being 6,000 (2%) higher than in 2001. Based on this data there are likely to be enough places across London, although there may be areas that are faced with over- or under-supply. In London East, current planned provision is expected to be sufficient, with the possible exception of Barking & Dagenham where participation is growing faster from a low base.

The percentage of young people in London achieving Level 2 by 16 is the same as the national average (55%), but London East is marginally lower at 53%. Attainment of Level 2 by 19 in London (68%) falls behind the rest of England (70%) and London East is significantly lower at 63%.

The rate for achieving Level 3 at 19 in London is 46%, which is marginally above the national figure of 42.6%. However, this masks considerable variations within the subregions and only 34% of London East learners achieved Level 3 in 2003/04.

¹ Gross Value Added

The WBL Success Rate for London in 2004/05 (period 12) was 45%, which is 7 percentage points below the national average. The framework completion rate of 32% in London remains significantly behind the national average of 39%. For London East, the overall success rate was 39% and the framework completion rate was 25%.

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.

Across London East, the December NEET count has shown a reduction of 0.1 percentage points in the past year to 9.3%. The adjusted NEET figures for individual boroughs for December show a range of 6.3% to 16% or almost 10 percentage points. Connexions is committed to achieving an adjusted overall NEET level of 8.5% by November 2006, which equates to a fall of more than 3 percentage points in one case.

The inconsistency of the curriculum offer across London means that too many of our learners cannot access the full range of opportunities at a level appropriate to their need. The report "Vision for 14-19 in London 2005-2008" shows how the LSC will work with its partners to ensure that a high quality offer will be available across London. In the case of London East, work is well-advanced. By the end of March 2006, a shared prospectus will be published showing Hackney's 14-16 year olds what will be on offer to them in September 2006. The importance of this is not to be underestimated. It will act as a tool to enable young people to make informed choices, to identify where new provision is desirable and viable and also to drive up quality standards.

Overall success rates in London mask considerable differences by gender and ethnicity. In terms of gender the overall success rates differ from 64% for females to 59% for males.

In terms of ethnic groups in London:

- The lowest success rates for females were from mixed race and black Caribbean ethnic groups at 59%.
- The lowest success rates for males were from the black Caribbean ethnic group at 51%.

However, in London East, some Minority Ethnic learners are performing better in FE than White British learners, with a success rate of 69% as opposed to 64% (03/04 data)

Strategic Area Review in London identified capacity issues in relation to the needs of Learners with Learning Difficulties and/or Disabilities (LLDD). It found that the demand for access to mainstream LSC provision has increased, both through additional numbers and improvements in identifying LLDD. In London East, although 16.4% of the school population are identified as having Special Educational Needs, only 11% of learners in FE and WBL provision have identified themselves as having Learning Difficulties and/or Disabilities. This comparison is not on a precise like-for-like basis, but suggests that the needs of as many as one in three such learners may currently be unmet.

However, the success rates of those Learners with Learning Difficulties and/or Disabilities in FE and WBL who have identified themselves are the same as those of learners without disabilities.

Adults

Although London has the highest proportion of residents qualified to degree level (31%) when compared with the rest of the UK, London East achieves only 23%. While around one quarter of all Londoners of working age are not qualified to Level 2 or equivalent, in London East the figure is nearer to one-third (32%). For London as a whole, 14% have no qualifications at all, but in London East the position is five percentage points higher at 19%.

50% of the London workforce has numeracy skills at Level 1 or below and 25% have literacy skills at Level 1 or below. Because of these needs, Skills for Life accounts for approximately 30% of London LSC spending. However, most of this is directed towards ESOL provision and increasingly we will be asking providers to shift the balance towards literacy and numeracy. We also need to improve the proportion of learners who are following courses that lead to recognised qualifications, thus improving their employability. For this reason, 80% of learning programmes will be expected to be offering QCA approved qualifications.

Worklessness is one of the most important issues for London. More than one quarter of residents of Inner London boroughs were workless in Spring 2005, compared with 16.2% in Outer London boroughs and 16% in England as a whole. Over half of London boroughs have dense pockets of worklessness (as defined by the ODPM) and London East has 5 of the 10 worst boroughs.

