

Working Together in BRADFORD

Working Together in Bradford Dissemination Event
held 11 December 2006
at Carlisle Business Centre

Event Report

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Working Together in Bradford Dissemination Event
held 11 December 2006 at Carlisle Business Centre

Event Report

1. Background

Working Together in Bradford hosted a Dissemination Event at the Carlisle Business Centre on 11 December 2006. The event, which formed a key activity under the Project's Communication Strategy, aimed to:

- Inform voluntary and community sector (VCS) organisations in Bradford about changes to the Learning and Skills Council's (LSC) structure and priorities, including how learning is funded and how to access training for staff.
- Promote the LSC's Working Together Strategy and West Yorkshire Working Together projects and encourage participation from VCS organisations.
- Inform VCS organisations in Bradford about local strategic developments such as the Local Area Agreement affecting how funding can be accessed and how the sector can be represented in decision-making.
- Feedback to the LSC on current priorities for learning as voluntary and community sector organisations find them, "on the ground", in Bradford
- Explore ways that public sector organisations can work better with local voluntary and community organisations in future.

The event was promoted through the Bradford CVS Bulletin (October and November editions), distributed in hard copy and via email; Bradford & District Learning Partnership email groups and website; other VCS networks and by word of mouth.

The majority (48%) of those registering for the event found out about it through the CVS Bulletin. 75% of these were via the electronic mailing. 15% found about it through their networks – these included the Cathedral Centre, VYON, ABCD, COEMO. Nearly 10% found out directly through the Working Together Project i.e. through the Project Co-ordinator or members of the Steering Group.

80 delegates from 65 organisations attended the event. A range of interests were represented including providers, those engaging with smaller or marginalised groups, examining / accreditation bodies, workforce development organisations. A final delegate list is attached at Appendix 1 of this report.

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2. Format of the Day

A programme of the event is attached at Appendix 2.

Dick Taylor, Chairman of Working Together in Bradford opened by welcoming everyone to the event and introducing the background to Working Together, key speakers, aims and objectives of the day. The first part of the programme focussed on informing delegates about the changes to the Learning and Skills Council's structures and priorities and key developments affecting the sector locally and regionally.

This would be followed by an interactive session with speakers taking questions from the floor; then delegates would be asked to split into breakout groups, discuss what they had heard and ways in which they might contribute to Working Together.

After tea, the final session of the afternoon involved further presentations from the Working Together Sub-Regional Projects operating across West Yorkshire, including the recently commissioned BME Network Project led by Lancaster Consulting.

3. Introduction to Working Together in Bradford

The Chairman introduced Working Together, the Learning and Skills Council's Strategy published in 2004 for working with the voluntary and community sector. Local consultations on the Strategy had been held in early 2005. In West Yorkshire these had been led in each district by the local Learning Partnership, and had resulted in a number of recommendations being fed back to the LSC on how it could more effectively work with voluntary and community organisations. LSC West Yorkshire subsequently identified ESF funding to take forward these recommendations in each district. Common issues 'across the patch' were also picked up at a sub-regional level. In Bradford the local Project was contracted to the Learning Partnership and work had started in May 2006 by forming a Steering Group and starting to put together a Delivery Plan. A summary of this was included in delegates' packs. The Project was funded until October 2007.

The Chairman emphasised Working Together as a strategy to involve ALL voluntary and community organisations, whether this be as employers or as organisations with particular expertise in working with groups which the LSC finds hard to reach.

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4. Key Speakers

Key speakers at the event were:

- Angela Dobson, Partnership Director (Bradford) Learning and Skills Council
- John Harris, Yorkshire and Humber Regional Forum
- John Corbishley, CNet Bradford

Slides are attached at Appendix 3.

4.1 Angela Dobson, Partnership Director (Bradford), Learning and Skills Council

Angela's presentation focussed on recent changes to the LSC's structure and its recently-published annual priorities for 2007/08. These were to:

- Raise the quality and improve the choice for learning opportunities for all young people to equip them with the skills for employment, further or higher learning, and for wider social and community engagement – in particular those not in education, employment or training (NEETs)
- Raise the skills of the nation, giving employers and individuals the skills they need to improve productivity, employability and social cohesion - with a focus on Level 2 qualifications and above
- Raise the performance of a world class system that is responsive, provides choice and is valued and recognised for excellence – by raising quality and standards
- Raise the LSC's contribution to economic development locally and regionally through partnership working

Angela touched on the LSC's future commissioning approach, which would involve competitive tendering and negotiated commissioning. Providers would need to achieve "minimum levels" of performance and re-tendering would take place where provision was poor.

4.2 John Harris, Yorkshire and Humber Regional Forum

John Harris introduced the role of the YH Regional Forum as promoting the sector's role in social and economic generation, helping to develop a skilled workforce and promoting and developing the VCS as a provider of learning – for example the sector was now represented on the Regional Skills Partnership. He described the LSC's Agenda for Change and the VCS Development Model looking at consortia working.

John highlighted opportunities opening up for voluntary and community organisations through:

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- grants for well-developed consortia to prepare for “contestability”, currently accessed through VC Train and Humberside Learning Consortium
- re-tendering by the LSC of poor provision and to fill gaps in provision such as Skills for Life.

Working Together should aim to help the LSC recognise the sector as a mainstream provider.

4.3 John Corbishley, CNet

John Corbishley introduced CNet’s role as working with strategic partners on the Local Area Agreement and providing capacity-building programmes for VCS organisations, including the administration of a small grants programme. He emphasised the need for VCS organisations to work in partnership, to simplify commissioning. The Third Sector Report had highlighted the need for 3-year funding arrangements and capacity-building. Bradford Vision’s Strong and Prosperous Communities Strategy set out a neighbourhood approach with a focus on community engagement and “duty to co-operate” for all public sector agencies. Presentations were followed by two sessions of feedback from delegates.

5. Delegate Feedback

5.1 Questions and Answers to the Panel

The following questions were received from the floor:

- Q:** (*British Red Cross*). Will the end of educational provision for asylum seekers from August 2007 apply to LSC-funded programmes?
- A:** (*LSC*). Further guidance is being sought. There will be an event in the New Year especially for basic skills and ESOL. This query would be taken back to the relevant officer at LSC (Margaret Cobb)
- Q:** (*Girlington Elderly Community Association*). The LSC priorities do not address the needs of the older age group. What about provision for over 50s?
- A:** (*Learning Partnership*): Older People’s Partnership have a learning sub-group which are looking at the government’s expectations for longer working vis-à-vis the funding reality
- Q:** (*Lighthouse Group*): The NEET strategy has a weakness in relation to 16-18 year old participation which needs to ensure provision at Entry Level / Level 1.
- A:** (*LSC*). A foundation level is being looked at nationally – there is a pilot involving 2 providers in West Yorkshire starting in the New Year. There are also other resources such as Connexions West Yorkshire, NRF to support this

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group, although it is recognised these are time-limited. Colleges are being given funding to bridge the gap.

