

# **South Yorkshire 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

Our Annual Plan for 2006-07 sets out the key actions we intend taking in the coming year to meet the challenges and deliver on the six national priorities in South Yorkshire, and their linked regional actions.

We will be focused and bold in the way we rise to the challenge of meeting the needs of learners, potential learners and the economy. We will put these needs at the heart of all we do. We are committed to high performance. We will secure this by developing our staff and working effectively with others.

In each of the four boroughs, we will work closely with our partners to make sure that we have a reliable system for delivering learning and skills.

We remain absolutely committed to supporting learners, employers and our providers to give South Yorkshire what the local population and economy needs. We aim to transform the way learning and skills are delivered in South Yorkshire.

‘Transforming learning and skills: Our Annual Statement of Priorities’ published in November 2005, sets out six national priorities for delivering the skills and knowledge needed by young people, adults and employers to develop and maintain a thriving economy and society in 2006/07. This annual statement of national priorities sets the context for our operation here in South Yorkshire.

Our Annual Plan for 2006-07 has three main aims:

- to set out the key challenges for the year ahead;
- to explain the reasons why these are the key challenges;
- to set out the key changes needed and actions to be taken to address the challenges.

Before getting into the challenges let us remember that much has been achieved locally through LSC funding and support:

- record numbers of 16-18 young people in South Yorkshire are in learning (over 32,000 in 2004/05);

- record numbers of young people are completing apprenticeships (over 1,600 in 2004/05);
  - large numbers of adults are improving their literacy and numeracy skills (over 11,500 in 2004/05);
  - over 3,000 employers and over 20,000 employees have been assisted to gain or update skills through our Employer Training Pilot and Invest in Skills programmes by February 2006;
  - improved success rates and other quality improvement measures among colleges and providers generally, are taking us close to national levels;
  - ever closer relationships with partners and stakeholders are forming , reflecting changing roles arising from the Childrens Act, Local Area Agreements and significant developments on 14-19 policy, and the Skills Strategy among others;
  - contracted £8.2M Objective 1 ESF, directly with the voluntary sector, through round 2 co-financing which runs to December 2007. Progress to date is on track to achieve full delivery of contracted outcomes;
- and internally, LSC South Yorkshire gained the Investors in People standard.

But much remains to be done.

- too many young people remain disengaged from learning (10.8% in the not in education, employment or training group at December 2005);
- Level 2 achievement rates at age 19 (at 60% in 2004/05) remain among the lowest in England;
- too much provision is not yet linked , nor sufficiently responsive to ,employer needs, as evidenced by college engagement levels in the Employer Training Pilot;
- around 200,000 adults still lack the basic skills needed for sustained employability in a changing labour market, based on year 2000 Basic Skills Unit data;
- around thirty per cent of the workforce are still without Level 2 qualifications;
- many of those of working age who are economically inactive , and over 76,000 are on incapacity benefits, need to be helped to join or re-enter the

labour market to help in filling jobs created as growing numbers of older workers leave the workforce;

- we need to continue to ensure learning opportunities we fund play a significant role in eliminating inequality and exclusion as well as supporting personal improvement and economic well-being;
- the new National Employer Training Programme, Train 2 Gain, being launched in April 2006, needs rolling out locally.



**PAUL JAGGER**  
**CHAIR**



**FIONA BLACKE**  
**EXECUTIVE DIRECTOR**

## **Our Priorities**

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

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

## **Delivering the National Priorities in Yorkshire and the Humber**

In Yorkshire and the Humber we have some key challenges that set the context for the delivery of the national priorities. They are to:

- Improve level 2 attainment at 16, at 19 and in the work place
- Successfully implement Train to Gain, the National Employer Training Programme, using the lessons learned from the Employer Training Pilot
- Deliver in our key sectors of Construction, and Health and Social Care
- Implement the Regional Strategic framework for 14-19 Collaboration
- Improve achievement of Skills for Life Qualifications, including English for Speakers of Other Languages
- Support the successful implementation of the regional Equality and Diversity Plan and ensure progress against local Equality and Diversity measures.

## 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 bring about an improvement in attainment at Level 3.

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

Locally we need an additional **965 young people to gain a Level 2** by 2007/2008 compared to 2005/2006

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.

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

Locally we plan to deliver **3,100 full Level 2 achievements** through further education and work-based learning in 2006/07, that is an increase of 416 compared to 2005/06.

In addition, we will also deliver **3500\* first full Level 2 achievements** through NETP (and ETP roll-over)

Under priority 2, for adults:

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

Locally we plan to help **6,000 learners to achieve Skills for Life qualifications** in 2006/07.

Underpinning both priorities 1 and 2, for Apprenticeships:

- The LSC has agreed a new Performance Indicator for Apprenticeships. The aim is to increase apprenticeship completion rates by 75 per cent by 2007/08, compared to 2002/03.

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

Locally we aim to **raise the number of completions to 1,950** 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.

\* 2,125 ETP plus 1,375 NETP



## Our Values

Our values set out for us the way we work.

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

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

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

## **A Context for Delivery**

### **Introduction**

This section gives an overview of key learning and skills needs and issues in South Yorkshire, drawing from an autumn 2005 strategic analysis we undertook.

The overview is set within the context of our national, and linked regional, priorities and national targets. It provides the context for the challenges facing the LLSC and its partners in delivering our contribution to 2006/07 priorities and targets. It also highlights progress being made against each priority and action already being taken to address the challenges.

The section ends with a summary of the demand and supply side issues relating to current and future skill needs in South Yorkshire.

### **Backdrop**

South Yorkshire consists of the three metropolitan districts of Barnsley, Doncaster and Rotherham and the city of Sheffield. With a population of nearly 1.3 million, it is home to a quarter of the region's population. The number of people in paid work is around 540,000 including 30,000 self employed. The total working age population (16 to 65) is about 740,000. Sheffield is the largest local authority district, with 40% of the population. Doncaster, the largest metropolitan district in England, has 23% of the population, Rotherham has 20% and Barnsley has 17%.

The sub region forms the heart of the Sheffield City Region (78% of the population) within the Northern Way, with parts of the East Midlands making up the southern edge. Chesterfield, Bassetlaw, NE Derbyshire and the Derbyshire Dales make a significant contribution through in-commuting, providing a significant proportion of higher level skills. The city of Sheffield itself has seen a surge in development in recent years, having roughly 50% of the total output of South Yorkshire.

The area's employment base has been changing and widening over the past three decades from a traditional heavy industry base. The sectors employing most people are as follows.

- Public services (administration, education and healthcare), employing 119,000 people
- Business and financial services employing 53,000 people
- Manufacturing employing 65,000 people
- Transport, hospitality and catering , employing 53,000 people
- Retail employing 51,000 people
- Construction employing 42,000 people.

Printing is emerging as an important new sector with two large printing companies investing in new plants at Tinsley, Sheffield and in Dinnington, near Rotherham in 2005/06.

The working population is ageing with around 85,000 workers needing to be replaced between 2005 and 2010, assuming the current retirement age remains in place. This needs to be set against a longer term reduction in school – leavers, and forecast jobs growth to 2010, which will leave a potential shortfall of around 11,000 workers.

There are growing numbers of women and people from the black and ethnic minorities of working age in South Yorkshire. Based on information from the 2001 Census, 6% of the population is from a black or ethnic minority. The distribution however varies widely between areas. For example while 2% of the black or ethnic minority population reside in Barnsley, 11% reside in Sheffield, calling for careful targeting of resources.

Across South Yorkshire, despite significant improvements over the last few years, 54% of young people reaching the current compulsory school leaving age fail to achieve the **underpinning Level 2 skills** needed to prepare them for developing the occupational skills needed by most employers. In addition around a third of the existing workforce also lack Level 2 qualifications (source: Autumn 2003 Labour Force Survey). The same survey shows over a half lack Level 3 qualifications, although issues of accreditation mean we should read these findings with a degree of caution.

Table 1 illustrates the residency-based Level 2 skills position in South Yorkshire at 2004/05 .

District	Population	Proportion at 19 with Level 2 (2003/04 )	Proportion of adults aged 16 to 60 with Level 2 ( 2001 Census )
Barnsley	218,000	58%	52%
Doncaster	287,000	60%	41%
Rotherham	248,000	59%	41%
Sheffield	513,000	62%	38%
Total	1,266,000	60%	43%

Table 1 : Level 2 qualifications in South Yorkshire

\*Level 2 at 19 2004/05 : England 69% and South Yorkshire 60%  
Level 3 at 19 2004/05 : England 45.9% and South Yorkshire 35%

### **Priority 1 : Ensuring that all 14-19 year olds have access to high quality, relevant learning opportunities**

#### **A -The current position against targets and performance measures and progress being made**

**To increase the proportion of 19- year olds who achieve at least a Level 2 by three percentage points between 2004 and 2006, and a further two percentage points between 2006 and 2008, and improve attainment at Level 3:** Based on 2004/05 DfES performance data, 60% of 19 year olds in South Yorkshire held a Level 2 qualification and 35% a Level 3 . Rising levels of GCSE A\* to C rates at 16 year on year, plus rising apprenticeship completions coupled with rising levels of 16 to 18 attainment in FE, give confidence the Level 2 targets in 2006 and 2008 can be met.

We are working with colleges and providers to improve success rates, setting targets with the aim of raising Level 2 performance by at least 3% year on year to close the gap nationally and reach 70% by 2008.

**To ensure 75% more people complete their apprenticeships in 2007/08 compared to 2002/03:** We are on course to meet this target by 2007/08.

Year	No. of framework completions
2002/03 actual	1205
2003/04 actual	1357
2004/05 actual	1604
2005/06 planned	1800
2006/07 planned	1950
2007 target	2109

Table 2: Apprenticeship framework completions

We anticipate holding start volumes at their 2005/06 levels in 2006/07, but improving completions to 1950 in 2006/07. We have set a milestone for 2006/07 of 50% of apprentices completing their framework.