Worklessness is a strong measure of deprivation as it identifies areas where formal unemployment, lack of engagement and other measures of economic inactivity reach high levels. Often, such areas will suffer deprivation that afflicts successive generations and is likely to be associated with low confidence, poor skills and ill-health. In London East, the three most severe examples are Hackney, Tower Hamlets and Newham, with Barking and Dagenham not far behind.

By 2016, the 19-64 age-group is expected to increase by 26% in London East, with the greatest percentage increases in Tower Hamlets (46%) and Newham (34%). The adults represented by these figures constitute both a challenge and an opportunity because of the anticipated regeneration in the area.

Although the barriers that prevent Londoners from accessing the labour market are often complex, a lack of appropriate skills is nearly always a component and so the LSC has a clear role to play in meeting the needs of London's unemployed.

Of all black and minority ethnic individuals in the UK, 46% live in London and account for 29% of London's population. International in and out-migration has been high and is projected to remain so. By 2016, 80% 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. In terms of gender, for all ethnic groups the overall success rates differs from 69% for females and 65% for males.

- The lowest success rates for females were from black Caribbean and black 'other' ethnic groups at 61%.
- The lowest success rates for males were from the black Caribbean, mixed race and black 'other' ethnic groups at ethnic group at 58-59%.

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 experience of the learner.

Information, Advice and Guidance (IAG) delivery varies across London. London East is covered by a single advice partnership (LEAP) which achieved Grade 3 (satisfactory provision) in the Adult Learning Inspectorate pilot inspection with a contributory Grade 2 for Leadership and Management.

LSC is taking responsibility for developing new learning and skills for the 14,000 offenders in custody and almost 60,000 in the community.

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Employers

GLA Economics currently identifies four key 'pillars' of employment, where the largest numbers of jobs are located. These are the Central Area, Isle of Dogs, Heathrow and Croydon. The Thames Gateway, which includes London East and the neighbouring areas in Kent and Essex, offers very considerable opportunities for regeneration and has been identified by the ODPM as a major growth area in south-east England. The highest profile project is clearly the 2012 Olympics/Paralympics, but there are other substantial projects including Stratford City and Greenwich Peninsula. Each will demand a range of skilled staff to develop and sustain them.

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. Projected occupational change in London East largely follows long-run historical trends with decreasing employment projected in manual occupations at all skill levels and employment growth in intermediate and high level non-manual occupational groups. Employment in administrative, clerical and secretarial occupations is expected to decline substantially.

Projected growth in the London East service sector is reflected in the major growth projected for associate professionals and technicians, professionals and managers and senior officials. Employment of these occupational groups is projected to increase by 53,000 over the period 2002 to 2012 with additional employment of 42,000 and 34,000 in professional and managerial occupations respectively. These changes will be reflected in our work on the Sector Skills Agreements as they become available.

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

- Across London, around 16% of employers reported that they had vacancies in 2005. This equates to 87,444 vacancies and represents 2.3% of the London workforce. In the case of London East the pattern was similar, with 15% of employers reporting the equivalent of 20,646 vacancies, or 2.1% of the local workforce.
- This is a better performance than for England as a whole, where vacancies were reported at 2.7% of the workforce.
- Nearly 6% of London employers reported vacancies that were hard to fill, compared with 7.3% nationally. London East's hard to fill vacancies were calculated to be 6,994 (5.3%).
- 46.5% of employers in the sub-region provided their staff with a training plan and 62.4% carried out any type of training.

In many respects, London's existing workforce is highly skilled, with employers reporting that only some 219,000 workers had gaps in their skills. This represents 12.8% of staff in London, although the national figure is around 17%. The equivalent figure for London East is 13.2% which is slightly above the regional average and represents 58,000 workers with a skills gap.

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.

We need to address the needs of Sector Skills Agreements in a London context as they emerge, as a sector-based approach is useful in planning provision.

