

Key

Measure from the Improvement Plan

Additional measure

WG Tracking Indicator

| | |
|---|---|
| Strategic theme: Tackling Poverty | Flintshire County Council |
| Broad Outcome: Improving the skills of young people and families | Outcome 5 |
| Why are we focusing on this outcome? <ul style="list-style-type: none">• Extend and improve the education, employment and training opportunities available for people.• Improve the employment prospects of local people.• Meet the needs of local employers.• Help young people take the step from education to employment.• Place and retain young people in work. | What will success look like? Meeting the skills and employment needs of local employers |

| | 2013-14 Outturns | 2014-15 Targets | 2015-16 Targets |
|---|-----------------------------|----------------------------|----------------------------|
| 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">• The number of apprenticeships in Flintshire (management information – targets not set for future years) | 2135 *1 | Not Applicable | Not Applicable |
| <ul style="list-style-type: none">• No's attending the Enterprise Club. | 48 people | 60 people | TBC |
| <ul style="list-style-type: none">• Delivery of a jobs fair event. | Not Applicable | September 2014 | TBC |
| <ul style="list-style-type: none">• Launch an Employability Club with Careers Wales for 16 – 24 year olds (running on a fortnightly basis) | Not Applicable | May 2014 | Not Applicable |

| | | | |
|--|--|--|--|
| How well did we do it? Qualitative assessment of effectiveness/ evidence from surveys/ output data etc | | | |
| <ul style="list-style-type: none"> Undertake a governance review of the Employment, Skills and Jobs Board | Not Applicable | October 2015 | Not Applicable |
| <ul style="list-style-type: none"> Employers Promise – launched March 2014 follow on milestones: <ul style="list-style-type: none"> Put in place a plan to deliver the Employers Promise Create guidance to inform partner’s business planning Monitor and report the impact to the Employment, Skills and Jobs Board | Not Applicable | February 2015 | Not Applicable |
| | Not Applicable | February 2015 | Not Applicable |
| | Not Applicable | Not Applicable | End March 2016 |
| <ul style="list-style-type: none"> Provide systems to provide the best labour market information to young people e.g. apprenticeship and training opportunities. Careers Wales portal being developed - Common Area Prospectus (CAP) | Not Applicable | July 2014 ‘go-live’ | August 2015 Portal fully operational with all information available as initially envisaged |
| <ul style="list-style-type: none"> Increase the number and range of Communities First Job Club programmes | 3 rd Club opened October 2013 | 4 th Club by end March 2015 | Not Applicable |
| <ul style="list-style-type: none"> Increase the number of apprenticeship disciplines to help reduce the skills gap (FCC) | 12 | Baseline or better | 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+ threshold including English/Welsh & Maths | 35.7% *2 | 30% - 36% *3 | 34% - 40% |
| <ul style="list-style-type: none"> Securing high levels of 16 year olds in education, employment and training (EET) | 96.4% | Baseline or better | Baseline or better |
| <ul style="list-style-type: none"> Reducing the percentage of 18 – 24 year olds claiming Jobseekers allowance. | 5.7% | Baseline or better | 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) | 91.2% *4 | 90% - 93% *5 | 91% – 94% |
| <ul style="list-style-type: none"> Number of Flintshire County Council employees undertaking the | 146 | 90 -110 | Unable to |

| | | | |
|--|--|--|--------------------------------|
| supervisory and management training programmes developed with Coleg Cambria | employees | Employees *6 | determine at present |
| <ul style="list-style-type: none"> Percentage of Flintshire County Council employees completing the supervisory and management training programmes developed with Coleg Cambria | 91% | 90 – 95% | Unable to determine at present |
| <ul style="list-style-type: none"> Numbers of Flintshire County Council employees attending specialist and or vocational courses | NVQ's = 122 Specialist Training = 886 | NVQ's = 70 - 80 *7 Specialist Training = 800 – 850 *7 | Unable to determine at present |
| <ul style="list-style-type: none"> Number of residents from Communities First areas completing accredited community based courses | 249 (161 West and 88 East) | 140 West 88 – 95 East | Unable to determine at present |
| <ul style="list-style-type: none"> No's of businesses started as a result of the support provided by the Enterprise Club. | 8 businesses | 14 businesses | TBC |

Notes

*1 – Only the 2012/13 outturn is currently available for Flintshire, data for 2013/14 is expected to be available shortly. Source of the data is Welsh Government.

*2 – Flintshire's outturn of 35.7% compares very favourably with the 25.8% across Wales as a whole especially considering that Flintshire's FSM learners share the same issues as those in other counties.

*3 – Given our previous year's outturn and knowledge of the cohort (14% of total cohort) and volatile nature of outcomes (percentage can vary widely between years) a realistic but challenging target has been for 2014/15 set at 30% - 36%.

*4 – Improvement was achieved again in 2013/14; performance of 91.2% when compared with 89.5% in the previous year and better than the all Wales figure of 85.8% (2013/14).

*5 – Maintenance of the previous years performance will be very difficult to achieve given the cohort in 2013/14, therefore a realistic but challenging target has been set for 2014/15 at 90% - 93%.

*6 – The 2014/15 target has been set in recognition of workforce reduction (e.g. staff leaving through ER/VR) and the numbers of staff who have already completed NVQ's, which was significantly over the target set for 2013/14 (60 – 70). In addition, there has been a change to funding of apprenticeship frameworks, whereby over 25's will no longer be funded. Alongside this is a planned change in direction to encourage staff to take professional qualifications e.g. AAT for Accounts staff.

*7 – As in note 6 above, the target has been set in recognition of workforce reduction and the numbers of staff who have already completed qualifications / specialist training.

Story behind the data

There is a clear correlation between improving the skills of young people and families and tackling poverty.

Key activities for 2014/15 under the Improvement Plan Priority for Apprenticeships and Training include:-

- Work with the public, private and voluntary sectors to increase the number of apprenticeships, traineeships and work experience opportunities.
- Make an impact with the Employers' Promise in key areas e.g. developing further apprenticeship opportunities and employees' skills.
- Market and communicate broadly the range of apprenticeship and training programmes available.
- Identify sectors with skills gaps in order to develop apprenticeships and alternative programmes and investment in training.
- Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network.
- Continue to develop and increase the number and range of Communities First job clubs.
- Commission and deliver skills development programmes in partnership with local employers.

Key Risks/Challenges being faced:-

- Ensuring that employer places match current and future aspirations and needs.
- Ensuring capacity to support paid work placements and other programmes.
- Ensuring that education providers participate fully.
- Strengthening the links between schools, colleges and employers.
- Work with local employers and learning providers to meet the skills based needs of the future.