

# PCC ACCOUNTABILITY STATEMENT 23/24



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## Purpose

<b>Vision</b>	Learning is for life and opportunities are for all
<b>Mission</b>	To promote, provide and support high quality learning experiences for the benefit of individuals and communities
<b>Aim</b>	To transform lives through delivery of high-quality learning that meets demands of employers and responds to the community, especially those from the most deprived communities

## Skills 4 Plymouth Strategy

The Council's Skills 4 Plymouth strategy sets out an approach to learning and talent development to ensure people have the right skills to enter into and progress in work and employers have the people they need with the right skills for recovery and growth. There are two strategic themes running through the plan; a welcoming city and a Green city. The long-term aims are to build on the city's potential in its distinctive natural and cultural assets, its businesses, and its people to enable businesses and people to thrive in a changing, data-driven economy that ensures economic benefits are felt by all and supports the city's carbon neutrality (by 2030).

- People have the right skills they need now and in the future to get a job; retaining and maximising Plymouth's talent.
- Employers and individuals invest in skills and lifelong learning; matching labour market skills demand with training and education supply.
- Employers have the right people with the right skills they need for recovery and growth; up-skilling Plymouth's workforce and those seeking to enter the labour market.

## Skills Vision

An outstanding skill system, which drives high aspirations and attainment and meets the needs of employers and individuals across all ages and across all communities

A skills system where:

- Residents and workers access skills, jobs and support (on their doorstep) to thrive in Plymouth.
- A system that works for all groups of people, across all communities, where every individual can access the training or learning they need to enter into and progress in a productive job, they value, supporting inclusive growth and prosperity.
- Employers can secure growth and increased productivity through access to a more diverse and better skilled workforce.
- Educators and providers become more responsive through access to information about the labour market and local needs to improve the quality and relevance of the education and training they offer and inspire all stages of education.
- Simplified, responsive city-wide skills system which shares best practice and innovation
- Which provides a clear plan and measures outcomes and progress.
- City attracts fair share of skills funding investment.

