

Priority: Skills and Learning

Sub-Priority: Apprenticeships and Training

Impact: Improving learning provision and opportunities to achieve better learner outcomes

This is a priority this year because we need to:

- Extend and improve the available education, employment and training opportunities
- Improve the employment prospects of local people to meet the needs of local employers
- Help young people take the step from education to employment
- Reduce barriers to engagement, ensure equality of access and participation opportunities for all children and young people

National Policy Issues:

- Delays of the European Social Fund (ESF) Programmes affecting delivery of local targets.
- Implementation of the Apprenticeship levy

What we will do in 2016/17:

- 1) Work with the public, private and voluntary sectors to maximize the number of apprenticeships, traineeships and work experience opportunities.
- 2) Increase training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes.
- 3) Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network (BEN).
- 4) Further develop the Youth Engagement and Progression work programme for learners in danger of disengaging through:
 - Targeting vocational and employability skills
 - Enhancing personal support, including coaching, mentoring and help with transition
 - Realise the benefits of regional European Social Fund (ESF) programmes (Trac, Adtrac, Opus, Communities 4 Work)
 - Increasing the use of release on temporary licence (ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.

Achievement will be measured through:

- Increasing the numbers of training and apprenticeship opportunities
- Increasing training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes
- The number of entrepreneurs supported through the Flintshire BEN

- Improving the local skills base to improve employability and earning prospects through improved qualifications
- Increasing the numbers of learners achieving the Level 1 Threshold
- Maintaining levels of 16 year olds in education, employment and training above benchmark position
- Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance
- Rolling out ROTL to new institutions/partners
- Meeting ESF programme targets

Risks to manage:

- Local employers and learning providers do not work closely enough to identify and meet the skills based needs of the future
- Training places will not match current and future employer aspirations and needs
- Timescales of ESF programmes will not meet local targets and requirements.

What we mean by:

European Social Fund (ESF) Programmes: To increase the employability of local people (aged 25 and over) who have complex barriers to employment.

Young Entrepreneur Programme: an opportunity for young people to work with mentors on their business ideas.

Flintshire Business Entrepreneurship Network (BEN): employers working together to support Entrepreneurship Programmes.

Youth Engagement and Progression Framework: aims to reduce the number of young people not in education, employment or training (NEET).

Youth Justice Service: aims to prevent children and young people under 18 from offending or re-offending.

Level 1 Threshold: 16 year old learners achieve five or more A*-G grades at GCSE or equivalent.

Priority: Skills and Learning

Sub-Priority: Modernised and High Performing Education

Impact: Improving learning provision and opportunities to achieve better learner outcomes

This is a priority this year because we need to:

- Utilise resources effectively to achieve the best possible educational outcomes
- Support the national Welsh Government priorities to improve literacy and numeracy outcomes and reduce the impact of poverty on educational attainment
- Improve digital literacy and skills to enable access to modern employment and economic development opportunities
- Work collaboratively to develop national reforms to curriculum, assessment and professional development models
- Work effectively with partners across the region to secure efficiency and improved outcomes from educational improvement programmes
- Make more efficient use of education resources through School Modernisation

National Policy Issues:

- Sustainable multi-year funding strategy for education funding following the National Assembly for Wales elections in May
- Rationalisation of the provision, planning and accountability processes for education related specific grants.
- Affordability of the 21st Century Schools programme new phases
- Simplification of the process for school place planning and provision

What we will do in 2016/17:

Make a difference through our Education & Youth Improvement and Modernisation Strategy by raising standards through:-

- 1) Working effectively with the Regional School Improvement Service (GwE) to:
 - Develop leadership capacity in schools through school modernisation and regional working;
 - Share best teaching practice and resources across schools most in need;
 - Identify and target support for those schools most in need;
 - Develop the capacity of schools to respond to national initiatives and curriculum reforms; and
 - Improve skills in digital literacy, literacy and numeracy
- 2) Reducing the impact of poverty and disadvantage through the national school improvement priority, Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy (2014-18), "Delivering Together".
- 3) Improving outcomes for Looked After Children and young people exiting the Youth Justice System.
- 4) Continuing to implement Band A of the 21st Century Schools Programme.
- 5) Developing and implementing a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme.

- 6) Securing a sustainable strategy for repairs and maintenance of school buildings.
- 7) Securing a sustainable set of transport policies and efficient delivery practices.
- 8) Developing an effective local approach to national inclusion reforms.