People failing to achieve the required Key Skills during their apprenticeships remains a problem however, since this reduces the number of apprenticeship completions. Based on learner activity in the 2004/05 contract year, over 16,500 key skill aims were being delivered as part of Apprenticeship frameworks, of which 9,800 were closed/ ended that year. Of this 9,800 around 4,700 key skills were achieved.

**To increase the number of 16 to 18 year olds taking part in learning:** The number of 16 to 18 year olds taking part in learning rose from 31,700 in 2003/04 to 32,800 in 2004/05 with more people staying in learning to gain their qualifications. Rises were recorded in colleges, school sixth forms and in apprenticeships. The 16 to 18 cohort will grow by 1% in 2006/07 so numbers need to continue to increase further merely to keep pace.

**To contribute to reducing the proportion of young people not in education, employment or training by two percentage points by 2010:** In December 2005 Connexions South Yorkshire recorded 10.8% of the 16 to 18 cohort as being NEET. DfES has set South Yorkshire a NEET target for November 2006 of 9.1%, with considerable borough variations. The actions planned to address this challenge are at item B on page 13.

**To further improve Entry to Employment (E2E):** The programme continues to be popular with young people. In 2004/05 the leavers into positive destinations rate rose to 41%, the highest in the Region. The average length of stay at 24.4 weeks went above the national average of 22.9 weeks. A review of existing contracts is underway in 2005/06 with decisions to be taken following its conclusion, to ensure we commission only good quality provision.

**To extend Young Apprenticeship pilots:** Two pilots successfully ran in Barnsley and Rotherham in 2005/06. A similar pilot programme for more able students, the Young Apprenticeship scheme, is also running in South Yorkshire. 90 pupils, selected against a strict achievement and behavioural standard, are engaged on programmes in Rotherham (Business Admin., Engineering and Art and Design) and Barnsley (Business Admin., and Health and Social Care). Four Dearne Valley schools are engaged in Rotherham and seven schools in Barnsley.

No achievement data is yet available as the first cohort will not complete until July 2006, but recent reviews indicate that excellent progress is being made. Students are being referred to as 'the best we've ever had' by the employers involved.

**To further develop the Increased Flexibility Programme:** South Yorkshire has run five projects through the FE colleges and has achieved high standards of both retention and achievement.

For the 4 cohorts running from 2002, there have been 3,615 Year 10 and 11 students involved on this programme. They have achieved more than 1,400 Applied GCSE passes, 1200 NVQ units and 2,875 have remained in education or training after the school leaving age. We plan to run a fifth cohort from 2006 to 2008 of 1023 students.

**To improve young people success rates:** Over the three years between 2001/02 and 2003/04 Further Education success rates for 16 to 18s rose from 63% to 68% in South Yorkshire, close to the national average. In the same period the all- age success rate rose to 70%, one per cent above the national average.

**To extend curriculum developments and partnership working:** 2005/06 has seen continued progress with curriculum developments in all four boroughs. In the light of the DfES publication 14-19 education and Skills; implementation plan, we shall be encouraging and supporting Local Authorities in each Borough to –

- draw up a Borough wide 14-19 implementation plan, drawing on the work already done in to take forward area wide inspections, and setting out actions to achieve the level 2 at 19 target and the 90% participation at 17 target;
- draw up a NEET action plan setting out how to achieve targets in that area.

Both plans will involve fostering sub borough partnership working where these exist and developing such partnerships where they do not. Both plans will also involve preparing for the requirements on **prospectus** by Autumn 2007 and the introduction of **specialised diplomas**.

This will be alongside pilot activity such as that on **Young Apprenticeships**. A joint Connexions /LSC SY **Learning Agreement Pilot** aimed at employed young people not in training will run in South Yorkshire in 2006/07.

All this work will feed into the Joint Area Reviews in Rotherham and Barnsley which take place this financial year.

## **B- Important local issues and challenges**

**Those not in employment, education or training:** The numbers of young people in the NEET Group are well above the national average and need to be reduced significantly. We set up a **NEET Scrutiny Committee** in February 2005 with membership drawn from a wide range of relevant sectors. The Committee's report contains 15 recommendations which we will be working with partners to implement from 2006/07.

We will also be working with Local Authorities to agree a **NEET action plan** setting out how to achieve targets in that area in each borough.

**GCSE attainment:** GCSE attainment rates, based on DfES provisional figures, improved by 3.4% throughout South Yorkshire in 2005 to average 46.5% with Barnsley showing the greatest rate of improvement. Success rates across the four boroughs are as follows.

Barnsley	45.4 %
Doncaster	44.5 %
Rotherham	49.5 %
Sheffield	46.7 %

Despite the improvement South Yorkshire lagged behind the national average of 57.1% by 10.6% in 2005. If Maths and English are included the comparisons are 34.7% and 44.3% respectively.

Through Building Schools for the Future, ambitious and far reaching plans are in hand to transform the learning environment for many pupils over the coming years. Barnsley and Sheffield are in the first wave of such developments.

**Creating pathways:** We need to make sure there are enough suitable vocational opportunities for people over 16 to meet the progression needs of those leaving compulsory education having increasingly had pre-16 vocational experiences. In Sheffield a progression pathways group has been set up which is analysing by sector progression opportunities across the city for those who have chosen to follow vocational options at Key Stage 4.

**Apprenticeships:** Funding re-alignments and rising delivery costs will hold back potential growth in numbers in 2006/07. In some sectors, notably construction, there remain a lack of employer placements.

**Level 2 at 19:** South Yorkshire needs to do better than merely keep pace with the 2% national improvement target for 2007/08 if we are to reduce the 9% difference between local and national averages (ie 60% and 69% respectively in 2004/05).

We plan changes to provision and will set ourselves a target of 3% improvement per annum to bring us close to the national target by 2008.

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

### **A -The current position against targets and performance measures and progress being made**

A year 2000 analysis by the Basic Skills Unit showed there were 220,000 people of working age in South Yorkshire with weaknesses in the basic skills of literacy, numeracy and language. Since then around 83,000 have been helped through Skills for Life and ESF provision to improve those skills.

**Target: 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:** The Annual population Survey ( 2003/04 ) shows 57.4% of the workforce held a Level 2 in South Yorkshire .

In 2005/06 the Employer Training Pilot continued to help many employees to improve basic and Level 2 skills. We have targets of 2,000 companies assisted and nearly 19,000

employees between August 2003 and March 2006. We met both targets with 2100 companies and 19,100 employees had been assisted by March 2006.

The number of adult learners in further education is planned to reduce to 74,500 in 2005/06 from 77,500 in 2004/05 as a result of funding realignments.

**Further improve success rates for 19+:** In 2003/04 19+ success rates improved sharply, reaching the regional and national average of 71%. We will include actions to further improve success rates in Development Plan negotiations.

The learndirect network made significant progress in attracting pre Level 2 (PL2) learners in 2004/05 and 2005/06. In 2004/05 learndirect centres across South Yorkshire achieved 17,244 PL2 learner completions. In 2005/06 the centres also started delivery of full Level 2s and we expect the network to contribute to this area in 2006/07, particularly for IT qualifications, customer service and business improvement techniques (BIT) qualifications.

**Target: Improve the basic skills of 2.25 million adults nationally between 2001 and 2010, with a milestone of 1.5 million in 2007:** We fell short of our 2004 target by 29% but are well on track to hit our 2007 target of 17,500, having 11,500 achieving a Skills for Life qualification at Entry Level 3 - level 2 in the year to July 2005. An analysis of the percentage of enrolments that count towards the Skills for Life target showed South Yorkshire in line with the national percentage and above the regional average. The proportion of our skills for life provision counting towards the target rose from 42% in 2003/04 to 71% in 2004/05. Providers have been set demanding targets for 19+ SFL. In 2005/06 we aim for 75% of all SFL provision to be target related.

Learndirect increased its contribution to improving basic skills in 2004/05 with 9,233 SFL learner completions and nearly 500 national certificates. We expect this contribution to double in 2005/06 and expect a significant contribution to this agenda from the learndirect network in 2006/07.

There was a significant over achievement against the 12,000 ACL target for 2004/05 despite a static funding level. Total learner numbers reported for 2004/05 were 13,295. The forecast 30% increase in ACL learner numbers for 2005/06 to 15,600 should be seen against the actual outturn for 2004/05 rather than against the target.

**Performance measure: To aim for 75% more people to complete their apprenticeships in 2007/08, compared to 2002/03:** The comments under Priority 1 apply.

**Target: to contribute to increasing the proportion of adults achieving a Level 3 qualification:** Based on the Labour Force Survey 2004, 42% of working age adults in South Yorkshire were qualified to Level 3, compared to a national average of 46%.

We used large amounts of Objective One funding in Round 1 of the programme between 2002/03 and 2004/05 through our Invest in Skills programme to develop Level 2 and 3 skills and to increase opportunities for training. Over 2,000 companies and 20,000 employees were assisted. Round 2 of this Programme, which runs from April 2005 to December 2007, aims to similarly assist 1400 companies and over 24,000 employees.

## **B –Important local issues and challenges**

**Basic skills:** The area continues to have a low skills base, despite the efforts of local and regional agencies.

Substantial support for skills for life provision in 2006/07 will see more than 6,000 adults helped to improve their basic skills in year.

**Level 2 achievement levels of adults:** Achievement levels and the number of people taking part in learning, across some age groups remain below national and regional averages.

We aim to improve adult achievement levels through the introduction of the National Employer Training Programme (branded as Train 2 Gain) from April 2006 and the continued use of the Invest in Skills Programme.

**Replacing the skills of an ageing workforce:** Many of the 85,000 workers forecast to retire between 2005 and 2010 have Level 2 and 3 sector specific skills needing replacement. It will be important that the learning and skills sector is attuned, through closer employer involvement, to recognising those needs and acting to meet them.

**Progression:** Too few adults progress from community learning unrelated to skill needs to accredited qualifications. We will encourage partnerships for progression with provider networks such as FE, learndirect and UK On- Line.

