

Targeted Intervention to Promote Access to Coherent Progression Routes

Priority	Action	Lead Organisation	Status
1. Identify target sectors and geographical areas	1.1 Identify economic needs/skills gaps geographically	Economy & Culture	Reports produced to help employers plan for the future. Understanding gained as to why employers report a skills gap which has resulted in the skills plan being updated. Priority sectors have been identified: Agri-food; care; advanced Engineering; Green Technology; Transport & Infrastructure and Visitor Economy
	1.2 Identify provision needs compared with demand geographically	14-19 Team	The partnership has agreed the priorities for 2012/13. Analysis identifies the over-supply of school A Level provision, small classes and detailed opportunities for collaboration.
	1.3 Identify target areas with regard to deprivation and child poverty	Children's Commissioning Team	Completed and action plan developed
	1.4 Identify target areas for promotion of routes into specific economic growth areas	Economy & Culture	Specific gaps targeted - Agri Food, Visitor Economy & Manufacturing. Employer research into why there are skills gaps in the above sectors undertaken. A bus campaign promoting careers
2. Promote learning routes into target sectors	2.1 Market progression routes directly to young people, parents, carers and employers in target areas	Employment & Skills Board (ESB) and Economy & Culture	Information on sectors being produced by the Lincolnshire Research Observatory (LRO). A social media and bus advertising campaign
	2.2 Involve employers in the promotion of progression routes with a special focus on apprenticeships		Employment & Skills Board (ESB) contributed to the procurement of the ATA. ESB workshop to discuss how employers can engage with schools and providers has been held. 2 pilot programmes are being developed
	2.3 Enhance and disseminate Labour Market Information (LMI) available to learners, parents, carers and teachers in target areas		Aspirations bulletin produced 3 times a year which involves the ESB and partners in its production
	2.4 Provide training to staff in the use of targeted LMI in willing schools (FOC)	14-19 CEIAG Team	6 bespoke training sessions have been delivered in addition to workshop at guidance network conference with 41 schools attending
	2.5 Work with schools to help them prepare for the transfer of statutory advice and guidance to schools from Sept 2012		26 Career Mark support sessions have taken place and 12 IAG group sessions have taken place

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3. Map and fill gaps in provision 14 - 16	3.1 Map the routes available into identified job areas in each target geographical area	14-19 Team	Changes to government policy has meant that schools have started to focus on the traditional academic route. FE Colleges will be able to recruit 14-16 from Sept 2013
	3.2 Work with willing schools to adapt provision to fill gaps 14 - 16		UTC has been improved in Lincoln
	3.3 Commission provision from FE/IPP and offer this to schools at a subsidised rate		New courses in directory
	3.4 Commission and offer a new Lincolnshire Student Apprenticeship scheme (LSAP) with linked work experience and employability skills development.		Lincs Student Apprenticeship Programme on offer in each consortium area. LSAP being delivered in minimum of 3 areas in Sept 2012. 20 further learners on programme. Changes to government policy means that schools will be less likely to engage with this in the future
	3.5 Work with FE and Universities to consider University Technical College proposals in target areas and sectors	14-19 Team	Lincoln UTC approved, the startdate to be confirmed.FE Colleges will be able to recruit 14-16 from Sept 2013, the four main colleges have all indicated their intention to do so.
4. Map and fill gaps in provision 16 - 19 and target sector vocational learning for 16 - 19 year olds	4.1 Map the routes available into identified job areas in each target geographical area	14-19 Team	
	4.2 Work with willing schools/Fe/Providers to adapt provision to fill gaps 16 - 19		Riseholme/Bishop Burton offering level 1 programmes. Fe colleges have increased their LLDD and Foundation level provision.
	4.3 Cultivate and market FE provision in target sectors through formal competition where necessary		There has been no identified need for additional provision that cannot be met by the existing provider network.
	4.4 Cultivate and market IPP provision in target sectors through formal competition where necessary		There has been no identified need for additional provision that cannot be met by the existing provider network.

Skills and Learning Action Plan

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5. Increase the availability of apprenticeships	5.1 Include apprenticeships requirements in LCC contracting above an agreed value in each target area	Children's Commissioning Team	Minimal progress.LCC legal teams view is that this is not possible, however othe LA's have managed this.
	5.2 Establish and fund two Apprentice Training Associations (ATS): one in the Noth of the County and one in the South	Employment & Skills Board (ESB) Economy & Culture	A new apprentice training agency (ATA) has been procured that will increase the number of Apprentice places by helping small businesses overcome recruitment barriers. 4 Apprentices placed with three businesses 4 businesses in the process of taking on an Apprentice each
	5.3 Appoint two Apprenticeship Champions working with the National Apprenticeship Service (NAS) and ATs to work with employers to encourage conversion of jobs with training to apprenticeships in each target area	14-19 Team working through the Work Based Academy (WBA)	35 schools visited by the Apprentice Champions 1000 young people have accessed information about apprenticeships through young peoles days at Sleaford, Boston, Lincoln and Stamford
	5.4 Development budget for Apprenticeship Champions	14-19 Team	
6. Ensure access to higher level learning in target sectors	6.1 Fund and target work related learning, work experience and employability inputs to support targeted geographical and sectoral areas Free of Charge to providers	Possible ESF funded. Possibly EBP	On hold due to the work related learning review and the devlopment of study programmes has been completed.
	6.2 Support introduction to HE and involvement of HE in progression route development in target areas	HE institutions expected to do this as part of	Meeting held with Uni. Widening Participation agenda still being delivered.
	6.3 Ensure progression routes can lead to accessible higher level (L4 & 5) learning in target areas	14-19 Team	The number of Foundation Degress offered in FE Colleges mapped
	6.4 Ensure that HE and FE play a full role in opporunity awareness raising	14-19 Team	Working wth IAG groups to ensure their full participation
	6.5 Develop employer mentoring for nominated young people in target areas	EBP	21 learners supported. 35 employers involved
7. Ensure economic drivers, apprenticeships and other linked learning opportunities are well understood	7.1 Ensure coherence in press and media coverage of the agenda through regular briefings to the media, press officers, elected members, MPs, senior officers and the new 'Careers Service'	EBP	Ongoing. County News feature in Sept 2012. Aspirations bulletin published 3 times a year in partnership with the ESB.
	7.2 Appoint two Apprenticeship Champions to co-ordinate all apprenticeship activity, one based with each ATA	14-19 Team	Appointed Jan 2012

