

**ADULT LEARNING, EMPLOYMENT & SKILLS STRATEGY Draft Action plan 2015-18**

Key Performance Indicator	Baseline & target	Projects	Partners/Lead*	By April 2016	By April 2018	
<b>1. Reduce unemployment</b>						
<b>KPI.1.1</b>	Reduce adult unemployment in Kent to at least match and or decrease to below the South East Average.	Baseline: [June 2014]: National 2.4%. South East 1.4%. Kent 2.0% Source: NOMIS July 2014	Projects with unemployed / low-wage adults		LEP DWP opt in	
			<b>Vacancy publication:</b> Co-ordinated approach to identifying and publicising vacancies (and skill requirements)	JCP/KCC	Create links between JCP and County/District councils to identify recruitment opportunities.	Systems operating between KCC, District Councils, JCP and providers whereby new opportunities are identified and communicated
			<b>Adult re-training :</b> - mapping skills in obsolete occupations - identifying opportunities - providing training to enable transition (employer co-producing)	KCC GET KCC S&E CKX (NCS) Employers Providers – CLS, FE Training Providers	Produce a report identifying ‘going and growing’ occupations / sectors by October ‘15 in order to inform training offer post September ‘16.	Create infrastructure that allows adults to re-train – responsive and flexible. Employer co-funded programmes – sector focussed
			<b>IAG – advocates from industry,</b> LMI informed. In support of NCS	ICoC/CXK KCC for school contacts	Engage with Invicta Chamber of commerce to engage advocates.	10 Advocates operating in education settings
<b>KPI.1.2</b>	Reduce adult unemployment in all Districts to below the national adult unemployment level	Baseline [June 2014]; Districts above National Level (2.4%): Dover 2.6%, Gravesham 2.5%, Shepway 2.5%, Swale 2.5%, Thanet 4.5% Source: NOMIS July 2014	Engagement projects for 18 year olds in YEZ Districts and targeted neighbourhoods.	JCP/KCC	1 project in each YEZ + 2 other (Ashford, Maidstone FSF)	3 Projects (x12 yp) per YEZ = 15 Projects (180 yp). + 4 projects in other neighbourhoods (Ashford, M’Stone, W. Kent, Swanley )
			Create Social Impact Bond to combat unemployment 18-24	KCC, SPV	SPV in place and commissioning work.	Early outcomes achieved for investors
			Guilds – sector based recruitment	KCC S&E, ICoC	Guilds established in five sectors	Guilds advertising and recruiting to vacancies
<b>2. Improve adult skill levels</b>						
<b>2</b>	Generic actions		Design <b>progression pathways</b> (requires provider collaboration and IAG) Include HE, Sector specific pathways Identifying gaps in provision			
			<b>Employer education.</b> - Inform employers about the qualification landscape	KCC S&E KAFEC ICoC/FSB	Guidance publicity produced.	Guidance distributed to employers through Chamber and Federation for Small Businesses
<b>KPI.2.1</b>	Increase participation in learning amongst the adult population of Kent to over 65,000 learners	Baseline: in 2012/13 61,820 adult (19+) learners were funded by SFA	See: 1.2 and 4.3: <b>targeted work in neighbourhoods</b>	KCC CLS, FE	Developing collaborations between providers. By April ‘16 existing provision will have been identified/mapped	By 2018, all adults, particularly those on neighbourhoods where learning is under developed, will have access to appropriate local pathways to learning.
			KCC CLS/FE collaboration	KCC CLS/FE	Establish collaboration CLS and FE (Pilot: AE provision on 2 FE sites)	By 2018 there will be sustainable provision and progression pathways in place for all adult learners
<b>KPI.2.2</b>	Decrease the number of adults with no qualifications to below 6%	Baseline : Kent 7.3%, SE 6.5%, GB 9.3% Source: ONS Population Survey 2013	Crossover with 1.2 and 4.3; <b>targeted work in neighbourhoods</b>	KCC CLS, FE		
			<b>Employed &amp; under-educated</b> Targeted work with employers that employ adults with no qualifications	KCC CLS, FE	Approach employers with adults operating in low skill occupations (retail, catering)	Education programmes developed, inc. Maths and English for unqualified employed. On site and at AE/FE centres.
			<b>Numeracy/Literacy.</b> CLS /Provider partnership to deliver Maths and English to adults	CLS/FE and training providers	Existing provision mapped and gaps identified.	Every adult without qualification has access to numeracy/literacy training locally and at an appropriate level.
			<b>Progression : non accredited to accredited</b> Develop collaborations to ensure progression from ‘magnet activities’	CLS, FE	Identify pathways from informal Community and Family Learning to more formal learning. Establish collaboration CLS and FE (Pilot: AE provision on 2 FE sites)	Adults will progress from Community/family learning to more formal learning at every FE college.
			<b>Low paid adults</b> Utilising BLF Opt In (LEP) funding to enable low-paid adults to attend training and gain sustainable employment	VCS and third sector partners FE and Training providers	Bids made to BLF to fund training courses for low paid adults	All low paid adults have access to training locally, and at an appropriate level
			<b>Adults with No Qualifications</b> Improve mechanisms for identifying, referring and supporting adults with no qualifications	JCP, FE, CLS	JCP to formalise arrangements for referring adults with no quals to providers. Providers to approach adults to support them into formal learning.	Referral mechanisms in place and adults progressing to formal learning in all Job Centres.
<b>KPI. 2.3</b>	Increase the proportion of adults at level 2 and above to at least 80%	Baseline: Kent 74.6%, SE,76.5%, GB 72.5% Source: ONS Population Survey 2013	<b>Adult Skill Forums</b> Establish forums for all providers in a locality. Share information about actual and planned courses, in order to co-ordinate curriculum offer.	KCC S&E CLS, FE Colleges, KATO? ICoC, FSB	Pilot Adult skill forum in September – possible roll out in October. To inform offer September 2016	6 Adult Skills forums operating based around FE college areas. Adult Skill forums to monitor/review progress against KPIs
<b>KPI. 2.4</b>	Increase the proportion of adults at Level 3 and above to at least 60%	Baseline : Kent 55.4%, SE 59.3%, GB 55.8% Source: ONS Population Survey 2013				
<b>KPI. 2.5</b>	Increase the proportion of adults in	Baseline: Kent 33.6%, SE 38.3%,	Increasing the number of <b>higher apprenticeships</b>	KATO?	Providers to establish training routes for	Significantly increase in the number and

