

Quarter 2 Improvement Plan Progress Monitoring Report – Skills and Learning



Flintshire County Council



Actions

4 Skills and Learning

4.1 Improving learning provision and opportunities to achieve better learner outcomes



4.1.1 Apprenticeships and Training

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.1 Work with the public, private and voluntary sectors to maximise the number of apprenticeships, traineeships and work experience opportunities, communicated through the Common Application Process (CAP)	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 AMBER	 AMBER
<p>ACTION PROGRESS COMMENTS:</p> <p>Through the Youth Engagement and Progression Framework, officers are continuing to track and support young people who are NEET or at risk of becoming NEET. Regular liaison with partners has secured access to a range of provision around work related skill development for the identified young people and this has supported engagement with suitable outcomes such as traineeships and enhanced work experience packages.</p> <p>IOSH Managing Safely Training has been provided to secondary schools and Inclusion staff to enable them to identify and vet appropriate work experience packages. It is envisaged that this will lead to increased opportunities within this area.</p> <p>Information regarding opportunities within Flintshire has been fed into the Common Application Process (CAP), a system operated through Careers Wales. This has been run as a pilot and is under review, the outcome of which will direct future activity in relation to how this is taken forward.</p> <p>A Training Academy Project Board has been established (October 2015) to oversee and coordinate the work of the Council in relation to community benefit opportunities in relation to training and employment. Increasing the number and range of apprenticeships is focus for the Board.</p> <p>Last Updated: 28-Oct-2015</p>							

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.2 Increase training and apprenticeship opportunities for local people through our major capital programmes (WHQS and SHARP).	Sean O'Donnell - Contract Surveyor	In Progress	05-Jun-2015	31-Mar-2016	10.00%	 AMBER	 AMBER
<p>ACTION PROGRESS COMMENTS:</p> <p>A number of apprentices have been appointed with contractors as part of the new WHQS programmes. To date 4 opportunities have been created through the various programmes and the service continues to work with the contractors to maximise these opportunities and ensure they fulfil their contractual obligations. A Community Benefit and Training Academy has also been established by Flintshire County Council to oversee the growth of apprenticeship opportunities in the county across the major investment programmes.</p>							

Wates contractors have been appointed as the developers for SHARP. The contractual conditions include a requirement to make apprenticeship opportunities available within Flintshire. A Community Benefit and Training Academy has been established by Flintshire County Council to oversee the growth of apprenticeship opportunities in the county. Construction under the SHARP Programme has not yet commenced.



Last Updated: 09-Nov-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.3 Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network.	Sharon Jones - Communities First Cluster Delivery Manager East	In Progress	05-Jun-2015	31-Mar-2016	60.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

BEN on track over both CF Clusters. Celebration event planned for September 2015. Total membership is 84. We are supporting the Wrexham BEN to develop their structure, following Good Practice from Flintshire.



Last Updated: 04-Aug-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.4 Support the development of two academies focusing on Retail and Construction for over 18's leading to employment.	Nigel Davies - Communities First Cluster Delivery Manager West	Completed	01-Apr-2015	31-Mar-2016	100.00%	 GREEN	 GREEN

ACTION PROGRESS COMMENTS:

Launch of the Construction Academy by April 2015 -The Construction and Retail Academies launched January 2015. Due to procurement and commissioning of posts the launch was held back, but an Acting Up post was put in place. The Academy set up previously at Ysgol Maes Hyfred continued with the Academy at Artisans Shop in retail and hospitality. 8 pupils attended with 3 placement at the Artisans shop.

Last Updated: 14-Aug-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.1.5 Implement the Youth Engagement and Progression Framework for learners in danger of disengaging through: <ul style="list-style-type: none"> • Targeting vocational and employability skills • Enhancing personal support, including coaching, mentoring and help with transition • Increasing the use of release on temporary licence 	Jeanette Rock - Principal Education Officer Inclusion	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 GREEN	 GREEN

(ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.

ACTION PROGRESS COMMENTS:

Work on implementation of the Youth Engagement & Progression Framework is underway. An appropriate early identification tool (Child Profiling Tool) has been agreed regionally and this will support schools and the LA to identify young people at risk of disengagement and target a range of resources appropriately. Funding for this has been agreed and a timetable of training and implementation is to be developed, to facilitate use of this within the Autumn term 2015. The Child Profiling Tool has been purchased for the region (October 2015) and is currently being trialed in each of the 6 authorities. Discussions are taking place with schools regarding the output data from the trials. Meetings are scheduled for November to make final adjustments to the weightings within the system to ensure that it accurately captures the correct individuals and for final sign off.