In London East, a further six institutions achieved full CoVE status in the past year and the position is now as follows:

Provider	Title
Full CoVE status achieved	
Barking College	Construction
Barking College & Havering College	Automotive Engineering
Barking College & Barking & Dagenham Training Services	Domiciliary & Residential Care
Building Crafts College	Traditional Building Craft
Greenwich Community College & Tower Hamlets College	Health & Care
Havering College	Accountancy & Finance
Havering College	Electrical Installation
Lewisham College	Computing & IT
Lewisham College & Redbridge College & HCTC Ltd	Catering & Hospitality
Newham College of Further Education	IT Networking
Newham College of Further Education	Rail Industry Engineering
Newham College of Further Education	Textile Manufacturing & Design
Newham Sixth Form College	Digital & Broadcast Media Technicians
NewTec	Childcare
QUEST & Bexley Training Group	Business Administration
The Community College Hackney & European College of Business & Management	Business Skills & Enterprise Centre
The Community College Hackney	Construction Skills & New Building Techniques
Tower Hamlets College & Newham College of Further Education	London East Business, Financial & Professional Service Centre of Vocational Excellence
Interim CoVE status	
Greenwich Community College	Tourism Training for London

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					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	26482		N/A	98,482,733	27259		N/A	109,617,499	26369		N/A	106,743,721			
<i>of which...</i>															
<i>Learners on Skills for Life target qualifications</i>	8910	4765	53.0%		10207	6440	54.0%		11257	6536	55.0%				
<i>Learners on a full Level 2 qualification</i>	4091	2059	50.3%		4910	2742	51.3%		5302	2703	52.3%				
<i>Learners on a full Level 3 qualification</i>	6839	2550	37.0%		7912	2918	38.0%		8105	3034	39.0%				
<i>Learners on 2 or more A2 quals</i>	1865	1777	N/A		2057	1948	N/A		2127	1972	N/A				
Discrete* activity, e.g. fully ESF, or LIDF funded provision	3200				1604				2650						
School sixth form	15561			75,751,521	17549			84,384,801	17785						
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	3326		27.2%	9,943,086	3747		[19.4%]	8,986,140	3578		22.7%	10,673,137			
<i>of which...</i>															
<i>Learners on Skills for Life target qualifications</i>	1978	N/A	22.0%		2519	N/A	27.6%		2603	N/A	N/A				
<i>Learners on an Apprenticeship</i>	1705	299	28.3%		2129	587	42.97%		2066	717	34.7%				
<i>Learners on an Advanced Apprenticeship</i>	1342	41	23.8%		499	120	24%		509	116	22.8%				
Entry to Employment	Learners				Learners				Learners				Funding £		
	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	Funding £	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	Funding £	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	Funding £
All E2E	1508	1509	17.3	778	7,366,173	2001	1911	16.9	1076	7,627,367	2322	2172	15.6	1270	6,259,239

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			
	Learners		Learning Aims Success Rates	Funding £
	Volumes of learners	In-year achievements (volume)		
FE Total Learners	172570			120,770,501
<i>of which...</i>				
<i>Learners on Skills for Life target qualifications</i>	11876	6489	53.0%	
<i>Learners on a full Level 2 qualification</i>	5225	2219	45.9%	
<i>Learners on a full Level 3 qualification</i>	4632	1222	34.0%	
<i>Learners on 2 or more A2 qual.</i>	194	197	N/A	
Discrete* activity, e.g. fully ESF, or LIDF funded provision	7050			
Personal & Community Dev't Learning	34881			11,494,691
Work Based Learning	12 month average in learning (volume)	Framework achievements (volumes)	Framework success rate	Funding £
WBL Total Learners	1042		27.1%	2,706,986
<i>of which...</i>				
<i>Learners on Skills for Life target qualifications</i>				
<i>Learners on an Apprenticeship</i>	505	118	28.6%	
<i>Learners on an Advanced Apprenticeship</i>	549	49	24.9%	
ETP / NETP	Volumes of learners	In-year achievements (volume)		Funding £
<i>Of which...</i>				
Level 2	2488		1538	
Skills for Life	745		536	

