

Scrutiny Board (City & Regional Partnerships) 2009/2010 - Skills Report May 2009- Recommendation Monitoring

Appendix 2

No	Recommendation	Where we are up to	Stage	Cont
1	That in view of the Learning and Skills Council funding deficit the Chief Executive seeks assurances from our partners and Skills Secretary, John Denham that the new Leeds City College will proceed as planned including proposals for an enhanced estate and that a report be presented to this Board or its successor on the outcome.	The Chief Executive states that the then Leader, Councillor Andrew Carter, expressed his strong concerns about the likely impact of the actions being taken by the LSC (to reprioritise their future spending) on the development of the Leeds City College at the initial meeting of the new Joint Regional Board for Yorkshire and the Humber. The Executive Board resolved unanimously to seek assurances from the Secretary of State regarding the future of the FE College estate across the region. These concerns were repeated at the Economic Delivery Group which is chaired by the Regional Minister and attended by the Council's Chief Executive, and the Regional LSC Director has kept the Group's members informed of national developments.	2	N
2	That the Director Children's Services work with the new Leeds City College to identify how it can consult at area and neighbourhood level to inform the development of a curriculum that is adequately responsive to the needs of Leeds.	There is continued dialogue between representatives of the Director of Children's Services, and the Chief Executive of Leeds City College to discuss emerging wedge children's services partnerships, including 14+ confederations. Nominations for city-wide and local representation by Leeds City Council are being considered.	4	Y
3	That the Directors of Children's Services and City Development consider and propose how this Scrutiny Board or its successor can scrutinise the outcome of the FE College merger to assess if the benefits outlined in paragraph 16 of this report are achieved over the next 3 years with regard to 19 year olds and above.	The Director of Children's Services states that no specific details on the arrangements mentioned in the previous response have been requested. The Leeds Learning Partnership (LLP) and 14-19 Strategy Group (sub groups within Leeds Children's Trust Arrangements) continue to regularly review the performance of the Further Education sector. The LLP includes elected member representation. The Director of City Development states that progress in achieving the improvement priority "enhance the skill level of the work force to fulfil individual and economic potential" and specific targets for levels 2 and 3 qualification for adults (19+) is monitored through the Leeds Strategic Plan. It is recommended that this is the appropriate vehicle to assess the impact of the college merger. It will of course not be until 2010/2011 results are available that a realistic assessment can be made.	4	Y

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4	That the Principal of the Leeds City College ensures, and provides assurances to this Scrutiny Board or its successor, that the location for the delivery of the new curriculum for 2010/2011 has regard to transport costs and accessibility.	This will be dealt with through the planning and consultation process	4	Y
5	That the Director of Children's Services work with our partners and neighbouring local authorities to ensure wherever possible that there are no artificial barriers that would prevent young people accessing the full curriculum at the most convenient place geographically regardless as to where local authority boundaries lie.	The terms of reference (titled 'The Machinery of Government Changes Memorandum of Understanding') have been developed jointly between the local authorities of Leeds, Bradford, Calderdale, Kirklees and Wakefield. These are included as an appendix to the report on the transfer of powers from the LSC to the local authority being submitted to Executive Board on 09.12.09. The report asks Executive Board to approve the Memorandum of Understanding and in doing so endorse the partnership approach being taken to working across geographical boundaries to provide young people with access to the full curriculum.	2	N
6	That the Directors of City Development and Children's Services with the Council's partners monitor the transition from the LSC to the YPLA and the SFA to identify any areas of concern including changes in operating costs and report back to this Scrutiny Board or its successor.	As part of the regular performance monitoring of the Leeds Strategic Plan, an assessment is made on progress in meeting learning and skills targets and outcomes. As indicated previously, it is not possible to assess changes in operating costs at a local level.	2	N

