

Skills Action Plan

West Midlands Region

2008-2011

Full Report
March 2008

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Ministerial Foreword

The pace of global economic change is relentless and the only constant is to know that this rate of change will only quicken over time. This continual shifting of the global economy's 'tectonic plates' creates both opportunities and challenges; what it is to be in work and prosper in our lives is experiencing tremendous change and it is a phenomenon that we cannot ignore.

Nowhere more can this change be seen than in the West Midlands where our economic landscape is changing before our very eyes. We are all part of a region that is creating new opportunities. However, we equally should be honest about our relative economic success; on the most recent data available, output per head was 92% of the UK average. When scaled across the whole of the region, this equates to an output gap of £10 billion¹. Moreover, analysis within our regional economic strategy suggests that the primary causes of this output gap are low rates of innovation and a poor historic record on investing in skills².

As identified by Lord Leitch in his review of skills to government, the challenge for the UK - to compete globally on the basis of our skills and knowledge - requires us to significantly raise our skills game. We, as a region, have made significant improvements over recent years and I thank all those who have contributed to that success. However, around the world others are investing more in skills and as a consequence, simply achieving our existing ambitions is no longer enough.

We have to bring about a step-change in our ambitions for the knowledge, skills and talents of everyone who lives, works and studies in the West Midlands. Our ability to deliver this step-change in skills will be a central part of our wider strategy for the economic prosperity and social cohesion of the region. That is why I asked Advantage West Midlands and the Learning and Skills Council, in conjunction with key delivery partners, to develop a Skills Action Plan for the West Midlands.

Building on our Regional Economic Strategy the purpose of this plan is threefold;

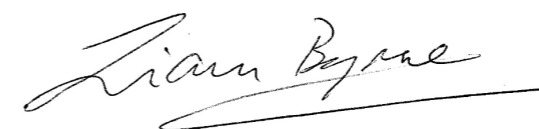
- firstly, to set out the ambitious skills goals that we have to achieve for our region
- secondly, to explain how this change will be led by the region's business leaders, with clear roles and accountabilities for the region's key stakeholders in achieving these goals
- thirdly, to detail the new ways of working between the key public stakeholders to streamline and simplify our customer offer to businesses and individuals.

In drawing up this plan Advantage West Midlands and the Learning and Skills Council have worked with key stakeholders in the region and have set our ambitions within the wider national policy context, in particular the Sub-National Economic Development and Regeneration Review,³ the planned transfer of 16 -19 funding responsibilities from the Learning and Skills Council to Local Authorities (Machinery of Government Changes),⁴ the recent announcements on a national apprenticeship advisory service (World-class Apprenticeships: Unlocking Talent, Building Skills for All)⁵ and the joint paper from DWP and DIUS on employment and skills partnerships (Ready for Work, Skilled for Work: Unlocking Britain's Talent)⁶.

The plan continues the streamlining and simplification of business support and skills delivery at regional level a year ahead of the timetable set in the Sub-National Review. By embedding the Skills Action Plan firmly with the Regional Economy Strategy, it also facilitates the move towards a single integrated regional strategy and the new role for Regional Development Agencies (RDAs). However this is only the first, but essential, stage of the process. In line with the timetable for the implementation of the Sub-National Review, we will develop joint protocols with all the key partners to ensure that improving our skills performance forms an integral part of the wider strategies for economic development and regeneration in all communities across the West Midlands.

This plan is primarily written as a public statement for the key stakeholders for which they will be held accountable. It is a three-year plan, set within the region's economic goals and the 2020 ambitions of the Leitch Review of Skills. It will be reviewed annually by the Regional Skills Partnership, which will itself be reconstituted to give employers, both public and private, the pivotal role in shaping our future priorities.

We have set out ambitious challenges for the region but I know that we will rise to them and I look forward to working with you all in achieving them.



Liam Byrne
Minister of State and Minister for the West Midlands

1. Connecting to Success, West Midlands Economic Strategy, 2008, http://www.advantagewm.co.uk/Images/WMES_tcm9-9538.pdf, page 2
2. Connecting to Success, West Midlands Economic Strategy, 2008, http://www.advantagewm.co.uk/Images/WMES_tcm9-9538.pdf, page 7
3. Sub-national economic development and regeneration review, http://www.hm-treasury.gov.uk/media/9/5/subnational_econ_review170707.pdf
4. Machinery of Government Changes, Cabinet Office, http://www.cabinetoffice.gov.uk/upload/assets/www.cabinetoffice.gov.uk/publications/reports/government_changes/departments/departments.pdf
5. World-class Apprenticeships: Unlocking Talent, Building Skills for All, DIUS, http://www.dius.gov.uk/publications/world_class_apprenticeships.pdf
6. Ready to Work, Skilled for Work: Unlocking Britain's Talent, DIUS, http://www.dius.gov.uk/publications/ready_to_work.pdf

Summarising the West Midlands Skills Action Plan

1. The diagram below summarises the sections of the Skills Action Plan and how they link to achieve the ambitious skills goals for the region through business leadership, clear accountabilities and new ways of working.



Section 1: Key measurable skills goals

The West Midlands Skills Challenge⁷

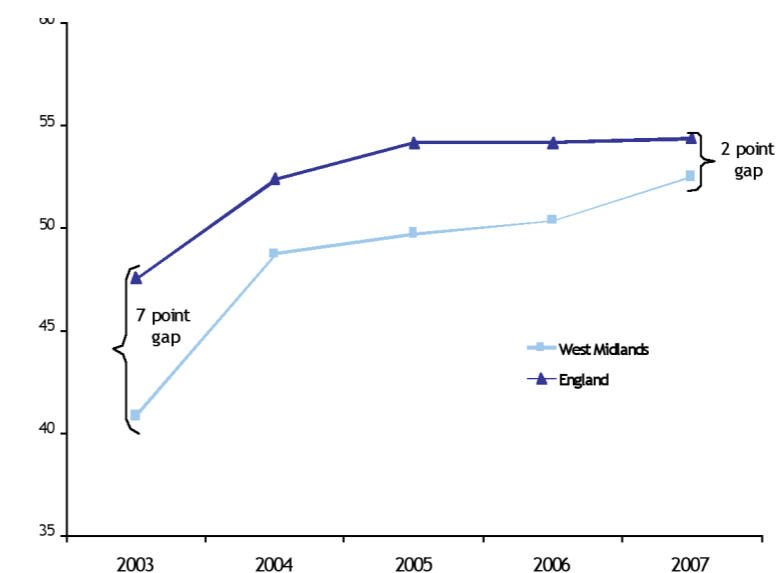
2. The region has made significant headway in recent years in improving its skills performance. However, our skills levels still lag behind many other regions and the England average, but the gap has closed considerably in recent years. In particular:

- increasing numbers of employers are investing in the training and up-skilling of their staff: the proportion of employers investing in training has increased from 56.1% in 2005 (the lowest in England) to 63.6% in 2007 (the fourth highest)
- increasing numbers of individuals are taking the initiative and acquiring new skills and qualifications demonstrated by improved attainment at Levels 2, 3 and 4

3. These trends are reflected in an upturn in the skills index which provides a summary measure of the region's overall skills performance.