- Q:** (BSSM): European funding is being lost and Treasury funding is down. Will the third sector have to become 'meaner and leaner'? How does this fit with the Treasury's focus on the sector as a deliverer of mainstream provision?
- A:** (CNet): The drive will be around Social Enterprise / Social Economy. There will be issues of sustainability for many organisations.

5.2 Breakout Discussions

Peter Tate, Working Together in Bradford Project Co-ordinator introduced the session by referring delegates to the summary of the Working Together in Bradford Delivery Plan included in conference packs. He asked for feedback as to how the following relationships between VCS organisations and the LSC could be improved:

- larger organisations who already contract, or are able to contract, directly with the LSC;
- medium size organisations who wish to establish a working relationship with the LSC but have issues with capacity;
- small grass-roots organisations who have no desire to contract directly with the LSC but have a role in terms of engagement with the LSC's target groups and /or provide informal learning.

Delegates split into 4 breakout groups led by members of the Project's Steering Group. LSC, VCS and Learning Partnership colleagues assisted in writing up notes from the discussions.

Delegates were asked to consider the following issues:

- Reactions to speaker inputs
- What do you think of the LSC's priorities and are these right for Bradford?
- How can public sector organisations engage with the voluntary and community sector?
- Working Together in Bradford Delivery Plan e.g. How are we doing? What kinds of communications work best? What are the strengths of the VCS in Bradford? What partnerships are working well? What are your training needs? What can you do to help?

The following points of feedback were received during workshop discussions:

5.2.1 LSC Priorities

- Why is ESOL and basic skills funding disappearing? This needs raising over and over again to get it recognised as an issue.
- The LSC does not respond to the reality of some of the client groups, who have no interest in formal learning. Some clients start from a very low base of

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achievement and are without social or educational skills. There is a 'reality gap' between where these people are and what they are expected to achieve. NIACE are researching the need for Entry Level / Level 1 provision.

- LSC responded that a meeting had been held with local organisations in Wakefield to spell out what provision was needed in the local area. Probably the same exercise was needed in Bradford e.g. a Forum Group to identify priorities.

5.2.2 Contracting with the LSC

- 2-3 year contracting welcomed – constant change is disruptive and providers' performance is suffering.
- Funding needs to be on a continuum not acquired through complicated, and separate, funding bids.
- Course changes to fit funding criteria make it more difficult to recruit learners.
- Mainstream funding needs to be more accessible for VCS organisations if sustainability is to be assured
- Beneficial learning outcomes are often long-term and have to start through 'learning by stealth', which is not a precise 'tick box' outcome. Better systems need to be developed for tracking clients' progress, particularly in terms of these 'softer' outputs.
- The need to be accountable is understood but monitoring and evaluation needs to be realistic. It is getting more and more onerous and is beyond the capacity of some smaller organisations
- Colleges are expected to introduce / collect fees from a wider client group. There is a considerable deficit in fees / charges as some colleges are collecting them and others are not. In practice this has meant a drop in number of learners for some community-based organisations. Other organisations have had funding reduced for learning programmes and yet cannot expect their client group to make up the deficit. It becomes uneconomic to deliver training.

5.2.3 VCS Staff Development

- Staff development is needed above Level 2, which is the current focus of the national employer training programme, TraintoGain
- Training needs analysis is required for all organisations. The Sector Broker representative from Business Link confirmed that an analysis of skills gaps would be conducted, looking at what was available and signposting employers to suitable provision. However, funding for training was dwindling and employer contributions are expected. She confirmed that volunteers were currently excluded from TraintoGain, although Business Link were pushing for this to change. Concerns were expressed that these are the people who need training most.
- VCS organisations recognise the need to communicate with the sector broker but are unclear about how this will be taken forward.
- How would previous skills analysis for the sector, such as that undertaken by Morgan Kai, be picked up?

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- VCS providers/ intermediaries such as the CVS may be best placed to support VCS organisations' workforce development needs. The EASA representative asked for VCS providers applying for workforce development funding to include them as IAG partners / providers
- The Regional Skills Fund is available as a source of workforce development funding e.g. for change management but all outcomes need to be delivered by December 2007.

5.2.4 Working Together

- Sub-regional Working Together projects and consortium developments need to be linked and open to everyone
- Working Together in Bradford needs a mixed and targeted approach to communication, building up a database of contacts and using specialist organisations as communicators for the project; providing information in every possible format and allowing organisations to chase this up.
- Cross-sector events need to be held between VCS organisations and funders / mainstream providers.
- Consistent messages are needed from the Working Together projects
- Sustainability is a key issue
- Partnerships will be very important for small groups to share good practice and increase accessibility to funding
- VCS organisations need to build up strategic links with the school system

5.3 Delegate Evaluation

Delegates were asked to complete feedback sheets covering questions asked in the breakout session but also contributing information on their organisation and networks. 37 sheets were received (46% response rate).

A summary of delegates' responses is attached at Appendix 4. A range of views were received, reflecting the diversity of groups represented but some common themes emerged:

5.3.1 Priorities for Learning and How These Should be Addressed

Priorities for VCS staff included the need for flexible, funded learning relevant to the workplace (i.e. not necessarily accredited). Priorities for clients included the need to tackle barriers such as a lack of information and / or confidence in accessing mainstream provision, more sustainable funding for first-rung provision and prioritisation of basic skills to 'bridge the gaps' and engage the hard to reach. The government's over-emphasis on Level 2 was a common complaint. The need for sustainable funding to ensure continuity for clients was highlighted.

5.3.2 Suggestions for Working Together

There was a lot of optimism about the way in which all the Working Together Projects were linking developments for the sector and enabling the VCS to feed back, although some scepticism about the sustainability of the work being undertaken.

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Suggestions for Working Together in Bradford included taking a more targeted approach to communications, perhaps more locally focussed to engage with grass-roots organisations and looking at a mechanism for 'cultural exchange' between LSC officers and VCS representatives. There was some hesitation as to how smaller groups might be represented within consortia arrangements.

