

Worcestershire 14-19 Plan

Worcestershire Vision

We want Worcestershire to be the best place for children and young people to grow up.

We will ensure that every child and young person in Worcestershire is:

safe

happy

healthy

valued, respected and trusted and

has fun achieving success

It is important that every child grows up with enthusiasm for life and learning. Every child should have a range of engaging and stimulating experiences so they can develop the qualities to become confident citizens who respect others and make a full and positive contribution to their communities.

To enable them to have, and achieve, their aspirations, we will support, engage and empower not only children and young people, but also their parents and/or carers.

DCSF 14-19 Vision

Our aim is a system of 14-19 education matching the best anywhere; a system where all young people have opportunities to learn in ways which motivate and stretch them and through hard work qualify themselves for success in life; one where educational opportunity and chances in life do not depend on accident or birth, but are uniformly available to all young people.

'14-19 Education and Skills Implementation Plan - Ruth Kelly, Minister of State for Education and Skills'

Introduction

The first action plan for 14-19 education and training in Worcestershire was published in 2004.

Since this plan was first written, the Children and Young People's Strategic Partnership came into existence, and the '14-19 Education and Skills' White Paper and 'Youth Matters' Green Paper began the process of bringing greater coherence to services for young people.

The '14-19 Education and Skills: Implementation Plan' and 'Youth Matters: Next Steps' document set out how 14-19 should be delivered in practice. This was followed by the 'Delivering 14-19 Reform: Next Steps' document and '14-19 Partnerships and Planning'. The scale of the 14-19 agenda now requires a completely new plan. This document has been prepared, based on the original documentation, and recognises the impact of national changes on local provision.

Background Worcestershire

The County of Worcestershire is in the West Midlands Region. It is a diverse County with a mix of rural and urban areas. 60% of the population live in the main towns of Worcester, Bromsgrove, Droitwich, Evesham, Kidderminster, Malvern and Redditch.

Worcestershire has an estimated working age population of 331,000, of whom 18% have declared that they have a disability. The local Jobseeker allowance Claimant Count Unemployment rate is 2.1% (October 2008), below the respective regional and national averages of 3.4% and 2.5%. The unemployment rate for 16 to 19 year olds is 3.2%, below the West Midlands rate (4.7%) and national rate (3.7%).

Some 17% of employment in Worcestershire is in the business and professional services sector, followed by wholesale and retail (16%) and health and social work (12%).

The proportion of establishments in Herefordshire and Worcestershire that offer Apprenticeships is 12.6%, lower than the national average (13.5%) and the other sub regions the West Midlands (14.8%).

Forecasts suggest that between 2007-2015 there will be growth in the Health and Social Care, Business and Professional Services and Wholesale Distribution and Retail sectors in the region; whereas Agriculture, Engineering, Transport, Telecommunications and other manufacturing will see a decrease. It is forecast that between 2007-2015, there will be an increase in professional, technical and management occupations in the region. Slower growth in sales and customer services, and elementary occupations is expected. The proportion of staff with skills gaps is reported as 5% in Herefordshire and Worcestershire (approximately the West Midlands average) and the percentage of all vacancies that are reported to be due to skills shortages (9%) is the lowest in the region. (Skills Survey 2007)

There are 46 Secondary schools (including Middle schools), 29 are High schools; 22 of these have Sixth forms. There are also 9 Special schools with secondary age pupils. The High schools in Worcester City, Martley and Tenbury do not have Sixth forms, but there is a Sixth Form College in Worcester.

There are 4 Colleges of Further Education in the county with bases in Worcester, Redditch, Bromsgrove, Evesham, Malvern and Kidderminster. There is also a specialist horticultural college in Pershore that is part of the Warwickshire college group.

All the High Schools, Special Schools and Colleges are part of a 14 to 19 consortium and there are 5 consortia within the county. See section below on provision for more details.

Tenbury High School, because of location, is forming partnerships with Herefordshire and Shropshire.

Summary of Position and APA Areas for Improvement

- Forecasts indicate a decrease in the number of 16 to 18 year olds in the population by 1344 (6.2%) between 2008 and 2013.
- The proportion of pupils achieving 5 GCSEs at grade A* to C including English and Maths in 2008 was 47.7%, similar to the national average (47.6%), and higher than the West Midlands average (46.7%).
- The percentage of 16 and 17 year olds remaining in education and training has been increasing since 2002 from 81% to 86% in 2006/07, with the percentage at Sixth Form colleges and other FE colleges

increasing the most. There was a small drop in the percentage of 17 year olds in education or training in 2006/07 from the previous year to 79%, but this remains higher than the national average (77.5%).