- In 2003, there was a 7 percentage point gap between skills performance in the West Midlands and England
- By 2005, this gap had narrowed to 4.5 percentage points and closed further to 2 percentage points in 2007
- While the performance of the West Midlands was the worst in England in 2005, by 2007 the region had moved up to 7th in the regional performance table

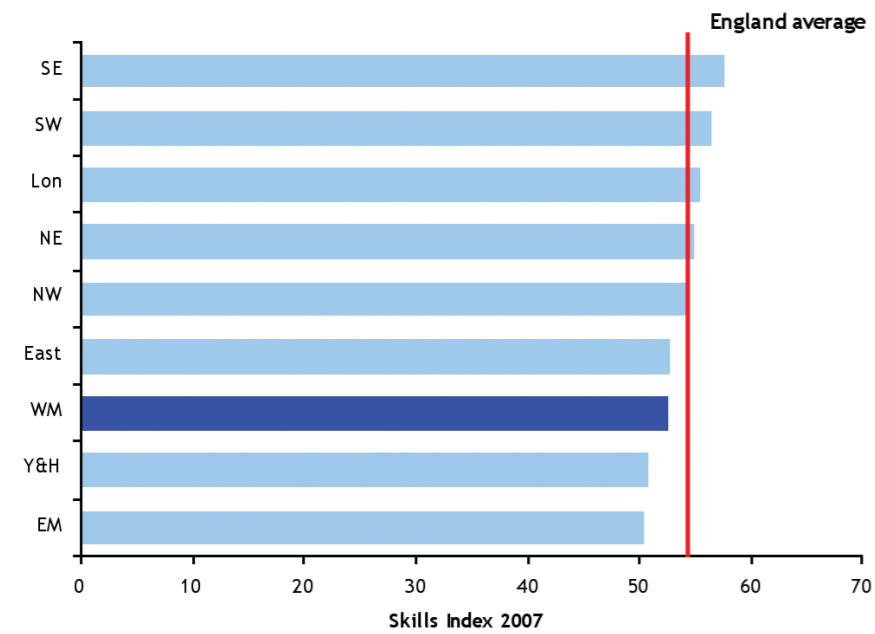
RSP Skills Performance index:⁸



7. All data in the West Midlands Skills Challenge Section has been provided by the Regional Observatory.

8. The Skills index is compiled by the West Midlands Regional Observatory. The index calculation includes data on investment in training, adoption of workforce development tools, skills gaps, skills shortages, knowledge intensive employment, qualification attainment, participation in employment, graduate retention and job-related training. For more information see www.wmro.org

Regional Comparison of Skills Performance Index 2007

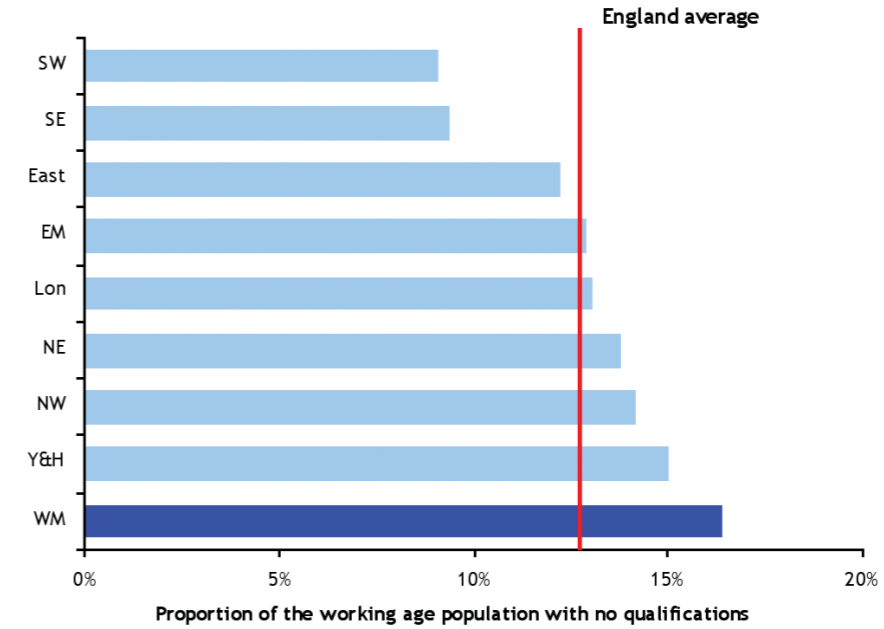


4. This improvement in the regional position reflects the positive impact of the action taken by partners to address the skills issues and challenges we face. For example;

- in 2006/07 the region delivered the highest performance in England in relation to the proportion of young people and adults successfully completing Apprenticeships
- over the first 18 months of its operation the take-up of the new Train to Gain service was the highest in England with almost 10,000 employers and 50,000 employees involved in up-skilling programmes

5. Despite this strong overall improvement, the region continues to lag behind in many areas. In particular there are still substantial numbers of people with no formal qualifications, a key barrier to participation in employment. In 2007 more than 520,000 adults in the region had no qualifications. This represents 16.4% of the working age population, the highest in England.

Proportion of working age population with no qualifications by region:



Worklessness (economic exclusion) accounts for 20% of the £10 billion output gap in the West Midlands, compared with the national average for GVA per head of population, as outlined in the Regional Economic Strategy. The incidence of worklessness is highest amongst young people, certain ethnic groups, people with disabilities and in priority groups such as lone parents, which in turn impacts on levels of child poverty. It is also heavily concentrated in individual neighbourhoods and communities, especially within the conurbations.

Skills interventions are key to helping reduce worklessness across the region as there is a direct correlation between skills/qualification levels and employment. The delivery of an integrated employment and skills system is therefore critical both to support individuals and communities and contributing to raising the output of the regional economy.

Clear and quantifiable skills goals for the region

6. In setting these skills goals for the region we must never lose sight that our aspirations for increasing our investment in skills in the West Midlands are because of their contribution to the region's overall economic prosperity and social cohesion.

7. The Leitch Review ambitions for 2020 are completely in line with our goals as we seek to close our productivity gap with the rest of England. Therefore, we need to take on the same stretching skills goals set by Lord Leitch which will be a key contributor to achieving the economic objectives set within our Regional Economic Strategy. Table 1 sets out these national 2020 skills goals and what we in the region must achieve by 2011 as a positive trajectory towards 2020.

Table 1: Key Measurable Skills Goals	West Midlands Current position	West Midlands Goals for 2011	Leitch Review Target for 2020
Percentage of adults that have functional literacy and numeracy	83% Literacy 78% Numeracy	89% Literacy 81% Numeracy	95% Literacy 95% Numeracy
Percentage of adults qualified to at least a Level 2	66.7%	79% (PSA 2 - Indicator 2)	90%
Percentage of adults qualified to at least a Level 3	45%	56% (PSA 2 - Indicator 3)	68%
Percentage of adults qualified to at least a Level 4	24%	34% (PSA 2 - Indicator 5)	40%

In the table above 'West Midlands Goals for 2011' have been derived from interim Leitch targets (literacy and numeracy) and PSA targets (Levels 2,3,4), these act as a stepping stone towards the national 2020 goal outlined in the Leitch review.

8. The ambitious percentage increases given in Table 1 equate to stretching increases in qualification levels, Table 2.

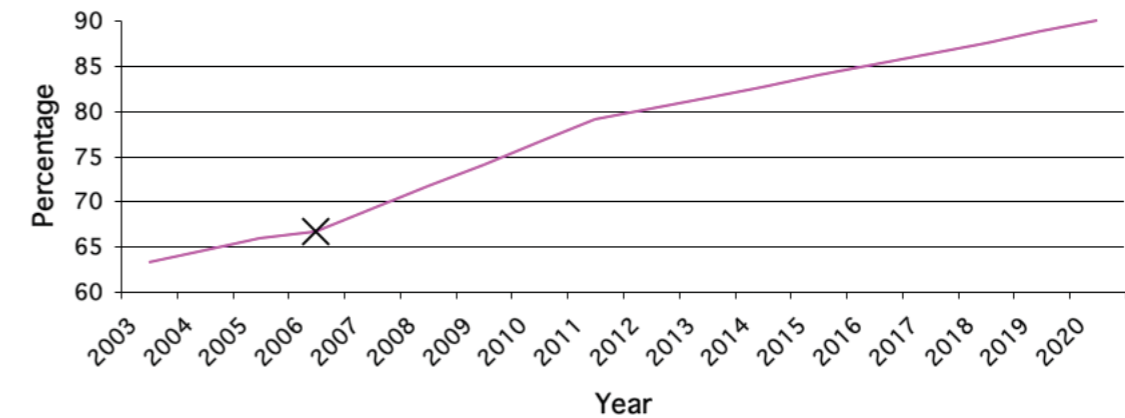
Table 2: Key Measurable Skills Goals, learner achievements	Number required to achieve West Midlands goal for 2011	Projected surplus (+) or deficit (-), Learner achievements
Number to achieve functional literacy and numeracy	Literacy: 405,340 Numeracy: 308,800	Literacy: -920 Numeracy: +23,810
Number to achieve a Level 2	419,000	+22,180
Number to achieve a Level 3	358,000	-350
Number to achieve a Level 4 or above	228,186	-80,893

Projections of learner numbers above have been provided by the LSC, further details can be found in appendix A,B,C &D

9. The graphs below display the trend in achievements of qualifications at Levels 2,3 and 4. They show the trend from 2002 to 2020, all data after 2006 is a projection based on the targets outlined in tables 1 and 2 above.