	Kent at level 4 and above to at least 40%	GB 35.2% Source: ONS Population Survey 2013		KCC S&E. FE. KCC CLS	Higher Apprenticeships. Campaign to employers to train Higher Apprentices.	scope of adults on Higher Apprenticeship programmes.
			<b>Part time education for adult employees</b> Encourage employers to fund and release employees. Co-ordinated campaign (KCC/KA FEC/KATO) to employers.	KCC KA FEC, KATO	Establish base line for employer funded part time adult provision (at FE and Training providers) Co-ordinated campaign (jointly resourced CLS/FE)	Increase numbers of employer funded p/t training places at all providers.
<b>KPI 2.6.</b>	Re-establish the number of Adult (25+) Apprenticeship starts to 5,000 per annum.	2012/13 5,000 starts. 2013/14 2,030 starts to quarter 3	Employer involvement in Apprenticeship design – through employer guilds and Chamber of Commerce	KCC S&E (Guilds) ICoC	Arrangements established for involvement of employers in curriculum design.	Apprenticeship training is more responsive to employer requirements. Mechanisms for continuing dialogue operating.
			Design new part time courses using new Apprenticeship Standards	FE. Training providers Employers	FE/TP design new courses reflecting new standards, for Sept 2016 starts	New courses bedded in and recruiting sufficient numbers
			L2/3 re-training opportunities (link to above)	FE Training providers. Employers	Declining/growing sectors/occupations identified and targeted. Offer of re-training opportunities designed.	Re-training opportunities in developing sectors established and widely available.
			Recruit adults in employment with low level qualifications (to level 2 Apprenticeships)	FE. KCC CLS Training providers	Employers engaged in recruitment and funding of relevant employed staff.	Adult L2 Apprenticeships operating in all FE colleges and through KCC CLS
<b>3 Increase training and employment in priority sectors</b>						
<b>KPI.3.1</b>	Increase the number of adults accessing training relevant to each of the priority sectors by 10%	To be agreed once priority sectors are finalised	Engaging with / define sectors to identify skill needs and engage employers in curriculum development	KCC GET FE/Training providers	Research carried out with all sectors to define skill needs. Report produced and circulated to providers (autumn 2015)	Providers use LMI to inform curriculum offer From (September 2016)
			Seek funding from LEP etc. for training facilities. (LEP Skills Capital Fund)	FE/Training providers	Bids made to LEP capital funding for specialist equipment to cater for sector needs	Equipment in use and training offered in priority sectors
<b>KPI.3.2</b>	Increase employment in the priority sectors by 10% per annum	To be agreed once priority sectors are finalised	Work with employers to increase opportunities in priority sectors	FE/Training providers and employers	Targeted employer engagement in priority sectors (in response to above)	Increased offers of Employment (with training) in priority sectors.
			Develop opportunities for business start-ups in priority sectors	FE/training providers Kent Foundation	Deliver programme of enterprise education in priority sectors	Increase in number of business start-ups in priority sectors (baseline required)
			Re-train employed adults in skills for priority sectors	FE/training providers and employers	Develop offer of training for people already in employment wishing to re-train in priority sectors	Increase in part-time (employed) enrolment on training courses in priority sectors
<b>KPI.3.3</b>	Increase the number of apprentices, 18-24 and 25+, in priority sectors by 10%	To be agreed once priority sectors are finalised	Targeted work with employers in priority sectors	KCC S&E, KA FEC, KATO	Targeted campaign with employers and (young) adults focussed on priority sectors	Employers in priority sectors offering a range of apprenticeships (ages & levels).