- The proportion of 19 year olds achieving an NVQ level 2 qualification has increased by 4% since 2005 to 73% in 2007. This figure is slightly higher than the regional average of 72%, but below the national average (74%). This was one of the areas for improvement in the 2008 Area Performance Assessment (APA) report.
- The proportion of 19 year olds who have achieved a level 3 qualification has also increased to 51% in 2007, higher than the regional (46%) and national (48%) averages.
- In the 2009 school census 9.5% of pupils in years 9, 10 and 11 (13-15 year olds) were shown with statements of Special Educational Need or as School Action Plus. A further 15% were shown as School Action. The 2008 Joint Area Review (JAR) report highlighted the analysis of achievement and progress of pupils working below National Curriculum levels as a weakness. It also stated that there is a good range of post 16 provision, but that there has been a lack of choice for young people with LDD and this can lead to them withdrawing from courses early.

Background National

The government has set out a challenging 14-19 agenda to:

- Ensure that all young people participate (until at least their 18th birthday) in education and training that stretches and challenges them to achieve their potential, and go on to further or higher education or skilled employment
- Give young people the knowledge and skills that employers and the economy need in order to prosper in the 21st century
- Close the achievement gap so that all have an equal opportunity to succeed, irrespective of gender, race, disability or background.

The 14-19 reform programme will contribute significantly to the delivery of the 'Every Child Matters' outcomes by raising aspirations, participation and attainment.

The document 'Delivering 14-19 Reform: Next Steps' outlines the following 14-19 entitlement. All Local Authorities will need to provide:

- A qualification offer of four overarching learning and progression pathways - Apprenticeships, Diplomas, the Foundation Learning Tier and General Qualifications
- Support to access learning including effective, impartial Information Advice and Guidance (IAG), positive activities and targeted support, a 14-19 Prospectus and Common Application Process (CAP) and the September Guarantee.

LA 14-19 Responsibilities

(As stated in '14-19 Partnerships and Planning')

Over the next five years, local authorities will be taking on a number of new, significant and challenging responsibilities. Effective collaboration will be critical to their successful delivery.

Connexions: the Education and Skills Act 2008 gives local authorities responsibility for provision of Connexions services. Local Authorities will need to ensure that young people receive effective IAG and support to take the right learning and careers options for them and that the Connexions service, whether in-house or commissioned, engages effectively with schools, colleges and other learning providers and is delivered as a valued and effective part of their integrated and targeted youth support services.

Transfer of 16-19 Funding: from 2010 local authorities will, subject to legislation, have a duty to secure learning places for 16-18 year olds resident in their area and for learners with learning difficulties and/or disabilities up to the age of 25. Local Authorities will become the single point of accountability for all 0-19 Children's Services.

The Diploma entitlement: by 2013 Local Authorities will have a statutory duty to secure the Diploma entitlement for every young person in the area, working across boundaries as necessary. 14-16 year olds will be entitled to access the first 14 Diploma lines and those aged 16-18 will be entitled to access all 17 lines.

Raising the Participation Age: the Education and Skills Act 2008 legislates so all young people will remain in education or training until the end of the academic year in which they turn 17 by 2013 and until 18 by 2015 or until they achieve a level 3 qualification, whichever is the soonest. Local Authorities will have a duty to promote effective participation of all young people in their area and will need to ensure there is the provision and support that caters for all of the possible ways to participate. This will require strong leadership from local authorities so that every young person can access the right curriculum offer for them. Young people will be able to participate in a range of ways, including through full-time education, work-based learning, or part-time training alongside full-time employment.

Duty to cooperate and Children's Trust legislation: The 2008 Act requires local authorities to put in place arrangements to promote cooperation between the local authority, its 'relevant partners' and 14-19 providers as part of the Children's Trust. We recommend 14-19 Partnerships, as a subset of the Children's Trust, as the model local authorities should use to meet this duty. The Act, through regulations, also makes it a requirement for a 14-19 representative to be included on the Schools Forum to represent the broader 14-19 work.

In addition, the Government is legislating in the Children, Skills and Learning Bill to include schools and colleges as statutory 'relevant partners' within the Children's Trust. This will give them a stronger voice and more influence over local strategic planning arrangements.

The Government is legislating to require all local areas to have a Children's Trust Board which will have responsibility for preparing, publishing and reviewing the Children and Young People's Plan. The 14-19 Partnership will contribute to its development and implementation.

Machinery of Government Change

These are the changes which dismantle the current learning and skills system and reconfigure education and training around two new systems, one for pre 19 provision, and one for post 19 or adult provision.

The Learning and Skills Council (LSC) is currently responsible for the planning and funding of all post 16 education. It is proposed that from

2010 local authorities will have responsibility for commissioning and funding all education and training for young people up to the age of 19, making them the strategic lead for all children's services from 0 - 19. A new agency, the Young People's Learning Agency (YPLA) will support and enable local authorities to carry out their duties.