10. Chart 1 below shows the rate of increase in achievements at Level 2. This will need to be maintained to reach the 2020 Leitch review target.

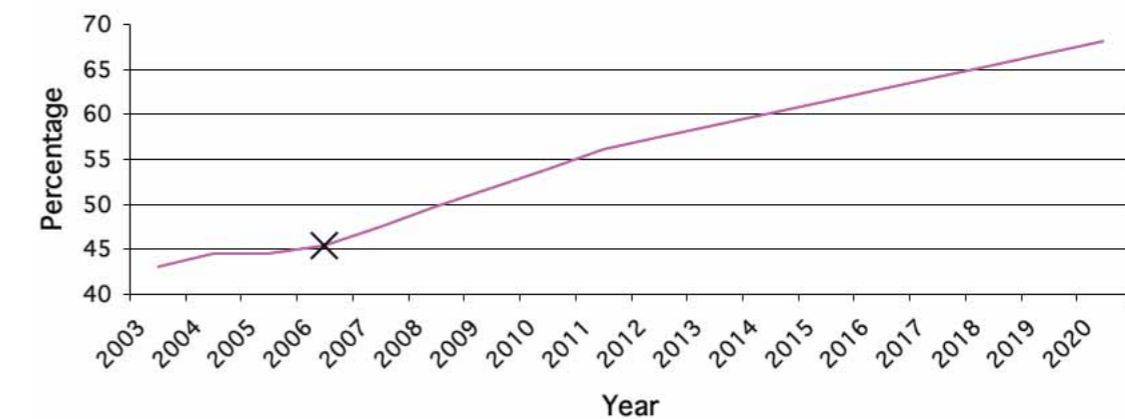
Chart 1: Percentage of population with a Level 2



x denotes the latest skills performance data

11. Chart 2 below shows the rate of increase in achievements at Level 3. This will need to be further extended to reach the 2020 Leitch review target.

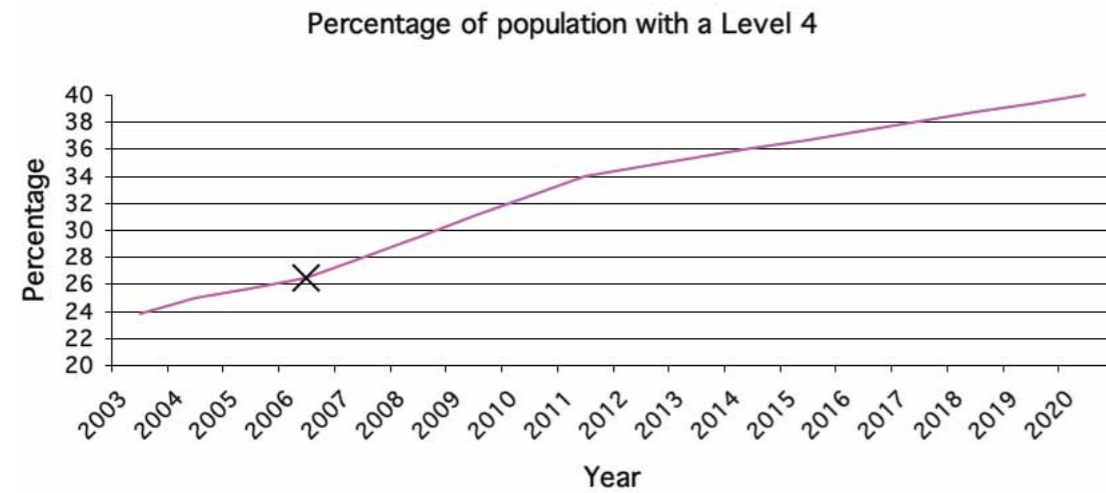
Chart 2: Percentage of population with a Level 3



x denotes the latest skills performance data

12. Chart 3 below shows how the rate of increase in achievements at Level 4. This will need to be maintained to reach the 2011 West Midlands goal and continued to hit the 2020 Leitch review target.

Chart 3: Percentage of population with a Level 4



x denotes the latest skills performance data

Prioritising these ambitious goals

13. We acknowledge that all four of the skills goals are important. Clearly, the most challenging of these goals for employers and stakeholders to achieve is Level 4 and above. However, this must be balanced with the need to address lower skill levels and, in particular, to support the progression of individuals to Level 4. Level 4 and above attainments in the West Midlands currently account for 24% of the workforce; if we are to reach our 2011 target of 34%, rapid progress will need to take place in terms of up-skilling existing workers, recruiting and retaining graduates, and attracting graduates to the region. Further details of how we aim to achieve this are outlined on page 32 and in Appendix D.

Supporting these ambitious skills goals

14. The achievement of these skills goals will be dependent upon the energies and actions of employers and stakeholder interventions; however it is worth highlighting the key outcomes that we anticipate from a successful strategy for business engagement.

Outcomes by 2011 from successful business engagement

50% (5,000 businesses) of all Chamber, CBI and EEF members to be regular users of the Train to Gain service, including Apprenticeship and Jobcentre Plus recruitment services

Double the number of small and medium-sized enterprises (SMEs) using the Train to Gain Service on an annual basis to 15,000 companies

A five-fold increase in the level of direct employer investments generated by the Train to Gain service (2007/08 baseline: £2m)

50% increase in the number of employers employing apprentices rising to 18,000 employers.

25% increase in the number of graduates recruited by West Midlands businesses particularly from the region's universities (rising to 17,000 graduates per year) 9

75% of public service employers committed to the Regional Minister's Public Service Skills Challenge delivering:

1. 75,000 employees up-skilled to Level 2
2. 8,000 Apprenticeships
3. 10,000 unemployed local people into public service jobs through Local Employment Partnerships

40% (over 1 million) of employees in the region working in organisations committed to the Skills Pledge

75% of all organisations (150 employers) with more than 1000 people committed to the Skills Pledge

50% increase in the take-up of publicly-funded leadership and management support with 10,000 SMEs engaged

a full network of local Employment and Skills Boards established by Autumn 2008

Section 2: Business leadership, giving clear roles and accountabilities for key stakeholders

15. We know that if we are to meet the ambitious skills goals that we have set for the region that businesses will have to lead the way. Increasing employer engagement as both leaders of the service and customers of its benefits will be central to the successful delivery of this plan, coupled with increasing employer demand and investment in skills across all sectors of the economy.

16. This renewed business leadership in helping to deliver our skills goals will be underpinned by clear roles and accountabilities for the key stakeholders.

17. In this section we set out:

- how businesses will be in the driving seat;
- increasing the demand for skills;
- clear roles and accountabilities of the region's key stakeholders.

How businesses will be in the driving seat

18. We will work with all the main employer organisations, across the public and private sectors, to reconstitute the **Regional Skills Partnership**. Comprising recognised leaders from across the region, it will place employers at the heart of the employment and skills system, providing strategic direction and oversight of the Skills Action Plan and promoting the business benefits in their own sector and across the wider employer community.

19. We will establish a new partnership with the major employer organisations, the regional Chambers of Commerce, CBI, the Engineering Employers Federation, and FSB, with dedicated support enhancing their capacity to provide member firms with a **single conduit into all business support** and employment and skills services: the Business Link West Midlands.

20. We will work with Jobcentre Plus, Chambers of Commerce and Local Authorities to develop a network of local **Employment and Skills Boards** comprising leading employers from each key sector to champion skills investment and local recruitment and to act as exemplars within the wider employer community.

