

CHILDREN & EDUCATION SCRUTINY COMMITTEE	AGENDA ITEM NO. 8
5 JANUARY 2017	PUBLIC REPORT

Report of the Service Director for Adults Services & Communities		
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APPRENTICESHIPS, SKILLS & IMPACT ON REDUCTION IN NEET FIGURES

1. PURPOSE

- 1.1 To give an update on City College Peterborough (CCP) since the last report to the Scrutiny Committee in January 2016
- To inform the Committee on the role of CCP in delivering improved educational and other outcomes for the city.
 - To report on, as requested, Apprenticeships, Skills & Impact on Reduction in NEET figures.

2. RECOMMENDATIONS

- 2.1 The Committee to review and note the report.

The Committee to make any recommendations in line with the objectives of City College Peterborough.

3. LINKS TO THE CORPORATE PRIORITIES AND RELEVANT CABINET PORTFOLIO

- 3.1 All of the work delivered by City College Peterborough (CCP) is delivered in line with its objectives to:
1. advance education
 2. advance health
 3. relieve unemployment
 4. relieve poverty

and therefore contributes to the Council's priorities to; improve educational attainment and skills, safeguard vulnerable children and adults, keep all our communities safe, cohesive and healthy, achieve the best health and wellbeing for the city.

- 3.2 City College Peterborough falls within the portfolio of the Leader and Cabinet Member for Education, Skills, University and Communications.

4. BACKGROUND

- 4.1 At the last report to Scrutiny Committee, CCP explained how it has further strengthened its links to local community strategies in a number of ways, including the Principal now taking on a head of post-16 role in the council and the running of the Day Opportunity Centres for people with learning disabilities.

- 4.2 This has, in the past year, developed further including the setting up and initial implementation of the Community Serve Programme, an initiative to support the growth of adaptable and sustainable communities.
- 4.3 In addition to this, the Principal is taking on the role of the city skills lead with responsibility in the Local Authority (LA) for the writing and implementation of a citywide post-16 skills strategy, leading for PCC on the implementation of the skills and employment section of the Cambridgeshire and Peterborough Devolution deal and representing the LA in the Government's review of Post-16 Education (FE). With this responsibility, the LA role has been changed from a Head of Service role to Assistant Director Skills and Employment.
- 4.4 City College now employs 240 staff, supports circa. 5,370 people (380,423 hours of support), has 5 permanent venues, manages the PCC rooms at the Education Conference Centre in the Library and is currently setting up 3 Community Serve Hubs.
- 4.5 The college's national, regional and local profile is still growing and thus that of Peterborough, with its Principal and Senior Leadership Team getting further involved in national steering groups that also help inform Policy.
- 4.6 These include:
- National - the Principal as a director of Holey (national organisation representing adult and community learning) and a Vice Principal sitting on the Education Training Foundation (ETF) Strategic Development Network group. They have also both been commissioned to deliver nationally Senior Leadership Training to Heads of Service in other Local Authorities. The Principal was also asked to be a Key Note Speaker, after the Minister, at the ETF's National Leadership in Education Conference, and in early 2016 City College also hosted a visit from the Minister of State for Skills, who was very impressed with the innovative way the college worked, its results and the way in which it had grown its apprenticeship provision whilst maintaining a high level of quality.
 - Regional - the Principal is a member of an Ofsted East of England Learning and Skills reference group and is also an external representative on Ofsted regional Complaints' Scrutiny Board. A Vice Principal is Chair of the GCGP LEP Work Based Learner Provider Network.
 - Local – The Principal is joint Chair of the City's Skills Partnership Board, and The Vice Principals' memberships include the City's Safeguarding Training and Development Group, the Tackling Wordlessness in Peterborough group, three sub-groups of the Peterborough Skills' Partnership Board (which are employment and supporting labour market mobility, social inclusion and helping to combat poverty, and Education, skills and lifelong learning). As well as these, we sit on the Health, and Wellbeing Board, the Syrian Refugee Task and Finish Group, the Cross Keys (Social Housing) Residents' Board as a stakeholder, the Prevent boards, the School Readiness Group, the Cohesion and Diversity Forum, the Learning Disability Partnership Board and the Older People's Partnership Board.

5. KEY ISSUES

5.1 Developing pathways for young people with SEND transitioning to adulthood

In co-production with people using Day Opportunities support, parents, carers and staff, the department has continued to transform its support with the default option on referral to employment and skills development as an alternative to traditional building-based day services. This includes support to secure paid employment, work experience or voluntary placement within organisations located across Peterborough or within a range of supported enterprises which provide goods and services to companies, community groups and individuals. The supported enterprises also develop key skills for independence such as cooking or laundry and prevent de-skilling or escalation of problems through early identification and guidance to resolve.