We will work with Local Authority providers and the voluntary sector to agree ways of measuring progression before agreeing targets in this area.

### **Priority 3 : Transforming the FE learning and skills sector through 'Agenda for Change'**

#### **A -The current position against targets and performance measures and progress being made**

**Employer engagement:** Twenty one per cent of South Yorkshire employers surveyed in the National Employer Skills Survey 2005 had used Further Education colleges to provide teaching or training in the 12 months to August 2005. The proportion of companies using FE increases with the size of company. Of those who have used FE Colleges, 42% were very satisfied and 41% quite satisfied with the quality of teaching or training received.

Of employers not using FE colleges, 36% gave 'not relevant' as the reason and a further 26% expressed a preference for in – house training.

The overall success of the Employer Training Pilot masks a general lack of involvement by colleges in the pilot. It will be important that colleges commit to the successor National Employer Training Programme (T2G) being introduced from 2006/07.

It was recognised regionally that we needed to help colleges address employer engagement issues. Using NETP infrastructure monies, a regional approach to supporting colleges to engage employers has been developed using specialist consultants. A toolkit, containing a checklist of the actions colleges need to take, has been developed by the consultants to help the colleges become more employer/fee income focussed.

**Quality improvement:** Colleges showed further improvements in their success rates in 2005/06 and are continuing to make better use of basic skills qualifications for accreditation. All colleges, work based and ACL providers are at least "satisfactory" or "better" as judged by inspection grades. We have maintained a positive trend since Cycle



2 inspections began in April 2005 with five work based learning inspections in South Yorkshire.

**Capital investment strategy:** We have a well developed three year capital strategy in place through which further improvements to the South Yorkshire college estate are in hand. We need to ensure that the strategy aligns with the Building Schools for the Future programme in South Yorkshire and are working closely with partners to achieve this.

**Relationships with college governing bodies:** We have a good working relationship with all the college governing bodies, but have not hesitated in taking a measured approach to intervening if required. We are always invited to individual strategic planning events of college boards and we have continuing observer status on two of them in South Yorkshire.

**College Financial Health:** We currently have two colleges in Financial Health Category C. One is a new college which requires our support until we can fund their recurrent grant requirements; the other is managing its way through a major capital build and although it was planned that the college would move into category C during the build life of the project, they are having to restructure in order to re-align the college to take account of the new forecast build costs and income levels.

## **B –Important local issues and challenges (Agenda for Change)**

**Skills and Employers** – with a few exceptions, based on involvement in the Employer Training Pilot programme running in South Yorkshire, most local colleges have yet to develop and implement clear employer income generation strategies. Income generation levels are well below the 32.5% fee income assumption being made for 2006/07.

Many colleges will need support if they are to become significantly involved in the new National Employer Training programme being rolled out in South Yorkshire from April 2006.

**Quality** – there is a need to refocus some provision to support the LSC Level 2 priority and to reconfigure provision in line with proposals coming out of the 2004 Strategic Area Review of South Yorkshire.

**Data** - many of the changes needed in this area requires national resolution. Progress on data sharing within partnerships fluctuates between partnerships and will need local leadership to meet Children and Young People's Service requirements.

**Business Excellence** - our Capital Investment Strategy needs to be taken forward against the background of a not wholly clear vision in some quarters.

**Reputation** – quality improvements in both the FE and WBL sectors are bearing fruit with improving retention and success rates which will need continued driving forward to meet and surpass national levels.

### **Priority 4 : Strengthening the role of the LSC in economic development so that we provide the skills needed to help individuals into jobs**

#### **A -The current position against targets and performance measures and progress being made**

There are no formal targets or performance measures against priority 4.

Around 22,000 people in South Yorkshire are being helped through LSC funding in 2005/06 to improve the skills needed for employability. Most of these came from the more disadvantaged communities. A similar number are planned to be helped in 2006/07.

A shared welfare to workforce development joint action plan is in place with Jobcentre Plus which harmonises our local planning and delivery arrangements.

Within the Regional Economic Strategy, the **Regional Skills Partnership set six priorities** in 2005/06, to be reviewed in the coming months, to ensure the Region is well placed to deliver the Government's 14 to 19 and Skills Strategies. Our LLSC activity, including that funded by Yorkshire Forward, has been mapped against these priorities and shows a close fit, as instanced by the linkage examples below.

- **Creating a new enthusiasm for learning and increasing attainment** (Curriculum developments/IFP/ E2E/STEM/NEET action plans)
- **Improving basic skills and skills for employability and everyday work** ( SfL / NETP )
- **Improving skills for technicians, crafts people and managers** (NETP/apprenticeships/IIS / engineering scholarships )
- **Improving the skills of people already in work and the potential workforce** (NETP/ IIS/JIGSAW )
- **Improving high level skills** (JIGSAW /CoVEs )
- **Using research and evidence on skill needs and business demand to guide action** (sector skill studies ).

Work with **Sector Skill Pathfinders** currently focuses on work on OSAT Qualifying the Workforce - a key theme of the sector skills agreement with the construction sector.

SY LSC led for the Region in the LSC/CITB OSAT Qualifying the Workforce National Office Pilot.

The regional OSAT Network consists of 17 training providers, private, FE and employers. and is currently contracted until March 2006 to deliver 1056 OSAT NVQ level 2, with current achievement at 870. Additionally, the Network has funding for 465 OSAT NVQ level 2 from the Regional Skills Fund.

Between 2003 and 2005, around 1,000 OSAT NVQ level 2s were contracted through the Invest in Skills programme. South Yorkshire employers have gained approximately 35% of these pilot programme qualifications.

Locally no South Yorkshire FE College is involved in delivery of OSAT, all delivery is by a range of private training providers.

For 2006/07 we will be agreeing with providers, in development plan discussions, their involvement, including targets, in delivering **Business Improvement Training, IT Qualifications and training for school support staff** in line with Sector Skill Pathfinders.

Closer working with Sector Skills Councils will be an important feature of our approach in 2006/07.

## **B –Important local issues and challenges**

**Alignment** – it will be important to ensure that learning and skills training funded through LSC is aligned with developing Local Area Agreements. Our local lead Director approach,

G:\Organisational Data\Knowledge Services at CVHE-Comms\Annual Plans-Final\South Yorkshire Final Annual Plan May 06.doc

which is a forerunner of the partnership team approach envisaged in LSC restructuring, helps ensure we stay in close touch with partners for alignment purposes.

**Targeting** – adult provision must be targeted at those without a first full Level 2 qualification or with basic skill needs. Negotiations over provider development plans will be the arena for driving these priorities forward.

**Coordination** – it will be important to work closely with the voluntary/community sector provider base. And also with Jobcentre Plus to align our plans. The Jobcentre Plus Area Manager sits on the Local LSC Council and has a significant role to play in taking this alignment forward.

### **Priority 5 : Improving the skills of workers who are delivering public services**

#### **A -The current position against targets and performance measures and progress being made**

There are no formal targets or performance measures against priority 5.

We contracted for 120 apprenticeship places in the healthcare sector with two of our Primary Care Trusts in 2005/06 and intend to further develop this in 2006/07.

A Barnsley all-age Apprenticeship model is being developed with Barnsley local authority and the local NHS Trust for roll out from September 2006. The model is expected to deliver 30 places in its first year.

We are working with the four local authorities to implement an Invest in Skills public sector model to enable the local authorities to access Invest in Skills monies for Level 2 and 3 training of their employees. Regional work is also proceeding with the healthcare sector.

We contracted for 42 public sector organisations (including 30 schools) to make Investors commitments and for 21 (including 15 schools) to gain the standard in 2005/06 ; activity we hope to continue in 2006/07.

#### **B –Important local issues and challenges**

**Regionalisation** – in common with other areas, the regionalisation of some healthcare functions is leading to a major reorganisation of Primary Care Trusts which may adversely affect the volume of apprenticeship places being offered by local PCTs in 2006/07.

### **Priority 6 : Strengthening the capacity of the LSC to lead change nationally, regionally and locally**

#### **A -The current position against targets and performance measures and progress being made**

There are no formal targets or performance measures against priority 6.

We lead for the Northern Way Sheffield City Region on work with partners to develop and take forward a City Region skills action plan, having produced an action plan which has been approved by partners. The Plan is currently undergoing a further review as part of

the development of a revised Sheffield City Region Development Programme due for completion in September 2006.

We also lead partners in taking forward skills support projects funded through the South Yorkshire Investment Plan. We produced an analysis setting out 14 priorities for South Yorkshire Investment Plan monies. A Theme 3 sub group, led by LSC, honed this to five priorities for high level skills, 14 to 19 vocational agenda, adult apprenticeships, SME support for the workforce and the NEET group and considers submissions from boroughs.

## **B –Important local issues and challenges**

**Alignment** – Learning and skills activities funded through the South Yorkshire Investment Plan currently align with LSC priorities. Our increasing concentration on Level 2 skills may however risk some misalignment with the higher level skills agenda of the South Yorkshire Partnership.

**Northern Way** – the Sheffield City Region skills action plan we are leading on developing, as part of the City Region Development Programme, must reflect the economic needs of the whole area rather than administrative boundaries.

## **Key learning and skill needs and issues in South Yorkshire**

### **1 The Demand Side**

The following section summarises the conclusions reached from our strategic analysis of the demand for skills in South Yorkshire.

The big demand -side issues in South Yorkshire are:

- The continuing high levels of young people not in education or training (10.8% in December 2005)
- The low rate of Level 2 at 19 attainment (60% against 69% national average in 2004/05)
- The continuing high level of basic skill needs, despite the large scale Skills for Life programmes in part funded through Objective One (over 200,000 based on 2001 data)
- A lack of employability skills among significant numbers of people of working age
- A high level of worklessness (over 76,000 claiming incapacity benefits)
- Low skill levels among the workforce generally (32.5% lack Level 2 skills)
- Specific current and potential future sector skill shortages (caused by a combination of an ageing workforce, a declining 16 to 18 cohort post 2007/08, and forecast growth)
- Employer engagement (45% of South Yorkshire employers do not train their workforce based on NESS 2004 data).