Responsibility for securing education for all 16 - 19 year olds will be transferred to local authorities, who will plan, commission and fund provision for young people in the area. Because many young people may live in one local authority but receive education in another, local authorities are required to work together in sub-regional and regional groupings to ensure that commissioning plans are coherent. Worcestershire is in a sub group with Herefordshire, Shropshire, Telford and Wrekin.

The sub regional group are required to produce a proposal showing how they are planning to collaboratively deliver the outcomes for young people. The proposal has been produced and submitted.

The Machinery of Government Change working group have produced an Action Plan for the tracking and transition year which is included in the 14-19 County Action Plan and will be updated on Edulink as the transition from LSC to local authority takes place.

Our Approach to 14-19

Worcestershire recognises that the Local Authorities will need to work in partnership to meet the challenging targets for 14-19 year old learners. The 14-19 Partnership Board is the key driver in delivering the vision for 14-19 entitlement for young people in Worcestershire.

The 14-19 Partnership, working within the wider Children's Trust is the strategic body that is responsible for:

- Facilitating a partnership approach towards planning, commissioning, delivery and evaluation of provision

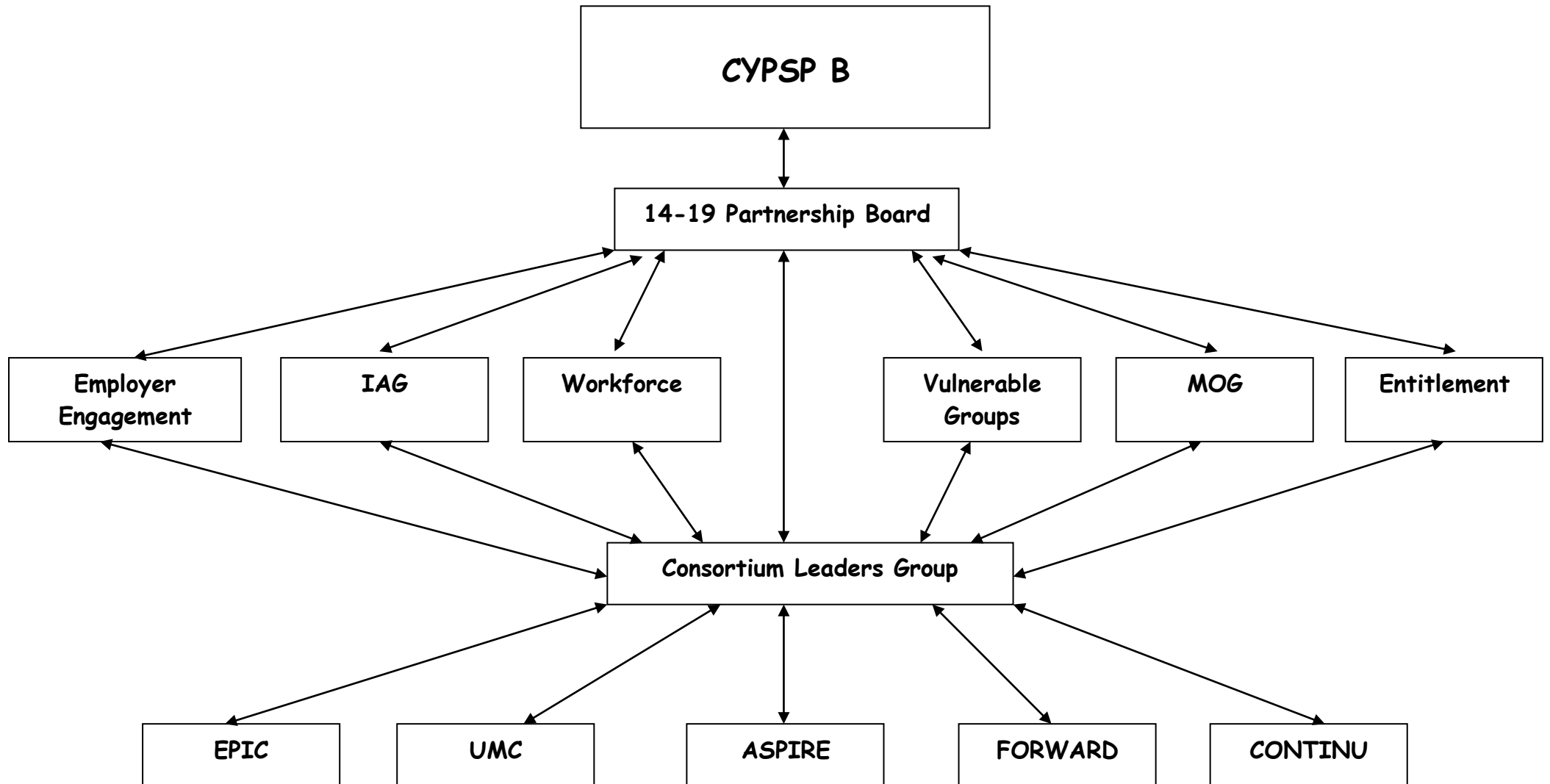
- Overseeing the development and implementation of Worcestershire's 14-19 plan in line with national and CYPP priorities
- Taking responsibility for 14-19 learner outcomes across the county
- Ensuring integration with Connexions, Youth Support and positive activities.