- 5.2 Following building development, the first of four hubs opened at Brook Street and provides facilities to enable people with learning disabilities and complex needs to access city centre amenities independently or, where there is an assessed need, with support. The hub includes a changing/showering facility as well as a kitchenette to enable people with specific care needs to remain within the community therefore avoiding travel to home or back to the Kingfisher Centre. The hub also provides people with higher support needs independent access to City College amenities, which would not have been possible at previous sites. Feedback from all stakeholders has been overwhelmingly positive.
- 5.3 Work on the Employability Hub at 441 Lincoln Road is now in progress and this will provide the same provision as the City Centre Hub as well as specific support for securing work. Although building work at the Kingfisher Centre is still in the planning stage, the hub support is in place, ensuring people have access to support that meets their individual needs and provides opportunities to access the community provision in the area such as the gym and library, parks, theatres, shops and cafes.
- 5.4 Additional funding has been secured through successful grant applications for equipment to support people with complex needs. This has included hand and wheelchair accessible bikes, specialised seating, adult walkers and a magic carpet. Working in partnership with Disability Peterborough, Day Opportunities has developed its pioneering Digital C.V. project, providing over 100 people with the opportunity to create a digital C.V. and helping people who face barriers to employment to recognise the skills and attributes they possess, develop confidence, create alternative pathways to employers and secure jobs.
- 5.5 Other work that has developed during the year includes:
- A dedicated website (www.ccpdayopportunities.co.uk) and social media accounts
 - The Orange Book providing a range of accredited and non-accredited courses for service users, staff, parents and carers. This provides a unique opportunity for all to access training and offers skills' development to avoid an increased need for health and social care such as "People Moving People", first aid and food safety. Over a period of four months, 108 distinct learners attended at least one course each
 - Significant opportunities for staff skills development to further increase the support provided. This included apprenticeships in Health and Social Care or Team Leading, Level 2 to 5 qualifications in areas such as Mental Health or Dyslexia Awareness, Supported Employment or a Diploma in Leadership and Management
 - A restructure to ensure staffing is aligned to the support delivered to enable all to receive the right support at the right time from suitably experienced and qualified staff
 - A fleet of new vehicles that better suit the support provided and the needs of service users
 - Achievement of £292k savings within the timescales required by Cabinet with no impact to front line services

5.6 **New Initiatives**

5.6.1 **Community Serve**

Through discussions with PCC, the College has introduced Community Serve into the following areas within the City: Westwood and Ravensthorpe; the Ortons with a particular emphasis on Orton Malborne; and the "Can-Do" area of Millfield, New England and Central ward. The priorities that the College are concentrating on are:

- Isolation
- Carers
- Life Limitations
- Communities

- 5.6.2 The initiatives planned to support the introduction of Community Serve will be based on need and co-designed by local residents. However, the initial framework that will be common across all three pilot areas will be:

- A physical Hub
- Local Volunteering
- A local Time bank
- A Super-Kitchen, offering Community Social Dining
- Delivery of Skills and Employment programmes
- Classes to support Health and Well-Being
- Preventative and support work
- Redevelopment of open spaces
- Information, Advice and Guidance
- Setting up Community Serve points

A substantial amount of work has already taken place with hubs identified in each of the areas.

- 5.6.3 At time of writing, and following three successfully piloted community dining events at Brook Street that attracted an average of 50 people at each event, Gladstone Community Centre within the Can Do area will host its first community dining event, Community Meet and Eat, on December 14th. Public health will be supporting this event and offer health MOTs for those residents that attend.
- 5.6.4 A Community Meat and Eat is also planned in the Ortons on December 15th: this is a collaborative approach with the Big Local and Cross Keys Homes. Wraparound services supporting this event will include topics covering Health and Skills.
- 5.6.5 The College has now recruited two area co-ordinators to support the introduction of this initiative and both will be permanently based within the Community Hubs.
- 5.6.6 This initiative is an exciting opportunity that is being supported by many key partners and local community groups across the City.