### **Skills demanded by individual sectors**

Whilst the demand for skills extends across all sectors of the South Yorkshire economy we focus here on the sectors identified as a priority in the Yorkshire and the Humber region:

- Healthcare will need clinical staff, nurses, scientists and medical staff
- Education will need teachers, support staff, childcare workers and clerical
- Retail will continue to need large numbers of sales staff at Level 2

- Construction requires labour in skilled manual trades including fitters, plumbers and electricians, technical building specialists and professionals, clerical and managers
- Tourism etc require skilled catering trades, clerical, and technical staff(all areas)
- Transport/Wholesale need drivers, skilled trades (motor vehicles and aircraft),clerical and technicians
- Business Support needs skilled legal, accountancy, ICT technicians and professionals, clerical and managers
- Manufacturing will still need skilled operatives, technicians and clerical workers.

#### What we need less of

To reflect our detailed labour market analysis we know that we will need to move our provision away from:

- Plant/Machine operators (all industries)
- Level 1 construction skills with high drop out rates and low progression
- All provision with poor success and retention rates
- Skills provision already in over supply e.g. hairdressing and beauty therapy)

#### What we need more of which can be commissioned by LSC

To reflect our detailed labour market analysis we know that we will need to increase our provision in the following areas

- Pre entry level provision to meet the needs of those lacking entry level skills (although there are differences of view on this among providers with some believing a more imaginative use of E2E gives scope)
- Provision which caters for many of the present 60% who leave E2E without reaching the standard to progress to a foundation apprenticeship or other positive destination
- Entrants to the workforce, and existing employees, with the core transferable skills at Level 2
- Skilled workers at Level 3 and above in the areas of largest forecast growth, namely healthcare, business services, retailing, education and construction and also in the cluster areas of advanced engineering, creative and digital, environment and energy, biosciences, food and drink processing and tourism
- Skilled construction workers in bricklaying, plastering, carpentry and joinery, plumbing, fitting
- People gaining Level 2 skills across the workforce
- Trained drivers for the transport/wholesale sector
- General upskilling of workers in the engineering industry
- Skilled workers at Level 2 in retailing and the care section of the healthcare sector
- Sector Skills Council priority areas.

#### What we need at broadly the current levels

We need double the present number of completions for apprentices in the **manufacturing industry** to meet anticipated demand (source: EEF). However, if the present success rates can be increased by 75% over 2002/03 levels, the current volume of young people entering apprenticeships in the sector would suffice.

## Transferable and generic skills

Employer surveys regularly show that to gain and regain employment, people need to be equipped with the set of eight core transferable skills (literacy, numeracy, functional IT, communication, teamwork, problem solving, attitudinal/motivational and customer care ). In South Yorkshire many leave compulsory education without first gaining these skills. Allied to this there are large numbers of young people and adults who lack the basic skills of literacy and numeracy within this set of core skills.

## The economically inactive and worklessness

There is an impending shortage of workers caused by the combination of an ageing workforce, a decline from 2007 in the youth cohort and forecast jobs growth coming from planned or prospective investments. It is therefore important that large numbers of economically inactive people of working age are encouraged and assisted to re- enter the jobs market.

In South Yorkshire there are over 76,000 people claiming **incapacity benefits** (source:GIS October 2005). In Barnsley alone, rising numbers are claiming incapacity benefits, now numbering 18,000, of which 14,500 have been claiming for over two years. This is not simply an issue affecting older former heavy industry workers. Around 15% of incapacity benefit claimants in Barnsley are aged under 35 and numbers in younger age groups are rising rather than declining. This picture is replicated, albeit less strikingly, across South Yorkshire as a whole.

Around 28% of the inactive group have stated they wish to work so there is a need to introduce programmes to assist this group with a pathway back to work. Jobcentre Plus research shows that:

- The number of households in which no one works is comparatively high, contributing to relatively high levels of child poverty .While unemployment has fallen substantially over recent years, and employment grown, levels of economic inactivity have remained roughly stable
- There are pockets of social deprivation with concentrations of worklessness, despite the availability of large numbers of job vacancies nearby. Different approaches and increased resources are needed by these areas and communities.

## Skill needs by key sector

The Yorkshire Forward Regional Econometric Model shows that, by 2010, the sectors with the **greatest demand for workers** in South Yorkshire are likely to be healthcare, business services, retail, education and construction. Tables 3 and 4 summarise the position. A short analysis for regional priority sectors is given below.

<b>Summary of replacement demand 2005 to 2010 by key sector in South Yorkshire</b>	
<b>Sector</b>	<b>Estimate of workers needing to be replaced</b>
Education	10,600
Healthcare	16,200
Public sector	2,500
Business Support	15,800
Tourism and associated	9,600
Transport/Wholesale	9,200
Retail	9,400
Construction	8,200
Manufacturing	150
Food	700
<b>Total</b>	<b>82,350</b>

Table 3

<b>Summary of replacement demand 2005 to 2010 by key occupational areas in South Yorkshire</b>	
<b>Sector</b>	<b>Estimate of workers needing to be replaced</b>
Managers	Nil ( internal promotions )
Professionals	10,500
Associate Professionals	13,900
Admin/Clerical	12,400
Skilled Manual	7,000
Skilled Service	14,900
Process Operators	Nil
Transport Drivers	3,900
Elementary	21,700
Food	700
<b>Total</b>	<b>84,300</b>

Table 4

### **Construction ( 42,000 employed ,9% of total workforce )**

In line with national trends the sector anticipates strong growth over the next five years but does not see a radical shift in the size or skill mix of the workforce.

The current age profile suggests an average of 1,500 construction workers will leave the industry each year in South Yorkshire so a key issue facing the industry is replacement of lost skills. Allied to this there are significant public and private sector initiatives locally, eg the Decent Homes Programme, Building Schools for the Future, and the pull on labour of SE England home building programmes, to suggest skilled labour will be at a premium.

Skills hotspots include skilled trades generally with fitters, plumbers, electricians, technical building specialists and professionals particularly cited.

## **Healthcare (65,000 to 70,000, 15% of total workforce )**

The sector as defined here embraces both the NHS and the public and private care sector.

Assuming growth in workforce numbers continues at the present rate of 4.5% annually, additional staff needed for growth and replacement to 2010 will number about 17,000 in the NHS alone to include:

- 6,000 unqualified clinical staff
- 5,000 nurses
- 1,700 scientists, technicians and therapists
- 1,500 medical staff
- 1,800 administrative staff

Ambitious NHS computerisation plans will mean both existing and new staff will need better IT skills, with a potential reduction in administrative staff longer term.

Current large scale NHS reorganisation plans, sharply reducing the numbers of Trusts and regionalising some functions will take time to work through in determining changes to the skills mix.

There are around 600 residential and domiciliary personal and social care providers in South Yorkshire who collectively employ around 30,000. No major shortage of labour but the Government intention of upskilling care workers to Level 2 (because of the wider set of skills needed for home care), with a 50% target by 2007 places a large upskilling burden on the sector.

## **Manufacturing ( including Advanced Manufacturing and Metals and Engineering Manufacturing and Materials clusters ) (65,000 employees )**

Still an important sector in South Yorkshire. The Engineering Employers Federation believe that upskilling the existing workforce from a Level 2 Process Operatives base to a more highly skilled Level 3 Technician base is crucial to its long term survival as a significant sector in the South Yorkshire economy.

Replacing the skills of an, albeit declining, workforce is a key issue with current skill shortages for skilled operatives, technicians and clerical staff.

The proportions and nature of provision we commission for 2006/07 will be adjusted to reflect the relative size and importance of individual sectors to the local economy.

## **2 The Supply side**

### **Our Provider Base**

The four local authorities in South Yorkshire have responsibility for 67 secondary and 20 special schools. Twenty nine of these secondary schools have sixth forms. There are a number of **schools and a sixth form college** that attract well-qualified young people and provide a predominantly A' level curriculum. One sixth form college in NE Sheffield ,and a small but increasing number of other schools, offer a broader sixth form curriculum that attract students with lower GCSE grades, including young people who have not yet achieved the level 2 threshold.



All **colleges, work based and ACL providers** are at least “satisfactory” or “better” as judged by inspection grades. We have maintained a positive trend since Cycle 2 inspections began in April 2005 with five work based learning inspections in South Yorkshire.

The sub-region has a diverse **FE structure** ranging from a specialist adult residential college, two sixth form colleges, five general FE colleges and six External Institutions. (five of which are in Sheffield ). In total 15 institutions receive FE funding from this LLSC, accounting for 17,830 students at age 16-18 years in 2004/05. Northern College offers residential facilities for adult learners.

Although not funded from local LSC sources, there are two **specialist residential colleges** in the area, Doncaster College for the Deaf and the recently opened Freeman College in Sheffield catering for students with learning difficulties and/or disabilities.

The 29 **school sixth forms**, which had 7,240 learners in 2004/05, an increase of 1.2% on 2003/04, are spread unevenly across South Yorkshire as follows.

Barnsley :	1
Doncaster :	13
Rotherham :	8
Sheffield :	7

Whilst not LSC funded, it is worth noting that an **Academy** has opened in Thorne, near Doncaster. A further Academy is planned for Barnsley and two are planned for Sheffield. These will strengthen 16 to 19 capacity.

There is a generally strong and varied infrastructure of 38 **WBL providers** operating in the area, who collectively involve 30 sub contractors. Organisations received funding from this LLSC for 12,000 WBL Learners in 2004/05. In addition, the National Contracting Service provides opportunities for local learners at 16-18 years. Of the total WBL Learners in 2004/05, around 2,600 participated in Entry to Employment provision through 5 lead providers and 21 sub contractors.

Performance was strong on **Apprenticeships** in 2004/5. LSC South Yorkshire delivered 1,604 apprenticeship completions, a 33% improvement on 2002/03 (the baseline year).