The team of Personal Support staff has been increased through the use of grant funding and they continue to work with the young people identified through the current system. The support has been targeted at young people on Tiers 1 and 2 of the Youth Engagement & Progression Framework and has been successful to date in reducing the numbers of young people in these Tiers.

A North Wales regional bid to the European Social Fund has been successful and has secured 3 years' worth of funding for enhanced provision in the form of alternative curriculum opportunities and support for transition. FCC is working in partnership with Wrexham County Borough Council and Coleg Cambria to implement this programme known as TRAC. FCC's Engagement Progression Coordinator has developed strong links with local providers and has contributed to the regional procurement framework to secure an appropriate range of provision in line with the needs of young people to be offered through TRAC. Information on existing training opportunities have been collated and this has improved the system of appropriate signposting and access. Where appropriate, providers have been asked to amend and adjust their provision to ensure that it meets individual vocational and employability skill needs.

Service specifications between the Youth Justice Board and Werrington are in final draft form. Release On Temporary Licence (ROTL) arrangements with North Wales Youth Offending Teams is being pursued and monitored by the Regional Resettlement and Reintegration Board and nationally by Youth Justice Board Cymru.

Enhanced curriculum of activities for Key Stage 4 learners in danger of disengagement organised with partners, e.g. Coleg Cambria, Motivational Preparation Course Training (MPCT), North Wales Training (NWT), by September 2015 -Local Authority officers have worked collaboratively with secondary schools to identify young people at risk of disengagement and further work has been undertaken with schools and partners to identify, source and offer a range of suitable alternative curriculum opportunities. These are now in place and arrangements have been made ready for the young people to access the provision from the start of the new academic year (September 2015). The programme of alternative provision has now been established with KS4 learners successfully accessing a wide range of vocational options delivered via Coleg Cambria.

Roll out of release on temporary licence (ROTL) to new institutions/partners by September 2015-x2 young people currently in custody. National Review of Release on Temporary Licence initiated nationally to support increased use.

Youth Justice Service has contributed to the consultation on Temporary release proposals and submitted September 2015.



Currently no young people in custody. ROTL application and processes utilised by x1 young person as part of education placement planning prior to release in August 15.



ROTL and Temporary release applications monitored by Resettlement and Reintegration (RR) Board for Wales- Flintshire YJS in attendance. Representative from Werrington YOI attending local RR panels for consultations and problem solving.

Consultation commenced regarding delivery of the additional learning needs and education (tribunal) bill Wales and responsibilities for delivering IPL from Wales in England

Last Updated: 28-Oct-2015

4.1.2 Modernised and High Performing Education

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.1 Working effectively with the Regional School Improvement Service (GwE) to: <ul style="list-style-type: none"> o share best teaching practice and resources across schools and the region; o identify and target support for those schools most in need; o develop the capacity of schools to respond to national initiatives and curriculum reforms; and o improve skills in literacy and numeracy. 	Claire Homard - Principal Education Officer Primary	In Progress	01-Apr-2015	31-Mar-2016	60.00%	 GREEN	 GREEN
<p>ACTION PROGRESS COMMENTS:</p> <p>Senior Challenge Adviser is attending a range of Flintshire meetings with Officers, Headteachers and Members by invitation. Regional meeting structure has been redefined by Chief Officer's Group. Meetings of LA Officers with GwE Senior Challenge Adviser are on-going and focus on effective monitoring of schools to identify and target support for schools most in need. GwE are represented at School Standards Monitoring Group meetings. Feedback provided to help development of regional model document for LA/School Partnership Agreements. GwE Senior Challenge Adviser has taken over the administration and leadership of Secondary Forums from the LA. GwE have also organised regional conferences to share best practice. New Foundation Phase Profile Train the Trainers event held 2nd June. Six training events were then delivered in June to cover all schools. Pupil portfolio Referral Unit (PPRU) Post Inspection Action Plan has been drafted and progress against recommendations is being monitored through Education & Youth Programme Board. Discussions held with GwE on need for support for PPRU resulted in GwE advertising for a Challenge Adviser to fulfil this need in the new school year. Interviews for this post to be held on 13th October. Work on Literacy and Numeracy continues to develop as GwE Challenge Advisers identify schools in need of support and then group them together to more effectively target intervention at these schools by using the resources available eg Associate Partners. Co-leading schools initiatives have been rolled out by GwE from September 2015 onwards with Green and High Yellow schools working in networks with a nominated Challenge Adviser to provide peer challenge, peer support and to share best practice. 14 Flintshire schools across the primary and secondary sector have been selected as Pioneer and Co-Leading Schools by GwE/WG in key areas such as Digital Learning, Creative Learning, Literacy, Numeracy, Successful Futures (Curriculum Framework) and New Deal (Workforce Development). Flintshire has the highest number of schools nominated across the GwE region.</p> <p>Last Updated: 17-Nov-2015</p>							

