

LAA TARGET - ACTION PLAN

LAA Indicator No.	NI 164
Lead Partner Organisation	Learning Skills Council
Technical Data Expert	Peter Shearing LSC and Kevin Coughlan CLYP
Indicator Owner (Sign Off)	Peter Shearing LSC / Andy Walmsley CLYP
Reporting Frequency	

SCS Theme:	Economy, Learning, Skills and Employment A prosperous Coventry with a good choice of jobs and business opportunities for all the city's residents	SCS Priority:	Local people will benefit from economic growth of the city – they will have been supported to develop the skills needed to access jobs, to progress to higher-skilled jobs and to increase their household income.
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1: LAA Target

Indicator Definition	Baseline & Year	Target 2008/09	Target 2009/10	Target 2010/11	Success Criteria
Proportion of population aged 19-64 for males and 19-59 for females qualified to at least Level 3 or higher	2006 47.7%	52.5%	55.0%	57.5%	Increase achievement of Level 3 qualifications and above.

LAA Target information

The target figures listed above are based on looking at performance over 3-4 years, as well as looking at national growth rates. The increase will also reflect the growth in apprenticeships as well as the increase in focus on Level 3 skills of the 'Train to Gain' programmes. The increase in quality and success rates also means that the drop-out figures are reducing.

2: Equalities and Community Cohesion Implications

Summary of overall negative/ positive impacts on target groups/areas:

Success Rates for 19+ yr olds in FE in 2006/07 were 76%

Males 75% Females 77%

68% Black African learners Males 67% Females 69%

74%** Black other Males 75% Females 73%

68%** Bangladeshi Learners Males 67% Females 69%

71% Other Asian Learners Males 69% Females 73% - we can see that that Asian males are not performing as well as females

78% Pakistani Males 70% Females 81% - we can see that Pakistani males are not performing as well as the females

78% White Males 78% Females 78%.

72% Any other Males 73% Females 71%

77% Indian Males 72% Females 79% - we can see that Indian males are not performing as well as the females

79%** Chinese Males 71% Females 82%

74%** Black Caribbean Males 74% Females 74%

We need to Raise the Success Rates of males and black African learners, Asian Learners and any other (assumption Mixed Race) Learners.

*** The Actual Numbers in learning are low, and may not be engaged in learning.*

3: Strategic Summary

Description of key activity or activities that may contribute towards achieving target
<ul style="list-style-type: none"> ➤ Level 3 entitlement for learners aged 19-25 will be available through Train to Gain ➤ Increasing Advanced Apprenticeship Framework completion rates for 19+ year olds ➤ Setting minimum thresholds for Level 3 delivery for 19+ at individual college levels ➤ Increase A Level results in School and Colleges

4: Delivery Plan – Performance Monitoring of Actions

Ref Nr	Planned Action(s)	Target/ Milestone	Link to Other Plans	Lead Officer	Progress <i>To be completed as part of quarterly monitoring.</i>
	Through Employment and Skills Board (ESB) collaborative working between public service agencies and employers to ensure the delivery of an integrated employment and skills strategy	ESB to be Chaired by an employer Membership will include; 3-4 major public service		LSC	

Ref Nr	Planned Action(s)	Target/ Milestone	Link to Other Plans	Lead Officer	Progress <i>To be completed as part of quarterly monitoring.</i>
		<p>employers</p> <p>2/3 Chamber nominees drawn from its business membership</p> <p>Chief Executive of the local Chamber of Commerce</p> <p>CSWP nominee</p> <p>ESB to Meet quarterly</p>			
	<p>Development of an inward investment protocol between CCC/JCP/LSC to ensure early identification of employment opportunities and skill requirements of new developments/investments</p>	<p>Protocol In place by January 2009.</p> <p>All New companies coming to the city from January 2009 to sign the skills pledge.</p>		CCC	
	<p>Implement the West Midlands regional action plan for increasing the number of advanced apprenticeships and monitoring and developing of provision to ensure Minimum Levels of performance are exceeded and quality provision is being delivered within Coventry</p>	<p>To Increase the success rate of individuals achieving an apprenticeship by at least 8%</p> <p>68% August 2009 70% August 2010 72% August 2011</p> <p>To engage and work with the 10 ten largest employers in the city to double the number</p>		LSC/CCC/ Chamber	