Targeted Support into Mainstream Opportunities for the most Needy

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8. Targeted support into mainstream opportunities for the most needy	8.1 Develop robust multi-agency transition plans and pathways for vulnerable Young People. Transition plans to commence at Year 9 and to be reviewed annually as a minimum.	LCC Transitions Board	Co-ordinator appointed. Ongoing activity to take into account changes outlined in the draft Children & Families Bill
	8.2 Specifically review EET pathways for future care leavers to increase opportunities within mainstream provision	Leaving Care Service - Barnados	Barnados providing work readiness and soft skills Care leavers. 13 on CLAS; 45 work preparation; 12 life skills; 37 being supported currently
	8.3 Identify groups and categories of 16-18 year olds with the greatest difficulty in accessing 16-19 learning provision (e.g. Sleaford Foyer, Care Leavers)	LCC Childrens Locality Teams	2 ESF projects started April 2012; support for 19 – 24 LDD NEETs and 16 – 18 (19 – 24 if LDD). 37 Care leavers supported currently.
	8.4 Establish systems to remove barriers to access of learning provision for vulnerable groups e.g. facilitate enhanced financial support to enable individuals in these groups to participate in mainstream provision (e.g. extra support for transport)	LCC Childrens Locality Teams	Ongoing
	8.5 Identify Families with Complex Needs with Young People at risk of none engagement. Target work to engage the YP at risk.	Community Budget Pilot Project Board	
	8.6 Develop Apprenticeship opportunities for Vulnerable Young People via Social Responsibility Clauses in large County Council contracts.	Children's Commissioning Team	Minimal progress.LCC legal teams view is that this is not possible, however other LA's have managed this.
	8.7 Develop Apprenticeship opportunities for Vulnerable YP within the County Council and with other public sector key partners e.g. Health, District Councils	14-19 Team	Minimal progress.LCC legal teams view is that this is not possible, however othe LA's have managed this.
	8.8 Establish mentoring scheme involving employers who take on vulnerable young people	EBP	21 learners supported. 35 employers involved
	8.9 Work with local employers and the appropriate ATA to increase the number of apprenticeship opportunities in target sectors	14- 19 Team (through the Apprenticeship Champions)	Working with employers the champions have identified 100 additional apprenticeship places. 43 of these have been filled
	8.10 Use mentoring scheme to bespoke introductions of mentored individuals to apprenticeship opportunities	EBP	21 learners supported. 35 employers involved
	8.11 Increase learning opportunities for LLDD to enable them to study in their local area and improve outcomes into employment and independent living	14-19 Team	Reduction in the number of learners (16-25) with complex needs accessing residential provision from 51 (11/12) to 25 (12/13) resulting in a saving of £1,009,506. This is because mainstream colleges have developed their provision and are supporting more learners with complex needs

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8. Targeted support into mainstream opportunities for the most needy	8.12 Commission specifically, employability support programmes for the most deprived groups in geographical areas where no such provision exists.		2 ESF projects started April 2012; support for 19 – 24 LDD NEETs and 16 – 18 (19 – 24 if LDD).

Universal preparations for the raising of the participation age

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9. Ensure that the Local Authorities responsibilities for vulnerable young people are met	9.1 Co-ordinate the work of Children's Services localities teams and Careers Service to ensure that individuals from vulnerable groups are supported into learning at 16 and retained to 17 (from 2013) and 18 (from 2015)	LCC Childrens Locality Teams	Information been given via RPA training for schools and senior leadership.
	9.2 Ensure that provision needs of vulnerable young people are communicated to inform comissioning needs	LCC Childrens Locality Teams	RPA Vulnerable learners group established as a sub group of the 14-19 partnership. Involved in setting the strategic priorities.
10. Support Schools to fulfil their new statutory responsibilities for the support and careers guidance of young people from April 2012	10.1 Work with secondary schools to develop capabilities with regard to the early identification of learners at risk of non-participation at 16	14-19 Team	SHIRPA developed to aid early identification and being trialled.
	10.2 Work with schools to help them develop interventions for learners at risk of non-participation	14-19 Team	Information been given via RPA training for schools and senior leadership.
	10.3 Mount a direct publicity and information campaign with a local dimension leading up to the first year of RPA (2013)	EBP	Leaflets produced for schools/parents/carers, employers and learners, they are available in other languages. Radio campaign run in 2012. Poster campaign currently running
	10.4 Ensure provision mix is sufficient to meet 100% participation	14 - 19 Team	There are sufficient places to meet RPA. However there is a need to reduce A Level provision and increase vocational sub level 2 programmes.