

Annex A

	York Learning Strategic Plan	2021/22			
	Areas covered across City	Whilst there isn't a course running in every ward, all residents have a choice from a range of offer they can attend centrally, online or nearby			
	Last Ofsted Rating	Good (Nov 20)	Self-Assessment Rating	Good (Jan 22)	
	Total Learner Enrolment numbers 20/21	5,659	Total Learner Enrolment numbers 21/22	5,573	
1	York Learning identifies the following key priorities from the Council Plan that we support and contribute towards.				
1.1	Safe Communities and Cultures for All	Nos/Enrolments 20/21	Target for 21/22	Progress to date	Commentary
	Modern Foreign Languages	683	700	560	<p>Understanding and participating in a language develops an understanding of other cultures and encourages a more equal and diverse approach to others. We believe that this helps encourage a mutual respect within communities.</p> <p>Unfortunately, numbers are down in languages across the region. This is believed to be due to fewer people going on holiday and therefore less wanting to learn a language before they go. Continuing classes are running well but the drop in numbers appears to be related to less beginners starting. Retention is at 96.6% which is good.</p>

	ESOL	77		162	<p>A new course is being developed to share Ukrainian Language and Culture with host families and employers of incoming Ukrainian refugees.</p> <p>ESOL however (English for speakers of other Languages) is a growing area which has continued to increase due to Syrian, Afghan refugees and Hong Kong Nationals arriving.</p> <p>Further info 2.4 pg 14 ESOL</p>
	Heritage Skills & Visual Arts	650	700	525 283	<p>This wide offer develops personal interest and skills to support the cultural visual arts and crafts environment that York has to offer. Many learners go on to become self-employed artist, designers or benefit from improved mental health and wider social interactions to prevent feelings of isolation.</p> <p>Learner numbers have recovered post covid, but financial pressures are expected to affect numbers for next year. Retention is good at 97.7%. Achievement is at 95.5% and this slight drop is due to a small number of learners having increasing work pressures with increasing vacancies at their workplace, increased financial pressures and personal health issues.</p> <p>We continue to struggle to grow an accredited arm of this provision due to no fixed premises of our own in which to store not only complementary tools and equipment but to enable storage of portfolio work as</p>

					well. Part of the combined authority's strategy will be to increase funding towards skills that relate to Green Skills (green energy, environment supporting) and again lack of premises is stopping us being able to develop this.
	Community Arts Events	7 events 194 enrolments	8 events 250 enrolments	8 events 53 in class Working with various partners this time received 500+ birds for Flight	<p>There are varieties of events that run as introductory free activities to engage with residents. they enable us to engage with a wide range of groups across our communities particularly;</p> <ul style="list-style-type: none"> • different style of craft groups, • schools, • charities etc. <p>These events include Adult Learning in York Week, Inspirations Art Show, International Women's Week; York City Festival; A Fashion Show; Place Where I Live and Flight. These events enable us to engage with a wide range of community groups and bring them together.</p> <p>This year we are exhibiting the 'Flight' murals where different individuals and groups have created birds to go on an exhibition at the York Explore. Over 500 birds have been collected for this display.</p>
	Prevent, Safeguarding, Digital Safeguarding	986 video induction views (due to all classes being online this is	500 tutor talks/video	355 Tutor Talks 216 online views	York Learning has good Prevent and Safeguarding processes, all tutors are trained 3 yearly and highlight these to all learners as part of course induction. This supports our learners and partner organisations. Prevent and safeguarding both feed into safer

		individual learner count)			<p>communities and supports our residents understanding of what to do if the need should arise.</p> <p>York Learning carried out an audit on digital safeguarding. This identified gaps in the understanding of how to stay safe online. In response we launched a free online scams workshop (oversubscribed) and a regular rolling free workshop called 'Stay Safe Online'.</p>
1.2	Well paid Jobs and an inclusive Economy	Enrolments 20/21	Target for 20/21	Progress to date	Commentary
	Improve Essential Skills – English, maths, Digital, Employability	339	460	499	<p>We have had a good response to a return to the classroom for this academic year. There have remained alongside online learning opportunities and blended learning. Numbers are up but not yet at pre pandemic level.</p> <p>Further detail 2.8 English maths pg 15, 2.6 digital skills page 13</p>
	1-1 Careers Information Advice & Guidance And + full assessments	84 524		402	<p>All accredited courses provide individual advice & guidance and assessment opportunities. There is also a free careers guidance sessions residents can book into which supports individuals to understand their skills, identify gaps and what opportunities are available in the city for employment, volunteering, progression. However, drops in unemployment numbers have led to a drop in those seeking guidance.</p> <p>Our IAG teams have been supporting requests from Migration and Refugee services in the region for careers</p>