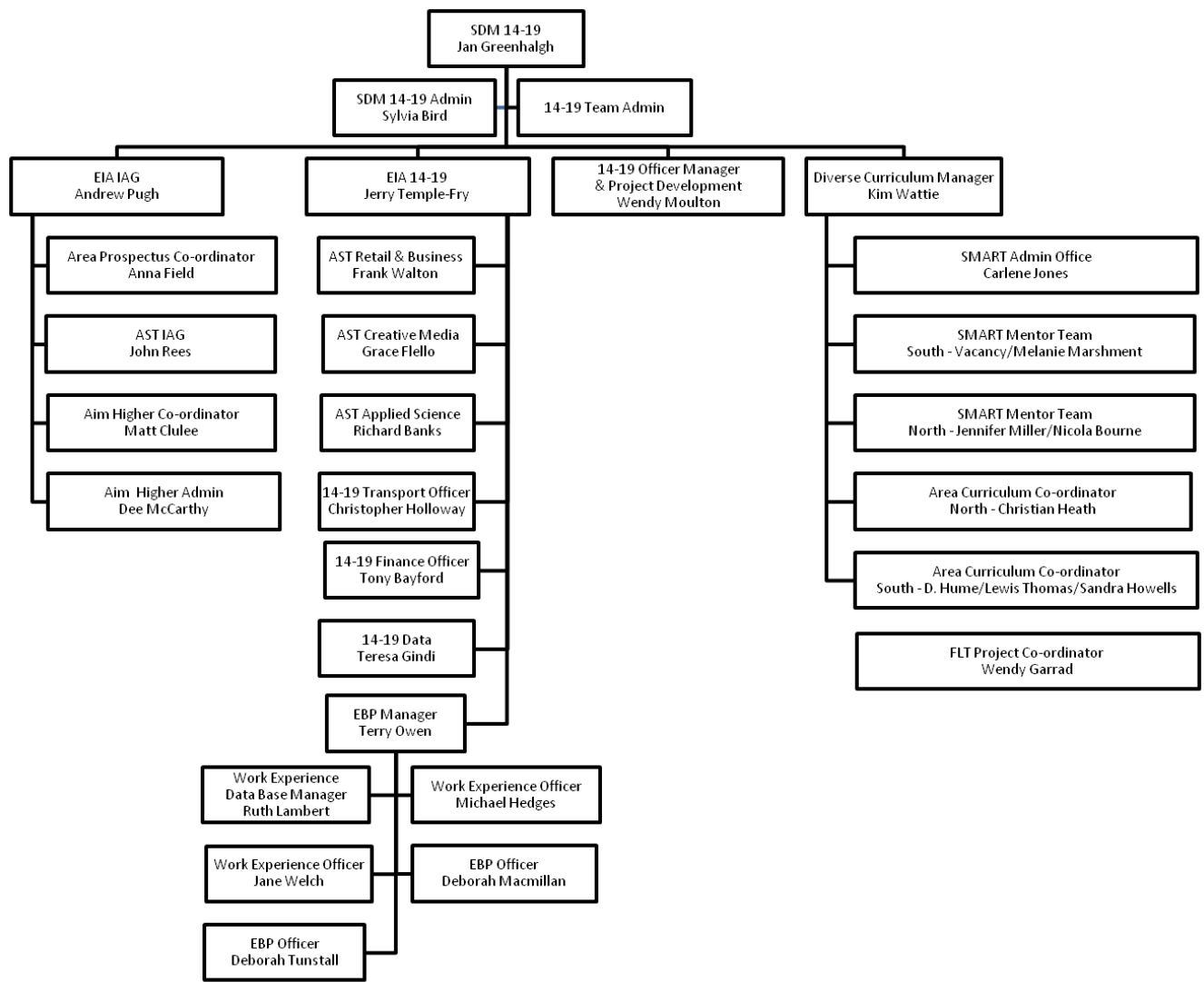
The terms of reference and membership of the 14-19 Partnership Board have been reviewed to ensure that it will be in a position to undertake its' functions effectively.