21. We will work with the **Skills for Business Network** and the individual Sector Skills Councils (SSCs) to develop joint sector engagement and delivery strategies ensuring our investment targets all the region's critical skill gaps and shortages and only supports qualifications which employers value (SSC, LSC) .

22. We will maximise the opportunities for **co-investment** by employers through the Train to Gain service, increasingly in higher level skills, including through the development of specialist sector networks of FE colleges and training providers, capable of delivering whole business solutions for the integration of in-company training into the public accreditation system (HEFCE/LSC/AWM).

Increasing the demand for skills

23. In line with the main Leitch recommendations, we will build an integrated employment and skills system providing coherent and accessible services across the whole continuum from basic skills and entry level jobs to higher level skills/occupations. Decisions and choices on how best to meet their needs and to utilise public investment will increasingly lie in the hands of individuals and employers through Skills Accounts and the Train to Gain service, complemented by enhanced individual advice and support services through the Adult Advancement and Careers Service.

24. We will build on the work of the Public Service Compact and the Regional Minister's own Public Service Skills Challenge to create a region-wide partnership with all the key public service employers and their representative/coordinating bodies (eg Strategic Health Authority; WMLGA) to place skills and workforce development at the heart of public service reform and to maximise the contribution of the sector to both the regional skills base and the productivity of the wider economy (LSC). This will include partnership working and support for the voluntary and community sector, as employers, in their critical role in the delivery of public services.

25. We will work to raise aspirations and the demand for skills from individuals by utilising improved leadership and management within SMEs as a driver for organisation-wide development. We will work with the regional FSB and other business organisations to drive aspiration and the desire for skills from leaders and managers in the West Midlands SMEs (LSC/ AWM).

26. We will build on the work of AWM's Graduate Advantage Programme, working with employers and universities to significantly increase the number of graduates from inside and outside the region employed to benefit the regional economy, and to up-skill the current workforce to Level 4 and above. (AWM/ HEFCE/WMHEA).

27. We will develop and pilot, in partnership with SSCs, higher level apprenticeships in sectors with a high proportion of associate professional and specialist technical occupations (eg. business and professional services) (SSCs/LSC).

Clear roles and accountabilities of the regions key stakeholders

28. The key public stakeholders in the region will have the following accountabilities in the fulfilment of this plan:

- the **LSC** will bring AWM's skills investment together with its own funding into a single commissioning plan, ensuring that the vast majority of public investment for both individuals and employers (below Level 4) is brought within a single coherent system
- **Advantage West Midlands** will take over the LSC's responsibilities for the commissioning and management of skills brokerage bringing it into a fully integrated business support service
- **Jobcentre Plus and the LSC**, working with Local Authorities within the broader framework of Local Area Agreements, will fully integrate their funding and resources to ensure a seamless service of pre and post-employment advice, support and training for individuals tailored to the needs of the local labour market and combining their demand-led services for employers into a single offer

- **Sector Skills Councils (SSCs)** will work directly with employers and through the LSC and the brokerage service to raise employer demand and investment in skills by:
 - ensuring that qualifications meet market needs and that public funding only supports qualifications employers want
 - developing and implementing a much more flexible and user-friendly system through the new Qualifications Credit Framework, enabling employers and employees to access “bite-sized” units relevant to their individual and business needs
- The region’s **Higher Education Institutions (HEIs)**, Higher Education Association (HEA), Lifelong Learning Networks (LLNs), Foundation Degree Forward (FDF), Aim Higher and HEFCE will work together to develop new approaches to address the region’s shortfall in the following key areas:
 - “young people” progressing through undergraduate programmes
 - post-graduate progression
 - workplace progression - those in work undertaking a range of level 4,5 and 6 programmes
- **Local Authorities** through their ‘place-shaping’ roles, are responsible for leading the prioritisation and co-ordination of local and cross-authority activity including through the Local Area Agreement and Multi-Area Agreement processes. Local Authorities also have the strategic leadership and commissioning responsibilities for services to children and young people and therefore a key role, working with the LSC and Jobcentre Plus, in joining up strategy and delivery across the young people and adult agendas.
- **FE Colleges** and other providers of education and skills will deliver high-quality provision to meet the needs of employers and individuals within the broad strategic context of regional and local economic priorities. Colleges will also have a key role, working with their local universities through Lifelong Learning Networks, in improving access and progression to higher level skills and securing a major expansion of Level 4 and Foundation Degrees, especially for people in work.
- **Government Office** for the West Midlands has responsibility for supporting the implementation of national policy locally, working with Local Authorities and their partners. It challenges and supports LAs where L2 and L3 attainment is not increasing or regressing and ensures that Local Authority Children and Young People’s Plans, and other local plans, clearly reflect the importance of reducing the proportion of young people not in education, employment or training (NEET). The Government Office is responsible for negotiating and monitoring LAAs (all of which have a skills or worklessness component).
- **Regional Observatory** will play a central role in providing a robust evidence to inform the Skills Action Plan. This will include looking at the “scale of the task” that the region faces in achieving the ambitious Leitch targets for 2020, reviewing our progress towards the targets and estimating the impact on regional GVA. The Observatory will co-ordinate the outcome of research activities by key regional partners, in particular the HE research that informs attainment at Level 4 and above. The Regional Observatory will also take forward any evaluation of the Skills Action Plan as determined by the Regional Skills Partnership.

Section 3: Streamlining and simplifying what we do through new ways of working

‘Business as usual’ is not an option

29. In the final report of the Leitch Review of Skills, Lord Leitch gave the very stark message that the ‘scale of the challenge is daunting’, which is especially true in the West Midlands, and that simply achieving our current aspirations for skills will still not be enough. The review’s conclusion is the need for radical change right across the skills spectrum in order that the West Midlands economy remains competitive in comparison to those of its peers.

30. Therefore, at the **core of our approach** in the West Midlands is the need for an integrated employment and skills system providing demand-led, coherent, accessible services for employers and individuals across the whole continuum from basic skills and entry into the labour market to higher level skills and occupations. This requires a radically new approach, what we call new ways of working.

The key features of our new ways of working

31. These will include significantly increasing the demand and deployment of skills by both individuals and employers, through :-

- simplifying and streamlining the management of business support and skills delivery with AWM responsible for the full integration of all services into a single coherent employer offer and the LSC responsible for publicly-funded skills delivery through the Train to Gain service (AWM/LSC)
- pooling all investment in business support and skills brokerage, including the alignment of EU structural funds, to expand and enhance the services available (AWM)
- developing a new Apprenticeship Matching Service as part of the wider business support service through a partnership between the LSC and Local Authorities providing enhanced careers advice to young people and a much more effective service to employers (LSC/LAs)
- working with major employer organisations, Local Authorities and 14-19 partnerships of schools and colleges to ensure the close involvement of employers in the development and delivery of the new specialised Diplomas, including the development of a single “portal” providing a matching and brokerage service for all education business partnership and work-related learning activities
- developing a coherent set of graduate recruitment and placement services in partnership with the regional universities, HEFCE and the major business organisations to retain and attract a much larger proportion of graduates to work in the region. Graduate attraction will also form a critical strand of our inward investment strategy (AWM)
- working with universities, HEFCE and, through Life Long Learning Networks, with FE colleges to develop a coherent higher level skills service as an integral part of Train to Gain (HEFCE/LSC)

- exploring the potential for a new role for FE colleges in innovation, business support and knowledge transfer, especially with SMEs, by exploiting the growing strength of their specialist facilities and expertise
- integrating employment and skills services through the local partnership arrangements between Jobcentre Plus, LSC and Local Authorities to provide a coherent package of pre and post-employment and skills support for both individuals and employers aligned with wider strategies for community regeneration (LSC/LAs/Jobcentre Plus)
- an increasingly sophisticated and bespoke offer to employers through the availability of Sector Qualification Frameworks, and the Qualification and Credit Framework from the QCA (LSC/SSCs)
- progressively bringing all publicly-funded workforce skills into the Train to Gain service (LSC/HEFCE/AWM)
- support for the diversity of potential learners and diversity of their needs by providing appropriate advice and careers services to support the socio-economic mix of the region
- specific targeting of employers and individuals in deprived areas highlighted in City Region strategies and supported by local partnerships (LAs/ Jobcentre Plus)
- clarity and transparency over public entitlements with an expectation that both employers and individuals will be active investors in their skills goals (Jobcentre Plus/LSC/AWM)

Through adopting these new ways of working, what will be different?