We have had strong **learndirect provision** over the past 2 years with 24 learndirect centres delivering in 2004/05 to 13,507 learners completing 24,220 courses. During 2005/06 learndirect started delivering NVQs and we will be looking for an increased contribution from the network in the areas of ITQ, Customer Service and Business Improvement Techniques.

The latest information for 2004/5 (all ages) indicates we had over 117,000 **people in learning in FE**. This was a 6.6% increase in participation between 2003/04 and 2004/05. In WBL there was a 7% decrease in participation over the same period, and in school sixth forms there was a 1% increase between 2003/04 and 2004/05.

### **Supply side issues**

**Gaps in provision** - Two new learning areas are being introduced for 2006/07 to meet defined needs. **Level 2 apprenticeships in printing and in animal care** are being established.

We are reviewing the nature and volume of provision below Level 2 in colleges in 2005/06. We plan to hold **16 to 19 competitions** in 2006/07 where the review finds gaps. Any probable changes will take effect from 2007/08.

We intend to shift even more 19+ provision overall towards high priority sectors.

We will undertake a **school sixth form review** in Doncaster as part of revisiting the StAR findings for Doncaster, for which the original Doncaster Education City was a proxy. We will also be revisiting the StAR findings for SE Sheffield following the coming establishment of two Academies in the area.

**Sectors with weak provision** – We have identified the **hospitality and construction sectors** as having particularly low retention and success rates. We will focus on providers in these sectors to address these issues to achieve improvements in 2006/07.

**E2E** – Three year contracts are ending in 2005/06. We will have reviewed and evaluated all **existing E2E providers** by March 2006. Following this evaluation we will be in a position for 2006/07 to decide on any changes needed to ensure further improvements in positive destination rates are achieved.

**Apprenticeships** – Through the planning, funding and contracting round we will determine any changes needed to ensure only **provision offering good success rates**, with at least satisfactory inspection grades, is commissioned in 2006/07.

**Programme- led pathways** – South Yorkshire has high numbers of apprentices on the PLP route with a possible lack of understanding in some colleges on how to progress them onto the employer route. It will be important that as many as possible of the PLP learners are helped to **progress into the work-based route**. Individual college discussions on tackling this issue will be followed by an action plan approach. We intend to change the curriculum offer to make the PLP route more relevant to Sector Skill Council apprenticeship frameworks.

**16 to 18 participation** – We will provide colleges with growth funding linked to higher targets for 2006/07 to ensure **participation at least grows** by 2.1% in line with regional growth levels.

**Level 2 at 19** – We plan to use LIDF monies in 2006/07 to support the delivery of borough – wide **14 to 19 action plans** which will include actions to raise Level 2 at 19 attainment.

**Curriculum development** – Further work on curriculum development is planned for all four boroughs. Page 13 summarises.

**College fee income** – The issue of historically low levels of income raised by colleges both from employers and learners will be addressed in 2006/07. We will use the regional **employer engagement toolkit** as the basis for meetings with each within development plan discussions.

**Skills for Life** - FE success rates in delivering **SfL accredited provision** need raising. There is a need for the right amount of entry level ESOL, currently we believe there is over provision in this area. We will be encouraging providers to adopt the DfES 'Move On' whole organisational approach to skills for life

**Adult Community Learning-** South Yorkshire ACL providers have historically not charged for any provision delivered. For 2006/07 we are helping them, as part of PCDL rollout, to develop borough **fees policies** to enable more provision to be offered than otherwise might be.

**Capital Strategy** – Details of our capital ambitions are being crystallised through the formation of a **Local Capital Plan**, which supports the Yorkshire and Humber LSC Regional Capital strategy. This regional strategy sets out the work needed and prioritises activity to ensure post 16 learners have the opportunity for a world class learning environment. Over the coming 12 months we will be:

- working with Sheffield College on its plans to redevelop their Castle Site;
- encouraging Barnsley College to conclude the planning phase of the re-configuration and development of their Old Mill Lane Site;
- seeing through the opening of the major new waterfront development by Doncaster College;
- monitoring the restoration work and developments at Northern College in conjunction with the Heritage Lottery Fund;
- encouraging the evolving plans to relocate and rebuild the town centre sites of Rotherham College of Arts and Technology;
- supporting some small scale works at Thomas Rotherham College.

**Offender Learning and Skills** - In Yorkshire & the Humber, the responsibility for all offender learning and skills transfers to the LSC on the 1 August 2006. This includes provision for the 8000 or so offenders in the region's 12 public sector prisons and the 24,000 or so offenders being supervised in the region's four probation areas. The LSC is currently procuring services for those in prison by open competitive tender. The LSC will be making suitable arrangements with mainstream providers, as an integral part of their overall provision, to deliver learning and skills to offenders supervised by probation in the community. The LSC designated offenders a priority group from 1 January 2006

## Skills Matrix

Regional Skills Priority and Provision Analysis Matrix - 04/05

Under 19	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	% of Overall
Likely to contribute	26,169,973 35579	46%	9,658,188 6589	17%	9,143,386 8519	16%	44,971,547 50687	80%
Potential to contribute	2,586,811 3167	5%	466,643 1554	1%	118,625 221	0%	3,172,079 4942	6%
No longer eligible for LSC funding	335,512 1486	1%	111,855 439	0%	10,808 149	0%	458,276 2074	1%
Other (eg UFI and Unclassified)	0 0	0%	0 0	0%	0 0	0%	0 0	0%
Entitlement	0 N/A	0%	0 N/A	0%	7,861,615 N/A	14%	7,861,615 N/A	14%
Totals	29,092,296 40232	52%	10,236,786 8582	18%	17,134,435 8889	30%	56,463,516 57703	100%

  

19 and Over	High		Medium		Low		Total	
	£ and Enrols	%	£ and Enrols	%	£ and Enrols	%	£ and Enrols	% of Overall
Likely to contribute	18,688,136 42238	42%	3,795,412 5332	8%	3,874,217 7329	9%	26,357,765 54899	59%
Potential to contribute	10,521,286 30277	23%	2,517,255 9288	6%	3,549,558 7149	8%	16,588,100 46714	37%
No longer eligible for LSC funding	1,679,092 12568	4%	108,410 380	0%	204,764 3866	0%	1,992,267 16814	4%
Other (eg UFI and Unclassified)	0 0	0%	0 0	0%	0 0	0%	0 0	0%
Entitlement	0 N/A	0%	0 N/A	0%	59,191 N/A	0%	59,191 N/A	0%
Totals	30,888,515 85083	69%	6,421,077 15000	14%	7,687,730 18344	17%	44,997,322 118427	100%

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

The percentages in the matrix include an entitlement funding category. This increases the proportion of 16 to 18 funding that is in the low priority category. If **entitlement funds** are omitted, the proportion of 16 to 18 funding being spent on low priority courses falls to 19%.

The **residential courses** at our specialist residential adult college accounted for 15% of the total in the low priority category, and 33% of the 19+ total.

20% of the low priority spend was on AS/A2/A levels. These make up 33% of all AS/A2/A levels relate to courses like general studies, history, law, geography, accounting, etc. This is not provision we would necessarily be looking to shift as its main purpose is to **facilitate progression into HE**.

30% of low priority spend was on **diplomas** of one type or another, e.g. National Diploma in Design, First Diploma in Performing Arts. Almost all of these are Full Level 2 or Full Level 3 qualifications, mostly being taken by 16 to 18 year olds. 12% was spent on NVQs. The vast majority of these NVQs are Full Level 2s and 3s in subjects like Customer Service, Administration, and Accounting.

General shifts in provision are more likely to happen at 19+ than 16 to 18. Providers are being encouraged to offer more courses in high and medium priority areas but some provision will remain in low priority because, although the sector may be a low priority, the qualifications themselves are about **progression**, e.g. Access to HE courses.

Provision we will be commissioning in reduced volumes include:

- Plant/Machine operators (all industries)
- Level 1 construction skills with high drop out rates and low progression
- All provision with poor success and retention rates
- Skills provision already in over supply e.g. hairdressing and beauty therapy

## **The key changes needed**

### **We will**

- 1 Reduce the NEET Group to 9.1% in November 2006, through working in partnership with Connexions.
- 2 Increase 16 to 18 FE participation by 2.1% (380 young people) in 2006/07.
- 3 Increase E2E positive destinations to 50% in 2006/07.
- 4 Increase Level 2 at 19 attainment rates by at least 3% in 2006/07, equivalent to an additional 672 learners attaining.
- 5 Raise apprenticeship framework completions from 1800 in 2005/06 to 1950 in 2006/07 on way to 2109 target by 2008
- 6 Increase by 416 the numbers of adults gaining full Level 2 qualifications in 2006/07 ,over the 2005/06 level
- 7 Having moved Skills for Life accredited provision from 42% in 2002/03 to 71% by 2004/05, raise this further to 75% in 2006/07
- 8 Achieve 6,000 Skills for Life target qualifications in 2006/07
- 9 Improve WBL framework completion rate by 5% to 50% in 2006/07 and FE 16-18 success rates (long programmes ) by 1% in 2006/07
- 10 Seek for all relevant FE institutions to collect a minimum of 50% of their fee income assumption in 2006/7.
- 11 Successfully introduce Train to Gain in South Yorkshire by delivering 2,500 starts in 2006/07 ( by 31 July 2006) and 1375 Full Level 2s.
- 12 Deliver the opening of the new Doncaster College waterfront site in 2006/07.
- 13 Deliver £10.5m support to 24,000 employees and 1400 companies through Round 2 Invest in Skills (April 2005 to December 2007 ).
- 14 Deliver 320 high level (Level3 +) technicians into employment and training through the JIGSAW programme.