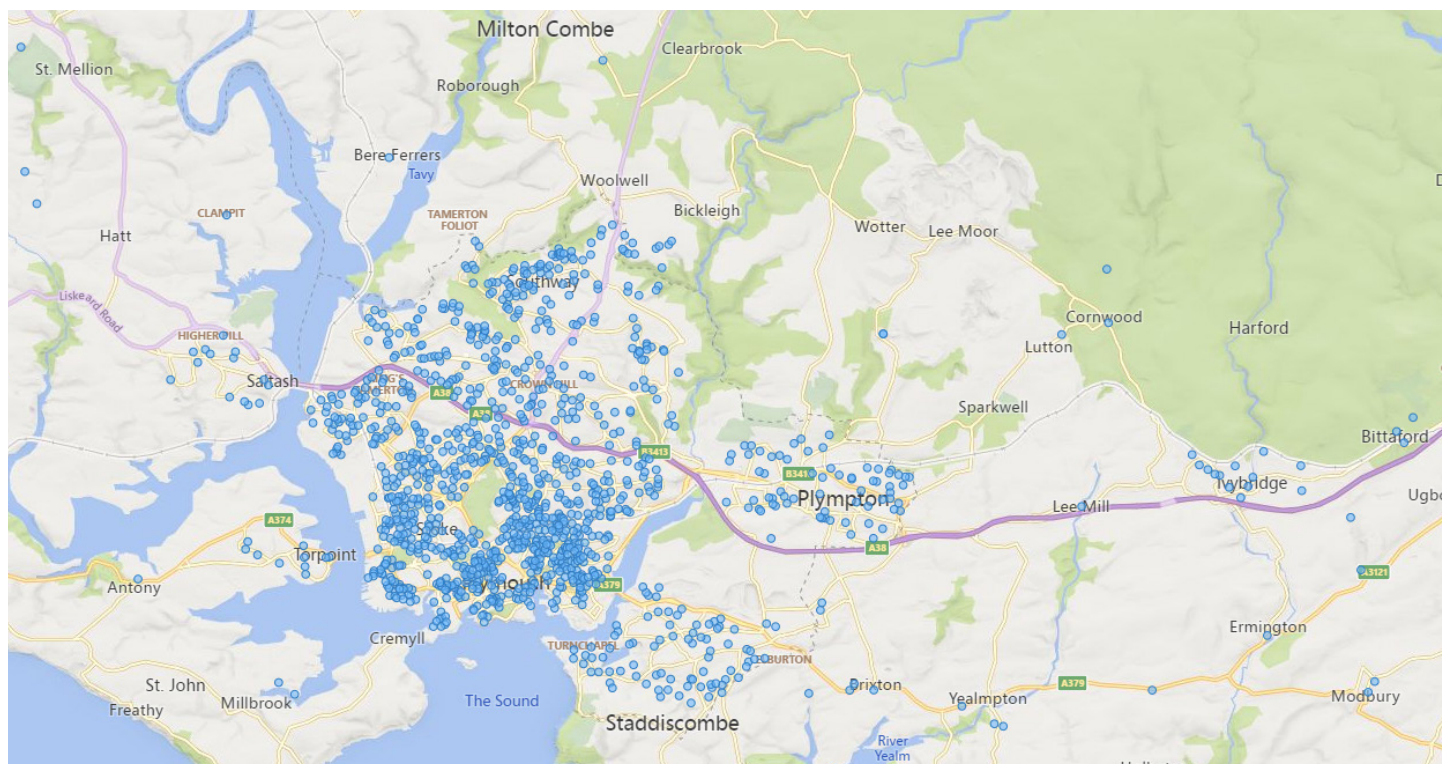
## Skills 4 Plymouth outcomes

- 1 Across growth sectors there is higher productivity and fewer skills shortages.
- 2 Higher percentage of working age population employed and higher percentage of highly skilled jobs.
- 3 Employers are investing significantly more in the skills of their work force (lifelong learning).
- 4 Higher percentage of young people have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness.
- 5 An inclusive economy with opportunities for all.

## Context and place

Plymouth City Council's Adult Learning service serves the whole of the city and travel to work area, reaching around 2,200 adult residents (just under 4,800 enrolments) in each academic year.

The below map highlights the distribution of learners across the city.



## Key Facts about Plymouth <sup>1</sup>:

<b>City Life</b>	<ul style="list-style-type: none"><li>■ Plymouth has a current population of 264,700.</li><li>■ There are around 100,000 people living in the travel to work area.</li><li>■ Plymouth's 65+ population is projected to increase by 1/3 by 2034.</li><li>■ Plymouth is within the 20 per cent most deprived local authority districts in England.</li></ul>
<b>Economy and Skills <sup>2</sup></b>	<ul style="list-style-type: none"><li>■ 14.6 per cent of Plymouth's jobs are in the manufacturing industry, far exceeding the national average of 8.8 per cent (2019).</li><li>■ Strong growth sectors and strong demand for high level skills, particularly in health, care, marine, defence, manufacturing, construction and the built environment.</li><li>■ High number and take-up of Apprenticeships in the city.</li><li>■ Increasingly digitally enabled employment that will continue to shape the labour market in the city.</li><li>■ Significant skills gaps, particularly in Science, Technology, Engineering and Maths (STEM) sectors, with declining interest and take-up at KS4 in the education system.</li><li>■ Our education pipeline is under performing with educational achievement below average in both primary and secondary schools.</li><li>■ Significantly fewer young people in the city go on to study at a higher level.</li><li>■ High levels number of highly skilled vacancies in the city.</li><li>■ The proportion of 16-17 year olds who are Not in Education, Employment or Training is higher than average.</li><li>■ Attainment and engagement in education amongst our disadvantaged children including those with SEND and Care Leavers is below average.</li><li>■ High number of adults without a level 2 qualification.</li><li>■ Increased number of people seeking welfare support and rising unemployment (resulting from the Corona virus pandemic).</li></ul>
<b>Health and wellbeing</b>	<ul style="list-style-type: none"><li>■ Life expectancy is over 4 years lower in some of the most deprived areas of the city compared to the least deprived neighbourhoods.</li><li>■ 14.6 per cent of Plymouth adults smoke compared to an England average of 12.1 per cent (2020).</li><li>■ In 2017/18 12.8 per cent of the 18+ Plymouth population registered with a GP were recorded as having depression, a value higher than the England average (9.9 per cent).</li></ul>
<b>Community</b>	<ul style="list-style-type: none"><li>■ 26.3 per cent of resident (adults) volunteer at least once a month (2020).</li></ul>