The 14-19 Partnership Board delivers and monitors its progress through a series of sub groups. Each sub group is responsible for an area of the action plan and is chaired by a member of the Partnership Board. Sub groups include:

- Entitlement
- MOG
- IAG
- Vulnerable Learners
- Workforce
- Employer Engagement

Worcestershire 14-19 Structure





Cross Authority Links

As recommended in '14-19 Partnerships and Planning' the 14-19 team has developed a working relationship with the following sections to ensure effective cross authority working:

- The secondary national strategies team
- Integrated youth support services including targeted youth support, IAG and positive activities
- Regeneration and economic development
- Transport team
- Resources team
- HR
- Access team
- Extended Services
- Healthy Schools

Delivery

The delivery of local provision is via five local consortia comprising all 14-19 providers in the area. These are listed below with details of the establishments they encompass:

- **ContinU** - Baxter, Bewdley, Hagley, Haybridge, King Charles 1, Stourport, Wolverley, Blakebrook, Stourminster, Kidderminster College, University of Wolverhampton, University of Birmingham, Barnados and the Training Providers Association
- **Forward** - Arrowvale, Kingfisher, Chadsgrove, Kingsley College, North Bromsgrove, Pitcheroak, Rigby Hall, South Bromsgrove, St. Augustine's, Trinity, Waseley, Woodrush, NEW College and the Training Providers Association

- **Aspire** - Bishop Perowne, Blessed Edward Oldcorne, Chantry, Christopher Whitehead, Elgar, Nunnery Wood, Regency High, Droitwich Spa, Riversides, Worcester 6th Form College, Worcester College of Technology, University of Worcester, Worcester NEW College and the Training Providers Association
- **EPiC** - Evesham High, Pershore High, Prince Henry's, Vale of Evesham, Evesham and Malvern Hills College, Pershore College and the Training Providers Association
- **UMC** - Hanley Castle, The Chase, Dyson Perrins, Evesham and Malvern Hills College, Worcester College of Technology, Pershore College and the Training Providers Association.

Consortia are currently also supported by the Local Authority, the LSC and Connexions.

Data is provided to consortia to enable them to create local delivery plans to feed into the county 14-19 operational plan.

The 14-19 Partnership Board monitors progress via reports from the working groups.

14 – 19 Action Plan 2009 – 13

Key Objective		Rationale	
Increased participation of 17 year olds in education or training.		Government intention to raise the participation age to 17 from 2013 and 18 from 2015.	
What will be measured	Specific Targets	Process for monitoring	
Participation of 17 year olds judged nationally	84% (2010)	National data set GOWM Progress check	

ACTION	LINKS	WHO	BY	PROGRESS
A1 Extend September Guarantee to 17 year olds	E2	Connexions	Ongoing	July 2009 – Progress towards meeting 2009 guarantee.
A2 Review available provision	E2	LA/LSC/Connexions	Ongoing	Needs identified at LA/LSC/Cx SG meeting. July 2009 – New LSC/ESF funded provision available for pre-E2E young people in Forward area.
A3 Create additional places where learners are unable to access appropriate provision	B5, E9, H2, H4	LA/LSC/Connexions	Ongoing	Meeting April 09 with LSC and current providers. SDM:14-19 met with SDM Vulnerable Learners and SDM Learning. Opportunities to create coherent strategic plan. July 09 Partnership bid submitted for latest round of ESF funding for post 16 provision.
A4 Establish cross organisational September Guarantee group	D2	LA	Ongoing	Group established with representatives from LSC, Connexions and LA to create strategic plan. July 09 - Connexions MIS group continues to have September Guarantee as key standing agenda item.

A5 Develop Area Prospectus to improve information available for learners	D5	EIA:IAG	Sept 09	April 09 Tender for CAP (and improved AWP) published. July 09 – No suitable external provider appointed following tendering opportunity. Review of way forward; awaiting guidance on need to re-tender for AWP.
A6 Create Common Application Process	D6	EIA:IAG	Sept 09	April 09 Tender for CAP (and improved AWP) published. July 09 – Following DCSF revised deadline of 2011 for CAP, decision made to initially drive forward AWP, followed by CAP.

Working Group: *Vulnerable Group, IAG*
Links: *Connexions Plan, LSC partners*

Key Objective		Rationale			
Increase % achieving qualification thresholds.		Learners below thresholds will find it increasingly difficult to obtain employment.			
What will be measured		Specific Targets			Process for monitoring
% of level 2 at 16 % of level 2 at 19 % of level 3 at 19 Level 1-2 and 2-3 progression		Level 2 at 16 67% (2010) Level 2 at 19 79% (2010) Level 3 at 19 53% (2010)			National data set
ACTION		LINKS	WHO	BY	PROGRESS
B1 Review the Worcestershire entitlement statement		C4	Entitlement Group	Oct 09	14-19 entitlement statement incorporated into 11-19 entitlement – presented as draft to July Partnership Board for amendments then consultation
B2 Develop and recommend an updated 'holistic' Worcestershire entitlement			Entitlement Group	Oct 09	As above
B3 Consult with partners on entitlement statement		C4		Oct 09	As above
B4 Present statement at July Partnership Board for sign off			AS	Oct 09	As above
B5 County and consortia curriculum audit undertaken to include quality assurance for provision judgement		C7	TG/CLs	Oct 09	Information from audit presented to Entitlement group to identify gaps. Responsibilities identified and work ongoing. Quality assurance not yet included.
B6 County data to be provided at consortia level		E1	TG	Nov 08	July 09 - All consortia have data at local level
B7 Review audit at consortium level together with Gateway and other plans		C5	CL	Sept 09	This is to be addressed at Consortium Leaders Planning Day 9 th July.