5.3.3 How Public Agencies can Work more Effectively with VCS Organisations

A lot of comments were received but common themes were:

- Public agencies need to “connect and listen more” to find out about what the sector does, understand it more and treat it as an ‘equal partner’, recognise the good practice taking place and the sector’s role in contributing to local priorities by reflecting demand on the ground. Suggestions included specific liaison roles, structured opportunities for networking e.g. Focus Groups and information exchange
- A need for a shift in the government’s priorities on Level 2 was once again highlighted, with a suggestion that the VCS receive ‘ring-fenced’ funding for pre-Level 2 provision.
- The LSC needs to reduce the bureaucratic burden for VCS organisations and ensure sustainable funding (a minimum 2-3 year cycle)

5.3.4 Expectations of the Event

Delegates cited their reasons for attending the event as to find out more about LSC priorities and plans and funding opportunities, to network, and find out more about developments such as consortia. Some found the presentations rather dry and the amount of information overwhelming; although others commented that it was great to see such a good representation of VCS organisations at one event, that it highlighted how the VCS were “miles apart” from the LSC in terms of what they do and what is expected of them; that more information was needed on future commissioning and that the issues raised in workshops etc needed to be picked up.

The vast majority of those who had attended wished to hear more about the Working Together projects and be kept informed of developments.

All delegate feedback would be taken forward by Working Together in Bradford in further discussions and to inform actions under the Project’s Local Delivery Plan.

6. Working Together Sub-Regional Projects

Slides are attached at Appendix 5.

David Wears from West Yorkshire Learning Consortium (WYLC) gave an overview of the Working Together projects – 13 local, sub-regional and regional projects taking forward recommendations from the Working Together strategy, equating to a total investment by the LSC of £1 million.

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VCS organisations involved in delivering learning, were invited to participate in the sub-regional projects: further details were available on WYLC's website www.wylc.org.uk

6.1 West Yorkshire Learning Consortium (WYLC): VCS Consortia / Shared Training Resources Project (E-vision)

David Wears introduced WYLC's role as a sub-regional organisation with regional and local links. Within Working Together WYLC had taken on responsibility for two key elements: VCS Consortia development and Shared Training Resources (E-vision)

Consortia development was focussed on encouraging collaboration and ensuring the inclusion of small or other organisations who had not previously been able to access LSC funding. Through the development and sharing of common quality and monitoring systems, to which all the sub-regional projects contributed, the capacity of the sector would be boosted to deliver mainstream services. It was hoped to have an active network of providers in West Yorkshire by June 2007, with one funding bid secured by September and sub-regional systems embedded into consortia by December.

The aim of the E-vision project was to raise the profile of e-learning and create a central repository of information, materials and resources e.g. an online library for providers to access.

6.2 Centre for Learning Excellence (CLE): VCS Quality Improvement Framework (QIF) Project

Liz Singleton, Centre for Learning Excellence outlined the objectives of the VCS Quality Improvement Framework Project:

- to work with VCS organisations delivering learning
- to link LSC expectations of quality improvement to the Common Inspection Framework complementing ALI and OfSTED.
- to generate a VCS Quality Improvement Framework

The Framework would form a requirement of contracting for mainstream LSC funding but was not necessarily just for providers delivering accredited qualifications. It would be designed to cover the range of flexible provision offered by the VCS, although those delivering informal learning might not want to take this up. A key element was not to move organisations away from their core purpose but to enable them to 'brush up' on standards.

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The Framework would feed into all the various quality systems including PQASSO, iIP, Customer First. It would look at leadership and management, teaching and learning, provision and resources, support for learners and overall organisational effectiveness. It was important that organisations a) wanted to do it and b) linked with others as they would struggle to do it alone. Self-evaluation was a fundamental part of the ethos.

Training would start in January 2007 with a view to rolling out the model in July.

6.3 Lancaster Consulting: Black and Minority Ethnic Network Project

Jude Lancaster introduced the BME Network Project, which had recently been commissioned by the LSC. The aims were to:

- Support the creation of a network of black and minority ethnic organisations across West Yorkshire who either deliver or host learning and skills, or would be interested in doing so
- Create a coherent, sustained and effective voice for BME issues on key learning and skills networks and decision making bodies
- Bring interested parties together to lobby for change, spread information about funding opportunities, support partnerships of organisations to bid together for funding and share skills, experience and knowledge for the benefit of BME communities

The Project would map and engage approximately 120 established and emerging BME organisations involved in skills/training delivery across West Yorkshire and develop a relational database. The intention was to create an online network and secure funding for the Network for a minimum of 2 years after the Project completed in December 2007.

Lancaster Consulting highlighted issues raised so far for BME organisations and emphasised their intention to work with the other Working Together projects, to listen and learn and to actively promote the Network as widely as possible.

7. Conclusion / Next Steps

Delegates were thanked for attending the event and asked to complete the evaluation sheets provided. To take forward communications and get further feedback, Working Together in Bradford would be arranging neighbourhood meetings in different areas of Bradford to look at the needs of VCS organisations, prioritising issues such as fund-raising, staff training, partnerships and competition for resources.

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APPENDIX 1 – FINAL DELEGATE LIST

DISSEMINATION EVENT Monday 11 December 2006 Delegate List

Delegate		Organisation
Salim	Akhtar	Manningham Project /Advice Centres Support Group
Tahira	Amin	Womenszone
H.	Arshad	Asian Tuition Association
Kathryn	Awe	NCAB
Gweneth	Balson	Digitalife
Linda	Barraclough	Minerva Centre
Emma	Bender	Ripple Education and Diversion
Caro	Blount-Shah	Open College Network
John	Borland	e:merge
Karan	Brown	Bradford Occupational Health Project/WHAT
Ian	Burlison	Bradford Day Shelter
Joyce	Chapuma - Sikasula	ACAP
David	Coleman	Keyhouse Project
John	Corbishley	C-Net
Anne	Craven	Learning and Skills Council
Sara	Dache	Learning and Skills Council
Joan	Dickinson	Ripple Drugs Services Ltd
M	Dirwayi	ACAP
Angela	Dobson	Learning and Skills Council
Mary	Dowson	BCB Radio
Anne	Dye-Sharp	Bradford Study Support Network
Laura	Eden	Bradford CVS
Philip	Edwards	Margin Networks
Lisa	Firth	British Council
Eric	Gibbs	JAS / Motor Education Project
S	Gill	West Bowling Youth Initiative/Birmingham University
Jennie- Marie	Glover	Duke of Edinburgh Award Scheme

