

# Stockport Continuing Education Service.

## STRATEGIC FRAMEWORK 2016

---

### **Foreword.**

*“This is an exciting time for the Continuing Education Service in Stockport. As the Executive Member for Education, I have established an Improvement Board that will challenge the Service’s managers to be ambitious for the learners and communities in Stockport, and to maximise the reach and impact of the Service for the benefit of all. I want to ensure that the Service is fit for purpose in a time of significant change in Stockport and Greater Manchester, and that our most disadvantaged citizens have access to high quality learning that meets their needs and aspirations as well as supporting them to achieve economic and personal wellbeing. This strategic framework sets out our ambition for the provision and the outcomes that we want the Service to provide for learners in Stockport and, along with the targets set for the key performance indicators for the Service, it challenges the Continuing Education Service to become outstanding.”*

Cllr Dean Fitzpatrick, Executive Councillor for Education.



### **The Stockport Continuing Education Service Strategic Framework 2016.**

The purpose of the Framework is to guide the formulation of annual Continuing Education Service aims, objectives, targets and action plans. This will support the Service to use its resources effectively to deliver provision that is targeted at supporting the delivery of the SMBC and GM priorities. Furthermore, the Strategic Framework will help to inform the governance of

## Appendix 1.

### *Transforming lives through learning.*

the Service and the considerations about its future under the outcomes of GM Devolution and the GM Area Based Review.

The vision of the Service is: to transform lives through learning.

The mission of the Service is: to support and develop learning communities in order to promote economic well-being and social inclusion.

The Service will have a particular focus on targeting the recruitment of learners from Stockport's priority neighbourhoods, ex-offenders and those experiencing disadvantage across the borough.

The Service's aims are:

- To help learners from the Service's priority groups to increase their confidence, skills and qualifications to help them to gain employment;
- To help learners from the Service's priority groups who are in employment to increase their hours and / or earnings;
- To contribute to reducing youth unemployment by targeting provision to 18 – 24 year olds;
- To use Family Learning programmes to support 50 families in priority one areas to help their children with their learning;
- To help learners from the Service's priority groups to progress into further learning and / or training;
- To help learners from the Service's priority groups to take part in volunteering and to make a positive contribution to their community;
- To help learners from the Service's priority groups to become mentors;
- To help learners from the Service's offender priority groups to reduce reoffending.
- To achieve an overall success rate of 85% for learners achieving their learning aim, and for 75% of learners completing their learning to achieve a progression / destination into one or more of the following outcomes:
  - Employment.
  - Increased hours in employment / earnings.
  - Volunteering.
  - Further learning.

These aims and outcomes will be achieved by the Service through delivering the objectives set out in the delivery plan below.

#### **Stockport Continuing Education Delivery Plan for August 2016 to July 2017.**

The Continuing Education Service will have £1,227,408 of funding from the Skills Funding Agency in the academic year August 2016 to July 2017, to deliver adult education in Stockport. This funding will be used to deliver community learning and adults skills programmes to adults aged 19+, and families as follows:

## Appendix 1.

### *Transforming lives through learning.*

Community Learning programme – 600 learning aims.

1. Lifeline peer mentoring course – 20 learning aims for learners aged 24+ (2hrs per week for 12 weeks), for people in recovery from addiction dependency. The course will support people to achieve successful recovery through helping them to maintain their existing employment / learning or improving their prospects of getting into work.
2. Mosaic peer mentoring course / traineeship – 18 learning aims for learners aged 19 - 24 (3 days per week for 26 weeks), includes work placement with Mosaic, for people in recovery from addiction dependency. The course supports young people to achieve successful recovery through helping them to improve their prospects of getting work by providing confidence building and recent work experience for a reference. Progression from the course is into employment with an apprenticeship.
3. Bi-lingual assistants courses – 40 learning aims for learners aged 19+ (3hrs per week over 6 weeks), for ESOL learners looking to re-enter employment. Progression into employment or volunteering to work in schools supporting children and teachers in schools with language skills. This is a progression route into the higher level interpreting course at level 3.
4. Child minding courses – 40 learning aims for learners aged 19+ (3hrs per week over 10 weeks), for people on low incomes / low hours, referred through Childminding Team manager in School Improvement team, provides training and internal accreditation as a first step into childminding as a profession to allow people to start working in this sector. This is a progression route into the higher level Diploma in Early Years course at level 3.
5. ACORN – counselling course, 22 learning aims for learners aged 19+ (1 day per week for 10 weeks), for people at an early stage of recovery from addiction dependency, including offenders (some mandated by the courts as part of a community sentencing option). Progression into further accredited training to be a counsellor and/or volunteering as a counsellor. Contributes to reducing reoffending.
6. Glengarth – 50 learning aims for learners aged 19+ (2hrs per week over 36 weeks), for adults with learning difficulties and disabilities, a transitioning programme based on a vocational design, learners develop their literacy and numeracy skills, independence, advocacy, safeguarding and wellbeing. Supports people to gain the skills needed to progress in their existing employment or to get into employment and/or volunteering.