32. For business:

- a truly demand-led system with a radically simplified and streamlined offer for employers in accessing skills support and recruitment services firmly in the context of business need first (Brokerage - AWM, Recruitment - Jobcentre Plus)
- a strong employer voice and much more systematic engagement with business through the CBI, Chambers of Commerce, the Engineering Employers Federation, FSB, Local Employment and Skills Boards and a reconstituted Regional Skills Partnership
- through Train to Gain, business and providers as the co-creators of tailored skills solutions, with access to customised delivery and with content meeting market needs
- public procurement by all public bodies which supports those service providers who can show a commitment to investing in their workforce and the effective deployment of skills within their businesses
- public service employers who set exemplary standards within the region in their commitment to invest in their workforce and similarly demonstrate the effective deployment of skills towards their organisational objectives
- qualifications which reflect regional business needs as defined by Sector Skills Councils and Sector Qualification Frameworks and driven by Sector Skills Agreements
- a system which allows the employer to develop and accredit their own provision between Levels 1 and 8, allowing for tailoring of qualifications to meet employers' exact requirements (QCA, LSC)
- a more visible and accessible route into the region's Higher Education institutions and access to higher level skills

- a more co-ordinated leadership and management offer linking Higher Education and public and private sector funding to meet the needs of employers, driving up organisational development

33. For individuals:

- a universal Adult Advancement and Careers Service to enable individuals to make informed choices about their employment options and career development needs at any point in their working lives; the quality of the careers service is critical in ensuring that people are appropriately informed of future career opportunities as a result of changes in the regional economy (LSC, Jobcentre Plus)
 - this will be underpinned by appropriate support to access high quality skills training through future Skills Accounts
 - stronger integration between employment and skills with resources targeted on disadvantaged communities and individuals (LSC/Jobcentre Plus/LA)
 - a single integrated programme structure where learning undertaken through Train to Gain and Skills Accounts combines to provide a single evidence statement of an individual's learning achievements, facilitating skills and career progression
 - accreditation of training undertaken internally whilst in employment, through the Qualifications and Credit Framework, allowing for transfer of skills and training qualifications between employers, through a nationally recognised award system (LSC/ SSCs)
 - an enhanced graduate placement and recruitment service for employers and individuals which help build the market for the development and retention of higher skilled careers and graduates in the region (AWM/HEFCE)
 - much clearer progression pathways between intermediate and higher level skills through an enhanced local and regional infrastructure of Lifelong Learning Networks, bringing together all FE colleges and HE institutions to deliver a major expansion of Foundation Degrees and Level 4 work-based programmes, through regional brokerage, principally Train to Gain .
- #### 34. For provision:
- a single, unit-based skills accreditation and qualification system providing maximum flexibility in accessing and progressing through the system, for both individuals and employers (QCA, LSC)
 - flexible and responsive provision, recognised through a single provider accreditation system, which builds on the Framework for Excellence and the New Standard for employer responsiveness (LSC)
 - National Skills Academies' network, working to create products better suited to sector employers' needs and driving up the standard of service providers offer to deliver them. Employers investing in Academies and having a role in driving their development; consequently, Academies represent a critical linkage, bringing provision closer to employers
 - a self-regulation framework, setting and driving up standards in delivering life-changing learning experiences (LSC)
 - FE colleges and independent providers working through the joint Consultative Forums with the Association of Colleges (AoC) and the Association of Learning Providers (ALP) to ensure that they can align their plans with the priorities within this Action Plan and that together, we build sufficient, high-quality delivery capacity to meet the anticipated growth in employer demand across all key sectors.

Section 4: Closing the Gap: three-year delivery priorities, 2008-2011

The tables that follow outline in detail the inputs, outputs and outcomes which will be achieved by the Skills Action Plan. The input column shows the funding and resources which will be provided in order to achieve the necessary output. The outputs are the projected increases in achievements needed to meet our targets set for 2011 (see pages 10 and 11), using the key Leitch indicators linked to the Government's interim targets for Leitch, as set out in the Public Service Agreement covering the 2008-11 period. The majority of these interventions are based on the LSC Commissioning Plan and planned levels of funding and achievement. This plan will be annually reviewed based on further work with regional partners.

These outputs lead to the overall outcomes for the region, detailed in the Regional Economic Strategy.

35. For the wider economic and social fabric of the region:

- in line with the Sub-National Review, we will work with Local Authorities and Jobcentre Plus to deliver an integrated approach to worklessness as part of the wider role of Local Authorities in economic development, ensuring skills and employment form an integral part of strategies for inward investment, physical regeneration and housing
- we will work within the framework of Local Area Agreements and Multi- Area Agreements to respond to the needs of the region and particular locations such as City Region, using local management and delivery linked to geographical priorities, thereby ensuring employment and skills are linked to wider economic interventions and provide flexibility to respond to localised skills issues and to be able to target geographical and sectoral hotspots, where relevant
- we will work with Local Authorities to ensure that there is a clear transition plan and with their new responsibilities for 14 - 19 delivery that it is fully integrated in future skills actions (LSC, LAs)
- we will work with Local Authorities and other public service employers to realise their potential contribution to regional employment, skills and productivity, building on the work of the Public Service Compact and the LSC's work with the Shire Counties to deliver the goals set out in the Regional Minister's Public Service Skills Challenge (LGA/SHA)
- we will build on the joint WMLGA/LSC and complementary Jobcentre Plus ESF co-financing plan in the context of the ESF regional framework for the 2007-11 programme to ensure maximum integration and alignment of skills and employment investment with focussed investment in regeneration and infrastructure

First Skills Objective - the percentage of adults that have functional literacy and numeracy (basic skills) increases to at least 89% literacy and 81% numeracy

Context	Inputs	Accountabilities	Outputs	Outcome
The Leitch goal for 2020 is for 95% of adults to have functional literacy and numeracy. Nationally, the target for 2011 is for 89% of the working age population to achieve a Level 1 or above in literacy and 81% an Entry Level 3 or above in numeracy. In the West Midlands this involves an additional 405,340 achieving a Level 1 in literacy and 308,800 achieving an Entry Level 3 in numeracy.	O 1.1) YOUNG PEOPLE Funding for schools, colleges and work-based learning	LSC Local Authorities	<ul style="list-style-type: none"> • Through a combination of school, college and work-based learning 185,890 young people achieve Level 1 literacy; 232,880 achieve Entry Level 3 numeracy.* 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> • employees will add greater value to the businesses they work for (RES 1.6) • our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) • people and employers in the region are interested in and committed to learning and progression. (RES 3.3)
	O 1.2) ADULTS Increasing priority investment in Skills for Life by 35% over the period to 2011	LSC	<ul style="list-style-type: none"> • 83,500 adults achieve Level 1 or above in literacy* • 52,230 adults achieve Entry Level 3 or above in numeracy* 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> • more employees will add greater value to the businesses they work for (RES 1.6) • our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) • people and employers in the region are interested in and committed to learning and progression. (RES 3.3)
	O 1.3) TRAIN TO GAIN Within the national Train to Gain "Plan for Growth", Skills for Life has been given a much higher priority. In the West Midlands overall investment in Train to Gain will grow by 60% in the period up to 2010/11	Lead: LSC Support: AWM	<ul style="list-style-type: none"> • 104,000 employees achieve Level 1 literacy* • 36,200 achieve Entry Level 3 numeracy through Train to Gain and adult Apprenticeships* 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> • more employees will add greater value to the businesses they work for (RES 1.6) • our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) • people and employers in the region are interested in and committed to learning and progression. (RES 3.3)
	O 1.4) ESF Train to Gain will be enhanced by a further £15m per annum through the new ESF programme, with additional resources focused on Level 1 progression pathways and Skills for Life	LSC	<ul style="list-style-type: none"> • 23,000 achieve a Level 1 literacy through ESF, 8030 through adult apprenticeships* • 11,300 achieve an Entry Level 3 numeracy through ESF* 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> • more employees will add greater value to the businesses they work for (RES 1.6) • our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) • people and employers in the region are interested in and committed to learning and progression. (RES 3.3)