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Delegate		Organisation
Lynda	Godden	Keighley Furniture Project
Chris	Graham	Sedbergh Youth and Community Centre
Darrell	Gregoire	Trident
Salima	Hafejee	Bradford Youth Development Partnership
Marion	Hamilton	EASA
John	Harris	YH Regional Forum
Liaqa	Harris	Lancaster Consulting
Christine	Highley	Moorside Training
Tatyana	Holmes	British Red Cross
Parvin	Homaycon	British Red Cross
Farah	Hussain	Morley Street Resource Centre
Sandra	Kelly	Motor Education Project
Kerr	Kennedy	VYON
Tariq	Khan	Student / youth worker
Jude	Lancaster	Lancaster Consulting
Christine	Longbottom	Bradford & District Learning Partnership
Firdous	Malik	Haworth Road CIP
Imran	Manzoor	PRISM
Chris	Matenczuk	Learning and Skills Council
Gary	Morgan	BradNet
Carmen	Morris	CEM Training
Rob	Morrow	West Bowling/MAPA
Maria	Mousawi	Bradford College
Graham	Mynott	Keyhouse Project
M	Nazir	Girlington Elderly Community Association
Darren	O'Connell-Wood	West Bowling People's Partnership
David	Odunukwe	ABCD Ltd
Rachael	Owen	Business Link Humber
Sheila	Philpott	Cathedral Centre
Jani	Rashid	Education Bradford
Majeed	Rehman	Learning and Skills Council
Cynthia	Richardson	Bradford Learning Partnership

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Delegate		Organisation
Tonya	Ross	JAS
L	Sabey	Centre for Learning Excellence
Mohammed	Salam	COEMO
Omer	Shurkian	Bradford Action for Refugees
Haqueq	Siddique	West Bowling Youth Initiative
Liz	Singleton	Centre for Learning Excellence
Aubrey	Sitch	Lighthouse
Rashmi	Sudhir	Kala Sangam
Ashok	Suri	ABL
Mary	Tallant	Volunteering Bradford
Asma	Tariq	BD5 Extended Provision Partnership
Peter	Tate	Working Together in Bradford
Dick	Taylor	Russell Street Project
Gill	Thornton	Bradford Resource Centre
Helen	Tiffany	DISC
Carol	Vaughan	Girlguiding Keighley
Yvette	Walker	Hopes Centre
Carolyn	Ward	Bradford Learning Partnership
David	Wears	West Yorkshire Learning Consortium
Sue	Weston	Bradford Foyer
J Hassan	Zadeh	British Red Cross

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APPENDIX 2 – PROGRAMME

*Working Together in Bradford
Dissemination Event
To be held Monday 11 December 2006
from 12:00pm at Carlisle Business Centre*

PROGRAMME

- 12:00pm** Networking / Lunch and Registration
- 12:45pm** Aims and Objectives of the Day
Dick Taylor, Chairman, Working Together in Bradford Project
- 1:00pm** **LSC Structure and Annual Priorities for 2007-08 / Agenda for Change:**
Angela Dobson, LSC Partnership Director for Bradford
John Harris, YH Regional Forum
- 1:30pm** **Commissioning for Voluntary and Community organisations in Bradford / the Local Area Agreement:**
John Corbishley, CNet
- 1:45pm** Questions and Answers
- 2:00pm** **Working Together in Bradford: Introduction**
Peter Tate, Project Co-ordinator, Working Together in Bradford
- 2:10pm** **Breakout Sessions: “Getting Involved in the Local Plan”**
- 2:45pm** Refreshment break
- 3:00pm** **Overview of Working Together in West Yorkshire**
David Wears, West Yorkshire Learning Consortium
- **QIF Project** - Liz Singleton, Centre for Learning Excellence
 - **BME Networking Project** - Jude Lancaster, Lancaster Consulting
 - **Shared Training Resources Project (E-vision)** - David Wears, West Yorkshire Learning Consortium
- 4:00pm** CLOSE

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APPENDIX 3 - KEYNOTE SPEAKERS' PRESENTATIONS

Dick Taylor, Chairman, Working Together in Bradford

Working Together in BRADFORD

**Dissemination Event
11 December 2006**

Aims and Objectives of the Day




1

Working Together in BRADFORD

Background to Working Together in West Yorkshire

- > Late 2004 - Working Together Strategy published
- > Early 2005 - Local consultations in West Yorkshire districts
- > May 2005 – Recommendations fed back to LSC from Bradford consultation (outlined in Local Implementation Plan)
- > October 2005 – Commissioning round by LSC West Yorkshire for Local and sub-regional Working Together Projects
- > Spring 2006 – Working Together in Bradford established to take forward recommendations in Local Implementation Plan



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Working Together in BRADFORD

The story so far ...


- Project Steering Group established May 2006
- July 2006 - work started on Delivery Plan
 - priorities and activities support recommendations in the Local Implementation Plan
 - three 'strands' of activity – communication, developing staff in VCOs and provider-related activities
- Project Co-ordinator appointed October 2006
- Work on Learning Directory started November 2006
- Communications Strategy drafted November 2006



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Angela Dobson, Partnership Director (Bradford), Learning and Skills Council


Working Together in Bradford
11th December 2006



Leading learning and skills

Angela Dobson
Partnership Director for Bradford

1

Scope of Presentation 

- Policy Context
- Annual Statement of Priorities
- Performance
- Planning 2007/08
- Regional Commissioning Plan
- Managing Performance
- Support to sector

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Policy Context

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The Policy Landscape

Demand led system
No inadequate provision by 2008
Introduce notice to improve and wider intervention strategy
LSC agenda for change

4

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Annual Statement of Priorities

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Annual Statement of Priorities

Priority 1 – Raise the quality and improve the choice of learning opportunities for all young people to equip them with the skills for employment, further or higher learning, and for wider social and community engagement .

Priority 2 — Raise the skills of the nation, giving employers and individuals the skills they need to improve productivity, employability and social cohesion.

Priority 3 – Raise the performance of a world class system that is responsive, provides choice and is valued and recognised for excellence.

Priority 4 – Raise our contribution to economic development locally and regionally through partnership working.

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Priority 1 – Raise the quality and improve the choice of learning opportunities for all young people to equip them with the skills for employment, further or higher learning, and for wider social and community engagement

- 90% participation
- Appropriate learning
- Increased success rates
- NEET
- In jobs without learning
- Learners with learning difficulties and or disabilities

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Priority 2 — Raise the skills of the nation, giving employers and individuals the skills they need to improve productivity, employability and social cohesion

- Raise skills
- Balance of investment determined regionally
- Put employers centre stage
- Qualifications that employers want
- Choice
- Priority to those in greatest need
- Offenders' learning and skills
- Learners with learning difficulties and or disabilities

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Priority 3 – Raise the performance of a world class system that is responsive, provides choice and is valued and recognised for excellence



- Create a competitive market
- Strive for excellence
- Increased choice for learners and employers
- Capital investment
- More coherent 'system'
- Listen to learners and employers

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Priority 4 – Raise our contribution to economic development locally and regionally through partnership working