2005/06			
Learners		Learning Aims Success Rates	Funding £
Volumes of learners	In-year achievements (volume)		
172390		N/A	120,089,608
15,165	9689	54.0%	
4956	2105	47.0%	
5278	1393	35.0%	
208	213	N/A	
2406			
35681			
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
935			2,209,921
511	191	52.2%	
359	109	37.4%	
Volumes of learners	In-year achievements (volume)		Funding £
3361		2029	
2006		871	

2006/07			
Learners		Learning Aims Success Rates	Funding £
Volumes of learners	In-year achievements (volume)		
158046		N/A	121,848,404
16997	10523	55.0%	
6372	2706	48.0%	
5336	1408	36.0%	
216	222	N/A	
2960			
34535			
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
94.8			2,495,223
523	196		
375	190		
Volumes of learners	In-year achievements (volume)		Funding £
11065		8761	
2697		1312	

Budgets	FE	WBL	E2E	SSF	ACL	ETP/NETP	Development Funding	Capital	Administration	Other Programme Budgets
2004/05	232,993,140	22,540,195	7,366,173	75,751,521	15,809,480		N/A	N/A	N/A	N/A
2005/06	244,087,352	20,776,785	7,627,367	84,384,801	15,412,668		9,585,000	8,608,000	4,037,000	48,000,000
2006/07	243,422,892	20,164,771	6,259,239	N/A	14,365,023		N/A	N/A	N/A	N/A

London East 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 East, 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.

London East Provision matrix 16-18

Under 19	Total	
	£ and Enrols	%
Likely to contribute to National Targets	67,314,885	88%
	42750	
Potential to contribute to National Targets	7,517,420	10%
	8615	
Provision does not contribute to National Target	1,457,039	2%
	3116	
Other (e.g. Ufl and Unclassified)	0	0%
	0	
Entitlement	0	0%
	N/A	
Total	76,289,344	100%
	54481	

London East Provision matrix 19+

19 and over	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%
Likely to contribute to National Targets	32,516,127	44%	10,798,730	15%	3,918,090	5%	47,232,947	64%
	23794		11955		4680		40429	
Potential to contribute to National Targets	14,892,385	20%	4,860,324	7%	2,786,218	4%	22,538,927	31%
	26953		20511		18089		65553	
Provision does not contribute to National Target	3,662,705	5%	132,395	0%	79,838	0%	3,874,937	5%
	16028		260		1397		17685	
Other (e.g. Ufl and Unclassified)	0	0%	0	0%	0	0%	0	0%
	0		0		0		0	
Entitlement	0	0%	0	0%	0	0%	0	0%
	N/A		N/A		N/A		N/A	
Totals	51,071,216	69%	15,791,450	21%	6,784,146	9%	73,646,812	100%
	66775		32726		24166		123667	

In considering this mix we will take into account the full range of provision within an area *and* within individual institutions. As a proportion of provision not contributing to the National Target in both age groups is internally certificated, part of the negotiation will be to seek the increase of externally accredited and recognised qualifications. We are targeting the reduction of non - contributing skills for life provision which is also a significant proportion in both age groups. Courses with fewer than 9 guided learning hours will generally not be funded though there are exceptions. Employing organisations will be expected to pay for courses to meet statutory requirements e.g. First Aid and some health and safety.

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 current construction provision in London (2004/05) by provider:

		Percentage	Funding	Enrolments
Construction Award	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). Since 2003, 5.5% of London East ETP starts (1,255 learners) have been 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 2215 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 refocussing 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 qualifications 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%	£486,461	263
Grand Total		100%	£486,461	263

We currently have 14,059 19+ Level 2 enrolments under ICT. 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 currently 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	2275	2275

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 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 East 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 East to over 50,300
- Reduce the percentage of young people Not in Employment, Education or Training by 1.0%, with particular reference to the 17 year-old drop-out rate.
- Increase the number of learners achieving Level 2 by the age of 19 to 16,782