Achievement will be measured through:

- Improving outcomes in Mathematics, English/Welsh 1st Language and Core Subject Indicator at Foundation Phase and Key Stages 2 & 3
- Improving outcomes in Key Stage 4 including Level 2 Inclusive Threshold, Capped Points Score and A*-A Threshold
- Raising standards achieved by learners who are entitled to free school meals
- Improving the number of hours in education, training or employment that young people in the youth justice system can access
- Completing key milestones for the 21st Century School and School Modernisation programmes
- Develop and implement a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme.
- Maintaining levels of 16 year olds in education, employment and training above the Council's benchmark position
- Securing a sustainable strategy for repairs and maintenance of school buildings.
- Securing a sustainable set of transport policies and efficient delivery practices.
- Developing an effective local approach to national inclusion reforms.

Risks to manage:

- Schools do not receive and/or make best use of the support they need from the Council and GwE
- Numbers of school places not matching the changing demographics.
- Limited funding to address the backlog of known repair and maintenance works in Education & Youth assets
- Leadership capacity does not match school needs

What we mean by:

Regional School Improvement Service (GwE): School Effectiveness and Improvement Service for North Wales, works alongside and on behalf of the Local Authorities to develop excellent schools across the region.

Youth Justice Service: aims to prevent children and young people under 18 from offending or re-offending.

Core Subject Indicator: learners achieve the expected level in Mathematics, English or Welsh 1st language and Science.

Level 2 Inclusive Threshold: 16 year old learners achieve five or more A*-C grades at GCSE including Mathematics and English/Welsh first Language.

Capped Points Score: 16 year old learners are awarded points for each grade they achieve. The best eight subjects then make their Capped Points Score.

A*-A Threshold: 16 year old learners who achieve five or more A* or A grades at GCSE

21st Century Schools - a national programme of funding to improve school buildings and environments.

School Modernisation: the process by which the Local Authority ensures there are a sufficient number of high quality school places, of the right type in the right locations.

Priority	Sub-Priority	Impact
Skills and Learning	Apprenticeships and Training	Improving learning provision and opportunities to achieve better learner outcomes

What we will do in 2016/17:

1. Work with the public, private and voluntary sectors to maximize the number of apprenticeships, traineeships and work experience opportunities.
2. Increase training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes
3. Support the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network
4. Further develop the Youth Engagement and Progression work programme for learners in danger of disengaging through:
 - Targeting vocational and employability skills
 - Enhancing personal support, including coaching, mentoring and help with transition
 - Realise the benefits of regional European Social Fund programmes
 - Increasing the use of release on temporary licence (ROTL) for young people in the youth justice service; to better engage with post-custody education, training and employment prior to release.

Achievements will be measured through

- Increasing the numbers of training and apprenticeship opportunities
- Increasing training and apprenticeship opportunities through the Futureworks Flintshire Apprenticeship Academy and major capital programmes
- The number of entrepreneurs supported through the Flintshire BEN
- Improving the local skills base to improve employability and earning prospects through improved qualifications
- Increasing the numbers of learners achieving the Level 1 Threshold
- Maintaining levels of 16 year olds in education, employment and training above benchmark position
- Reducing the number of 18 – 24 year olds claiming Jobseekers Allowance
- Rolling out ROTL to new institutions/partners
- Meeting ESF programme targets

Achievement Milestones for strategy and action plans:

- Participation in ROTL by new institutions/partners 31/03/17

Achievement Measures	Lead Officer	Baseline Data (Summer 2015)	2016/17 Target (Summer 2016)	2017/18 Aspirational Target