B8 Consortia action plan create increased opportunities for learners to achieve level 2 and 3	A3, C4, C5, D3, F1	CL	Sept 09	July 09 - Action Plans have been submitted – some amendments to be made to Southern Network plans
B9 Bid for continuation of YA programme	C4, C5	CL/Colleges	Ongoing	Cohort 6 agreed December 08 but later modified as providers pulled out in ContinU and UMC – perhaps related to economic downturn. Cohort 7 to follow as part of commissioning process in Autumn 2009.

Working Group: *Entitlement, Vulnerable Group*
Links: *Consortium Action Plans*

Key Objective		Rationale		
Reconfigure the 14-19 curriculum model and learner entitlement to take account of Diploma and FLT plans and other training routes.		Need for LA to have a strategic plan to deliver curriculum entitlement by 2013.		
What will be measured	Specific Targets		Process for monitoring	
Access across county, developing in line with agreed trajectory	Diplomas – 9 to 12 lines accessible in 80% of the county for 2010 start. All consortia meet 2013 requirement. FLT just entering pilot phase for 2009 roll out – 2010 consortia targets to be set by December 2009.		Against trajectory line	
ACTION	LINKS	WHO	BY	PROGRESS
C1 Update Diploma trajectory to include other qualifications	B5	JTF	Oct 09	July 09 - Data to be produced for September Partnership Board
C2 Engage with learners to inform planning and guidance process	B3,D1, D3	CL /Connexions	Ongoing	April 09 - Entitlement Group have begun the consultation process. July 09 – All consortia have plans to set up learner voice arrangements.
C3 Update stakeholder groups as appropriate		SDM 14-19/14-19 Team	Ongoing	SDM:14-19 attends WASH Executive and College Principals meetings. EIA:14-19 has updated various cross county groups.
C4 Align 14-19 strategy with 11-19 curriculum models	A3, D4, E4	SDM 14-19/EIAs	Ongoing	April 09 - Pilot activity in ContinU. Proposals for re-organisation of EIA/SIPs to support consortia are being considered as part of county next steps.
C5 Develop models for consortium structures to provide consistency and parity of provision with appropriate local variation	A3, D4, D7, D8	EIA 14-19/CD	Oct 09	Consortium Plans to reflect entitlement pathways. Consortium Leaders Planning Day 9 th July being used to focus on this.

C6 Establish shared protocols for consortia	B5	EIA 14-19/CD	Sept 09	Protocols developed and shared
C7 Develop and implement cross consortia QA procedures	C5	EIA 14-19/CD/ EIA (Nigel Kent)	Ongoing	Pilot work ongoing in ContinU that will inform county strategic development. Statistical analysis is ongoing (using LSC data dashboard and FFT).
C8 Consortia to develop capital asset plans	A3	CDs	Dec 09	Consortia bids for capital funding leading to a capital asset plan by Dec 09
C9 Review capital plans and projects in line with 2013 entitlement. Make recommendations to Partnership Board	B5	LA/LSC	Ongoing	Initial recommendations to July Partnership Board. Further recommendations to subsequent PB meetings following EIA/Property Services site visits.
C10 Create LA 14-19 funding mechanism	C5	14-19 Fund Off/ EIA 14-19/ CDs	Sept 09	Funding protocol to be presented to Partnership Board in September
C11 Create LA 14-19 transport plan	C5	14-19 Trans Off/ EIA 14-19/ CDs	Ongoing	In progress. Research organised by 14-19 Transport Officer will deliver a mapping feasibility study tool that will enable best transport solutions to be found. 14-19 Transport forms integral part of ChS Transport policy.

Working Group: *Entitlement / MOG*
Links: *Consortium Leaders, County 11-19 group, Workforce team, Connexions, Governors*