## Appendix 1.

### *Transforming lives through learning.*

7. Pre-entry ESOL – 90 learning aims for learners aged 19+ (5hrs per week over 10 weeks, run every term), this is a foundation programme to support people with developing their English skills so that they can progress into mainstream English classes and achieve more successful into their local communities and society as well as accessing employment opportunities.
8. Family Learning - 100 learning aims for 50 families (50 adults & 50 children, each course is 2hrs per week over 6 weeks), one course in each of the four priority neighbourhood areas. Principally cyber safety and safeguarding targeted to year 6 pupils to support transition to high school so that adults build confidence to support their child's learning / homework (designed in agreement with Phil Beswick). Adults with literacy and numeracy needs will also be identified and signposted to other courses for support.
9. Work currently in development – 180 learning aims for learners aged 19+:
  - GOALS programme learners – very vulnerable and needy people are supported to develop the motivation and aspiration to get into work and to reduce their dependency on public services.
  - Stockport Homes – supporting customers and tenants to develop skills to move into more formal learning, volunteering, employment and increasing hours in work.
  - Probation and Community Rehabilitation Company – supporting offenders to resettlement in communities following release, reduce the risk of reoffending and increase the social equity for the learners.

Adult Skills programme – 1,058 learning aims.

10. English functional skills – 540 learning aims for learners aged 19+ (180 hrs each), this is a qualification with equivalence to GCSE grade C, at level 2, and is required by people who want to access teacher training or by people who are wanting to improve their chances to get into work or to progress in work.
11. Entry level English – 163 learning aims for learners aged 19+ (an average of 60 hrs each), this is an entry level qualification in English and is required by people who need to build a foundation of knowledge and skills in English in order to progress to functional skills or GCSE qualifications courses.
12. Maths functional skills – 210 learning aims for learners aged 19+ (180 hrs each), this is a qualification with equivalence to GCSE grade C, at level 2, and is required by

## Appendix 1.

### *Transforming lives through learning.*

people who want to access teacher training or by people who are wanting to improve their chances to get into work or to progress in work.

13. Entry level maths – 30 learning aims for learners aged 19+ (an average of 60 hrs each), this is an entry level qualification in English and is required by people who need to build a foundation of knowledge and skills in maths in order to progress to functional skills or GCSE qualifications courses.
14. IT courses (award, level 2 and diploma) – 80 learning aims for learners aged 19+ (270 hrs each for full programme), these courses provide a range of IT skills for work from entry level up to diploma depending on the learner's ability and aspiration. These courses support people with gaining employment in roles where IT skills are required as part of the role. These courses also support the digital inclusion agenda in Stockport.
15. Children's workforce – 35 learning aims for learners aged 19+ (270 hrs each for full programme), these courses provide a range of IT skills for work from entry level up to diploma depending on the learner's ability and aspiration. These courses support people with gaining employment in roles where IT skills are required as part of the role. These courses also support the digital inclusion agenda in Stockport.

The learning delivered by the Service will be targeted at adults who are experiencing disadvantage, deprivation and who may be vulnerable. People will be engaged / re-engaged with learning in order to build their confidence and self-esteem, develop their knowledge and skills and to achieve qualifications so that they have improved life chances and enhanced economic wellbeing.