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7	That the Director of Children's Services inform Members of Council of the arrangements being made to take responsibility for FE in 2010 and give assurances that the proposals will not impact on the improvements being made at GCSE level.	A comprehensive update report on the transfer of powers from the LSC to the local authority is being submitted to the 9 th December 2009 Executive Board meeting, this includes the memorandum of understanding referenced under recommendation 5. A full overview of progress on this issue was also included as part of a wider children's services update report for the Children's Services Scrutiny Board in September 2009.	2	N
8	That the Director of Children's Services asks the Learning and Skills Council to explain the new funding formula that is preventing Futurepathways from recruiting NEET young people and how this can be resolved in both the short and longer-term, with the outcome being reported back to this Scrutiny Board or its successor.	The response from the Chief Executive of the Alliance of Sector Skills Councils has confirmed that the new funding formula is designed to meet DCSF priority targets. As these targets focus on increasing the take-up of level 2 and 3 courses the limited resource available has been directed towards supporting these areas.	4	Y
9	That the Assistant Chief Executive (Planning, Policy and mprovement) (i) considers the development of suitable performance data and management information systems for the MAA delivery plan. (ii) ensures that there are clear roles and responsibilities for performance management.	The Leeds City Region Partnership was granted Forerunner status along with the Manchester city region in April 2009. Negotiations have been underway ever since with relevant departments of central government. The final Leeds Forerunner Pilot City Region Agreement will be launched at a summit event on Friday 27th November 2009. All aspects of the MAA delivery plan are now subsumed into the city region agreement Now that the negotiations are complete and the agreement is in place, work needs to be progressed to develop appropriate, performance management systems, processes and governance arrangements, Such plans will be in place by April 2010.	4	Y

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10	<p>That the Assistant Chief Executive (Planning, Policy and Improvement) considers</p> <p>(i) the MAA delivery plan and reviews the current partnership reporting arrangements with a view to ensuring that Members are better informed and involved in the initiatives and work being undertaken to improve skill levels through the MAA and report back to this Board or its successor on the outcome.</p> <p>(ii) how Members can input at an early stage to the policy making process in developing agreements like the MAA / LAA and subsequent implementation</p>	<p>The Scrutiny Board (City and Regional Partnerships) has recommended that further work be carried out to improve the democratic interface between the city and the city-region and to develop appropriate arrangements to inform, engage and involve members in the skills and other aspects of the Forerunner pilot agreement. Work is currently underway to develop proposals which will be presented to the Board by April 2010.</p>	4	Y
11	<p>That the Director of City Development</p> <p>(i) considers with our partners the accuracy of the reported skill levels for Leeds based on the Government's annual population survey and whether there needs to be more accurate data in order to determine whether or not we are achieving our targets.</p> <p>(ii) monitors the effects of the economic downturn on the level of skills investment if there is a fall as predicted and report on the action taken with the Council's partners to try and address this situation.</p>	<p>(i) Partners have considered the accuracy of the data, and concluded that whilst there are some issue because the data is obtained from a sample survey, the costs of a comprehensive survey far outweigh the benefits.</p> <p>(ii) The government has increased the amount of funding available for two key programmes – Train 2 Gain and Apprenticeships. (The National Apprenticeship Service was only launched in April 2009). The LSC has reported that demand is increasing and take up has been good, but up-to-date shortlisting are not yet available. There is no clear evidence to date to indicate the recession has had a major impact on investment in skills training.</p>	4	Y

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12	<p>That the Assistant Chief Executive (Planning, Policy and Improvement) initiate a review involving the Chief Executive of Education Leeds, the Director of Environment & Neighbourhoods and the Director of City Development to consider responsibilities for the skills agenda.</p>	<p>The review is well underway – a detailed report is scheduled for January 2010.</p>	4	Y
13	<p>That the Directors of Children's Services, City Development and Environment and Neighbourhoods work with the Council's partners to ensure that:</p> <p>(i) there are alternative suitable courses available to young people across the city who are not accepted for entry into the Leeds College of Building.</p> <p>(ii) there are sufficient courses available across the city, aimed at Skills Level 1 and below.</p>	<p>Provision was made on a temporary basis with the Leeds College of Building to ensure that young people without the requisite entry level qualifications could access courses. The Council review of Skills and the development of a Skills Plan for the City provides the opportunity to clearly set out the skills needed in the local economy and influence the funding and commissioning agencies to ensure sustainable provision in the future.</p> <p>Local schools, colleges and training providers are now working more closely together so that they can offer a wide range of courses including foundation learning and re-engagement programmes that would most closely align to the above needs.</p> <p>Leeds Learner Entitlement states that "Learning for young people will lead to qualifications from one of four routes:</p> <ul style="list-style-type: none"> · Apprenticeships with an entitlement to a place by 2013 for all 16 year olds suitably qualified · Diplomas with an entitlement by 2013 for all 14-16 year olds to the first 14 Diplomas and for 16-18 year olds to all 17 Diplomas · Foundation Learning with an entitlement by 2010 to study one of the progression pathways · General Qualifications e.g. GCSEs and A levels 	4	Y

Young people will be able to study qualifications that do not fall under these four routes where there is a clear rationale to maintain them in learners' interests and some young people will study informal unaccredited provision to re-engage them.
Throughout the curriculum and qualifications routes there will be: Functional skills in English, maths, ICT and personal, learning and thinking skills"