Key Objective		Rationale		
Develop coherent delivery of IAG, within defined roles and responsibilities for Connexions/LA/schools and colleges, including QA processes.		The success of 14-19 developments relies on impartial objectives, advice and guidance. LA has a responsibility to commission and monitor the quality of the provision.		
What will be measured	Specific Targets		Process for monitoring	
All IAG provision	Delivery of CAP on time. All IAG provision to meet national standards		LA National monitor against National IAG standards. Government Office Progress Checks Learner Feedback Connexions Contracted outcomes re IAG	
ACTION	LINKS	WHO	BY	PROGRESS
D1 Raise awareness of and monitor provision against IAG national standards. Undertake an audit of IAG provision to provide baseline data	C2	EIA IAG/Connexions/AST IAG	July 09	July 09 – Audits completed and action plans constructed. (Consortia grades 1 & 2)
D2 Clarify roles and responsibilities for delivering IAG	A4, H4	EIA IAG/ GTS	Ongoing	March 09 – IAG strategy/guidance document to be developed by EIA: IAG. WCC reviewing arrangements for IAG service post April 2010. July 09 – Strategy/guidance to be developed in August 09 following audit outcomes. Specification for IAG service under review prior to move 'in-house'.
D3 Consortium action plans include IAG section	B5, C2	CD/AST IAG/ EIA IAG	July 09	Post igen audit action planning providing basis for development. July 09 – Draft action plans refer to IAG development.
D4 Support and develop models of IAG delivery	C4, C5, D2	AST IAG/ EIA IAG	Ongoing	March 09 – AST supporting institutions/consortia. Guidance for schools to be produced. July 09 – Models of delivery to be produced as part of county guidance (see D2).
D5 Promote and review use of Area Wide Prospectus	A5	EIA IAG/Anna Field AST IAG/ Connexions	July 09	March 09 – promotional materials being developed to increase profile/use.

D6 Develop a specification and pilot CAP	A6	County subgroup /Consortium Leaders	Jan 09/August 2010	March 09 – specification produced. Tender process commenced. Partnership board to decide on CAP pilot. July 09 – DCSF decision to postpone deadline of CAP until 2011. Local emphasis initially to focus on AWP.
D7 Clarify and develop the role of learning technologies in delivery of IAG	C5	EIA IAG/ EIA L Tech	Ongoing	March 09 – LT focus group to report back in June 2009
D8 Develop use of ILPs	C5	EIA IAG/CD/ EIA L Tech/AF	Ongoing	March 2009 – EIA L Tech to identify minimum requirement. July 09 - Minimum requirements established. In dialogue with schools wishing to develop ILP solution.

Working Group: *IAG*
Links: *Connexions, Consortium Action Plans, Learner forums*

Key Objective		Rationale		
Address under achievement within 14-19 cohort of learners, with focus on: <ul style="list-style-type: none"> - those not achieving level 1, or not progressing to level 2 - Identified vulnerable groups (ref: CYPP target group) 		Data indicates priority groups of learners when targeted action is needed to improve outcomes and close the gap in achievement.		
What will be measured	Specific Targets			Process for monitoring
Level 1 achievement at 16 and 19 Level 1-2 progress 16-19 Process of targeted underachieving groups	% of level 1 at 16 to 95% by 2010 Progression to level 2 16-19 to 47% by 2010			Annual attainment and progress records
ACTION	LINKS	WHO	BY	PROGRESS
E1 Develop information and data to be accessible across the LA	B1, H1, H5	LK (with sub-group)	Oct 09 (updated Jan 2010)	March 09 – Data collection process identified. July 09 – Acorn data being used to assist in identifying needs of young people.
E2 Identify and map present provision, and highlight local identified needs (Differentiate: L1- L2, 14-19, >25)	A2	LK (with sub-group)	Oct 09	March 09 – Cohort needs mapping underway.
E3 Evaluate impact and quality of current provision, and identify issues in provision for learners	C2, C3	LK(with NEETsub-group)	Initially Oct 09 then March 10	
E4 Support early identification of underachieving learners/potential NEETs to inform future provision planning	C4, H1	LK/NEET sub-group (with Cx and CDs)	Initially Oct 09 then March 10	
E5 Develop specialist and holistic support provision for the most needy and vulnerable, with severe and complex needs	A2, A3	LK (with NEET sub-group)	Ongoing	

Working Group: *Vulnerable Learners*
Links: *LSC contacts pre and post 16*

Key Objective		Rationale		
Reform the workforce in line with demands of changes in curriculum and delivery models		All providers and LA professionals require additional knowledge/skills to support 14-19 changes. Provider staffing structures will need strategic plans to support staffing changes and staff development.		
What will be measured	Specific Targets			Process for monitoring
Effectiveness of workforce to deliver learner offer. CPD programmes, uptake, evaluations. The ultimate measure will be student outcome.				Consortium and provider plans CPD evaluations
ACTION	LINKS	WHO	BY	PROGRESS
F1 Be aware of ongoing audit of existing workforce skills in light of curriculum model, to provide institution-level overview, engaging Heads / Principals and CPD Co-ordinators.		CD/LA	Ongoing	Auditing of workforce skills is underway in some consortia. Model shared at consortia meeting. The strategic planning for 2010 will be a major focus of the group during 2009. Workforce was discussed at 6 th July meeting discussion will be continued when SSAT and LCIS have appointed their new reps for Worcestershire in September.
F2 Support production of plans at consortium level to restructure workforce to deliver 14-19 curriculum, and set-up 'single conversation' with providers.	B5	CD Workforce group	Ongoing	Plans in place for CD for April 2009. This will help the progress check. All consortia need to feed in to this. Single conversation took place on 6 th July. Short term strategy for training needs to March 10 with longer term strategy being developed between consortium directors and the workforce group to be discussed at the meeting on 16 th September
F3 Engage School Workforce review team to support 14-19 developments, incorporating in initiatives such as LSN. Producing 2009/10 school workforce programme, incorporating 14-19 and including an online pathway model.		CD/OM Prof Learning/ Consultants	Ongoing	Imminent transfer of LSC staff with FE experience will provide breadth of coverage beyond schools that is required here. FE item on Autumn agenda. Dr. Fergus McKay (WMCETT) to be invited. RC to invite Steve Sawbridge, West Midlands Director or AOC. Meetings with FE managers responsible for CPD to be organised for early Autumn term.