* See Appendix A

Second Skills Objective - moving from 64% to at least 90% of adults qualified to at least a Level 2

Context	Inputs	Accountabilities	Outputs	Outcome
The Leitch goal for 2020 is for 90% of adults to be qualified to Level 2 with an interim target of 79% by 2011. In the West Midlands this involves closing the gap from 66.7% at present to reach the national benchmark of 69.7% and further to reach the 2011 target. This will involve a total 419,000 people achieving a full Level 2	O 2.1) YOUNG PEOPLE FE College funding for young people: Total LSC Level 2 funding for young people in FE £259m (2008/09 to 2010/11), an increase of 10% p.a. in real terms Apprenticeships for young people: LSC funding for Apprenticeships for young people to increase by 10% over 3 years from £37m to £41m O 2.2) ADULTS Adult skills in FE Colleges: Increasing priority investment in full Level 2 for individuals undertaking college programmes by 25% over 3 years from £43m to £54m Apprenticeships for adults: Total LSC funding for adult Apprenticeships £31m	LSC Lead: LSC Support: Local Authorities	<ul style="list-style-type: none"> 71,000 young people, per annum, undertaking a Level 2 by 2010-11** Raising success by 2 percentage points p.a. from 69% in 06/07 to 79% in 2010-11 227,860 young people to achieve a Level 2 qualification by 2011** <ul style="list-style-type: none"> Implementation of a new pre-apprenticeship programme 25% increase in public service Apprenticeships 14,700 young people p.a. undertaking a Level 2 Apprenticeship, contributing to Level 2 at 19 Raising apprenticeship success rates by 2 percentage points p.a. from 68% in 06/07 Reduce young people not in education, employment or training (NEET) by 2.5 percentage points <ul style="list-style-type: none"> 41,250 adults per annum undertaking a Level 2 by 2010-11, resulting in 26,375 Level 2 achievements for adults Raising success rates by 2 percentage points p.a. from 63% in 06/07 to 71% ** 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> more employees will add greater value to the businesses they work for (RES 1.6) our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3) <p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> more employees will add greater value to the businesses they work for (RES 1.6) our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3) <p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> more employees will add greater value to the businesses they work for (RES 1.6) our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3)
	O 2.3) TRAIN TO GAIN LSC funding for Train to Gain Level 2 provision £222m (2008/09 to 2010/11) Over 100% increase in investment in full Level 2 over 4 years	LSC Lead: LSC Support: AWM	<ul style="list-style-type: none"> 68,000 employees p.a. undertaking a Level 2 by 2010-11** Increase by 50% the number of employers taking up the Train to Gain Service by 2011 75,000 public sector employees upskilled to Level 2 through the Regional Minister's Public Service Skills Challenge 50% of all Chamber of Commerce and CBI members in the region making use of Train to Gain by 2011 through joint AWM/LSC business engagement programme Improving success rates from 75% in 07/08 to 82% in 2010-11 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> more employees will add greater value to the businesses they work for (RES 1.6) our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3) <p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> more employees will add greater value to the businesses they work for (RES 1.6) our deprived communities will have benefitted from a holistic approach to regeneration. (RES 2.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3)

**See Appendix B

Third Skills Objective - 68% of the adult population qualified to Level 3

Context	Inputs	Accountabilities	Outputs	Outcome
The Leitch goal for 2020 is for the balance of intermediate skills to shift from Level 2 to Level 3 by increasing Level 3 attainments from 45% at present to 49%, the national baseline moving on to 56% by 2011. In the West Midlands this involves 358,000 people achieving a Level 3 qualification. This figure takes into account those retiring from the workforce	O 3.1) YOUNG PEOPLE FE College funding for young people: Total LSC Level 3 funding for young people in FE Colleges and sixth forms of £1.135m (2008/09 to 2010/11), an increase of 5% p.a. in real terms Advanced Apprenticeships for young people: LSC funding for Advanced Apprenticeships for young people to increase by 10% over 3 years from £17.5m to £19.3m O 3.2) ADULTS Adult skills in FE Colleges: Increasing priority investment in full Level 3 for individuals undertaking college programmes by 50% by 2010-11 Advanced Apprenticeships for adults (19-25): Total LSC funding for adult Advanced Apprenticeships £40m	LSC LSC LSC	<ul style="list-style-type: none"> Raising success rates by 2 percentage points per annum (Current rate of improvement in 06-07: 4 percentage points) rising from 68% in 2006-07 to 76% in 2010-11 <ul style="list-style-type: none"> Doubling the number of advanced Apprenticeships (including a full Level 3 using the 19-25 Level 3) using the 19-25 Level 3 entitlement 50% increase in the number of employers recruiting Apprentices on an annual basis by 2010 17,000 young people undertaking a Level 3 advanced Apprenticeship by 2010-11, contributing to Level 3 at 19 Raising success rates by 2 percentage points per annum (Current rate of improvement in 06-07: 10 percentage points at 68%)*** <ul style="list-style-type: none"> 201,280 Adults achieve a Level 3 by 2011*** Raising success rates by 3 percent points per annum from 63% in 2006-07 to 75% by 2010-11. (Current rate of improvement in 06-07: 3.6 percentage points) <ul style="list-style-type: none"> Doubling the number of Advanced Apprenticeships by 2011 from 4,500 to 9,000 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> overall growth in the regional economy, with particular growth in sectors identified as offering the greatest potential (RES 1.1) more employees will add greater value to the businesses they work for (RES 1.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3) <p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> overall growth in the regional economy, with particular growth in sectors identified as offering the greatest potential (RES 1.1) more employees will add greater value to the businesses they work for (RES 1.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3) <p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> overall growth in the regional economy, with particular growth in sectors identified as offering the greatest potential (RES 1.1) more employees will add greater value to the businesses they work for (RES 1.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3)
	O 3.3) TRAIN TO GAIN LSC funding providing up to 50% of the cost of Level 3 training	LSC Lead: LSC Support: AWM	<ul style="list-style-type: none"> Almost a five-fold increase in investment in full Level 3 over 4 years 50% of employees achieving their first Level 2, progressing to a full Level 3 50% increase in employers taking up the Train to Gain service by 2011 (See appendix 2: "Increasing Employer Demand") Achieving an 80% success rate by 2011 (ie 80% employees who start the programme, successfully completing) 	<p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> overall growth in the regional economy, with particular growth in sectors identified as offering the greatest potential (RES 1.1) more employees will add greater value to the businesses they work for (RES 1.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3) <p>Contributes to regional economic priority:</p> <ul style="list-style-type: none"> overall growth in the regional economy, with particular growth in sectors identified as offering the greatest potential (RES 1.1) more employees will add greater value to the businesses they work for (RES 1.6) people and employers in the region are interested in and committed to learning and progression. (RES 3.3)

***See Appendix C

Fourth Skills Objective - move from 24% to 40% of the adult workforce qualified to Level 4 and above