5.7 **Other New College Initiatives**

5.7.1 Adult Education

- There have been many examples of initiatives to engage disadvantaged learners and people with no/low skills and barriers to employment. These include an ESOL Parents' School Engagement programmes with families; free short courses to train people in the community to teach basic survival ESOL with a commitment in return to do some volunteer English teaching in their communities; an Employability Hub at the Allama Iqbal Centre; collaboration with the NHS to run projects to improve early years childcare among parents; training communities to create culture boxes and share them with other communities to improve understanding and tolerance; Access Champions and MENA new arrivals. Because raising levels of parents' and children's literacy is a local priority, for 6 weeks over the school summer holidays, a pop-up shop in Bridge Street opened its doors as part of a collaboration between Peterborough Literacy Trust, City College Peterborough and the Council. Supported by volunteers and tutors from the College, the initiative aimed to inspire a love of reading and raise awareness of the importance of literacy skills. Families were able to pick up a free book, take part in fun literacy activities, get stuck into sharing stories in the reading area, find out where to get literacy support in the city and enter competitions to win prizes. The importance of healthy eating was also promoted with two weeks dedicated to celebrating nutritious food and recipes, which are being compiled to produce a recipe book. An astonishing 2,800 individuals and families visited the shop and over 5,000 books were given away.
- 5.7.2 • Adult Skills and Community funding was used to complement the Day Opportunities services, to maximise learning and training opportunities and minimise long term reliance on public funds for supported people and their parents and carers. In a co-production process, Day Opportunities service users, staff, parents and carers worked with curriculum teams to decide what learning would benefit them. This was so well received that further opportunities are

being planned from January 2017.

- 5.7.3
- Following a very successful first year of the national Mental Health Pilots funded by DfE (formerly BIS), CCP was awarded funding for the second and final year of this national pilot, which aims to test the impact of informal community learning to support people with mild to moderate mental health challenges as anxiety, insomnia and depression to better manage their symptoms.

5.7.4 Young People and Apprenticeship Provision

- 96% of our Apprentices remained in employment once their training was completed.
- City College Peterborough is advising Peterborough City Council's application to become a national trailblazer for person-centred commissioning of Apprenticeships.
- NHS England Trust have asked City College to scope the skills, recruitment and succession planning requirements of the Trust's workforce to ensure the Apprenticeship Levy opportunity is fully maximised
- City College Peterborough has been named as the preferred provider to deliver Peterborough City Council's Apprenticeships funded by the Apprenticeship Levy.
- The Vice Principal was requested by the Ofsted Regional Lead to present our Apprenticeship model at the regional improvement seminar in March 2016.
- Our "Access Champions" have been commissioned by the Local Authority to undertake a formal review of the Local Offer, which is housed on the City Council website. They are holding focus meetings with young people around the city under the title "The Big Youth Shout Out".
- City College Peterborough is now chairing the Preparing for Adulthood meeting to drive forward transition improvements in health, education, employment and community inclusion. This is strategically reported upon at the SEN Transformation and Disability Board.
- Creation of a "Bespoke Learning and Study Centre" facilitated by our tutors and accessible.
- The college is currently developing and delivering a pathway to careers in health, starting with engaging with the young person whilst at school with them becoming health ambassadors for the NHS and then having a pathway through Apprenticeships to the role of associate nurse. This pathway has been designed and planned in partnership with Health England and the school.

5.7.5 General

The College was recently announced as the National Gold Award winner in the Educational Establishments (Sustainability) category of the 2016 International Green Apple Awards for Environmental Best Practice. The award was presented at the House of Commons, Palace of Westminster, London in November.

5.7.6 Funding

August 2016 saw the two previously separate funding streams for adult classroom learning and training (adult skills qualification learning and informal, non-qualification learning) being combined into a single funding pot, the Adult Education Budget (AEB). This change will facilitate the creation of more effective "pathways of learning" for low-skilled adults by utilising informal, short periods of first steps learning to engage the hardest to reach and then to move them on to work, volunteering or more formal learning with qualifications.

For the academic year 2016-17, all traditional adult non-qualification learning for leisure, such as arts

5.7.7 and crafts, languages, literature and history no longer attract public funding. These courses have formed the backbone of CCP's provision for many years and are still hugely popular, adding to the richness and diversity of the organisation. This type of learning also offers many benefits to learners' health and wellbeing and, in addition, the fees learners pay form an important part of the organisation's overall income, allowing more free courses to be offered in the community to those who cannot pay. The new fees policy implemented for this provision was developed in consultation with learner representatives and to date no adverse impact on enrolment numbers has been seen.

5.7.8 In Apprenticeships, our Ofsted visit in November 2016 recognised the 363% growth in delivery. Ofsted also noted our quality and quantity had grown simultaneously resulting in success rates that are well over national average. In adult qualifications, the very high (and well above national average) overall success rates of 94%, including 100% in GCSE Maths and English, were deemed by Ofsted to be so good that this area was not a line of enquiry in their inspection.

5.7.9 CCP successfully tendered to pilot with the NHS the impact of informal learning in recovery from mild to moderate mental health problems. This was the only tender awarded in the Eastern region. The college also submitted a successful tender to the DWP Flexible Support fund to deliver a project to support women into self-employment and another tender to work with a charity to support ex-offenders into the construction industry.