		(Summer 2017)		
Increased numbers of training and apprenticeship opportunities:	<p>Chief Officer – Education & Youth</p> <p>Chief Officer – Community & Enterprise</p>	Source: https://statswales.wales.gov.uk/Catalogue/Education-and-Skills/Post-16-Education-and-Training/Further-Education-and-Work-Based-Learning/Learners/Work-Based-Learning/uniquelearnersworkbasedlearning-by-programmetype-domicile		
<ul style="list-style-type: none"> Apprenticeships 		2,300 (2013/14 Academic Year)	Management Information	Management Information
<ul style="list-style-type: none"> Traineeships 		235 (2013/14 Academic Year)	Management Information	Management Information
Increase number of training and apprenticeship opportunities through Futureworks Flintshire Apprenticeships Academy and our major capital programmes:				
<ul style="list-style-type: none"> Futureworks Flintshire Apprenticeships Academy 				
<ul style="list-style-type: none"> WHQS (Welsh Housing Quality Standard) contracts (overall target for the programme is 20 apprenticeships by 2020) 		10	3	4
<ul style="list-style-type: none"> SHARP (Strategic Housing and Regeneration Programme) contracts 			4 tbc	
The number of entrepreneurs supported through the Flintshire BEN				
Improved local skills base to improve employability and earning prospects through improved qualifications:		Source: Annual Labour Force Survey: https://www.nomisweb.co.uk/reports/lmp/la/1946157387/report.aspx?town=flintshire#tabquals		
<ul style="list-style-type: none"> Number of Flintshire residents qualified to NVQ 2 level 		70.2% (Dec 2014)	Management Information	Management Information
<ul style="list-style-type: none"> Number of Flintshire residents qualified to NVQ 3 level 	51% (Dec 2014)	Management Information	Management Information	

<ul style="list-style-type: none"> Number of Flintshire residents qualified to NVQ 4 level & above 		28% (Dec 2014)	Management Information	Management Information
Increased numbers of learners achieving the Level 1 Threshold*			96.2%	
Securing high levels of 16 years olds in education, employment and training** (Source: http://gov.wales/statistics-and-research/young-people-not-education-employment-training/?lang=en)		98.7% (Y11 school leavers 2014)	98.9%	
Reducing the percentage of 18 – 24 year olds claiming Jobseekers Allowance			4.9%	

**Education targets are based on knowledge of cohort abilities and therefore do not show consistent increases year on year.*

Meeting European Social Fund programme targets:

Achievement Measures	Lead Officer	2015/16 Baseline Data	2016/17 Target	2017/18 Aspirational Target
European Social Fund (Trac):				
<ul style="list-style-type: none"> Number of people gaining a qualification or work relevant certification 	Chief Officer - Community & Enterprise	N/A New Measure		
<ul style="list-style-type: none"> Number of people completing a work experience placement or volunteering opportunity 		N/A New Measure		
European Social Fund (Adtrac):				
<ul style="list-style-type: none"> Number of people gaining a qualification or work relevant certification 	Chief Officer – Education & Youth	N/A New Measure		
<ul style="list-style-type: none"> Number of people completing a work experience placement or volunteering opportunity 	Chief Officer – Social Services	N/A New Measure		
European Social Fund (Opus):				
<ul style="list-style-type: none"> Number of people gaining a qualification or work relevant certification 		N/A New Measure	50	83

<ul style="list-style-type: none"> Number of people completing a work experience placement or volunteering opportunity 		N/A New Measure	50	86
Communities 4 Work: (target setting process not yet undertaken)				
<ul style="list-style-type: none"> Number of people gaining a qualification or work relevant certification 		N/A New Measure		
<ul style="list-style-type: none"> Number of people completing a work experience placement or volunteering opportunity 		N/A New Measure		

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 - Share best teaching practice and resources across schools most in need;
 - Identify and target support for those schools most in need;
 - Develop the capacity of schools to respond to national initiatives and curriculum reforms; and
 - Improve skills in digital literacy, literacy and numeracy
2. Reducing the impact of poverty and disadvantage through the national school improvement priority, Families First Programme (2015-17) and Flintshire's Integrated Youth Services Strategy (2014-18), "Delivering Together".
3. Improving outcomes for Looked After Children and young people exiting the Youth Justice System.
4. Continuing to implement Band A of the 21st Century Schools Programme.
5. Developing and implementing a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme.
6. Securing a sustainable strategy for repairs and maintenance of school buildings.
7. Securing a sustainable set of transport policies and efficient delivery practices.
8. Developing an effective local approach to national inclusion reforms.

Achievements will be measured through

- Improving outcomes in Mathematics, English/Welsh 1st Language and Core Subject Indicator at Foundation Phase and Key Stages 2 & 3
- Improving outcomes in Key Stage 4 including Level 2 Inclusive Threshold, Capped Points Score and A*-A Threshold
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- Developing an effective local approach to national inclusion reforms.