Context	Inputs	Accountabilities	Outputs	Outcome
<p>The Leitch goal for 2020 is for 40% of the adult workforce qualified to at least Level 4. The national target for 2014 is 36%, with an interim milestone of 34% by 2011. In the West Midlands in 2006 current performance is 26.38% of adults that achieved a full Level 4 and above. To close the gap on the current national average means a shift of + 3.55% on current performance and followed by a shift of +4% to take the region to the national milestone target of 34% in 2011. Taking into account those retiring from the workforce this is estimated as an additional 228,186 graduates</p> <p>Based on the current average year-on-year (2001 to 2006) increase of 1% per year in the West Midlands we will be at 31.38% by 2011. This is a shortfall of 2.62% on the PSA national indicator milestone target for 2011.</p>	<p>£6m ERDF agency supported package</p> <p>£1.5m AWM Graduate Advantage programme funding</p> <p>£2m AWM funding for higher-skills to employment matching</p> <p>FE Level 4 funding in colleges for Young People</p> <p>FE 'indirect' funding for provision Level 4 and above</p> <p>HEFCE 'direct' funding in HE/FE for provision Level 4 and above</p> <p>HEFCE SDF and Widening Participation funds including Employer Engagement Projects</p> <p>Employer contributions</p> <p>SSCs (via Higher Level Skills Strategies)</p>	HEFCE/ HEI AWM	<p>300 new start up businesses opened by people with graduate skills</p> <p>600 placement, 1000 individuals improving their employability skills through employability training and work placements</p> <p>2000 graduates into SME jobs, with a sustainable service created</p> <p>5000 full-time equivalent additional vocational learners on HE programmes by 2011 (from additional student numbers, provided by HEFCE through LLNs and co-funded places from the region-wide FDF Operational management funding)</p> <p>An increased number of employed learners on higher level work-based learning programmes from bite-sized learning to full HE qualifications (via e.g. LLN & FDF work) *****</p> <p>'Network-wide' progression agreements between FECs and HEIs for vocational learners; moving 500 learners per year from local vocational programmes to HE by 2011 (LLN work with FECs and HEIs).</p> <p>An increased number of people in HE from widening participation groups. *****</p> <p>Web-based services plus improved face-to-face Information, Advice and Guidance services in support of vocational HE opportunities. For example Wider Horizons (H&W LLN)</p> <p>Businesses accessing HE 'offer' via Train to Gain (LSC/LLN) *****</p> <p>10,000 SMEs engaged in leadership and management training</p>	<p>Overall growth in the regional economy, with particular growth in sectors identified as offering the greatest potential (RES 1.1)</p> <p>More employees will add greater value to the businesses they work for (RES 1.6)</p> <p>More businesses employing the higher-skilled people needed to produce higher value-added goods and services (RES 1.7)</p> <p>People and employers in the region are interested in and committed to learning and progression. (RES 3.3)</p> <p>There is an appropriate mix of skills available for the employment opportunities in the region and to allow for future developments (RES 3.4)</p> <p>A culture of continuous professional development will be established in businesses across the region that will drive up business competitiveness and productivity (RES 3.5)</p>

***** See Appendix 4

Appendix A

The tables below outline how the overall goals for uptake of functional literacy and numeracy in the region (outlined on page 10) have been calculated.

Young People

Table A1: Literacy: Level 1 or above - the table below shows year on year, the number of young people expected to achieve Level 1 or above Literacy in Schools, Work-Based Learning and colleges:

Year	GCSE/School 6th Forms	Work-based Learning	Colleges
2007/08	34,210	2,640	8,390
2008/09	33,950	3,000	9,100
2009/10	33,700	3,380	9,810
2010/11	33,440	3,750	10,520
	135,300	12,770	37,820
	Total		185,890

Table A2: Numeracy: Entry Level 3 or above - the table below shows year on year, the number of young people expected to achieve Entry Level 3 or above Numeracy in schools, Work-Based Learning and colleges:

Year	GCSE/School 6th Forms	Work-based Learning	Colleges
2007/08	42,330	3,780	10,520
2008/09	41,820	4,290	11,580
2009/10	41,310	4,800	12,640
2010/11	40,800	5,310	13,700
	166,260	8,180	48,440
	Total		232,880

Note: Over this period there will be a general demographic decline in the number of young people in the 16-19 cohort

Adults

Table A3: Literacy: Level 1 - the table below shows year on year, the number of adults expected to achieve Level 1 or above in Literacy:

Year	Achievements
2007/08	16,950
2008/09	21,100
2009/10	22,250
2010/11	23,200
Total	83,500

Table A4: Numeracy: Entry Level 3 - the table below shows year on year, the number of adults expected to achieve Entry Level 3 or above in Numeracy:

Year	Achievements
2007/08	10,660
2008/09	13,320
2009/10	13,860
2010/11	14,390
Total	52,230

Train to Gain, ESF and 19-25 Apprenticeship

Table A5: Literacy: Level 1 - the table below shows year on year, the number of people expected to achieve Level 1 or above in Literacy through Train to Gain, 19-25 Apprenticeships and ESF:

Year	Train to Gain	19-25 Apprenticeship	ESF
2007/08	4,000	1,830	3,500
2008/09	20,000	1,900	4,500
2009/10	35,000	2,100	6,500
2010/11	45,000	2,200	8,500
	104,000	8,030	23,000
Total			135,030

Table A6: Numeracy: Entry Level 3 - the table below shows year on year, the number of people expected to achieve Entry Level 3 or above in Numeracy through Train to Gain, 19-25 Apprenticeships and ESF:

Year	Train to Gain/19-25 Apprenticeship	ESF
2007/08	5,100	1,500
2008/09	8,500	2,700
2009/10	10,600	3,300
2010/11	12,000	3,800
	36,200	11,300
Total		47,500

Literacy Balance Sheet- Level 1

The table below shows the totals of all Literacy tables in this appendix and the expected shortfall in achievements needed to meet 2011 targets:

Target	405,340
Planned Achievements	
Young People (A1)	185,890
Adults	
- FE Colleges (A3)	83,500
- Train to Gain (A5)	104,000
- 19-25 Apprenticeship (A5)	8,030
- ESF (A5)	23,000
Total	404,420
Balance	920 (shortfall)

Numeracy Balance Sheet - Entry Level 3

The table below shows the totals of all Numeracy tables in this appendix and the expected surplus in achievements needed to meet 2011 targets:

Target	308,800
Planned Achievements	
Young People (A2)	232,880
Adults	
- FE Colleges (A4)	52,230
- Train to Gain/WBL (A6)	36,200
- ESF (A6)	11,300
Total	332,610
Balance	23,810 (surplus)

Appendix B

The tables below show in greater detail the calculations used to establish output targets set in the Level 2 summary:

Table B1: Level 2 at age 19 - the table below shows year on year, the number of young people expected to achieve Level 2 by age 19:

Year	Cohort	Percentage achievement	Total Volumes
2007/08	72,106	75.6	54,510
2008/09	73,293	78.1	57,240
2009/10	72,000*	80.4	57,890
2010/11	71,000*	82	58,200
Total			227,840

* Estimated cohort figures

Table B2: Level 2 Achievement for Adults - the table below shows year on year, the number of adults expected to achieve a first Level 2:

Year	Achievements	First Level 2*
2007/08	21,100	10,550
2008/09	22,150	11,075
2009/10	24,260	12,130
2010/11	26,375	13,190
Total		46,945

* Assuming 50% are first Level 2

Table B3: Growth in Achievements - apprenticeship 19-25 - the table below shows year on year, the number of young people aged 19-25 expected to achieve a first Level 2 through an apprenticeship programme:

Year	Achievements	First Level 2*
2007/08	3,540	1,770
2008/09	3,970	1,985
2009/10	4,460	2,230
2010/11	5,520	2,260
Total		8,245

* Assuming 50% are first Level 2

Table B4: Train to Gain - the table below shows year on year, the number of adults expected to achieve a first Level 2 through Train to Gain:

Year	Participants	Achievements
2007-08	34,000	18,500
2008-09	51,000	39,250
2009-10	59,000	46,000
2010-11	68,000	54,400
Total		158,150

Level 2 Skills Balance Sheet

The table below shows the totals of all tables in this appendix and the expected surplus in achievements needed to meet 2011 targets:

Target	419,000 people to achieve L2
Planned Achievements	
Young People (B1)	227,840
Adult	
- FE College (B2)	46,945
- 19-25 Apprenticeship (B3)	8,245
- Train to Gain (B4)	158,150
Total	441,180
*Surplus/margin of error	22,180

* We believe that, given the planned public investment over the three-year period together with the current rates of improvement, these targets are realistic and achievable. However, a margin of error of 6.5% seems prudent and will also accommodate any improvement in national rates above the planned target.

Appendix C

The tables below outline further detail on the goals for uptake of qualifications at Level 3 in the region.