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14	That the Director of City Development inform Members of this Board or its successor of the impact the Government's announcement has had on extending the Train to Gain to agency workers and be provided with the Train To Gain figures for 2008/09 when they become available.	It has not been possible to obtain the 2008/2009 Train 2 Gain figures to date. This is being pursued.	4	Y
15	That the Director of Resources provide further details to this Board or its successor on (i) how the Council is developing its own approach to Train to Gain funding learning opportunities and corporate apprenticeships (ii) the outcome of the Council's own skills survey which is currently being undertaken.	Leeds City Council signed up to the Skills Pledge in November, 2008. By November 2009: <u>Skills Audit</u> A council wide survey/audit of qualifications has been completed and analysed to produce anonymous data for each directorate. The response rate was a minimum of 44% in each directorate and the statistics indicated that over 50% of employees in two of the directorates do not currently hold level 2 qualifications. The data for the other directorates is in the 30%-40% range. <u>Train to Gain</u> Over £2 million pounds LSC Train to Gain funding has been accessed for NVQ level 2 and 3 qualifications – for over 1,000 employees. 6 private training organisations and 3 local colleges have provided this development for staff in their workplace.	4	Y

Literacy/Numeracy

Each candidate has also undertaken a literacy/numeracy assessment and many have then refreshed their skills and undertaken the national level 1 or 2 test.

Apprenticeships

In Leeds

There are 3,556 apprentices (provided by the National Apprenticeship Service but this is not a full year's data).

In the Council

In the 2009/10 budget a commitment to 250 apprenticeships was made and the council is working hard to reach this target with 97 currently and 33 within the recruitment process.

55 vacancies have been ring fenced for apprentices through the Redeployment Board.

Considerable work is underway to raise awareness of apprenticeships with directorates and to identify existing staff who would benefit from the apprenticeship qualifications, aged 16-24.

The ages of the current apprentices are:

16-18 = 15

19-24 = 32

25+ = 50

Education Leeds

Education Leeds and Schools are working closely with Jobs and Skills to raise awareness, create apprenticeship posts within schools and develop existing staff.

The Enhancement Fund

£4,075 has been agreed as match funding for the training pilot for the Management Core Standards. This was from the associated LSC Enhancement Fund.

The Enhancement Fund is now closed to the public sector; and in Yorkshire and Humberside the Train to Gain money has now been

allocated in large part until the next financial year. Where numbers were indicated to the providers at an earlier stage they can still offer us a few places per month and these are being allotted to applicants.

The current situation

On-line qualification audit

Yorkshire Forward have sponsored **software** to enable employees to provide individual information about their qualifications and to complete an indicative literacy and numeracy assessment. This is being considered seriously by ICT and HR and potentially could provide numbers and

names of staff who could still be offered development to level 2 and 3. This remains live for 18 months and then could be transferred to SAP, the Council's HR database.

Embedding literacy policy

Corporate HR bid for and were accepted for **specialist consultancy** (and £3,000 and potentially another £7,000) from the Learning and Skills Improvement Service. Their consultant has visited and an action plan agreed. This will lead to a policy report re the **embedding of skills for life** into council procedures and staff development - from induction.

Pre-apprenticeships/Placements

Three council directorates bid for '**Future Jobs**' funded posts and from January 2010 there will be a rolling programme for people aged 18-24 who have been accessing benefits for over 10 months being recruited into administration and youth work placements which are funded for the first 6 months. The funding is £6½ thousand per person. There is no guarantee of a job but each person will gain work experience and the aim is for the pre-apprentices to be considered for all the apprenticeship posts.

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16	That the Director of Children's Services seek support for additional funding of the e2e scheme and that it become much less classroom based.	Following the representation from the Association of Directors of Children's Services discussed previously and subsequent further discussions, it was confirmed during summer 2009 that the e2e allocation for Leeds has been increased.	4	Y
17	That the Director of City Development advise all Members of Council of the initiatives being undertaken by the Council and our partners to reach SMEs to encourage and promote training for when the economic downturn starts to recover and what success we have had in this regard.	Train 2 Gain is the main vehicle by which employees are being encouraged to access and promote training. As indicated above demand for Train 2 Gain has been increasing and take up is considered to be good. As well as the national promotion of train 2 gain via the funding body, providers and Business Link advisors, the Leeds Skills Board, part of the Leeds, York and North Yorkshire Chamber of Commerce.	4	Y