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.2 Reducing the impact of poverty and disadvantage, including through the Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy, (2014-18), "Delivering Together"	Ann Roberts - Families First Lead / Youth Services Manager	Ongoing	01-Apr-2015	31-Mar-2016	-	 GREEN	 GREEN



ACTION PROGRESS COMMENTS:

The Flintshire Families First Programme (2015-2017) continues to deliver on the outcomes for the Child Poverty Strategy (WG, 2011) and it has fully re commissioned in July 2015, to ensure that delivery is focussed on the areas of evidenced need and that it targets those families who are furthest from education and employment opportunities. The evidence based collaborative approach has enabled bespoke commissioning of projects to maximise the full grant for effective impact for poverty mitigation and reduction. Welsh Government review and monitor the delivery and have returned a positive evaluation statement and supported the innovative commissioning plans. The new commissioned projects are now all effective with effect from 01.10.15 to 31.03.16. The Youth Support Service Plan (Delivering Together 2014- 2018) has a collaborative approach to delivery of universal entitlement for all 11-25 year olds, with a focus on engagement, participation, informal learning and accreditation. It offers preventative approaches to enable young people to have learning and earning opportunities to mitigate the effects of poverty , improve financial literacy and build resilience and coping skills to minimise the NEET (Not in Education Employment or Training) population in Flintshire. It also supports our young parents population by offering parenting courses and enabling supported learning opportunities. The Families First and Delivering Together programmes also enhance workforce development opportunities for our future potential workforce by encouraging volunteering, work placements and accreditation. The Integrated Youth Provision report update was taken to scrutiny on 17.09.15 to update on the above in more detail and all recommendations were agreed.

Regional agreement across North Wales has been secured regarding the use of the child profile tool to identify young people between 11 and 19 who are at risk of disengagement. This tool is an integral part of the ONE data base which links SIMS (School Management Information System) used in schools. Negotiations are underway in terms of purchase cost and training requirements. Once identified young people will be signposted in to a range of intervention strategies to support continued engagement including enhanced personal support and alternative curriculum opportunities. FCC was a successful partner in a regional bid for European Social Fund to support the additional provision for Autumn term 2015.

Work with key partners engaged in the Integrated Youth Service plan "Delivering Together" has ensured that young people are not unnecessarily brought in to the Youth Justice System. The Youth Justice Bureau approach has been introduced and its work has developed to ensure appropriate diversionary approaches are taken resulting in significant reduced re offending rates. Sub Regional (Flintshire and Wrexham) Scrutiny Partnership is evolving to review effective decision making based around regionally agreed criteria.



Last Updated: 02-Oct-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.3 Improving outcomes for Looked After Children and young people exiting the Youth Justice System	Chris Clarke - Youth Justice Service Manager	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 AMBER	 GREEN

ACTION PROGRESS COMMENTS:

1. Regional Looked After Children (LAC) action Plan generated by GwE and being implemented
- 3 & 4 Symud Ymlaen have promoted service across YJS and Children's Services. Referral Packs available to staff and individual training and development plans being initiated with young people. Youth Justice Service confirmed 8 referrals and 4 young people actively engaged in training
5. Restorative Justice pilot sites identified though long term staff absence likely to impact upon delivery. Financial constraints and single practitioner in role unlikely to support replacement/cover
6. Regional LAC Action Plan - Launch planning scheduled for July 15
9. Trauma/Attachment training delivered to key professionals including Youth Justice Service (YJS) and education staff- implementation of appropriate strategies in order to improve outcomes for learners and young people presenting with >5 convictions in 24 month period (YJS). Consultation by Cordis Bright to commence October 15 through to June 16.

