

Strategic theme: Tackling Poverty	Flintshire County Council					
Broad Outcome: Improving the skills of young people and families	Outcome 5					
Why we focused on this outcome? <ul style="list-style-type: none"> To extend and improve the education, employment and training opportunities available for young people. To improve the prospects of local people. To meet the needs of local employers. To help young people take the step from education to employment. To place and retain young people in work. 						
Key Measure from the Improvement Plan Additional measure WG Tracking Indicator						
	Outturn 2012/13	Target 2013/14	Outturn 2013/14	Target RAG	Trend	Target 2014/15
How much did we do? Input/ throughput indicators taken from any source including the tracking indicators in the <i>Programme for Government</i>						
<ul style="list-style-type: none"> Increasing the number of people who successfully establish and grow businesses (management information – targets not set for future years) 	In 2012 Flintshire supported business to create 573 new jobs and safeguard 1,300	Not Applicable	1741	N/A	Improved	Not Applicable
<ul style="list-style-type: none"> The number of apprenticeships in the public and voluntary sector (data provided by Coleg Cambria, FCC, Careers Wales, Jobcentre Plus) (management information – targets not set for future years) 	Apprenticeships 825 Traineeships 124 Work Experience Placements 219	Not Applicable	Apprenticeships 1757 Traineeships 68 Work Experience Placements 223	N/A	Improved	Not Applicable

Appendix 5

<ul style="list-style-type: none"> Support the Enterprise Club and develop further clubs to assist with business starts (management information – target not set for future years) 	2 business starts	Not Applicable	12	N/A	Improved	Not Applicable
How well did we do it? Qualitative assessment of effectiveness/ evidence from surveys/ output data etc						
<ul style="list-style-type: none"> Launch the Employers Promise in the public sector to promote and enhance our roles as employers 	Not Applicable	March 2014	March 2014	G	N/A	Not Applicable
<ul style="list-style-type: none"> Set a marketing strategy to communicate the range of apprenticeship and training programmes available 	Not Applicable	March 2014	See narrative *1	A	N/A	Not Applicable
<ul style="list-style-type: none"> Increase the number and range of Communities First Job Club programmes (Establishment of job clubs initially before looking at programmes / events in future years) 	Not Applicable	3 rd Club by October 2013	October 2013	G	N/A	Not Applicable
<ul style="list-style-type: none"> Implement skills development programmes in partnership with local employers (phase 1) 	Not Applicable	March 2014	March 2014	G	N/A	Not Applicable
<ul style="list-style-type: none"> Securing high levels of 16 year olds in education, employment and training (EET) 	97.7%	Baseline or better	96.4%	A	Downturned	Baseline or better
<ul style="list-style-type: none"> Increase the number of <u>apprenticeship</u> disciplines to help reduce the skills gap (FCC) 	8	12	22	G	Improved	Baseline or better
Is anyone better off? Quantative evidence of the outcome achieved using tracking indicators from the <i>Programme for Government</i> and your single integrated plans						
<ul style="list-style-type: none"> Key stage 4 Free Schools Meals achieving level 2 including English/Welsh & Maths 	26%	Actual data was not yet	35.7%	N/A	Improved	49.5% - 52.5%