Aims

- choice
- needs
- new innovative providers
- quality
- autonomy

Contribute and align to other strategies/initiatives

Low skilled individuals working and not working are a priority

Tackle social and economic disadvantage

10

Performance



11

Performance - Good



16-18 FE Full level 2 Participation

Level 2 @19

Entry to Employment – Positive Destinations

Mix and Balance – Directly Contributing to Targets

12

Performance – Bad & Ugly



16-18 Participation

NEET

Adult FE Level 2 Participation

Success rates FE (04/05)

WBL Success rates

FE Fees

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Planning 2007/08



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Approach for 2007/08



- Clarity
- Funding focussed on priorities
- New approach to competition
- Relationships with providers
- Poor performance
- Exceptional funding support

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Planning Framework



Regional Plan

- Strategic analysis
- Regional priorities/focus
- Commissioning Plan

Local Annual plans

- Local context to strategic analysis
- Actions to deliver local vision
- Aggregate volumes

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Some Messages from Strategic Analysis



Priority 1 (Young People)

- 16-18 year old participation static
- NEET unacceptably high at 10%
- Some mismatch between needs and provision available
- Attainment

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Some Messages from Strategic Analysis



Priority 2 (Adults)

- Attainment at level 2 and above below national comparators
- 16% of working age population without qualifications
- Employer Training Pilot highly successful
- Skills for Life achievements excellent but still large numbers with need
- Adult participation in learning low generally

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Some Messages from Strategic Analysis



Priority 3 (Quality)

- Provision
- Substantial improvement in framework completions
- Strong improvement in E2E leavers gaining positive destinations
- Most providers satisfactory/better, small number inadequate
- Number of major capital projects

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Some Messages from Strategic Analysis



Priority 4 (Economic Development)

- LSC new structure
- Sectors have different needs
- Employers failing to respond to skills needs
- Should focus on older workers, disabled, semi-skilled and unskilled employees, manufacturing employees and employed in small businesses

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Regional Commissioning Plan

21

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Regional commissioning

22

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When will we tender?

- Poor quality
- New money
- Different provision model / new service
- ESF
- Significant shifts
- Aim - one tender round per year

23

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Managing Performance

24

>lsc

Setting the Performance Standards

- New approach to minimum levels of performance
- Not a threshold for "absolute minimum" level of performance
- Use within self assessment and Development Plans

25

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Applying the Performance Standards (FE)

"Notice to Improve" to include:

- Quality improvement priorities identified through inspection
- Where provision falls below the "minimum performance levels"

26

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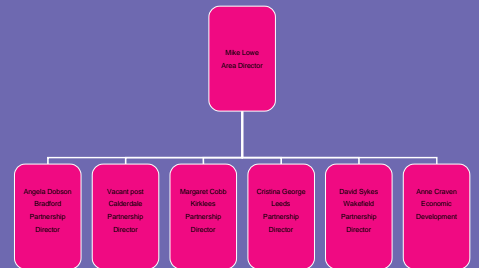
Applying the Performance Standards (Apprenticeships)



- Provision not meeting minimum levels tendered for 2007/08
- Providers below can re-tender
- Does not mean that X% is 'acceptable'
- Standard to rise year on year

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LSC West Yorkshire Area



28

Support to Sector



29

Community/voluntary sector support



- Train to gain broker - generic broker
Alison Bradley - Business Link Humber
T: 0845 124 3333
abradley@blhumber.co.uk
- Capacity building
 - Quality improvement
 - Management information system
 - E learning repository
 - BME Network

30

John Harris, YH Regional Forum

The LSC, Agenda for Change and the VCS



regionalforum

Regional Learning & Skills Group: supported by the Regional Forum

- Aim: to promote the VCS role in social & economic regeneration
- By developing skilled workforce including paid staff, volunteers & trustees
- Promoting & developing the VCS as provider of learning

regionalforum

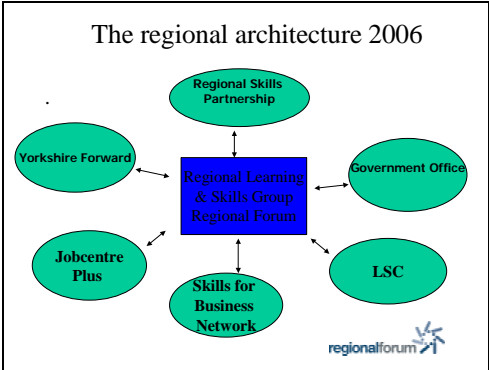
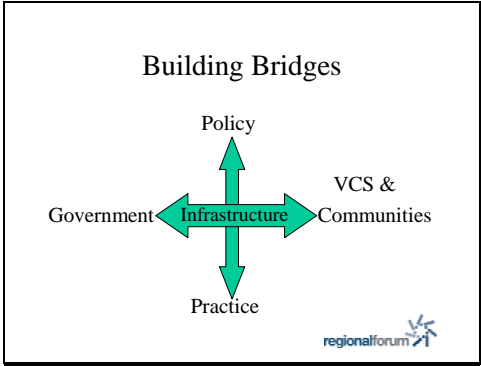
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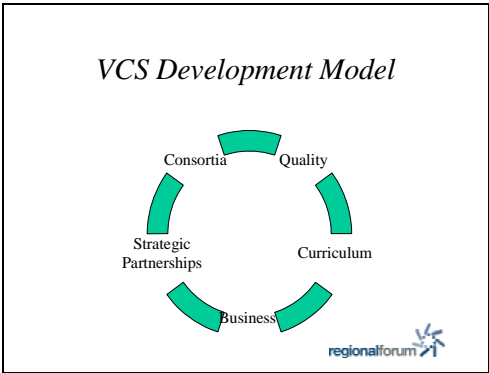
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- ### LSC Working Together 2004
- Create a step-change in its relations with VCS organisations in order to maximise the contribution they make to the accessibility, range & quality of education and training provision for individuals, employers and the wider community
 - Open up access to mainstream funding for more VCS organisations
- regionalforum

- ### Positioning the VCS in the “market”
- National Working Together Committee
 - Regional WT Steering Group
 - Regional Learning & Skills Group
 - West Yorkshire WT Steering Group
 - Agenda for Change Joint Working Group
 - West Yorkshire district projects
- regionalforum

- ### Agenda for Change Prospectus
- Skills for employers
 - Quality
 - Funding
 - Data
 - Business Excellence
 - Reputation
 - The LSC
- regionalforum



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Funding theme

- Government move to more funding being employer & learner driven
- Contestability where provision is weak
- Covering: Train to Gain, Personal & Community development Learning, OLASS (offenders learning & skills service), Basic Skills & employment skills, Work Based Learning, some of FE



FE: contestability?

- Inspection reports: show most colleges satisfactory or better
- Possible gaps in Skills for Life?
- ALI reports: Access programmes & independent living & leisure (Leeds), sport, leisure, recreation (Hull) *unsatisfactory*
- Where provision not improving other providers can be commissioned



What will the market look like?