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		<p>of apprenticeships.</p> <p>To Ten Employers</p> <ol style="list-style-type: none"> 1 Coventry City Council 2 University Hospital 3 University of Warwick 4 Coventry University 5 Jaguar Cars 6 Coventry Teaching PCT 7 Barclays Bank 8 Royal Mail / Parcelforce 9 Tesco 10 West Midlands Police 			
	<p>Public Sector Skills Challenge – Liam Byrnes challenge to all public sector bodies to Increase Number of people under 25 employed in public service by 24%, by signing up to the Government’s Skills and Jobs Pledge.</p>	<p>The Following Public Sector Bodies to respond to the Public Sector Skills Challenge.</p> <ul style="list-style-type: none"> ➤ City College Coventry ➤ Coventry and Warwickshire Partnership Trust ➤ Coventry City Council ➤ Coventry Teaching PCT ➤ Coventry University ➤ Henley College ➤ Hereward College of Further Education ➤ University of Warwick ➤ Learning and Skills Council 		LSC/JCP	

Ref Nr	Planned Action(s)	Target/ Milestone	Link to Other Plans	Lead Officer	Progress <i>To be completed as part of quarterly monitoring.</i>
	Train to Gain – increased funding rates by 9% over 3 years to help stimulate provider engagement. New flexibilities allow for relaxation on “firstness” at Level 3	802 Level 3 – August 2009 834 Level 3 – August 2010 1167 Level 3 – August 2011		LSC	
	FE Colleges - on going monitoring and developing of provision to ensure MLP’s are exceeded and quality provision is being delivered within Coventry	To Increase 07/08 achievement numbers by at least 15% by August 2009			
	Skills Pledge – Increase the number of SME and Large organisations signing the Skills pledge through Implementing a Co-ordinated approach to employer engagement across the city to offer a seamless service that will support employers recruitment and skills needs	Launch of Single employer offer to employer engagement providers Increase number of companies that have signed the Skills pledge. 50 - By April 2009 135 By April 2010 254 By April 2011		CCC/LSC/JCP	

5. Performance Indicators

Indicators - Performance Monitoring of Indicators								
Ref Nr	Description	Baseline	Target 08/09	Q1	Q2	Q3	Q4	Target Met Yes/No
NI 164	Proportion of population aged 19-64 for males and 19-59 for females qualified to at least Level 3 or higher	2006 47.7%	52.5%	Data is only collected once a year	Data is only collected once a year	Data is only collected once a year	Data is only collected once a year	
Other indicators that will be used to track progress, including disaggregated measures for target groups.								
	None							

6: Funding & Planned Spend

Funding & Planned Spend	2008/09	2009/10	2010/11	Total	Comment/Rationale
Train to Gain	1,200,000				Funding is demand lead by employers, therefore based on regional allocation applied allocation of 15%, then 60/40 split. Funding is contracted for one academic year
FE	4,900,000				Funding is based an allocations to FE colleges. Funding is contracted for one academic year
Apprenticeships	578,173				Funding is Allocated to Coventry and Warwickshire providers; therefore 60/40 split has been applied to funding. Funding is contracted for one academic year

7: Risk Assessment

Ref No.	Risk	Mitigating action
	Low numbers of employers signing the skills pledge	Employment and Skills boards to provide support and direction on innovative ways to improve employer engagement
	Low numbers of Employers offering apprenticeships	Employment and Skills boards to provide support and direction on innovative ways to improve employer engagement
	Provider instability generated through MLPS (minimum Level of Performance	LSC Partnership Teams to adhere to internal LSC controls on identifying and managing underperformance