Last Updated: 28-Oct-2015

ACTION	LEAD OFFICER	STATUS	START DATE	END DATE	COMPLETE %	PROGRESS RAG	OUTCOME RAG
4.1.2.4 Developing and implementing a plan for the next phase of Schools Modernisation, including continuing to implement the 21st Century School (Band A) programme.	Damian Hughes - Programme Manager 21st Century Schools	In Progress	01-Apr-2015	31-Mar-2016	50.00%	 GREEN	 GREEN



ACTION PROGRESS COMMENTS:

Implementation plan for the next stage of School Modernisation approved by Cabinet in June 2015. Band A projects at Connah's Quay (Post 16) and Holywell Learning Campus approved by Welsh Government. Construction projects have started on site and currently are on time and within budget. Anticipated completion date September 2016.

Last Updated: 26-Oct-2015

Performance Indicators

4 Skills and Learning



KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.1M04 Number of training and apprenticeship opportunities started as a result of the Welsh Housing Quality Standards contracts	N/A	0.9	2	 GREEN	↔	1.8	4	 GREEN

Lead Officer: Tony Jones - Capital Works Team Manager

Reporting Officer: Sean O'Donnell - Contract Surveyor

Aspirational Target:

Progress Comment: A number of apprentices have been appointed with contractors as part of the new WHQS programmes. To date 4 opportunities have been created through the various programmes and the service continues to work with the contractors to maximise these opportunities and ensure they fulfil their contractual obligations. Further opportunities for apprentice placement's and local training will be realised in Q3 through the contract for external works which includes 300 roofing replacements.

KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.1M05 Number of training and apprenticeship opportunities started as a result of the Strategic Housing and Regeneration Programme contracts	N/A	0	0	 GREEN	↔	0	0	 GREEN

Lead Officer: Melville Evans - Strategic Housing and Regeneration Programme (SHARP) Programme Manager

Reporting Officer: -

Aspirational Target:

Progress Comment: Wates contractors have been appointed as the developers. The contractual conditions include a requirement to make apprenticeship opportunities available within Flintshire. A Community Benefit and Training Academy has been established by Flintshire County Council to oversee the growth of apprenticeship opportunities in the county. Construction under the SHARP Programme has not yet commenced.

KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.1M06 Number of people leaving the	N/A	0	15			0	29	

Construction Academy with a qualification					↑			
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Lead Officer: Nigel Davies - Communities First Cluster Delivery Manager West
Reporting Officer: -
Aspirational Target:
Progress Comment: During the period 15 people left the Pathways Academy with qualifications. These ranged from 1st Aid - Manual Handling - COSHH - H&S - Employability and culminating in the CSCS Card

KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.1M07 Number of people leaving the Construction Academy with a job	N/A	0	4		↑	0	7	



Lead Officer: Nigel Davies - Communities First Cluster Delivery Manager West
Reporting Officer: -
Aspirational Target:
Progress Comment: 4 People have gained employment in the construction industry in the period.

KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.1M08 Number of people leaving the Retail Academy with a qualification	N/A	0	0		↓	0	11	

Lead Officer: Nigel Davies - Communities First Cluster Delivery Manager West
Reporting Officer: -
Aspirational Target:
Progress Comment: The Retail Pathway Academy has a number of people attending who are due to gain their qualifications in November

KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.1M09 Number of people leaving the Retail Academy with a job	N/A	0	1		↓	0	4	

Lead Officer: Nigel Davies - Communities First Cluster Delivery Manager West
Reporting Officer: -
Aspirational Target:
Progress Comment: 1 person left the Retail Academy Pathway as a progression route into Coleg Cambria



KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.2M31 The percentage of young people above school age in the youth justice system that are offered 25 hours ETE	N/A	40	100	 GREEN	↑	40	100	 GREEN

Lead Officer: Chris Clarke - Youth Justice Service Manager

Reporting Officer: Louisa Greenly - Performance Management & Information Officer

Aspirational Target:

Progress Comment: This cohort comprises the three young people (who are of school age) whose statutory court order ended in the quarter. Of these young people, only one was offered 25 hours at the start of the order, however upon completion of the order, all three were accessing 25 hours each.