Table C1: Level 3 at Age 19 - the table below shows year on year, the number of young people expected to achieve a Level 3 by age 19:

Year	Cohort	Percentage Achievement	Total Volumes
2007-08	72,106	49.4	35,620
2008-09	73,293	52	38,150
2009-10	72,000*	55.5	40,000
2010-11	71,000*	60	42,600
	Total		156,370

The number of young people achieving a Level 3 qualification will close the gap by 156,730.

Table C2: Advanced Apprenticeship (19-25 year olds) - the table below shows year on year, the number of young people aged 19-25 expected to achieve a first Level 3 through an Advanced Apprenticeship:

Year	No.s Participating	Achievements	First Level 3*
2007-08	4,500	3,150	2,210
2008-09	6,000	4,320	3,025
2009-10	7,500	5,550	3,885
2010-11	9,000	6,840	4,790
	Total		13,910

*Assuming 70% first full Level 3

Table C3: FE Adult Learning - the table below shows year on year, the number of adults expected to achieve a first Level 3 through FE learning:

Year	Achievements	First Level 3*
2007-08	8,870	5,320
2008-09	10,820	6,490
2009-10	12,900	7,740
2010-11	15,120	9,070
	Total	28,620

*Assuming 60% are first full Level 3

Table C4: Train to Gain - the table below shows year on year, the number of adults expected to achieve a first Level 3 through Train to Gain:

Year	Participants	Level 3 Achievements
2007-08	18,500	12,100
2008-09	37,000	25,900
2009-10	65,000	48,750
2010-11	90,000	72,000
	Total	158,750

Level 3 Balance Sheet

The table below shows the totals of all tables in this appendix and the expected shortfall in achievements needed to meet 2011 targets:

Target	358,000 people to achieve L3
Planned Achievements	
Young People (C1)	156,370
Adults	
- 19-25 Advanced Apprenticeship (C2)	13,910
- Adult FE (C3)	28,620
- Train to Gain (C4)	158,750
Total	357,650
Balance	350 (shortfall)

As the absence of any margin for error suggests, this target is unquestionably one of the most, if not the most stretching for the West Midlands within the Leitch framework. The key to achieving it will be a substantial increase both in the number of employers taking up Train to Gain and an exponential increase in their contribution to upskilling their employees to Level 3.

Appendix D

The tables below outline further detail on the goals for uptake of qualifications at Level 4 or above in the region.

Delivery Strategy: Young People (16-18)

Table D1: Full Level 4 or above - the table below shows year on year the number of young people expected to achieve a full Level 4 through Higher Education (HE), Further Education (FE), Work-Based Learning (WBL) and European Social Fund (ESF).

Year	HE	FE	WBL	ESF
2007/08	127	45	1	0
2008/09	130	47	0	0
2009/10	133	48	0	0
2010/11	36	49	0	0
Total	526	189		
Sum Total	715			

Source: LSC West Midlands Data team using Leitch prediction model - January 2008

Adults (19+)

Table D2: Full Level 4 or above - the table below shows year on year the number of adults aged 19+ expected to achieve a full Level 4 Higher Education (HE), Further Education (FE), Work-Based Learning (WBL) and European Social Fund (ESF).

Year	HE	FE	WBL	ESF
2007/08	31,035	4,249	92	145
2008/09	31,721	4,252	81	145
2009/10	32,408	4,459	72	122
2010/11	33,098	4,567	62	71
Total	128,261	17,527	307	483
Sum Total	146,578			

Source: LSC West Midlands Data Team (January 2008)

Level 4 Skills Balance Sheet Summary

The table below shows the totals of all tables in this appendix and the expected shortfall in achievements needed to meet 2011 targets:

Target	228,186
Planned Achievements	
Young People (D1)	715
Adult: (D2)	146,578
Total	147,293
Balance	80,893 (shortfall)

Appendix E - Glossary of Terms

Advantage West Midlands (AWM)

The Regional Development Agency (RDA) for the West Midlands

Apprenticeships

Allow people to earn whilst receiving on the job training and studying for nationally recognised qualifications

Association of Colleges (AOC)

Provides a range of support services to further education (FE) colleges across England and Wales

Association of Learning Providers (ALP)

Provides a voice for independent learning providers and is involved in the development of policy and strategy

Business Link

Provides information, advice and support to start, maintain and grow a business

Chamber of Commerce

Provides services, information and guidance to the local business community

Confederation of British Industry (CBI)

Work with the UK government, international legislators and policy-makers to help UK businesses compete effectively

Department for Innovation, Universities and Skills (DIUS)

Responsible for setting the agenda for science and innovation and for further and higher education and skills

Department for Work and Pensions (DWP)

Helps individuals achieve their potential through employment, working to end poverty in all its forms

Employment and Skills Boards (ESBs)

Employer-led groups which provide leadership in improving adult skills and employment

Engineering Employers Federation (EEF)

Provide manufacturing and engineering support and employment advice as well as general business support to manufacturing, engineering and technology companies

European Social Fund (ESF)

Set up to improve employment opportunities in the European Union and so help raise standards of living and to help people fulfil their potential by giving them better skills and better job prospects

Framework for Excellence

An approach to managing the performance and increasing the quality of Further Education provision

Foundation Degrees

Qualifications designed to integrate academic and work-based learning, and to equip individuals with the knowledge, understanding and skills relevant to their employment

Higher Education Funding Council for England (HEFCE)

Distributes public money to universities and colleges for teaching and research

Jobcentre Plus (JCP)

Help people move in to and remain in work, and provide advice and signposting on benefits, tax credits, childcare, housing and health

Learning and Skills Council (LSC)

Responsible for funding and planning education and training for over 16-year-olds in England

Leitch Review

Published in 2006, sets out how the UK can move towards attaining World-class skills levels by 2020

Lifelong Learning Networks (LLNs)

Aim to improve progression opportunities for vocational learners into and through higher education

Local Area Agreements (LAAs)

Set out the priorities for a local area, agreed between central government and a local area and other key partners at the local level, and simplify some central funding, help join up public services more effectively, and allow greater flexibility for local solutions to local circumstances

Local Employment Partnerships (LEPs)

Collaborations between Government and business to tackle the increasing recruitment and skills challenges of the labour market and economy

Multi-Area Agreements (MAAs)

A way of helping councils work with their neighbours to promote economic development at a city region and sub regional level

New Standard for Employer Responsiveness

An assessment framework and an assessment and accreditation process which has been designed to recognise and celebrate the best organisations delivering training and development solutions to employers

Public Service Compact

Works to raise the profile of the public sector, promote career opportunities, improve recruitment practices and inspire a wider range of individuals to choose a career in Public Services

Qualifications and Credit Framework (QCF)

Aims to recognise a wider range of learner achievements in order to be more responsive to employer and learner needs

Qualifications & Curriculum Authority (QCA)

Leads developments in curriculum, assessments, examinations and qualifications

Regional Development Agency (RDA)

Set up in 1999 to bring a regional focus to economic development

Regional Economic Strategy (RES)

Sets out a vision and priorities for strategic development in the region

Regional Observatory

Responsible for helping the region to develop better access to well organised information in order to improve the quality of strategy and policy making

Regional Skills Partnership

A strategic group of representatives from key public and private organisations whose role is to create a demand led approach to skills. The Regional Skills Partnership is a major component of the national skills strategy

Sector Skills Councils (SSCs)

Employer-led, independent organisations that cover specific sectors across the UK to improve skills and business performance

Skills for Business Network

Aims to boost the productivity and profitability of the UK by identifying and tackling skills gaps and shortages on a sector by sector basis

Skills Pledge

A voluntary, public commitment by the leadership of a company or organisation to support all its employees to develop their basic skills, including literacy and numeracy, and work towards relevant, valuable qualifications to at least Level 2 (equivalent to 5 good GCSEs)

Sub-National Economic Development & Regeneration Review

Published in 2007 and sets out how local authorities and regions can be given powers to improve local economic outcomes

Train to Gain

A service that aims to make sure that businesses are offered impartial, flexible, responsive training and skills advice at a time and place to suit them

West Midlands Higher Education Association (WMHEA)

Responsible for helping companies grow and develop their business through consultancy, training, short courses with student and graduate placements, research and technology transfer