1 [Key facts about Plymouth | Data Plymouth](#)

2 [Skills4Plymouth Plan 2022.pdf](#)

## Strategic intent of the adult education service

Plymouth City Council (PCC) is committed to ensure Plymouth 'people have the right skills to enter into and progress in work; and employers have the people they need with the rights skills for recovery and growth' (Plymouth Skills Plan 2021 to 2026) implemented around strategic themes of Healthy city, Growing city, International city, Welcoming city and, Green city (see context above). PCC remains focussed on the skills gaps and challenges, that previously existed, and have evolved post-Brexit and post-COVID-19 driving high aspirations and attainment.

PCC works with the Plymouth Employment and Skills Board (ESB) which reports into the Plymouth Growth Board (Delivering Economic Growth Plan 2021- 2025) and the Skills Advisory Panel (SAP) - Heart of the South West (HotSW) Local Enterprise Partnership (LEP). PCC also work with a range of stakeholders including Federation of Small Businesses, Plymouth, and Devon Chamber of Commerce, DWP, Devon and Cornwall Training Provider Network, employers, charities, and a range of adult, further and higher education providers to ensure curriculum developments lead to new opportunities and positive destinations for residents.

Curriculum is developed to meet local priorities informed by stakeholders, and use of Labour Market Information (LMI) to support economic recovery, e.g., OCSW and DWP developed courses in partnership over many years, some aimed at wider employability, and some at supporting recruitment for skills shortages such as Care resulting in learners gaining employment.

PCC continues to build upon strong partnership arrangements in the city whilst taking a lead role to ensure Plymouth's economy rises again and has established 'Skills Launchpad Plymouth' a single point of access within both a Youth (16 -24) and Adult (25+) hub, to match opportunity, education and training to pathways into employment, apprenticeships and traineeships, work experience, volunteering and self-employment supported by marketing and a range of outreach events to ensure people of Plymouth are able to access the skills support available.

PCC secured additional funding to complement the intent of AEB funding, providing progression routes both into and out of AEB funded provision and to support the local skills plan. This additional funding has resulted in a rapidly growing PCC team and includes Free Courses for Jobs L3 (FCFJ), Adult Learner Loan (L3), HSSAP, ESF Smart Specialisation Skills, Multiply and Skills Bootcamps (pending).

Subcontracted partners AEB funding supports their own organisational intent and objectives, their other complementary funding provides a holistic package of learning and support.

## Delivery model

Plymouth City Council has an internal adult education delivery arm, On Course South West, and specialist sub-contracted partners.

A small 16 - 19 study programme at Discovery College (YMCA) is also managed within this area, and includes a very small number of high needs learners.

	Adult learning programmes specifically targeted at vulnerable groups			16 - 19 Contract
Lifelong Learning for All	ESOL	Victims of Domestic Abuse	Those who experience homelessness and substance misuse	
On Course South West	Odils	Trevi Sunflower	Shekinah	YMCA Discovery College



## The planning approach

The Council's adult learning annual planning cycle commences in October and is completed in April for the following academic year.