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

SUMMARY OF YOUNG PEOPLE (16-18)	2004/05				
	Learners			Funding £	
	Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates		
<b>FE Total Learners</b>	17825				58,215,900
<i>of which...</i>					
Learners on Skills for Life target qualifications	6953	2889	41.6%		
Learners on a full Level 2 qualification	3534	1890	53.5%		
Learners on a full Level 3 qualification	6555	2392	36.5%		
Learners on 2 or more A2 qualis	1912	1686	88.1%		
Discrete* activity, e.g. fully ESF, or LIDF funded provision					
<b>School sixth form</b>	7343				34,700,000
<b>Work Based Learning</b>	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement /12 month AiL		Funding £
<b>WBL Total Learners</b>	1247				11,842,863
<i>of which...</i>					
Learners on Skills for Life target qualifications					
Learners on an Apprenticeship	1022	249	24.4%		
Learners on an Advanced Apprenticeship	233	49	21.0%		
<b>Entry to Employment</b>	Learners				Funding £
	Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	
All E2E	336	152	16.7	126	7,573,554

2005/06				
Learners			Funding £	
Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates		
18067				65,318,767
7160	2847	39.8%		
4152	2081	50.1%		
6936	2518	36.3%		
1974	1626	82.3%		
7324				35,100,000
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL		Funding £
3700				13,248,855
3005	1212	40.3%		
678	190	28.0%		
Learners				Funding £
Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	
1781	1372	16.8	735	6,990,453

2006/07				
Learners			Funding £	
Volumes of learners	In-year achievements (volume)	Learning Aims Success Rates		
18463				69,534,081
7301	3041	41.7%		
4362	2139	49.0%		
7186	2652	36.9%		
2248	1700	75.6%		
7478				36,500,000
12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL		Funding £
2799				14,212,986
2277	1024	44.9%		
558	160	28.7%		
Learners				Funding £
Volumes (starts)	Numbers in learning	Av. length of stay (weeks)	Pos've destinations	
1978	1380	19	858	6,039,485

Green header indicates underpinning data is complete

Red header indicates underpinning data is incomplete

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

SUMMARY OF ADULTS (19+)	2004/05				2005/06				2006/07			
	Learners		Learning Aims Success Rates	Funding £	Learners		Learning Aims Success Rates	Funding £	Learners		Learning Aims Success Rates	Funding £
	Volumes of learners	In-year achievements (volume)			Volumes of learners	In-year achievements (volume)			Volumes of learners	In-year achievements (volume)		
<b>FE Total Learners</b>	78,299			47,690,238	69684			£46,776,253	62001			£43,166,587
<i>of which...</i>												
Learners on Skills for Life target qualifications	8004	5089	63.6%		7679	4790	62.4%		7613	5001	65.7%	
Learners on a full Level 2 qualification	4258	2371	55.7%		4801	2672	55.7%		5935	3006	50.6%	
Learners on a full Level 3 qualification	3290	1399	42.5%		4547	1908	42.0%		4567	2041	44.7%	
Learners on 2 or more A2 qual.	72	55	76.3%		65	49	75.3%		62	51	82.2%	
Discrete* activity, eg fully ESF, or LIDF funded provision												
<b>Personal &amp; Community Dev't Learning</b>	17140			4,337,838	17132				16881			
<b>Work Based Learning</b>	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 £	12 month average in learning (volume)	Framework achievements (volumes)	Framework achievement / 12 month AiL	Funding £
<b>WBL Total Learners</b>	302			3,938,890	1916			£4,134,476	1640			£3,999,194
<i>of which...</i>												
Learners on Skills for Life target qualifications	0	0			436	101	23.2%		668	302	45%	
Learners on an Apprenticeship	152	38	25.0%		1070	526	49%		849	435	51.2%	
Learners on an Advanced Apprenticeship	145	26	17.9%		799	308	38.5%		660	299	45.3%	
<b>ETP / NETP</b>	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £	Volumes of learners	In-year achievements (volume)		Funding £
<i>Of which...</i>												
Level 2	2789		1570		3098				3153		1650	
Skills for Life	55		29		1695							

Budgets	FE	WBL	E2E	SSF	ACL	ETP/NETP	Development Funding	Capital	Administration	Other Programme Budgets
<b>2004/05</b>	£113,505,048	£21,726,326	£5,121,864	£33,722,000	£4,297,708	£7,135,066	£15,580,857	£1,892,284	£2,717,986	£3,487,102
<b>2005/06</b>	£116,260,000	£20,532,000	£6,576,000	£35,095,000	£4,297,708	£8,707,300	£11,023,000	£1,750,219	£2,774,000	£2,693,000
<b>2006/07</b>	£118,630,392	£19,755,314	£6,583,558	£12,410,000	£3,959,000	£1,882,667	£4,783,000	£0	£0	£5,426,000

## Key actions

Priority	Action	Measure of Success
NP1	Increase 16 to 18 participation by 2.1% and work with Connexions to reduce the number of young people not in education, employment or training from 10.8% in December 2005 to 9.1% in November 2006 <b>(Key changes 1 and 2)</b>	<p>Increase 16 to 18 college growth targets and linked funding by 2.1%</p> <p>Implement the 15 recommendations in the January 2006 NEET Scrutiny Committee report</p> <p>Work through local area partnerships and partners in Childrens Trusts, to provide enough suitable learning opportunities for all 16 to 18 year olds in further education, school sixth forms and work-based learning, ie</p> <p>18,460 16 to 18 year olds starting further education in 2006/07 7480 young people starting sixth form in 2006/07 4100 young people starting work-based learning in 2006/07</p> <p>Develop effective working relationships with School Improvement Partners to support improvement in 2006/07 school sixth form provision Annual review of funding to include all school sixth forms in Sheffield and Rotherham in 2006/07</p> <p>Provide more opportunities for young people to take part in a wide range of studies through the Increased Flexibilities Programme 1,000 learners with 33% achieving applied GCSE, NVQ or Units and 75% going on to further education or training</p> <p>Deliver the Education Maintenance Allowance Programme. 9500 learners taking up EMAs in South Yorkshire, a 3% increase on 2005/06</p>
NP1	Extend curriculum development and partnership working to continue progress made in 2005/06, preparing for prospectus requirements and introduction of specialised diplomas	<p>Draw up borough-wide 14-19 implementation plans by July 2006 in line with DfES 14-19 implementation plan</p> <p>Draw up borough NEET action plans by July 2006</p> <p>Area prospectuses in place by Autumn 2007</p>
NP1	Act on 2005/06 review of E2E findings to commission appropriate training and support to enable young people to progress to full Level 2 training	<p>1900 E2E starts in 2006/07 with 50% leading to positive destinations <b>(Key change 3)</b></p>



Priority	Action	Measure of Success
NP1	Work jointly with Connexions and Local authorities to develop and implement 14-19 strategies, local partnerships and consortia to extend choice and opportunity for young people, improve advice and support, irrespective of the institution at which they are registered	<p>14 to 19 borough implementation plans in place by July 2006</p> <p>Implement Young Apprenticeship/Learning Agreement pilots with 120 starts in 2006/07(YA) and 880 (LA)</p> <p>Provide a range of opportunities for young people to better prepare them for the world of work through improved Education Business Link activity with 15,000 placement opportunities and 5,000 w/related provided in 2006/07</p>
NP1	Develop additional vocational provision, particularly at Level 1 and 2 either through collaborative models or, where appropriate, through 16 to 19 competitions	<p>Contract for the delivery of sufficient extra full Level 2s to meet the South Yorkshire target for 2006/07 of 672 additional Level 2s delivered <b>(Key change 4 )</b></p> <p>Hold 16-19 competitions to address gaps in provision identified in 2005/06 review</p>
NP1	Further improve the work based learning offer by increasing the number of apprenticeship completions, focusing on regionally agreed priorities <b>(Key change 5 )</b>	<p>Develop and promote the suite of apprenticeships and improve quality and success rates.</p> <p>Raise the number of framework completions in 2006/07 to 1,950</p>
NP2	Implement Train2Gain across South Yorkshire in 2006/07 to meet employer skill needs <b>(Key change 11 )</b>	<p>2,500 T2G starts in 2006/07</p> <p>Dual running of ETP and T2G in 2006/07 to ensure seamless transition.</p> <p>80% of ETP starts to complete by March 2007</p>
NP2	Increase the number of adults gaining a Level 3 qualification related to skill needs through delivering Invest in Skills and JIGSAW programmes <b>(Key changes 13 and 14 )</b>	<p>11,600 Level 2/3s gained (IIS )- Round 2</p> <p>24,000 employees assisted (IIS )- Round 2</p> <p>1400 employers assisted (IIS )- Round 2</p> <p>320 Level 3 technicians into employment and training (JIGSAW )</p>
NP2/4	Focus adult skills provision more firmly on the attainment of Level 2 qualifications <b>(Key change 6 )</b>	<p>Target adult provision at those without a first full Level 2 qualification or with basic skill needs Client groups and sectors identified .....</p> <p>First Full Level 2s gained in 2006/07</p> <p>Sustain opportunities for progression through to full Level 3 qualifications`</p>
NP2/4	Further shift Skills for Life provision into that which offers accreditation to achieve greater progress towards SFL national targets <b>(Key change 8 )</b>	<p>Prioritise skills for life learning for adults and young people 17,500 adults to gain skills for life accredited qualifications by 2007</p> <p>6,000 SFL enrolments in 2006/07</p> <p>Increase the proportion of SFL accredited provision in 2006/07 from 71% in 2004/05 to 75% in 2006/07 <b>(Key change 7 )</b></p> <p>.</p>