This will increase the skills levels in the population in Stockport by providing qualifications and foundations for progressing into further / higher learning and qualifications, get more people in Stockport into work, help people on low hours and low pay to increase their earnings, help people get in to volunteering as a way of improving their employability, support people recovering from addiction dependency, support ex-offenders to reintegrate back into society and to avoid reoffending and support people to develop their English language skills to help them integrate into their communities or to support their children with their learning.

The Service will work in partnership with other agencies and organisations that are working with, or providing services to, the Service's priority groups to increase its reach to these learners.

The Service's key performance indicators will be:

## Appendix 1.

### *Transforming lives through learning.*

1. the proportion of the Service's learners that live in the neighbourhood management areas or who are experiencing disadvantage;
2. the proportion of the Service's learners that gain employment;
3. the proportion of the Service's learners that increase their hours and / or earnings;
4. the proportion of the Service's learners that are aged 18-24 who gain employment;
5. the proportion of the Service's learners that progress into further learning or training;
6. the proportion of the Service's learners that take up volunteering opportunities;
7. the proportion of the Service's learners that become mentors;
8. the proportion of the Service's learners from the Service's offender priority groups that do not reoffend;
9. the proportion of the Service's learners that complete their course (retention);
10. the proportion of the Service's learners that achieve their learning aim (success rate).

By focusing on these priorities and performance indicators, the Continuing Education Service supports the delivery of the SMBC and GM strategic objectives and priorities.

### **The Context for the Framework.**

#### **External.**

Stockport is a borough of Greater Manchester with a population of 285,000 making up 11% of the conurbation's total residents, with a working age population of 177,100. Stockport has a strong and productive business base, which is a key driver of growth for the Greater Manchester economy, with GVA per capita far higher than the GM average. The borough sits within GM South, which has been the driver of growth in the conurbation and is one of the UK's largest economic areas, with GVA per capita 25% higher than the Greater Manchester and North West averages.

Stockport has more residents qualified to degree level (Level 4+) than Greater Manchester and national averages. Over two-fifths (40.2%) of Stockport's residents are qualified to degree level or equivalent, above both the Greater Manchester (31.8%) and national (35.2%) averages, making Stockport a key asset in terms of skills for the conurbation, where Greater Manchester as a whole lags national averages. Stockport has fewer residents with no qualifications than both the Greater Manchester and national averages (7.3% compared to 11.5% and 9.3% respectively).

Stockport is home to a highly skilled, productive labour force, which has played a leading role in helping Stockport to succeed as a business location. Total employment in Stockport stands at 121,636. The largest concentration of private sector employment is in the business, financial & professional services sector, which represents 21.6% of total employment (26,230 jobs). It is

## Appendix 1.

### *Transforming lives through learning.*

followed by wholesale & retail (22,264 jobs), and cultural & creative (15,977 jobs). The public sector, including education, health & social care, and public administration, also accounts for a significant proportion of employment with just under a quarter of total employment (30,126 jobs).

Despite strong growth in some sectors therefore, the overall picture for Stockport has been a net loss of employment between 2010 and 2013 of 3,688, equivalent to 3.0%, due to the long lasting effects of the recession. One of the results of Stockport's strong skills and educational base has been unemployment levels lower than elsewhere in Greater Manchester and below national rates. Although the total JSA claimant count in Stockport spiked sharply in 2009, it has declined steadily since 2012 to 2,272 claimants in August 2015, and been consistently below the Greater Manchester and UK rates even at the height of the recession.

In terms of youth unemployment (JSA claimants aged 16–24), Stockport has historically performed better than Greater Manchester as whole, being more closely in line with the UK average. As of August 2015, the rate for this group in Stockport is the same as GM and the North West, but better than the rate for the United Kingdom.

The picture for long-term (12 months+) JSA claimants in Stockport is better, having fallen from its 2010 peak to below the rates in Greater Manchester and the UK. However, the numbers remain high in comparison with the pre-recession figures at 1,005 in 2014 compared to 345 in 2008.