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 37%.
- 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 1,219 learners 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 and work with a small number of larger providers to achieve change.
- Increase the number of Adults achieving a full Level 2, to 2,902
- Increase the number of Adults achieving a full Level 3, to 1,598
- 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 East LA 14-19 prospectuses from September 2006 link to the London Learner Offer in their published /internet documentation Protocols agreed across London East Local Authorities to ensure that the 14-19 prospectuses are freely available across boundaries
1.2	<p>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 & Youth Offending Teams.</p> <p>Advise the London East Connexions Partnership in setting up the first year of the Activity Agreements Pilot, focusing on 16-18 year olds who have been NEET for more than 20 weeks.</p>	<ul style="list-style-type: none"> 303 young people at risk of becoming NEET, including those outside of the educational system through exclusion, supported into learning by end of September 06 London East NEET percentage reduced by 1 percentage point, (contributing to the London region target of 8.5% by December 2006) with specific focus on Barking & Dagenham un-stimulated post-16 demand London East link Manager identified within the new LSC structure Agree target numbers with Connexions by July 2006.
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"> Increase London East's GCE/VE Level 3 average points score per student to increase by 5 points in 2006. 72.7% of London's Young People to achieve Level 2 and an increase in achievement of Level 3 by the age of 19. In London East we will ensure 68.2% are at Level 2 and 37% 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.</p> <p>Extend the provision of Level 2 and Level 3 general vocational qualifications in schools and colleges by working with awarding bodies.</p> <p>Improve the accessibility, occupational range and progression performance of all E2E provision.</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 places). All IFP and other school/ college link courses achieve 80% completion rates. Vocational progression pathways are developed in each of 5 London areas. All London East boroughs to be engaged in the development of vocational pathways for the

Priority 1		Improve educational opportunities for all Young People
Action		Measures of Success
		<p>September 2007 prospectus.</p> <ul style="list-style-type: none"> All young people have access to Level 2 and Level 3 general vocational programmes in at least 5 occupational areas for September 2006 (either through single institution provision or through local consortium arrangements). All young people have local access to preE2E and E2E programmes in at least 5 occupational areas from September 2006 in their borough of residence or a neighbouring one.
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>Address London East's high level of unqualified adults within "first Level 2" context.</p> <p>Set-up and run the first year of the Learning Agreements pilot in conjunction with the London East Connexions Partnership, focusing on 16-18 year olds employed but without training.</p>	<ul style="list-style-type: none"> Regionally, 5200 employers to be engaged by March 2007 Including 3200 employers defined as new and hard to reach 34,300 new first Level 2 starts leading to 8,730 achievements and 5643 Skills for Life starts leading to 2124 achievements. 2.5% percentage growth planned in learners within Train to Gain key sectors for 06/07. London East Project Manager appointed and embedded in ETP Team Agree target numbers with Connexions by July 2006.
2.2	Working with Sector Skills Councils ensure provision is shifted	<ul style="list-style-type: none"> Increased number of OSAT

Priority 2	Tackle London's skills gap	
	Action	Measures of Success
	<p>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) • OSAT as a mode of Delivery (CITB)); and • School support staff <p>Promote these qualifications through the contracting and brokerage in London of Train to Gain.</p>	<p>learners delivered in the region by July 07</p> <ul style="list-style-type: none"> • 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 Level 2
2.3	<p>2.3. 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>Embed RARPA in all non accredited provision.</p> <p>Remove persistently poor provision.</p>	<ul style="list-style-type: none"> • Delivery framework implemented from 2006/07. • 7% reduction in 'first steps' learning and/or rebalance of fees in PCDL • Volumes at 66% level of 174,000 learners in 2005/06. In London East this will mean 45,381 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 • Approx 120 learners funded in Specialist College placements in 2006-07