- Other FE colleges
- Private sector
- Local authority
- The VCS



How can the VCS engage in this "market"?

- The FE sector gets funds to improve
- The FE sector has its inherited asset base
- The private sector is using venture capital to buy up WBL companies
- The LSC will encourage VCS organisations to work through the "local" consortia i.e. sub-regional



LSC + Support for Consortia

- Grants of £20K for well developed consortia to prepare for contestability – VC Train and Humberside Learning Consortium (LSC/Futurebuilders)
- NIACE Bid into Capacitybuilders for less well developed consortia – West Yorkshire and North Yorkshire



Learning for Life



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APPENDIX 4 – SUMMARY OF EVALUATION RESPONSES

Dissemination Event 11 December 2006

Delegates were asked to complete feedback sheets covering a range of questions including priorities for learning for staff and clients, Information on networks, perspectives on the Working Together in Bradford Delivery Plan. In total 37 forms were returned (a 46% response rate).

1. VCS Priorities for learning

VCS representatives were asked to provide suggestions on priorities for learning for a) staff and b) clients

For VCS staff

- personal development
- time out of work to train
- funded training in minimum qualifications to work with young people (Level 2 Health and Social Care – Young People's Strand)
- training for volunteers
- regular awareness raising of changing priorities / agenda for learning
- basic skills training
- training on occupational health and safety
- training on refugee and asylum seeker legislation, advice-giving and working with children and their families
- Capacity building and long-term funding to enable sustainable development e.g. training and assessment / internal moderation
- Skills development to engage the disinterested
- Flexible, cheap and free-to-user accredited and non-accredited training available locally

How these should be addressed

- Through funding ISO organisations or VCS providers
- Funding time off to train, including backfill
- Providing free courses that are accredited, with childcare available
- By putting in place a mechanism to feed back on identified needs for staff
- Consortia approach including support for smaller providers
- Specialist input from skilled visiting tutors
- Awareness raising for tutors e.g. anti-racism

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For VCS clients

- Availability of child care
- Affordability of courses
- Suitable venues
- Funding to pay for courses, especially the unemployed
- Getting employers to make a contribution
- Access to appropriate, local provision that engages young people outside mainstream education and is accredited at a reasonable cost
- Pre-level 2 training and personal development
- Basic skills to be prioritised
- A 'way-in' for hard to reach learners e.g. small step / first-step bite-size learning, including non-vocational training, arts and media / music and community cohesion work
- "Bridging the gaps" from basic skills upwards
- Too much emphasis on Level 2
- NVQ1 is the priority for NEET groups – Level 2 should be the long-term target
- A safe environment which helps young people feel welcome and comfortable
- Barriers to learning: isolation, lack of motivation, a lack of information and / or confidence in accessing mainstream provision, language barriers, low attainment levels / lack of previous accreditation
- To be treated the same as any other person, e.g. those with a criminal record
- Bursaries and mentor support
- Matching funding criteria with courses without compromising course content
- Cost issues associated with recruiting and engaging hard to reach
- Constant change creates lack of consistency in what is available
- Availability of continuation funding

How these should be addressed

- Connectivity by service providers
- Better communication, more plain English and use of other languages
- Small grants for groups to buy in training
- Prioritise basic skills for NEET group
- Greater understanding of delivery in the community by the LSC, a real interest and co-operation.
- Convene Focus Groups to address issues
- Communicate with VCS organisations who can provide the true picture of where gaps exist
- Timetable provision to meet clients' needs
- Well co-ordinated signposting to further learning
- Premises conducive to first-step learning
- Mainstream funding for VCS organisations through commissioning, rather than grants, in order to develop capacity
- Longer-term strategies by the LSC for community learning e.g. 3 years

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This project is supported by:



- Advice and guidance on structure of consortia
- A better understanding of offender client groups by providers and colleges
- Fund training in developing Quality systems / CIF.
- Incentives for clients / realistic opportunities
- Increased funding for ESOL particularly older learners
- Better partnership working
- Project development funding / access to small pots of income
- Pre-entry and Level 1 funded activities for the NEET group.
- Better information on who funds what, simplification
- A learning portal for service providers
- Engagement of NEET group through their own creative interests / aspiration
- More funding targeted specifically at BME communities
- Access to flexible forms of ICT for staff and clients

2. Feedback on Working Together in Bradford Delivery Plan

Are the priorities right? Yes=15, Some=2; Not sure=2; Not answered=18

Suggestions/comments:

- Delivery Plan needs to be updated to reflect changing needs / trends
- Quite optimistic about Working Together
- Needs greater discussion on impact of priorities on the VCS
- Need to find a method whereby 'grass-roots' VCS organisations can provide the LSC with information on the needs of the most challenging groups with learning needs
- Continue to bring organisations together – more events to enable organisations to network and share information / good practice
- Engage at a local level that VCS organisations can cope with
- Workshops are needed across themes and geographical areas
- The aim to encourage and involve VCS organisations is well-intentioned but impractical in terms of delivery. By becoming consortia individual groups risk losing their ability to meet local needs.
- LSC staff should visit VCS organisations in Bradford & District
- Key issue is sustainability after Working Together contract ends, particularly continuation of sub-regional projects
- Small localised focus groups to give strength to bids / proposals
- Signpost organisations on availability of funding
- Engage more directly with 'grass roots' organisations

Would like to receive further information on Working Together

Yes = 34; No = 0; Not answered = 3

- 25 -

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3. Working more effectively with VCS organisations

Government Priorities

- The government is not addressing the right priorities – the focus is on 16-18 year olds with a particular emphasis on Level 2 qualifications. Everyone should be included at all levels. Direct ring-fenced monies to pre-Level 2 for young client groups
- Skills gaps in the workforce will be affected if pre-level 2 are not targeted

Contracting

- Reduce excessive monitoring for VCS
- Less bureaucracy especially for smaller / less well-funded groups
- Better systems for transparency / fairness / evaluation monitoring
- Work direct with VCS organisations rather than sub-contracting to other organisations who top-slice a management fee
- Trust the VCS to deliver quality services
- Disseminate information more effectively on what funding is available
- Work closely with VCS on funding support
- Fund organisations to deliver
- Simplify access to grants – develop a ‘one-stop shop’ – working in other areas of the country. Give one to one support with funding applications
- Streamline application processes for funding and reduce monitoring burden
- Minimum 3 year funding – 1 year funding is not sustainable and results in a skills drain in the sector
- Reduce delays in commissioning and improve continuation funding, which impacts on the VCS workforce in terms of insecurity and high turnover