Stockport is a relatively prosperous borough, with over a quarter of the population (28%) residing in the least deprived 20% of areas of the country, with only Trafford higher at 35%. However affluence is not spread entirely through the borough, and significant areas of deprivation are apparent within certain neighbourhoods, including Brinnington, Town Centre, Lancashire Hill, and Adswold & Bridgehall. Overall, despite its prosperity, Stockport only ranks 167 out of the 326 local authorities in England in the 2010 IMD ranking, albeit this still makes it the least deprived district in Greater Manchester apart from Trafford.

The IMD highlights that Stockport suffers from polarisation, and although this partly reflects the success of Stockport in fostering some very prosperous neighbourhoods and highly-productive enterprises, it also reflects the significant challenges that remain in parts of the borough. Over 7% of Stockport's population still have no qualifications – particularly residing in the most challenging neighbourhoods – and youth unemployment is an issue for the borough, as well as significant pockets of worklessness in particular deprived neighbourhoods.

Therefore, as for Greater Manchester as a whole, Stockport has significant economic assets in its highly-skilled population and productive business base, but residents in the most deprived neighbourhoods have not fully benefited from economic growth and have borne the brunt of the recession. Low skills, worklessness, and dealing with economic recovery remain important issues for the future.

## Appendix 1.

### *Transforming lives through learning.*

The district as a whole does not have significantly large populations of ethnic minority groups based on the 2011 Census. Around 88.7% of its 16–64 population are white UK born, above the GM average of 84.1%. The highest concentration of ethnic population can be found in the west of Stockport, particularly in areas such as Cheadle Hulme and the Heaton's, which border Manchester, where the ethnic population is higher.

Stockport has relatively high levels of employment and a very skilled population, but there is a need for targeted work in specific areas and with specific groups.

Government funding for the Further Education sector is under pressure to reduce the overall budget, transfer resources into apprenticeships and target the remaining funding to deliver the economic priorities and productivity challenges that a high-performing skills system should meet. Funding is provided through the Adult Education Budget, via funding contracts with providers and organisations.

The principal purpose of the Adult Education Budget is to engage adults and provide the skills and learning they need to equip them for work, an apprenticeship or further learning. It also enables more tailored programmes of learning to be made available, which do not need to include a qualification, to help those furthest from learning or the workplace.

The Government is also seeking to transfer control of the Adult Education Budget to local government areas, including Greater Manchester, through devolution agreements. Greater Manchester has a huge opportunity, through devolution and the area based review process, to re-focus and re-organise the work and skills system to ensure it better delivers against the needs of the economy, individuals and GM's aspirations. As part of Devolution, GM is required to develop an Outcome Framework for the transfer of AEB before 2018. This will set out the outcomes GM is expecting for this funding. However GM has agreed through the GMS refresh that there will be an overarching 'Outcome Framework' and then subsequent ones for each area including work, skill & health. The GM Work & Skills Outcome Framework has been developed in line with the Health Outcomes Framework and the Life Chances Fund work to ensure alignment and to avoid duplication.

The Greater Manchester Area Based Review of post 16 education is also being carried out. The Government has set out objectives for post-16 education reforms, these are:

- Providing clear, high quality professional and technical routes to employment, alongside robust academic routes, which allow individuals to progress to high level skills valued by employers;
- Better responsiveness to local employer needs and economic priorities, for instance through local commissioning of adult provision, which will help give the sector the agility to meet changing skills requirements in the years ahead.

GM need the outcomes of the Area Based Review to:



## Appendix 1.

### *Transforming lives through learning.*

- support the GM growth and reform agenda.
- Enable GM to deliver the system that will be responsive to the needs of learners, employers and the economy.
- Ultimately allow GM to implement the wider skills and employment flexibilities agreed through devolution.

At the time of producing this strategic framework, the Area Based Review was not fully concluded. However, the Continuing Education Service's work and future need to be considered in the context of the outcomes from this.

### **Internal.**

Stockport Council faces intense budget pressures due to cuts to central funding to support local authorities. The Council needs to be self-sustaining by 2020. In response to the financial challenge, the Council has set an agenda for Investing in Stockport. The Council has developed a number of key reform programmes:

1. **Investing in Growth** to bring new jobs and homes to the Borough and improving roads and transport to make it easier to get in and around Stockport.
2. **Stockport Together** – Putting people at the centre of health services by changing the way we work with Stepping Hill Hospital, GP's and mental health services.
3. **Stockport Family** – Creating new teams of staff from the Council and its partners to make life better for children and families who need it most
4. **Investing in Communities** – working closely with local people and communities to share ideas on how services can be delivered differently and how they can get involved in making their community a better place to live.