Priority 3		Integrate skills with regeneration
Action	Measures of Success	
3.1	<p>Support Block 4 (Economic Development and Enterprise) of Local Area Agreements in Greenwich, Lewisham, Tower Hamlets, Redbridge and Barking and Dagenham</p> <p>Agree and implement the LSC Thames Gateway Action Plan 2006-07.</p> <p>Lead on the skills element in the development of the ODPM Economic Statement for the Thames Gateway.</p> <p>Lead on the skills element London Thames Gateway Sub-Regional Economic Development and Investment Framework (SREDIP).</p>	<ul style="list-style-type: none"> • LAA reflect LSC priorities and key targets • 2006-07 Action Plan implemented • ODPM Economic Statement for the Thames Gateway published • London Thames Gateway Sub-Regional Economic Development and Investment Framework (SREDIP) published
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>	<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
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 06 – 07 • London LSC sign up to pan-London Compact Action Plan by 2007
3.4	<p>Develop with Local Authority partners round 3 LAAs to address worklessness and raise adult skills levels.</p> <p>Influence local Section 106 agreements, to integrate skills better with local regeneration.</p>	<ul style="list-style-type: none"> • Round 3 Agreements reflect LSC priorities, targets and funding.
3.5	<p>Create an IAG Board for London, with representative of Regional IAG provision for offenders, which will agree London IAG priorities, align the 5 local strategies with the objective of a consistent IAG offer for London.</p>	<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 East IAG Board to evolve into local implementation groups
3.6	<p>Implement regional Skills for Life action plan, specifically to negotiate and agree with providers to shift the balance to 80%</p>	<ul style="list-style-type: none"> • Provider plans include milestones that

Priority 3		Integrate skills with regeneration
Action		Measures of Success
	<p>NQF by 2006.</p> <p>Increase through the planning process the volume of literacy and numeracy support for learners.</p> <p>Address London East's high level of unqualified adults.</p>	<p>demonstrate progress towards the target of 80% by September 2007</p> <ul style="list-style-type: none"> • 4 providers identified for intensive support
3.7	<p>Procure a new offender learning and skills service for offenders in custody and commission education and training for offenders in the community.</p> <p>Utilise mainstream funds and ESF funds to meet the needs of offenders in community and in custody.</p> <p>Develop innovative ways of meeting the education and training needs of offenders.</p> <p>Increase the number of offenders in the community participating in and obtaining skills for life qualifications.</p>	<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 • £12 million mainstream funds and ESF funds used to support 7,000 offenders in custody and 35,000 offenders in the community • At least 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 Olympic Games and Paralympic Games
Action		Measure of Success
4.1	<p>Develop the Project Plan and identify key points for interventions in relation to the timeline (due 31 March 2006).</p> <p>Assess responses to the Prospectus and allocate funding to projects.</p> <p>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.</p>	<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</p>	<ul style="list-style-type: none"> • 600 apprentices in the Public Sector by the end of 2007/08.

Priority 5		Upskill the public sector workforce
	Action	Measure of success
	and occupational sectors on offer.	<ul style="list-style-type: none"> • 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 East 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

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 Agenda for change.</p>	<ul style="list-style-type: none"> • 73% overall success rate in FE in 2006/07 • 50% framework completions in WBL in 2006/07, recognising that London East is currently 7 percentage points behind the London average. • 60% positive destinations in E2E in 2006/07 • 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
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"> • 22% increase in local Level 2 FE provision for adults from 5,225 in 2004/05.
6.4	Capital Strategy for London agreed to provide world class facilities by modernising the estate by 2013.	<ul style="list-style-type: none"> • Capital resources allocated to support London Learning and Skills Plan
6.5	Contribute to Joint Area Reviews in Hackney and Newham taking place during spring 2006, and in Bexley, Havering and Redbridge during the second half of 2006.	<ul style="list-style-type: none"> • LSC involved in setting an agreed agenda for the reviews in consultation with each local authority. • Outcomes from the reviews clarify LSC activity in improving 14-19 learning

Priority 6	Transform the learning and skills sector through agenda for change
Action	Measures of Success
	and skills provision within each local area.

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> <p>Develop effective local partnerships.</p>	<ul style="list-style-type: none"> • Restructuring completed by Summer 06 • 9 Partnership Teams created by Summer 06 • Performance management implemented by April 06 • Partnership arrangements operative in all local authorities by December 2006.
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> <p>Improved success rates for</p> <ul style="list-style-type: none"> • Black Caribbean boys <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 • EDIMs set by FE, ACL and WBL providers for 2005/06-2007/08 as part of their Development Plans by October 2006 • Independent review commissioned by March 2007 shows progress

Our Delivery Resources

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 – the Olympics/Paralympics, 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.