Achievement Milestones for strategy and action plans:

- Completion of 21st Century Schools (Band A) milestones in line with target dates:
 - Holywell Campus Project Phase 1 (buildings) by August 2016
 - Holywell Campus Project Phase 2 (external and pitches) by February 2017
 - Deeside 6th, Coleg Cambria by August 2017
 - Remainder of Band A Programme to be complete by March 2019
- Developing an effective local approach to national inclusion reforms in line with the legislative timetable

Quarterly summary progress monitoring:

- Develop and implement a plan for the next phase of Schools Modernisation, through the 21st Century School (Band B) programme
- Securing a sustainable strategy for repairs and maintenance of school buildings
- Securing a sustainable set of transport policies and efficient delivery practices

Achievement Measures	Lead Officer	Baseline Data (Summer 2015)	2015/16 Target (Summer 2016)	Aspirational Target (Summer 2017)
Outcomes in Mathematics, English/Welsh 1st Language and Core Subject Indicator at all Key Stages				
The percentage of learners achieving the Foundation Phase Indicator	Chief Officer Education and Youth	87%	87.9%	88.5%
* Improved Outcomes in Mathematics at:				
○ Key Stage 4		69.4%	74.4%	75.2%
○ Key Stage 3		92.0%	93.8%	94.2%
○ Key Stage 2		90.9%	87.9%	88.8%
○ Foundation Phase		90.2%	88.4%	86.5%
* Improved Outcomes in English at:				
○ Key Stage 4		72.2%	76.1%	76.5%
○ Key Stage 3		91.4%	93.0%	93.1%
○ Key Stage 2		90.1%	87.3%	87.5%

○ Foundation Phase		89.0%	86.2%	83.5%
* Improved Outcomes in Welsh (first language) at:				
○ Key Stage 4		54.6%	74.7%	78.7%
○ Key Stage 3		80.0%	92.1%	92.9%
○ Key Stage 2		86.4%	85.4%	85.2%
○ Foundation Phase		91.2%	85.6%	93.2%
EDU/003 - The percentage of learners achieving the Core Subject Indicator at Key Stage 2		87.9%	89.1%	89.4%
EDU/004 - The percentage of learners achieving the Core Subject Indicator at Key Stage 3		87.1%	89.3%	90.1%
Percentage of learners achieving 5 or more A* to C passes at GCSE or the vocational equivalent				
Improvement of outcomes in Capped Wider Points score, including an increasing proportion of A* and A grades	Chief Officer Education and Youth	342.1points	362.7 points	375.0 points
EDU/017 - The percentage of learners achieving the Level 2 Threshold inclusive of Mathematics and English and/or Welsh 1 st Language		60.6%	65.1%	69.0%
Raising standards achieved by learners who are entitled to free school meals, "Looked After" or are otherwise identified as vulnerable				
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 1 Indicator (Five GCSE passes A* to C or vocational equivalent including Mathematics and English and/or Welsh 1 st Language)	Chief Officer Education and Youth	92.1%	96.6%	97.6%
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 2+ Indicator (Five GCSE passes A* to C or vocational equivalent including Mathematics and English and/or Welsh 1 st Language)		35.2%	43.9%	54.4%
Improve performance of cohort of learners entitled to Free School Meals (FSM) in The Capped Points Score indicator.		308.1points	338.7 points	344.6 points

(Points achieved in best eight course outcomes)				
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achievement of the Core Subject Indicator at Key Stage 3		71.3%	76.5%	78.8%
Access to education, training or employment for young people in the Youth Justice System				
The number of hours ETE that are offered to those young people of school age in the youth justice system.	Chief Officer Education and Youth			
<ul style="list-style-type: none"> • 25 hours 		83%	60%	75%
<ul style="list-style-type: none"> • 16+ hours 		90%	65%	80%
Maintaining levels of 16 year olds in education, employment and training above the Council's benchmark position				
Securing high levels of 16 years olds in education, employment and training (Source: http://gov.wales/statistics-and-research/young-people-not-education-employment-training/?lang=en)	Chief Officer Education and Youth	98.7% (Y11 school leavers 2014)	98.9%	

* *Key Stage Definitions:*

- *Key Stage 4 = achieving A*-C at GCSE*
- *Key Stage 3 = achieving Level 5 or above*
- *Key Stage 2 = achieving Level 4 or above*

Education targets are based on knowledge of cohort abilities and therefore do not show consistent increases year on year.