Partnership Working / Decision-Making

- “*Connect*” – encourage partnerships by ring-fencing funding and facilitating groups to work together. Link with VCS networks.
- Treat VCS as equal partners
- Wider representation of VCS and involvement in decision making
- More public acknowledgment of the role VCS can play
- Identify specific VCS needs in partnership
- Understand the nature of VCS groups’ relationships with its clients – in many cases this is voluntary
- Find out what is actually needed as opposed to what is funded
- Understand the local context

Communication

- “*Listen and ask more*” - especially to smaller organisations and share best practice / lessons as to the needs of VCS clients
- Better and clearer communication to inform the VCS and celebrate what has been effective
- Provide opportunities for more structured networking, sharing of good practice and information exchange

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- Get to know them, visit providers and witness first hand good delivery
- Identify specific liaison roles
- Be more available on an individual basis
- Point voluntary groups towards the right consortium who can help

4 Expectations of the event

- Information on LSC priorities and plans
- Information on funding for sustainability
- To network
- Analyse issues
- To find out what is happening
- To find out what is on offer for NEET / young people
- Find out about consortia funding / delivery approach

Were these met?

- Expected more information on future LSC commissioning processes
- Concern that this is the 2nd/ 3rd time I have heard about some of this
- Disappointing, dry delivery from the LSC
- Too much information
- Small group meeting was good
- Event highlighted that VCS are “miles apart” from LSC in terms of what we can do and what you expect
- Not sure what the point of the workshop was – are issues going to be picked up?
- Too many presentations and not enough networking time

Who you will feedback to:

- Staff
- Line manager
- Board / management Committee
- Partners
- Tutors
- Networks (police, education, voluntary sector youth organisations)
- Other Local groups
- Advice Centre Support Group

5 Other comments

- Interested in hearing about similarities and differences on the West Yorkshire projects
- Interested in hearing more about staff development opportunities
- 2nd half of the event was livelier – good presentation from WYLC.
- Great to see so much input from VCS organisations

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APPENDIX 5 - WORKING TOGETHER SUB-REGIONAL PROJECTS' PRESENTATIONS

David Wears, West Yorkshire Learning Consortium

Dave Wears
Project Director



WEST YORKSHIRE
LEARNING CONSORTIUM
FOR THE COMMUNITY AND
VOLUNTARY SECTOR

West Yorkshire Learning Consortium

- Sub-regional organisation
- Work in districts and regionally (Nationally - Workforce Development Hub)
- Work with other sub-regional organisations in Yorkshire and the Humber

Working Together

- Thirteen 'projects' commissioned, each play a part in building the sector's capacity and capability
- Projects interconnected

VCS and the LSC

An LSC **investment** in the sector of over

£1,000,000

Why Consortia?

- Encourage Collaborations
- Improve Quality
- More Robust and Sustainable Delivery
- National Trend
- Seen to be working

Consortia in the Region

- VCTrain – South Yorkshire
- Humberside Learning Consortium
- North Yorkshire Forum
- West Yorkshire Learning Consortium

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In West Yorkshire

- It's 'on the Agenda'
- Working Together provided a spur
- We have been developing a case, a rationale and outline that we can test

Purpose of Delivery Partnership

To establish an inclusive, sustainable consortium of West Yorkshire sector providers, who...excel at delivering education, learning, skills and qualifications...meet the needs of learners and satisfy the requirements and demands of a range of funders.

Aims of Delivery Partnership

- Be recognised as a key provider of education, learning, skills and qualifications
- Deliver high quality training
- Extensive and inclusive network of training providers, working in collaboration
- Include small providers

Aims of Delivery Partnership

- Create and develop comprehensive management information
- A sustainable funding base for VCS delivery
- Offer real opportunities for individuals to access further training, secure employment or develop their potential.

Short Term Objectives

- By **June 2007**, to create an active network of providers
- By **December 2007**, to embed the Working Together Management Information System (MIS) and Quality Improvement (QI) systems and procedures
- By **September 2007** to have secured at least one 'delivery' contract

Opportunities

- Big Lottery – BASIS
- Big Lottery – Advice Plus
- Skills Fund

...and more

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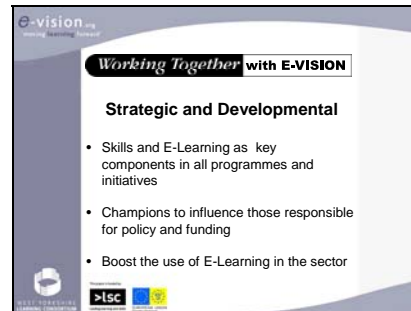
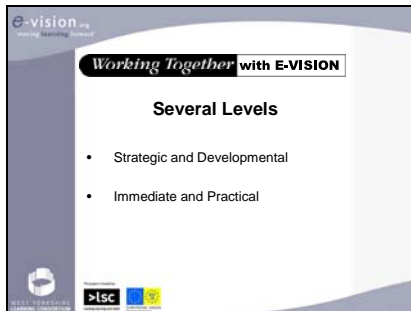
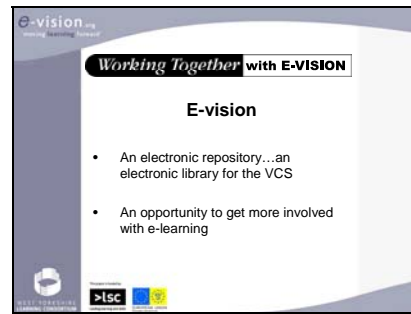
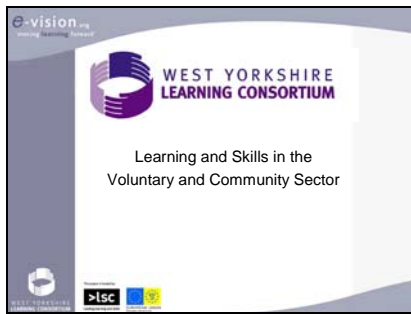
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What Next?