The Continuing Education Service has a role in delivering Investing in Growth.

Stockport Council's Executive has set out the following priorities:

### **Transforming the Local Economy**

Labour will create a Stockport Investment Fund to bring new business to Stockport, creating well-paid employment opportunities for local people, and provide leadership on public-private inward investment to our borough

## Appendix 1.

### *Transforming lives through learning.*

#### **Supporting Business in Stockport**

Labour will promote Council support for local businesses and introduce a voluntary living wage charter to promote ethical employers. We will attract new business including by forming a new Stockport Independent Quarter, report transparently on business growth, and reduce vacancy rates in the Town Centre.

#### **Tackling Youth Unemployment**

Labour will guarantee opportunities for school leavers, working with businesses and education providers to provide young people with 12 months of employment, education or training aimed at eradicating local youth unemployment as in many other Labour-controlled Local Authorities.

The Continuing Education Service has a role in delivering learning that will support all of these priorities.

The Service was inspected by Ofsted in May 2016 with overall judgement being requires improvement. There were a number of strengths and positive features identified by Ofsted however, the Service needs to address a number of significant issues to improve the targeting, alignment and impact of the provision and the resources available to the Service. An Improvement Board has been established for the Service and they will drive the required service improvement to ensure that all issues are addressed over the following 24 months in anticipation of Ofsted returning to carry out a further inspection.

# Appendix 1.

## *Transforming lives through learning.*

### **Appendix 1. Data to support the strategic framework.**

#### **Employment and unemployment (Jan 2015-Dec 2015)**

	<b>Stockport (numbers)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
<b>All people</b>				
Economically active†	148,400	82.4	75.3	77.8
In employment†	140,000	77.6	71.2	73.6
Employee†	118,700	66.1	62.1	63.1
Self employed†	20,300	11.1	8.8	10.2
Unemployed (model-based)§	7,400	5.0	5.3	5.2
<b>Males</b>				
Economically active†	79,100	87.9	80.4	83.2
In employment†	74,200	82.3	75.8	78.6
Employee†	58,900	65.8	63.3	64.4
Self employed†	14,700	16.0	12.1	13.8
Unemployed§	4,900	6.2	5.6	5.3
<b>Females</b>				
Economically active†	69,300	76.9	70.3	72.5
In employment†	65,800	73.0	66.7	68.7
Employee†	59,800	66.5	60.8	61.7
Self employed†	5,600	6.2	5.5	6.6
Unemployed§	3,500	5.0	5.0	5.1

#### **Economic inactivity (Jan 2015-Dec 2015)**

	<b>Stockport (level)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
<b>All people</b>				

## Appendix 1.

*Transforming lives through learning.*

### Economic inactivity (Jan 2015-Dec 2015)

	<b>Stockport (level)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
Total	30,900	17.6	24.7	22.2
Student	7,000	22.6	23.9	26.2
looking after family/home	7,100	23.0	23.9	25.1
temporary sick	#	#	2.7	2.3
long-term sick	6,500	21.0	25.6	21.8
discouraged	!	!	0.4	0.4
retired	4,100	13.3	14.2	14.1
other	4,800	15.4	9.2	10.1
wants a job	11,400	36.8	23.7	24.3
does not want a job	19,500	63.2	76.3	75.7

### Employment by occupation (Jan 2015-Dec 2015)

	<b>Stockport (numbers)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
Soc 2010 major group 1-3	67,700	48.6	41.7	44.4
1 Managers, directors and senior officials	17,900	12.8	9.8	10.4
2 Professional occupations	32,000	22.9	18.9	19.8
3 Associate professional & technical	17,800	12.7	12.8	14.1
Soc 2010 major group 4-5	28,200	20.2	21.9	21.4
4 Administrative & secretarial	16,300	11.6	11.4	10.7
5 Skilled trades occupations	11,900	8.5	10.5	10.6
Soc 2010 major group 6-7	27,600	19.8	18.2	16.9
6 Caring, leisure and Other Service occupations	13,400	9.6	9.6	9.2
7 Sales and customer service occs	14,100	10.1	8.5	7.7
Soc 2010 major group 8-9	15,800	11.4	18.2	17.2
8 Process plant & machine operatives	6,900	4.9	7.0	6.3