Priority	Action	Measure of Success
NP2/3	Introduce safeguarded provision for personal and community development PCDL provision appropriately funded in 2006/07	Introduce a common fees policy for PCDL provision across South Yorkshire from 2006/07 16,965 PCDL learners in 2006/07 Fees policy implemented by all boroughs from 2006/07
NP2/3	Adjust the balance and mix of provision being bought in 2006/07 to better reflect the skill needs of employers in South Yorkshire	New apprenticeships commissioned for printing and animal care sectors  Reductions in the provision commissioned in sectors in over supply, eg hairdressing/beauty therapy  Undertake a strategic analysis in 2006/07 to determine balance of provision needed for 2007/08  Improve skill levels in priority sectors through developing and implementing cluster skills projects Measures to be determined  Carry out activities shown in sector skills action plans. Actions taken forward  Develop and implement projects and programmes which address higher level management and business skills needs  Increase volumes of skilled construction workers through implementing the Construction Skills Action Plan
NP2/3	Better meet employer skill needs through improving college responsiveness to their needs	NETP (T2G ) places delivered by SY colleges in 2006/07  Set fee income targets for colleges in Development Plans Increase average SY college fee income towards 32.5% in 2006/07 ( <b>Key change 10</b> ) Use regional employer engagement toolkit to assist colleges Offer learners and employers integrated training programmes through the CoVE network Maintain the CoVE network in South Yorkshire: <ul style="list-style-type: none"> <li>• 2 CoVEs to gain reconfirmation</li> <li>• 12- monthly assessments</li> <li>• Review 2/3 year development plans</li> <li>• Involve CoVEs in foundation degree development in all CoVE sectors</li> </ul>

Priority	Action	Measure of Success
NP3	Make better use of our resources by reviewing the relative costs and quality of provision and acting to raise cost effectiveness and quality where necessary	Seek further improvements in college/provider inspection grades All colleges/providers continue to be graded satisfactory or better  Improve construction and healthcare success rates in FE/WBL by 1% and 5% respectively <b>(Key change 9)</b>
NP3	Capital investments in the college/provider estate move ahead as planned and align with the Building Schools for the Future programme	Continue to implement 3 year capital investment strategy in 2006/07  Doncaster College waterfront site to open in September 2006 <b>(Key change 12)</b>
NP4	Work with Jobcentre Plus ,through their Pathfinders to Work programme in Barnsley, Doncaster and Rotherham ,and associated schemes in Sheffield, to help newcomers to incapacity benefit to re-enter the workforce	Implement joint Welfare to Workforce Development action plan with Jobcentre Plus to deliver new deal for skills. Links between LSC and JCPlus programmes established  Responsibility for SFL and ESOL training for JCPlus customers transferred to LSC from 2006/07
NP1/2/3/4	Embed equality and diversity in all we do, using equality and diversity impact measures to determine progress in key areas	Increase the capacity of our provider network to deliver learning to people with learning difficulties/disabilities Deliver an effective service through learner support and tailored provision to help cared-for students and those with learning difficulties/disabilities into further education or training 115 LLDD out of area students to be assisted in 2006/07  Continue to close equality gaps in learning. Progress against our five Equality and Diversity Impact Measures goes to plan ( see details in Delivery Resources section )  Introduce an Adult Apprenticeship pilot in the construction sector linked to Jobmatch through Sheffield Employment Unit 15 female learners taken on as apprentices in the construction sector Deliver South Yorkshire involvement in Offender Learning and Skills education and training Measures to be determined
NP1/2/3/4	Implement in South Yorkshire the appropriate recommendations in the 2005 national review of LLDD provision	Recommendations implemented from 2006/07

Priority	Action	Measure of Success
NP5	Work with partners in the public sector ,including local authorities, schools and the healthcare sector to improve the skills of public sector workers	<p>Increase the number of apprenticeships in the public sector in South Yorkshire across a range of occupational sectors 5% increase in apprenticeship places supported in the public sector in 2006/07 over 2005/06</p> <p>Implement Barnsley Apprenticeship model with BMBC and NHS in 2006.30 places in 2006/07</p> <p>Implement the regional employability initiative in the NHS in South Yorkshire</p> <p>Target the upskilling of people working in the healthcare sector, using NETP (T2G )</p> <p>Maintain current IIP recognition levels within public sector organisations and encourage new commitments</p>
NP5	Increase responsiveness of colleges to the needs of those delivering public services	Evidence in college development plans within the workforce development section
NP5	Support the delivery of the Children and Young People's Plans in each borough	Representation on Children and Young People Strategic Boards
NP6	Transform the Local LLSC	<p>Complete the restructuring of LSC South Yorkshire to provide first class leadership and management Restructuring completed by December 2006</p> <p>Improve the skill levels of employees in LSC South Yorkshire Measure to be determined</p>
NP6	Work strategically within the Regional Skills Partnership to jointly plan and align funding to deliver Level 3 and Level 4 learning to meet higher skill needs identified in the Regional Economic Strategy	<p>In local planning discussions, work with reference to sector skills agreements</p> <p>Proactively support the training and development of school support staff places within mainstream provision</p> <p>Develop Northern Way Sheffield City Region skills action plan with partners. Action plan implemented</p> <p>Work with local authorities in South Yorkshire through local area agreements to make sure the learning and skills training we fund is aligned to contribute to the social and economic wellbeing of local communities</p> <p>Make sure support for learning and skills priorities identified in the South Yorkshire Investment Plan is aligned with LSC support to provide additionality. New projects approved /existing ones amended through Theme 3 sub group chaired by LLSC</p>

## Our Delivery Resources

### Equality and Diversity

#### I Equality and Diversity Impact Measures

Our commitment to mainstreaming equality of opportunity is demonstrated by the five local Equality and Diversity Impact Measures (EDIMs).

EDIMs are a key mechanism for supporting, monitoring and assessing the impact of our equality and diversity work, through them we are able to provide effective leadership to the education sector. They provide the framework for setting improvement measures targeting inequalities in participation and achievement in learning relating to gender, disability, ethnicity and age where analysis shows under representation or under achievement.

In 2004/05 we have continued to make progress in closing local equality gaps (see table below). We will undertake a full review of our local EDIMs in February 2006, to ensure continued relevance and that a sufficient challenge is maintained.

#### Local Equality & Diversity Impact Measures – summary of progress

<b>EDIM 1. To equalise participation in learning between men and women amongst 16-18 year olds by 2006.</b>		
<i>Improvement Measure:</i>	<i>75% male participation in learning (equality with female participation rate at baseline).</i>	
<i>Year</i>	<i>Participation Rate</i>	<i>Female Participation Rate</i>
2001/02	64%	74%
2002/03	68%	77%
2003/04	77%	84%
2004/05	79%	86%
<b>EDIM 2. To raise participation of Learners with Learning Difficulties or Disabilities in higher levels of study (Level 3) in Further Education provision to 8% by 2006.</b>		
<i>Improvement Measure:</i>	<i>8% LLDD participation rate in Level 3 provision in 2006 (in line with overall baseline % of LLDD in learning)</i>	
<i>Year</i>	<i>Participation Rate</i>	<i>Percentage not known</i>
2001/02	3.5%	8%
2002/03	4.5%	8%
2003/04	5.4%	5%
2004/05	6.1%	3%
<b>EDIM 3. To increase the participation of Learners with Learning Difficulties or Disabilities in work based provision to 8% by 2006.</b>		
<i>Improvement Measure:</i>	<i>8% LLDD participation rate (estimated % in population and in line with % of LLDDs in FE)</i>	
<i>Year</i>	<i>Participation Rate</i>	<i>Percentage not known</i>
2001/02	5%	19%
2002/03	14%	20%
2003/04	13%	8%
2004/05	13%	7%

EDIM 4. To raise the achievement rates of BME learners in Further Education to 83% by 2006.			
Improvement Measure:		83% (rate achieved by White learners in South Yorkshire at baseline)	
Year	Achievement Rate BME Students	Achievement Rate White Students	
2001/02	71%	83%	
2002/03	77%	86%	
2003/04	86%	88%	
2004/05	To insert when available (Feb - 06)	To insert when available (Feb - 06)	
EDIM 5. To increase the participation rate of older residents in learning to 10% by 2010.			
Improvement Measure:		10% participation rate (equality with average at the baseline)	
Year	Participation Rate (50+)	Participation Rate (50 -retirement age)	Participation Rate (Over retirement age)
2001/02	5%	-	-
2002/03	7%	9%	6%
2003/04	8%	11%	6%
2004/05	8%	12%	6%

## li Workforce Diversity Goals

As an organisation working at a local level we seek to employ a workforce that reflects the community in which we operate. This aspiration is reflected in our national and local workforce diversity goals. We will continue to work towards these long term goals in 2006/07.

### Local Workforce Diversity Goals – summary of progress

Workforce Development Goal	Date	National Goal	Local Goal	Current Local Level
Increase the proportion of women in senior roles (band 3 and above)	2010	51%	45%	30.8%
Increase the proportion of men in Band 1	2010	38%	29%	12.5%
Increase the proportion of non-white ethnic minorities in the LSC's workforce	2010	9.1%	7%	4.4%
Double the proportion of ethnic minorities in senior roles	2010	7.6%	4%	0%
Double the proportion of LSC employees who consider themselves to have a disability or limiting illness	2010	6.74%	6.4%	6.6%

(Source for staff profile - HR records Sept 2005)

With theme seven of Agenda for Change impacting on the future shape and size of the local organisation, permanent recruitment has for the last six months been suspended – this has impacted on our ability to move closer to our local goals with for example two senior female managers leaving the organisation and not being replaced.

### **lii Race Equality Scheme**

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.

In June 2005 we published our national Race Equality Scheme (RES) for 2005 to 2008. The scheme details how we will meet the duties of the Race Relations (Amendment) Act 2000. It also sets out our overarching equality objectives to:

- Develop the LSC as a champion of equality and diversity
- Develop the LSC as an equal opportunities employer
- Embed equality principles into all our policies, programmes and actions
- Report annually on our progress

A regional action plan for Yorkshire and the Humber was developed in September to support the national scheme. Locally, work is underway to implement this regional action plan. All staff have received a formal briefing around RES and impact assessment. Performance indicators are in place for the regional plan and we will be reporting progress against these in August 2006.

### **Iv European Social Fund - Tackling Disadvantage**

In support of the National Equality and Diversity Strategy, Strand 2 – Reaching learners who are disengaged, we will continue to attract into learning more adult learners from the following disadvantaged groups:

- Lone Parents
- Black and Minority Ethnic People
- People with Disabilities
- Ex-offenders

We have contracted £8.2M Objective 1 ESF, directly with the voluntary sector, through round 2 co-financing which runs to December 2007. Progress to date is on track to achieve full delivery of contracted outcomes (see table below).