Appendix 5

		available – Target not set				
<ul style="list-style-type: none"> % of 16 year olds who are not in employment or education training (NEET) 	2.3%	2.2%	3.6%	A	Downturned	2.0%
<ul style="list-style-type: none"> % of 16-24 year olds who are not in employment, education or training (NEET) 	7.8% average	Baseline or better	5.8%	G	Improved	Baseline or better
<ul style="list-style-type: none"> Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 1 Indicator (Five GCSE passes A* to G or vocational equivalent) 	89.5%	92% - 94%	91.2%	A	Improved	94% - 95%
<ul style="list-style-type: none"> Number of Flintshire County Council employees undertaking the supervisory and management training programmes developed with Coleg Cambria 	154 employees	115 - 125 employees	146	G	Improved	120
<ul style="list-style-type: none"> Percentage of Flintshire County Council employees completing the supervisory and management training programmes developed with Coleg Cambria 	60% completed 34% still studying (2 years to complete) Total = 94%	85% - 95%	91%	G	Improved	90-95%
<ul style="list-style-type: none"> Numbers of Flintshire County Council employees attending specialist and or vocational courses 	185 NVQ's 572 Specialist Training	NVQ's 60 - 70 Specialist Training 180 - 200	122 886	G	Improved	80 200-220
<ul style="list-style-type: none"> Number of residents from Communities First areas completing accredited community based courses 	209 people	328 (164 per cluster)	249 (161 West and 88 East)	A	Downturned	Unable to determine at present

*1 The Single Integrated Plan for Flintshire incorporates the previously named “Making a Positive Difference Plan”, the CYPP strategic plan. This plan is complemented by the Engagement and Progression Action Plan Implementation Plan, which is Flintshire’s articulation of how we will ensure that we identify those at risk of becoming NEET (as soon as possible), broker support to channel the young person into the most appropriate provision and ensure that they have appropriate employability skills for the current labour market. We are in the process of developing a North Wales database, explaining the array of employment, training and education opportunities available to young people and this will be an additional service to the all-Wales COP database. Which will complement Career Wales who have developed a bespoke advisors’ database for use with clients.

Key Achievements for 2013/14

Skills and Learning/ Improving learner outcomes through the best use of targeted funding / Activity-led funding for schools and support services

A conference, focusing on the Sutton Trust strategies to improve learner outcomes has been organised to support schools as part of a series of sessions on the effective use of the Pupil Deprivation Grant.

An Early Language Intervention project has been established to support the identification and targeted support of language acquisition in the Foundation Phase. This was initiated in light of concerns at end of Foundation Phase outcomes and a significant increase in the number of children for whom English is an additional language. The project ran initially for 2013/14 but following the evaluation of positive impact for learners, will continue in 2014-15.

A joint training package between BetsiCadwallader University Health Board (BCUHB) and FCC has been developed to implement a motor programme aimed at improving all areas of development for Foundation Phase learners. This targets the main methods of learning through movement including visual, motor, perceptual and sensory. This is also an ongoing programme.

The LA Inclusion Service has targeted funding at Primary schools to improve the understanding of schools’ responsibilities towards children with Additional Learning Needs. This has had a particular focus on multi-agency involvement with the aim of

identifying effective strategies of support and the successful implementation of external professional recommendations into individual education plans.

Funding is also targeted at the Foundation Phase Partnerships. These facilitate collaborative working between schools and ensure best practice is cascaded and implemented and contributed to the improved Foundation Phase outcomes in 2013. This is recognised as an effective model and is ongoing.

Working in partnership regionally, all 6 LAs in North Wales contribute an element of retained School Effectiveness Grant towards the National Support Programme and the employment of Associate Partners (APs) who in turn support schools to improve literacy and Numeracy skills in learners. APs work with targeted schools on identified areas of need and 15 schools within Flintshire have accessed support across the year. The impact of the intervention will be monitored through learner outcomes in the National Literacy & Numeracy Tests and will be available in the Autumn term 2014.

Retained funding from the grant was also used to support identified schools with specific needs in meeting the national challenges and targets (literacy, numeracy and reducing disadvantage)

A 'Talk for Writing' training event, focused on the strategies promoted by Pie Corbett has been targeted at the primary sector. This was well attended and received excellent feedback from attendees. A number of schools have identified an intention to further build on this buying in additional training in this area from their own resources or future delegated grant.

WG Attendance grant has been administered regionally and led by Flintshire officers. A menu of support has been made available to targeted schools, who have been identified through attendance data or self-referral.