London East LSC is working closely with the Thames Gateway London Partnership, London Development Agency, Local Authorities, Government Office for London and other partners to deliver the regeneration of the Thames Gateway. By 2016 a capital investment of £16bn should provide at least 120,000 new homes, new transport links, 190,000 additional jobs and the social infrastructure needed for sustainable communities in the area.

Together with Essex and Kent & Medway LSCs, London East investing in the skills of young people and adults to ensure that they can take advantage of the opportunities that this regeneration presents.

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. In London East, five such partnerships are already in place and the remaining are anticipated during the course of the year.

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.

Building upon our active engagement with college governor awaydays, we will continue to work with 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 East, 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 Ken Coello is also a member of the London Regional Board. This ensures

that London East can play an integral role in leading the LSC in London, while influencing wider regional partners.

Equality and Diversity

London East is a complex subregion 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:

London East Equality and Diversity and Diversity Measures

Young People

Black and Minority Ethnic Groups

- Increase participation of 16-18 year olds from specific communities where they are under-represented against their proportionate share in the community by at least 5% by 2006 and maintain proportionate share year on year (e.g. Bangladeshi residents in Hackney etc.)
- Increase participation of BAME 16-18 year olds by 2008 (e.g. Construction 133%)
- Raise the average learner rates for each BAME group for 16-18 year olds to 84% by 2006.
- Raise the average success rate for each BAME group, 16-18 year olds, to 66% by 2006.

Young males

- Raise the success rates of 16-18 year old males to 63% by 2006.

Adults

- Increase participation of BAME adult learners by 2008 (e.g. Health, Social Care and Public Services – 25%)
- Raise the average adult learner's retention rates for each BAME group to 81% by 2006.
- Raise success rates for all adult BAME learners to 68% by 2006.

Learners with Learning Difficulties and/or Disabilities

- Raise success rates for LLDD to 66% by 2006.
- Raise success rates for adults with LLDD to 68% by 2006.

Recording of characteristics

- Decrease the % of disability, and % ethnicity, not recorded/not known to a max. of 5% across all LSCLE providers by 2006.

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)

There are no specialist residential colleges within the area covered by London East, though around 120 local residents are regularly placed with more than 30 such providers around the country.

Existing patterns of provision and access routes have evolved over time and may not always meet the needs of current learners. For instance, although Newham and Tower Hamlets both have 76% of their 16-19 population from a Minority Ethnic group, in each case the number of Black or Asian learners in specialist residential provision appears to be negligible, although the true position is partially obscured by incomplete identification.

The process of Strategic Area Review in London East indicated that there was little well-developed local provision for learners with learning difficulties and/or disabilities and that there

had been no systematic effort to establish new opportunities. Subsequent investigation focusing on young learners identified a lack of timely, good quality planning information on the numbers and needs of learners, which would be the key to well-founded new developments.

The proportion of young learners with learning difficulties and/or disabilities in the school population is 16.4%, yet their participation in both FE and WBL is only 11%.

Of these, it is likely that significant numbers are within the NEET group or in current provision but with needs that are undiagnosed or insufficiently addressed. In the case of some learners, their support needs will extend beyond the delivery of the curriculum and providers are likely to need the support of partner organisations to deliver a combined package of learning and care.

London East has plans to identify good practice in respect of assessment and recording of need and to identify and broker partnerships between providers and other organisations including the voluntary sector.

Sustainable Development

The LSC in London welcomed the publication in September of *From Here to Sustainability: The LSC's Strategy for 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.

Financial Health

London East manages the risk of a small number of providers in financial health category C. The problems are largely historical and good progress is being made towards financial stability. However, where the provider's auditors require continuing statements of assurance from the LSC, this in turn calls for a significant level of involvement by LSC staff.

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