Planning is underpinned by analysis of national, regional and local priorities (including local labour market intelligence), taking into account the direction of Government policy, regional analyses and information produced by the Plymouth Growth Board and Heart of the South West Local Enterprise Partnership.

- 1 The OCSW Leadership and Management Group consider an initial set of planning slides as a starting point for the planning process.
- 2 An analysis of what Plymouth needs and progress against the Skills 4 Plymouth Plan is reflected in the Score Card which is used alongside other intelligence / data sets to inform intent of the service will be completed in October.
- 3 The services annual intent statements are signed off by the Plymouth Employment and Skills Board in December for the following academic year.
- 4 The services curriculum plans are approved by the Plymouth Adult Education Advisory Board in April for Plymouth City Councils delivery and in June for subcontracted provision.
- 5 The Head of Skills and Post 16 Service reports on planning and performance to the Plymouth Employment and Skills Board / Growth Board for further scrutiny and challenge to ensure alignment to city needs.



## Planning for success

In order for our planning to meet Plymouth's needs, it must be grounded in good research and strong relationships with other teams in the council, including council leaders and with other local partners and organisations.

## Strong links

<b>Job Centre Plus / DWP</b>	Regular dialogue in order to shape bespoke programmes to meet client needs.
<b>VCSE Organisations</b>	POP (Plymouth Octopus Project) is an umbrella organisation that support the sector in the city. In addition, the service works closely with the Council's Volunteer Service Manager.
<b>Devon and Cornwall Training Provider Network</b>	The service has had a long-standing representation within the network and works in partnership to complement and address gaps rather than duplicate provision.
<b>Local Employers</b>	The service has close relationships with a wide range of employers and sectoral representative groups such as Building Plymouth, Plymouth Manufacturers Group, works with and through the Devon Chamber of Commerce and PCC Economic Development.
<b>Schools / Children's Centres and Family Hubs</b>	Developing responsive Family Learning provision in community settings and aligned to strategic needs.
<b>The Skills Launchpad and Employer Hub</b>	Regular representation and joint working to support those in the city seeking work in addition to the recently launched employer hub.
<b>Other Council Teams</b>	Such as the libraries, children's services, adult social care and public health to ensure that the programmes the service delivers are responsive to local priorities.



## Our contribution

Skills 4 Plymouth Strategic Outcomes	Measures
<p><b>1 Across growth sectors there is higher productivity and fewer skills shortages</b></p>	<ul style="list-style-type: none"> <li>■ Grow Access and L3 provision by achieving 50 per cent increase in ALL and NSFJ allocations in 23/24.</li> <li>■ Increase engagement within Care, Green and STEM sectors.</li> <li>■ Deliver 10 cohorts of Skills Bootcamps in 23/24.</li> <li>■ Apply for the next wave of Skills Bootcamps.</li> <li>■ Develop a Retail and Hospitality Traineeship programme alongside Destination to Plymouth.</li> </ul>
<p><b>2 Higher percentage of working age population employed and higher percentage of highly skilled jobs</b></p>	<ul style="list-style-type: none"> <li>■ Deliver 10 cohorts of Skills Bootcamps in 23/24.</li> <li>■ Through improved and increased engagement with Plymouth Charter signatory businesses to ensure Curriculum plan maps to internally identified skills needs (150 businesses to be positively engaged in 23/24).</li> <li>■ Develop a clearer IAG support process (aligned to Matrix Standards) for learners to ensure clearer direction to a wider range of internal and external progression opportunities.</li> <li>■ Support employers and potential employees with skills pathways and innovative programmes to reduce barriers to gaining work and increase the diversity of the working population.</li> </ul>
<p><b>3 Employers are investing significantly more in the skills of their work force (lifelong learning)</b></p>	<ul style="list-style-type: none"> <li>■ Engagement with a variety of employers from key sectors with our Skills Bootcamps program for 23/24.</li> <li>■ Through improved and increased engagement with Plymouth Charter signatory businesses to ensure Curriculum plan maps to internally identified skills needs (150 businesses to be positively engaged in 23/24).</li> <li>■ Develop a local employer’s curriculum advisory stakeholder board with representation from across key sectors.</li> <li>■ Increase the number of bespoke designed courses for businesses by 25 per cent.</li> </ul>