KPI Title	Pre. EOY Actual	Period Target	Period Actual	Perf. RAG	Performance Indicator Trend	YTD Target	YTD Actual	YTD RAG
IP4.1.2M32 The percentage of young people above school age in the youth justice system that are offered 16+ ETE	N/A	55	60	 GREEN	↔	55	60	 GREEN

Lead Officer: Chris Clarke - Youth Justice Service Manager

Reporting Officer: Louisa Greenly - Performance Management & Information Officer




Aspirational Target:

Progress Comment: This cohort comprises the 5 young people who were above school age and whose statutory court order ended in the period. Of these young people, one was accessing more than 16 hours per week ETE, however by the end of their orders, 3 were in receipt of more than 16 hours.

RISKS

4 Skills and Learning




Strategic Risk

RISK TITLE	POTENTIAL EFFECT	LEAD OFFICER	SUPPORTING OFFICERS	MANAGEMENT CONTROLS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Numbers of school places will not be sufficient to meet the future demands of changing demographics	Budgetary pressures, rise in cost per pupil, rising in pupil teacher ratios, unsustainable schools in some areas, over subscribed schools in others, more admission appeals	Ian Budd - Chief Officer - Education and Youth	Damian Hughes - Programme Manager 21st Century Schools					Open

Progress Comment:




The likelihood of not having enough spaces in schools overall is low, however there may be pressures in particular locations and phases as demographics change.

Currently there are in excess of 4000 unfilled places in the school estate, doing nothing, will have a negative effect on school financial allocations and raise pupil teacher ratios.

RISK TITLE	POTENTIAL EFFECT	LEAD OFFICER	SUPPORTING OFFICERS	MANAGEMENT CONTROLS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Limited funding to address the backlog of known repair and maintenance works in Education and Youth assets will be further reduced to meet new pressures on the Education and Youth Budgets	The fabric of Education and Youth buildings will continue to decline	Ian Budd - Chief Officer - Education and Youth	Damian Hughes - Programme Manager 21st Century Schools					Open




Progress Comment:

School Modernisation remains a key tool in enabling the Authority to invest appropriately in its school portfolio, this will involve a reduction in schools within the Council's portfolio and a reduction of unfilled places.

RISK TITLE	POTENTIAL EFFECT	LEAD OFFICER	SUPPORTING OFFICERS	MANAGEMENT CONTROLS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Schools do not receive and/or make best use of the support they need from the Council and GwE	Schools are less well informed about developments and what their actions to ensure continued improvement should be. Progress in improving outcomes for learners is reduced.	Ian Budd - Chief Officer - Education and Youth	Claire Homard - Principal Education Officer Primary					Open




Progress Comment:

GwE Challenge Advisers make regular visits to schools. Regular meetings of LA Officers with GwE Senior Challenge Adviser facilitate a review of those schools least likely to make good use of the support available. Where schools are not engaging effectively with support services from either the Council or GwE, the Senior Manager for School Improvement will take appropriate action on a continuum on intervention with the most serious outcome being the issuing of a Warning Notice to the Headteacher and/or Governing Body.

RISK TITLE	POTENTIAL EFFECT	LEAD OFFICER	SUPPORTING OFFICERS	MANAGEMENT CONTROLS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Local employers and learning providers do not work closely enough to identify and meet the skills based needs of the future.		Ian Budd - Chief Officer - Education and Youth						Open

Progress Comment:

Latest annual performance information has Flintshire with the lowest level of young people 16+ not in education, employment or training in Wales. There is a continuing need to support our most vulnerable young people to access employment and training and to develop apprenticeship opportunities matched to long term market intelligence on economic development.

RISK TITLE	POTENTIAL EFFECT	LEAD OFFICER	SUPPORTING OFFICERS	MANAGEMENT CONTROLS	INITIAL RISK RATING	CURRENT RISK RATING	TREND ARROW	RISK STATUS
Training places will not match current and future employer aspirations and needs.		Ian Budd - Chief Officer - Education and Youth						Open

Progress Comment:
 Latest annual performance information has Flintshire with the lowest level of young people 16+ not in education, employment or training in Wales.
 There is a continuing need to support our most vulnerable young people to access employment and training and to develop apprenticeship opportunities matched to long term market intelligence on economic development.