5.7.10 **Top Line Results**

Success rates (those that started a course and went on to achieve their planned qualification).
Achievement rates (on non-qualification courses those that achieved their personal objectives and had a positive impact).

Area	Success / Achievement Rate	Comparator
	2015/16	
Apprenticeships	80%	72% national benchmark*
English and maths	75% (timely**) 82.5%	58% national benchmark* 70% national bench mark
Adult Skills	94% (s)	88% national benchmark*
Community Learning	97% (a)	No national benchmarks available
Study Skills	71%	The Study Programme cohort has changed significantly over the last few years with an increase in students with multiple barriers to education

* source, Skills Funding Agency national success rates

** Those who achieve within 12 weeks of their anticipated leave date

5.7.12 There are no significant achievement gaps between different groups i.e. ethnicity, disability and gender.

5.8 **Apprenticeships, Skills & Impact on Reduction in NEET figures**

Apprenticeships

5.8.1 Apprenticeships in Peterborough are growing, but further growth is still needed. In order to assist growth, as part of the Devolution agreement PCC had the opportunity to set our own criteria for the AGE grant. This grant is there to support small business financially to take on an apprentice. The national criteria is a payment of £1,500 for a business of less than 50 employees to take on an apprentice, subject to them not having had one in the past 12 months.

5.8.2 From August 1st 2016, we have been administering the AGE grant for the Combined Authority. The criteria we have implemented for our area is £2,000 for a 16-18 apprentice and £1,500 for a 19-24-

year-old for a business with less than 250 employees, which can take up to 5 apprentices a year.

5.8.3 Peterborough Apprenticeship Figures

Q3 2015-16 (Aug-Apr)

	All Apprenticeships			
	Under 19	19-24	25+	All Ages
Cambridgeshire	970	940	1370	3280
Forest Heath	90	90	130	310
North Hertfordshire	180	200	200	580
Peterborough	290	360	620	1270
Rutland	60	60	90	210
St Edmondsbury	200	240	240	680
Uttlesford	140	130	140	410
West Norfolk and Kings Lynn	290	260	480	1030
LEP Total	2220	2280	3270	7770

Figure 1 Peterborough Apprenticeship figures in comparison to others in the LEP area.

As previously stated, City College Peterborough is growing its Apprenticeship provision, and, in line with its constitution, has only used government funding for Apprenticeships locally.

5.8.4 Skills

Unemployment in Peterborough is lower than the national average with only 20% economically inactive but we have 13% fewer top earners than the national average and 13% more lower earners than the national average.

Skills are key to addressing this and to ensure that there is the right provision in the right location at the right time.

As shown above, City College Peterborough is taking a holistic approach to the skills' development of local people to support economic development and the wellbeing of the City, its communities and residents.

5.8.5 NEET

Current Year 2016/17	Apr-16	May-16	Jun-16	Jul-16	Aug-16
Adjusted NEET	5.40%	5.10%	5.00%	5.30%	5.70%
In Learning	87.41%	87.53%	88.11%	87.87%	87.43%
Not Known	3.65%	3.76%	3.22%	3.06%	3.00%

Previous Year 2015/16**	Apr-15	May-15	Jun-15	Jul-15	Aug-15
Adjusted NEET	5.80%	5.58%	5.30%	5.20%	5.50%
In Learning	86.14%	86.43%	86.91%	87.21%	86.78%
Not Known	4.13%	3.82%	3.50%	2.87%	3.03%

Figure 2

3 mth NEET avg (Nov 15 - Jan 16)	5.27%
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Figure 3

5.8.6 Fig. 2 above shows the NEET figures for the 5-month period of April 16 – August 16 and Fig. 3 shows the census 3-month period of Nov 15-Jan 16. However, there were some significant changes that took place on 1st September this year. Local authorities are no longer required to report on the year 14 cohort (school age 19), which has reduced the overall cohort by one third. A further change is that the NEET figure is now a combination of the number of NEET young people plus the number of young people for whom a destination is not known.

5.8.7 In order to ensure the provision offered by City College meets local need and demand for this client group, we review our provision with key departments and players in this area and respond to need and demand by looking at bespoke provision for some of the more vulnerable groups.

6. IMPLICATIONS

6.1 There are no implications in this report for information.

7. CONSULTATION

7.1 Not applicable.

8. NEXT STEPS

8.1 To review again in 12 months.

9. BACKGROUND DOCUMENTS

9.1 The NEET data is taken from PCC's September 2016 Adolescent Services Performance Report.

9.2 The Apprenticeship data is sourced from <https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships--2>

10. APPENDICES

10.1 None