ESF funded activity – summary of progress

Outcome	Contracted Outcomes (Dec-2007)	Achieved Sept 2004 to November 2005
Beneficiaries participating	5348	2428
Taking part in training	3440	1618
Working towards a qualification	801	593
Achieving a qualification	316	292
Securing Employment	527	221
Achieving a positive outcome	3081	1254

## **Health and Safety**

The health and safety of learners is one of our main values. We believe that learners are entitled to learning that takes place in a safe, healthy and supportive environment. Our policy is to take on a best-practice role when we promote learner health and safety, by applying the following four basic principles.

- To expect colleges and other learning providers we fund to fully meet their legal obligations and duty of care to learners.
- To ask colleges and other learning providers to confirm that they have suitable and sufficient arrangements for learner health and safety.
- To take appropriate action if learning providers do not meet or maintain expected standards.
- To promote the raising of standards for learner health and safety by providing support and setting challenging standards.

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

The recently published consultation document *'Through Inclusion to Excellence': The Report of the Steering Group for the Strategic Review of the LSC's Provision for Learners with Learning Difficulties and/or Disabilities across the Post-16 Learning and Skills Sector* highlights the need for a co-ordinated partnership approach to the planning, funding and delivery of provision.

We seek to ensure that local provision is developed across all the funding streams and innovative solutions are built upon to respond to individual need. A multi-agency approach is paramount. We also continue to support specialist residential provision within South Yorkshire including the recently established Freeman College. This provision has a national catchment although links with local and/ or regional mainstream provision are also encouraged.

## **Sustainable Development**

In September 2005 the LSC published a strategy for Sustainable Development entitled 'From Here to Sustainability' which is built on the concept of ensuring a better quality of life for everyone, both now and for generations to come. The strategy promotes a vision that the learning and skills sector will proactively commit and contribute to sustainable development through the management of resources, the learning opportunities it delivers and its engagement with communities.

Locally the LSC will continue to be a member of the Yorkshire and Humber (ESD ) Education for Sustainable Development Forum Management Group and provide influence and support to build regional ESD partnerships within the FE Sector. The ESD Forum Management Group monitor and review every 2 months against priorities and objectives within the Y&H Regional Education for Sustainable Development Strategy and Operational Plan 2000 – 2010.



## **Partnership Working**

Our involvement with a wide range of partners, regionally, sub regionally and locally, widened and deepened significantly in 2005/06. Pilot Local Authority Area Agreements aligning resources, the developing arrangements relating to the Children and Young People's Service and closer working with Jobcentre Plus were among the reasons for this. We see this trend continuing in 2006/07.

### **i At regional level**

Our work with Yorkshire Forward and the Regional Skills Partnership is critical in determining and agreeing action to address skills needs in Yorkshire and the Humber.

Relationships with Yorkshire Forward developed further during 2005/06, not least through our joint involvement in Directions Finningley, the recruitment and training centre at Robin Hood Doncaster- Sheffield airport. Our cluster skills development team and others work closely with Yorkshire Forward's inclusion and Skills team across a range of skills-related issues in South Yorkshire.

In 2005/06 Yorkshire Forward contracted 24 projects through this LLSC to a total 2005/06 value of over £4.5m. These included Engineering Scholarships, EEF research, NAMTEC, VCTrain support, various creative and digital projects, Finningley, e learning and bio science. Further support from Yorkshire Forward for some of these activities is also available for 2006/07.

### **ii At South Yorkshire level**

Our Chair and Executive Director are members of the powerful and influential South Yorkshire Partnership Board with Director representation on the supporting Officers Group.

Our Council members provide a valuable resource for successful working at a regional, sub regional and local level. We will continue to make full use of their contacts with local authorities, learning providers, employers, trade unions and the voluntary and community sectors.

The 14-19 Pathfinders in Sheffield and Doncaster have been featured in the DfES Manual of Good Practice. Drawing up 14 - 19 implementation plans in each of the boroughs will be an important element of our work in 2006/07.

We have led the development of the skills element of the Sub Regional Investment Plan (SRIP) with a Director chairing the Theme 3 Skills sub group.

Similarly we led the development of skills within the Northern Way Sheffield City Region development plan and the linked skills action plan which has involved cross

border partnership working with LLSCs and other agencies to the south. The action plan will need taking forward in 2006/07.

Our relations with Connexions South Yorkshire and linked contractors continues to develop as we seek to improve young people's future prospects. NEET issues were an important priority in 2005/06 with a joint Scrutiny Committee formed to tackle the problems and offer solutions. This will roll forward in 2006/07.

Joint planning with Jobcentre Plus is helping us to drive forward the local Welfare to Workforce Development Action Plan and produce greater alignment of resources in tackling issues of worklessness. Business Link South Yorkshire was a key provider in our brokerage arrangements with employers in 2005/06 and will remain an important partner into 2006/07.

We are involved sub regionally on the Ufi Hub Steering Group and the Aim Higher Steering Group. A Director chairs the South Yorkshire Adult Community Learning Steering Group we established in 2004/05 to bring coherence through a common strategic framework.

### **iii At district level**

We recognise the growing importance of partnership working at local authority district level as we seek to ensure we have the right approach for each local authority district. Each Director has lead responsibility for a particular district and our delivery teams are increasingly organised on a geographic basis.

Directors and senior managers are active participants in a wide variety of local partnership activities including Strategic Partnerships, 11 to 19 Executive Groups, Economic Fora, Learning Partnership Boards, Building Schools for the Future Programme Boards.

Strong working relationships have been developed with meetings taking place with key leaders in each Authority, the Colleges, Chamber of Commerce and Strategic/Learning Partnerships on a regular basis. We are consulted on major issues and have been an active contributor to the formation of Local Area Agreements(LAA) and Local Economic Grant Initiative (LEGI) bids. We are currently involved in the formation of borough -level Children and Young People's Plans where the LSC is leading on some strands in some areas.

### **iv At college/provider level**

We work closely with our delivery network in helping them to drive up performance with some pleasing results. We arranged for the appointment of two experienced governors and a lead Director as observer on the governing body of a local college in 2005/06 to provide support.

## **Glossary**

<b>2006/2007</b>	<b>The academic year from 2006 to 2007</b>
<b>2006-2007</b>	<b>The financial year from 2006 to 2007</b>
<b>AA</b>	<b>Adult Apprenticeship</b>
<b>ACL</b>	<b>Adult and Community Learning</b>
<b>Additionality</b>	<b>The extra learning a pupil receives which is beyond their entitlement</b>
<b>AS/A2</b>	<b>Advanced Supplementary/ Advanced second year</b>
<b>BMBC</b>	<b>Barnsley Metropolitan Borough Council</b>
<b>BIT</b>	<b>Business Improvement Techniques</b>
<b>Clusters</b>	<b>Groups of businesses which share a common link through the nature of their business</b>
<b>CoVE</b>	<b>Centre of Vocational Excellence</b>
<b>CITB</b>	<b>Construction Industry Training Board</b>
<b>DfES</b>	<b>Department for Education and Skills</b>
<b>E2E</b>	<b>Entry to Employment</b>
<b>EDIM</b>	<b>Equality and Diversity Impact Measure</b>
<b>EMA</b>	<b>Education Maintenance Allowance</b>
<b>EEF</b>	<b>Engineering Employers Federation</b>
<b>ESF</b>	<b>European Social Fund</b>
<b>ESOL</b>	<b>English for Speakers of Other Languages</b>
<b>ETP</b>	<b>Employer Training Pilot</b>
<b>FE</b>	<b>Further Education</b>
<b>GCSE</b>	<b>General Certificate in Secondary Education</b>
<b>HE</b>	<b>Higher Education</b>
<b>IAG</b>	<b>Information, Advice and Guidance</b>
<b>ICT</b>	<b>Information and Communications Technology</b>
<b>IIP</b>	<b>Investors in People</b>
<b>IIS</b>	<b>Invest in Skills</b>

<b>ITQ</b>	<b>Information Technology Qualification</b>
<b>JCP</b>	<b>Jobcentre Plus</b>
<b>JIGSAW</b>	<b>Job Interview Guarantee Scheme Across the Workforce</b>
<b>KS4</b>	<b>Key Stage 4</b>
<b>LIDF</b>	<b>Local Intervention Development Fund</b>
<b>LLDD</b>	<b>Learners with Learning Difficulties and/or Disabilities</b>
<b>LLSC</b>	<b>Local Learning and Skills Council</b>
<b>NEET</b>	<b>Not in education, employment or training</b>
<b>NES</b>	<b>National Employer Service</b>
<b>NESS</b>	<b>National Employer Skills Survey</b>
<b>NETP</b>	<b>National Employer Training Programme</b>
<b>NVQ</b>	<b>National Vocational Qualification</b>
<b>OLASS</b>	<b>Offender Learning and Skills Service</b>
<b>OSAT</b>	<b>On-Site Assessment Testing</b>
<b>PL2</b>	<b>Pre Level 2</b>
<b>PCDL</b>	<b>Personal and Community Development Learning</b>
<b>PCT</b>	<b>Primary Care Trusts</b>
<b>PLP</b>	<b>Programme- Led Pathways</b>
<b>RES</b>	<b>Race Equality Scheme</b>
<b>SfL</b>	<b>Skills for Life</b>
<b>SEN</b>	<b>Special educational needs</b>
<b>SMEs</b>	<b>Small and Medium size Enterprises</b>
<b>SSA</b>	<b>Sector Skills Agreement</b>
<b>StAR</b>	<b>Strategic Area Review</b>
<b>STEM</b>	<b>Science,Technology, Engineering and Maths (Project )</b>
<b>T2G</b>	<b>Train to Gain</b>
<b>Ufi</b>	<b>University for Industry (learndirect )</b>
<b>WBL</b>	<b>Work-based learning</b>

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