- A developing agenda item, not only in WY, but nationally
- An Invitation
- Be part of it
- Work with us

- Consider the Skills Fund



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e-vision.org
Leading Learning and Skills

Working Together with E-VISION

Organisation Champions

- To raise awareness within their organisations
- To work with the WYLC to actively promote the concept of e-learning and e-vision
- To include where possible e-vision on agenda item
- To attend e-vision events

WEST YORKSHIRE LEARNING CONSORTIUM >lsc

e-vision.org
Leading Learning and Skills

Working Together with E-VISION

Individual Champions

- Disseminating information through networking
- Promoting the concept of e-learning
- Promoting the benefits of the e-repository
- Signposting e-vision to others within the sector
- Making representation

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e-vision.org
Leading Learning and Skills

Working Together with E-VISION

E-Vision: Immediate and Practical

- E-Learning Repository
- Accessible resource for the sector to use
- Organisations and individuals making use of the resource

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e-vision.org
Leading Learning and Skills

Working Together with E-VISION


E-Vision: Immediate and Practical

- Provide training in how to use repository
- Convert materials
- Access other materials
- Develop e-learning

Contact Edwina Guinness at WYLC

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e-vision.org
Leading Learning and Skills



WEST YORKSHIRE LEARNING CONSORTIUM
FOR THE COMMUNITY AND VOLUNTARY SECTOR

Work with the sector to boost learning and skills in the sector and encourage and facilitate e-learning opportunities

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Liz Singleton, Centre for Learning Excellence

City of Bradford BSC
Centre for Learning Excellence & Kalliopei Associates

VCS Quality Improvement Framework

Bradford
December 2006

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Creating opportunities to develop, improve and share innovative practices and best practice in 14 Bradford schools

City of Bradford BSC
Centre for Learning Excellence

What will the project do?

- Work with VCS organisations delivering learning
- Link LSC expectations of quality improvement to the Common Inspection Framework
- Generate a VCS Quality Framework

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Creating opportunities to develop, improve and share innovative practices and best practice in 14 Bradford schools

City of Bradford BSC
Centre for Learning Excellence

Quality systems

There are lots of them about!

- PQASO
- Customer First
- Investors in People
- Common Inspection Framework

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Creating opportunities to develop, improve and share innovative practices and best practice in 14 Bradford schools

City of Bradford BSC
Centre for Learning Excellence

Decision Time.....

Does your organisation:

- Deliver formal learning?
- Gather learners for others to deliver to?
- Deliver informal learning?

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Creating opportunities to develop, improve and share innovative practices and best practice in 14 Bradford schools

City of Bradford BSC
Centre for Learning Excellence

What will QIF do?

- Help you find out how good your learning provision is
- Help you improve the quality of teaching and learning
- Develop self evaluation
- Prepare you for external inspection

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Creating opportunities to develop, improve and share innovative practices and best practice in 14 Bradford schools

City of Bradford BSC
Centre for Learning Excellence

What does the QIF look at?

Review of:

- Leadership and management
- Teaching and learning
- Provision and resources
- Support for learners
- Overall effectiveness

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Creating opportunities to develop, improve and share innovative practices and best practice in 14 Bradford schools

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How can you make it work?

You will need to be able to

- Use a Management Information System (MIS)
- Keep records about learners and the 'learner journey'
- Judge how good you are using your evidence

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Just starting? Short courses?

Open College Network


- Informal learning
- Unit Bank available to start with
- Accreditation Guidelines
- Moderation training
- **Not** core funded or inspected using CIF

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The key messages?

- You have to want to do it..
- You may struggle to do it alone
- Potential to work with partners to
 - develop and deliver learning
 - review your own quality
- No choice for the LSC core-funded



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Getting involved

- Model generated by a working group
- **Quality training starts January 2007**
- Support structure being developed
- 15 organisations to trial the model
- Roll out training in June / July 2007

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Jude Lancaster, Lancaster Consulting

Black and Minority Ethnic Network project

Lancaster Consulting (HR) Ltd
December 2006

Overview of Project

- Aims and Objectives
- Project Team
- Steering Group and Partners
- Issues raised so far
- Project Launch – an Invitation
- Partnership working for shared objectives

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Aims

- To support the creation of a network of black and minority ethnic organisations across West Yorkshire who either deliver or host learning and skills or would be interested in doing so
- The network's primary function will be to have a coherent, sustained and effective voice for BME issues on key learning and skills networks and decision making bodies.

Aims

- It can also bring interested parties together to
 - lobby for change
 - spread information about funding opportunities
 - support partnerships of organisations who can bid together for funding
 - share skills, experience and knowledge for the benefit of BME communities

Objectives

- Set up a Steering Group to guide the project
- To map and engage approximately 120 established and emerging BME organisations across the 5 WY districts involved in skills/training delivery
- To develop a relational database of relevant BME organisations

Objectives (cont.)

- To develop a website and chat room to help groups communicate with each other
- Establish and develop the network to represent the priorities and needs of the WY BME delivery organisations to inform the Learning and Skills agenda
- Undertake training needs analysis and provide signposting and targeted learning opportunities for BME organisations

Objectives (cont.)

- To work with recently established Working Together networks and other mainstream organisations to share skills to support access and engagement
- To develop a forward strategy to ensure sustainability
- To evaluate the project both mid-term and at the end

Project Team

- Lancaster Consulting (HR) Ltd – newly formed company specialising in equality, diversity and HR
- Strong team with background in community development, race relations, employment and training
- www.lancasterconsultingweb.co.uk

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Steering group members

- Local community organisations:- Asian Women and Girls Centre Bradford, Bradford Gurdwara Network, COEMO, Himmat - Halifax, Halifax Opportunities Trust, Indian Muslim Welfare Society - Batley, REEMAP - Leeds, VAKirklees, VAWakefield
- Local Authorities:- Kirklees Council, Wakefield District Council
- Sub-Regional bodies: LSC West Yorkshire, West Yorkshire Probation Service, WY Learning Consortium
- Regional bodies:- BME Regional Skills Panel
- Other partners:- Rank Foundation, Bradford College

Issues raised so far

- BME VCS don't feel included in circles that control access to learning and skills funding
- BME orgs don't have the capacity to attend the various meetings where funding opps discussed
- Timescales are always too short for small BME orgs to respond with strong bids
- LSC funding is always slow in coming and BME orgs don't have the financial strength to survive their payment regime
- Many BME learners hard to engage and can't achieve accredited qualifications within the funding timescales – the journey's too far!

More – Issues raised so far

- Some BME orgs would like to deliver learning in their own communities but don't have the skills/quality systems/access to tutors needed for viable delivery
- Some organisations hosting learning but not receiving payment from the larger deliverers for use of premises and feel unable to challenge this
- BME organisations potentially database and network weary and not convinced this will be any different
- Need for different approaches in each district
- Funding key to secure sustainability of both BME organisations and for emerging network
- Skills that build BME economic capacity should be prioritised
- Existing BME providers not being given work

Project Launch

- We hope that the network can address these and other concerns
- First gathering: 18th January – 12.30 p.m.
- Chance to listen to LSC perspective
- Workshop on Action Planning for Change
- Workshop on Skills Fund – join with other organisations to prepare a joint bid for funding

Partnership working for shared objectives

- Project Team and Steering Group committed to partnership working with Working Together
- Share information – avoid re-inventing the wheel
- Keen to listen and learn!
- Share training skills and delivery
- Publicity through our newsletters, website etc of WT activity

Finally

Our sincere thanks in anticipation of your support and involvement

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