<b>Skills 4 Plymouth Strategic Outcomes</b>	<b>Measures</b>
<p><b>4 Higher percentage of young people have raised aspirations, good attainment levels in English, Maths and STEM subjects and improved levels of work readiness</b></p>	<ul style="list-style-type: none"> <li>■ Extend our current reach of Family Learning engagement within Children’s Centres and Family Hubs by providing PEEP training to staff and parents not covered during initial training.</li> <li>■ Extend the current reach of our, early intervention, Family Learning engagement within partner settings, primary settings, Family Hubs and community group settings.</li> <li>■ Increase engagement of secondary schools by 50 per cent in the city with Family Learning programmes year on year.</li> <li>■ Increased participation in Family Learning E and M programmes by 10 per cent.</li> <li>■ Increased progression from Family Learning programmes into ASB provision by 5 per cent.</li> <li>■ Grow our 16 – 19 provision year on year to meet the needs of learners in the city for whom traditional post 16 settings are a barrier to engagement.</li> <li>■ Growth of 16 – 19 provision in key sector areas, including a T level offer, and supported internships.</li> <li>■ Achievement of English and Maths within 16 – 19 provision shows a trajectory of improvement to meet the national average.</li> <li>■ 16 – 19 provision meets the 8 Gatsby Benchmarks for the provision of excellent careers advice and guidance.</li> <li>■ Develop and deliver a comprehensive employability focussed project, with embedded residential, for NEET and SEND young people to prepare them for highly skilled jobs.</li> <li>■ Deliver an annual city wide Launchpad Live event aimed at raising the aspirations of young people and to engage with parents regarding career opportunities in priority sectors.</li> </ul>

Skills 4 Plymouth Strategic Outcomes	Measures
<p><b>5 An inclusive economy with opportunities for all</b></p>	<ul style="list-style-type: none"> <li>■ Increase the proportion of learner engagement in IMD areas 1 – 3 by 10 per cent year on year.</li> <li>■ Increase the proportion of learners engaged whose prior attainment is level 1 or below (28.35 per cent) up to 35 per cent in 23/24.</li> <li>■ For subcontracted provision specifically working with vulnerable groups: destination and progression outcomes are improved by 5 per cent.</li> <li>■ Increased referrals from community learning into ASB provision by 10 per cent.</li> <li>■ Increase the proportion of male learners within the OCSW provision by 5 per cent.</li> <li>■ Support employers and potential employees with skills pathways and innovative programmes to reduce barriers to gaining work and increase the diversity of the working population.</li> <li>■ Achievement of Matrix accreditation.</li> <li>■ Working strategically with programmes such as Family Hubs to provide family learning programmes that improve outcomes and longer-term prospects for children and families.</li> </ul>

## Supporting documentation

Skills 4 Plymouth Plan:

[The Plymouth Plan | Skills 4 Plymouth](#)

Plymouth City Council Ofsted Inspection Report January 2022:

[Plymouth City Council - Open - Find an Inspection Report - Ofsted](#)

PCC Adult Education Impact Report 21/22

## Key websites

On Course South West:

[www.onsourcesouthwest.co.uk](http://www.onsourcesouthwest.co.uk)

Odils Learning Foundation:

[www.odils.com](http://www.odils.com)

Shekinah Mission:

[www.shekinah.co.uk](http://www.shekinah.co.uk)

Trevi Sunflower:



[www.trevi.org.uk](http://www.trevi.org.uk)

YMCA Discovery College:

[www.discoverycollege.co.uk](http://www.discoverycollege.co.uk)



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