14-19 grant in 2013-14 was used to support a range of vocational and other collaborative activities for learners in English and Welsh mediums. This has contributed to schools meeting the needs of the Learning and Skills Measure and achieving improved outcomes in the Level 1 & 2 Threshold. The 14-19 grant criteria for 2014-15 focuses on the Youth Engagement and Progression Framework and in particular the reduction of the number of 16 year olds Not In Education, Employment and Training (NEET). It will support:

- Personal Support Programme in Inclusion Service to re-introduce those already dis-engaged and in danger of becoming NEET
- A programme of skills development for 14-16 year old learners who have dis-engaged from mainstream schools, delivered at Coleg Cambria

- A pilot programme of activities designed to engage, build confidence, fitness, self-discipline and motivation to work effectively in a team, targeting young people identified as likely to disengage from learning in school, aiming to ensure they maintain their school place and make the best of the learning opportunities provided.

Skills and Learning / Helping and protecting children and vulnerable families / Children and Vulnerable Families (Families First)

The Families First programme continues to be delivered until March 2015 and the programme has now fully commissioned the grant and all projects are fully functioning and delivering. The programme works to the National Outcomes and has an agreed outcomes framework to deliver to. A recent (April 2014) evaluation of the programme has been externally commissioned and reported to Welsh Government.

Skills and Learning / Young people fulfilling their potential / Youth Support Services

The service has appointed a new strategic manager w.e.f. 01.04.14. The service will now move forward to deliver the National Youth Work Strategy and the Youth Inclusion Progression framework. The Youth Work Strategy Support Grant has been fully allocated utilising a Result Based Accountability methodology and all projects are now in delivery mode for 2014-2015. The training element of the Support Grant has been agreed by Welsh Government and the informal learning programme is in place. A new approach to monitoring the support grant will be introduced during 2014 – 15 to ensure the most effective use of the allocated funding and report on outcomes. Allied to this appointment we have two new plans in place. Firstly, we now have a Youth Engagement and Progression Action Plan for Flintshire, this plan ensures mechanisms are appropriate to provide the best progression route and deliver the most positive outcome for Flintshire's young people. The second plan is the Employers' Promise, this is an amalgam of frameworks designed to ensure that we have high quality training, employment opportunities and attainment in the county from leading public sector employers.

Improvement Priority – Meeting the skills and employment needs of local employers – skills to align with business needs

The Council has been successful in attracting £6.024m of Welsh Government investment into Deeside through the Vibrant and Viable Places (VVP) programme. This will be used over the period 2014-17 to:

- Improve public and private sector housing stock.
- Create new homes above shops and on regeneration sites.
- Improve shop fronts and purchase and re-let empty units for new enterprises.
- Make small scale environmental improvements.

A new Deeside Partnership has been established which will oversee the progress of the regeneration programme in Deeside, including the VVP programme as well as wider programmes of work. The Partnership will ensure that the benefits of the Deeside Enterprise Zone are maximised as far as possible for the area and that the different streams of funding are co-ordinated effectively.

Phase 1 North Wales Advanced Manufacturing Skills & Technology Centre (NWAMS&TC) feasibility study has been completed to develop a focus for the key advanced manufacturing sector in Flintshire and North Wales in partnership with WG, HE, FE and private industry. Phase 2 NWAMS&TC feasibility study to be completed via funds from WG during 2015. The Centre will support the next generation of students, work placement's, apprenticeships and employees to future proof business sustainability within the sector.

Proposals to develop and implement Deeside Enterprise Zone Shared Apprenticeship Scheme with private industry was submitted for Ministerial approval. During a three year cycle, the scheme will support 60 apprentices in gaining a gold standard apprenticeship in areas of advanced manufacturing. The scheme will raise awareness of opportunities available in an effort to recruit the brightest local talent to the zone and ensure that we can provide the skills needed by local business. The apprentices will be employed by Coleg Cambria to reduce the burden on local companies.