<b>4 Increase employment and participation in learning amongst Priority groups</b>						
<b>KPI. 4.1</b>	Increase the number of adults with disabilities accessing education and training to 17,500	Baseline: in 2012/13 15,390 adults with a learning difficulty or disability were funded by EFA or SFA	Develop referral networks between providers and the VCS / third sector	Providers and VCS	Seek BLF, LEP funding to develop network	Network in place and increased quantity and quality of referrals
			Developing training and awareness of disabilities	KCC KSE KCC KCC SCH&W NHS, primary care	Awareness training courses offered to training providers.	Comprehensive programme of awareness training in place for staff and volunteers involved in skills training.
			Developing training and awareness, regarding the needs of adults with mental health issues. IAG – adapted Increasing the offer through specialist provision or improved integration as appropriate (creating the right environment)	KCC KSE/CXK	Develop specialist careers provision for adults with disabilities as part of National Careers Service	NCS Specialist programme in place and widely available to Adults with disabilities and learning difficulties.
<b>KPI. 4.2</b>	Support 100 adults with disabilities or mental health difficulties into employment each year.	Kent Supported Employment. FSC contract. 100 adults per annum.	Adults with disabilities, learning difficulties or mental health problems supported into employment. Employers provided with awareness training regarding the needs of the client groups, and their potential contribution to the working environment. Promotion of flexible working arrangements including shorter hours.	KCC KSE KCC SCH&W	KSE staff continuing to support adults with disabilities & learning difficulties, & mental health difficulties to access employment, through job coaching and employer engagement. Flexible (and reduced hours) working arrangements promoted.	KCC SCH&W contract maintained and increased (subject to resources). KCC SCH&W providing awareness training for employers employing adults with mental health difficulties. Flexible working arrangements established.
<b>KPI.4.3</b>	Increase participation in learning amongst the adult population in the 20 most deprived neighbourhoods in Kent.	Baseline to be calculated: participation in learning with FE or CLS by postcode (Proxy measure)	Family learning – in children centres, schools in targeted neighbourhoods Community learning programmes in targeted wards	KCC CLS FE Training Providers	Developing collaborations between providers operating in targeted wards. By April '16 existing provision identified/mapped	By 2018 there will be sustainable provision and progression pathways located within every deprived ward
			Response programme. Advocacy/support for vulnerable adults.	CLS/VCS	Investigate the possibility of developing advocacy programme for vulnerable adults	Advocacy programme in operation resulting in more vulnerable adults accessing learning
			Outreach programmes	CLS/VCS and Third Sector	Outreach programmes into neighbourhoods created – co-ordinated between providers	Outreach programmes in operation resulting in increased 'neighbourhood penetration' of learning. (More adults accessing learning)

KCC S&E = Kent County Council Skills and Employability  
 KCC CLS = Kent County Council Community Learning & Skills ... Including  
 KT&A= Kent Training and Apprenticeships  
 KAE=Kent Adult Education

KCC KSE = Kent County Council Kent Supported Employment  
 KCC GET = Kent County Council Growth, Environment & Transport  
 KCC SCH&W = Social Care, Health & Wellbeing  
 KA FEC= Kent Association of Further Education Colleges

FE= Further Education Colleges  
 FSB = Federation of Small Businesses  
 JCP = Job Centre Plus  
 CXK = CXK (Previously Connexions Kent)

ICoC = Invicta Chamber of Commerce  
 VCS = Voluntary and Community Sector  
 NHS = National Health Service  
 KATO = Kent Association of Training Providers