Appendix 1.  
*Transforming lives through learning.*

### Employment by occupation (Jan 2015-Dec 2015)

	Stockport (numbers)	Stockport (%)	North West (%)	Great Britain (%)
9 Elementary occupations	8,900	6.4	11.1	10.8

### Qualifications (Jan 2015-Dec 2015)

	Stockport (level)	Stockport (%)	North West (%)	Great Britain (%)
Individual levels				
NVQ4 and above	63,200	36.1	32.6	37.1
NVQ3 and above	106,900	61.1	53.9	57.4
NVQ2 and above	139,300	79.7	72.0	73.6
NVQ1 and above	157,200	89.9	83.6	84.9
Other qualifications	8,900	5.1	6.6	6.5
No qualifications	8,800	5.0	9.8	8.6

### Earnings by residence (2015)

	Stockport (pounds)	North West (pounds)	Great Britain (pounds)
<b>Gross weekly pay</b>			
Full-time workers	540.1	492.0	529.6
Male full-time workers	572.6	529.9	570.4
Female full-time workers	471.5	441.8	471.6
<b>Hourly pay- excluding overtime</b>			
Full-time workers	13.82	12.44	13.33
Male full-time workers	14.21	12.84	13.93
Female full-time workers	13.46	11.80	12.57

### Claimant count by sex (May 2016)

## Appendix 1.

### *Transforming lives through learning.*

	<b>Stockport (numbers)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
All people	3,410	1.9	2.4	1.8
Males	2,220	2.5	3.0	2.3
Females	1,190	1.3	1.8	1.3

### **Claimant count by age (May 2016)**

	<b>Stockport (level)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
Aged 16+	3,410	1.9	2.4	1.8
Aged 16 to 17	0	0.0	0.0	0.1
Aged 18 to 24	770	3.7	3.7	2.6
Aged 18 to 21	430	3.9	3.8	2.7
Aged 25 to 49	1,935	2.1	2.6	1.9
Aged 50+	700	1.3	1.7	1.5

### **Working-age client group - main benefit claimants (November 2015)**

	<b>Stockport (numbers)</b>	<b>Stockport (%)</b>	<b>North West (%)</b>	<b>Great Britain (%)</b>
Total claimants	20,180	11.4	14.0	11.8
<b>By statistical group</b>				
Job seekers	2,000	1.1	1.3	1.5
ESA and incapacity benefits	10,770	6.1	7.9	6.2
Lone parents	1,750	1.0	1.2	1.1
Carers	2,800	1.6	2.0	1.6
Others on income related benefits	380	0.2	0.3	0.2
Disabled	2,110	1.2	1.2	1.0
Bereaved	370	0.2	0.2	0.2
Main out-of-work benefits†	14,910	8.4	10.7	9.0

Appendix 1.  
*Transforming lives through learning.*

May 2016.

	Priority Area Claimant Count			
	Numbers	As % of Working Age Population	Month on Month Change (%)	Year on Year Change (%)
Offerton	37	2.3%	-11.9%	-21.3%
Adswood & Bridgehall	79	2.4%	1.3%	-25.5%
Brinnington	169	3.9%	-7.7%	-25.2%
Central Area	215	4.6%	8.0%	-13.3%

Adult Reoffending Rates (%) (from 2011 to 2013) for Stockport & All English metropolitan boroughs

Period	Adult Reoffending Rates			
	Stockport	Minimum for All English metropolitan boroughs	Mean for All English metropolitan boroughs	Maximum for All English metropolitan boroughs
	%			
2011	9.3	6.3	10.0	16.9
2012	7.6	5.2	9.2	16.0
2013	8.6	5.4	9.2	16.5

Source:  
 Ministry of Justice