F4 Devise and implement CPD programmes to support identified needs to include 6 th Form and FE Colleges		CD/OM Prof Learning/ Consultants/EI A 14-19/other by invitation	Ongoing	County CPD programmes published in paper and electronic forms. Electronic form to be updated as a result of conversations early next term. Conversations with SSAT, LCIS and consortium directors will inform this.
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Working Group: **Workforce**

Key Objective		Rationale		
Develop and increase provision for work-based learning, in line with role of National Apprenticeship Service.		Data indicates that increase in opportunities for employment with training post 16 is a priority. There is also a shortage in work-based learning pre and post 16. Expansion of engagement in learning to meet increase in compulsory participation age by 2015 will require significant expansion in this area. APA/GOWM priority.		
What will be measured	Specific Targets		Process for monitoring	
Increase in employment with training post 16. Increase in range of WBL opportunities. Increase in employer involvement in diploma delivery/work-based learning.	16 to 18 year olds in employment with no training down to 10% (2010)		Report to PB and CYPPSPB	
ACTION	LINKS	WHO	BY	PROGRESS
G1 Liaise with EBP and Economic Development Service to review current employer engagement activity	C5	JG/JTF/TO/DT/GW	Jun 09	July 09 initial meeting has taken place.
G2 Audit local employers regarding current involvement		R & I	Ongoing	July 09 JTF/GW to meet to create template.
G3 Review Terms of Reference and Membership of Employer Engagement Group		DT/GW/JG/JTF	Ongoing	Terms of reference amended.
G4 Develop employer engagement strategy including:- - Development of County Council / Public Sector role - Engagement of EBP in employer engagement to support diplomas etc - Exploiting potential of Training Providers Network to increase engagement	C4,C5	Employer Engagement Group	July 09	Draft strategy produced by EBP for review.
G5 Review requirements to contract for EBL activities from Sept 09		JTF	Nov 09	JTF to present to November Partnership Board meeting.
G6 Develop objectives for EBL contract to meet employer engagement strategy requirements		Employer Engagement Group	Sept 09	See above

G7 Promote support for work related learning with employers		All	Ongoing	WCC internet site for employers to link to EBP. Regional representative for NAS to attend Partnership Board meeting in September to discuss potential support.
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Working Group: *Employer Engagement*

Key Objective		Rationale		
Reduce % of 16-18 year olds who are NEET.		100% participation rate by 2013 indicates the need for a focus on NEETs.		
What will be measured	Specific Targets		Process for monitoring	
Reduction of % of 16-18 year olds who are NEET	4.5% (2010)		National data set	
ACTION	LINKS	WHO	BY	PROGRESS
H1 Consortia action plans to use data provided by the County to identify ways to reduce NEETs, in line with "principles" for preventing and reducing NEETs.	B1	CDs	June 09	March 09 – Consortia action plans in preparation
H2 Provide and promote guidance for all deliverers on effective pooling of resources, and evaluation of impact on NEETs or potential NEETs	C3, E3, E5, F2	LA	Dec 09	Group recognise the need to produce a NEET action plan and will add this as an agenda item in the Autumn 09
H3 Identify the characteristics of NEET young people to inform future support and provision planning	E2, E4	Cx/CDs	Sept 09	July 09 – Acorn data being utilised to assist in analysis of young people's needs.
H4 Clarify and develop roles and structures to meet the needs of NEETs, with LA capacity to support	A3, C10	SDM 14-19	Dec 09	July 09 – Roles and responsibilities of Connexions in meeting NEET needs to be considered as IAG service moves 'in-house'.
H5 Develop appropriate personal support packages for NEET young people	E4, E5	LA/LSC	Dec 09	July 09 – Partnership bid for LSC/ESF funding for provision to meet post 16 NEET needs.

Working Group: *Vulnerable Learners*
Links: *LSC, Connexions, Consortium Leaders*