					guidance and providing connections with employers through our link to the CYC skills team, Jobs Fairs.
	Apprenticeships, Work Based (wbl)/ Vocational Learning & Level 3+ skills	61 (new apprenticeship starts) 90 (WBL)	160	46 (new starts) 66 WBL starts	<p>Providing both apprenticeships and higher-level learner loans to support learning in the workplace. Covering Childcare, Adult Care, Business Admin, Management. Recruitment to L3 Skills is growing (35 Learners)</p> <p>There has been a nationwide drop in apprenticeships and high drop out. Our recruitment also has dropped below target. We are supporting employers with recruitment and working hard to keep learners engaged and motivated and to see the long term aim rather than a short term pay rise by leaving. However, this is difficult in the current financial climate as apprentices are the lowest paid and struggling with living and travelling costs etc.</p> <p>Retention is good at 79%, Achievement currently shows as low at 59.1% but it is predicted achievement rate to be around 70% once all exams are taken.</p>
	Job fairs	0	2	2	They are back with reduced exhibitors due to Covid and good attendance. Further info jobs fair 2.3 pg 11
	Counselling Programme L2,L3,L4	127	130	208 starts	Most learners progress from L2 up to L4 to gain employment or self-employment in counselling. The area is hoping to launch a Level 5 Children & Young People Counselling Studies in September 2023 due to local demand.

					Attendance is good overall retention is at 97.7% and achievement is currently predicted to be 95% (benchmark is 86.7%)
	Vocational courses aimed at employment or to support Self Employment	66 enrolments	80	87	<p>Whilst we cover English, maths, digital Skills, Counselling and other work-based learning above (some of which is designed to support Job Centre Plus Clients) which is all aimed at local employment need. There are also a range of courses to support those who want to reskill when not in the workplace or to become self-employed. These include Bookkeeping and Payroll L1-L3; Putting a Business together/tax/marketing etc.; web design and Coding; There has been a slow return to numbers to these courses, but it is growing again with improved learners' numbers.</p> <p>To support residents to move into areas of work that will become growth areas we are adding courses to our offer in 2022-23 to cover: -</p> <ul style="list-style-type: none"> • Coding; • Social media for business; • Web design; • Creative digital industry;
1.3	Good Health and Wellbeing	Enrolments Performance 20/21	Target for 20/21	Progress to date	Commentary
	Arts, Crafts, Fitness and Leisure opportunities	2,082 (inc. 741 Heritage skills)	2,500	2,112	September saw a return to the classroom for large parts of this offer alongside, online programmes and other blended/hybrid styles. Courses are supported

					<p>with small part of the Community Learning Funding to support those who have low income, target group activities, classes that haven't 'quite' filled enough to cover all the costs and to fund residents who are being socially prescribed onto our courses to support their wellbeing.</p> <p>Learners articulate that these classes support them in a variety of ways including: -</p> <ul style="list-style-type: none"> • Getting out of the house and reducing Loneliness and Isolation; • Improve their mental health and keep the brain ticking over and memory recall; • Chance to meet other people and/or new people; • A chance to concentrate on themselves rather than family/work/life issues such as caring responsibilities; <p>These courses providing access to specialist classes like 'Chair Exercise classes', Crafts and Singing for Carers, Crafts within NHS settings, charities etc.</p> <p>The return to face to face highlighted that not all venues we used previously have been available or financially viable and continue to seek our own venue to enable this offer to grow continue/again.</p>
	Positive Progressions (PP), Action Towards Inclusion (ATI), Activity Hubs (MOJ)		60	48	ESF funded projects that enable us to work with those furthest away from the job market. These projects enable us to engage on a 1-1 basis to discuss barriers to employment and learning we can support them by

					setting targets and actions to enable participants to improve their life opportunities. Positive Progressions (PP) and Action Towards Inclusion (ATI) projects are funded until March 2023. The MOJ Activity Hubs are currently partially funded by ESF funding which will also end at the same time. We are looking into how to fund these programmes moving forward as UKSPF does not kick in until 2024 and not all of these projects may meet future expected projects criteria.
1.4	Better start for Children and Young People	Enrolments Performance 20/21	Target for 20/21	Progress to date	Commentary
	Family Learning	133	80	50	The Family Learning team has been working directly with seven of our primary schools this year specifically looking at key areas such as parent input in developing wider reading with younger children. Further detail Family Learning 2.5 pg 12
	Routes 16-19 Study programme Positive Outcomes	14 70%	18 75%	11 To early to report	The study programme runs at Winterscale House near Fishergate and is targeted at those young people who have struggled with school and are not yet ready for an apprenticeship or college and do not have the life skills to get a job. Capacity has reduced over the 2 yr Covid period to allow social distancing. We have seen a change in the landscape for NEET over the last two years, and we are seeing a greater divide in our young people. There appears to be a greater gap between those able to go straight to college and those

					<p>who have more social and emotional health needs. New delivery methods are being devised for those young people who are struggling to come back to learning with phased timings between how much delivery will be face to face and how much will be solely online.</p> <p>With the changing needs of our young learners, we realise we need greater access to resources that support 'living skills'. A partnership with York college and United Response will, develop easier access to those resources.</p> <p>It is recognised that there are increasing 'challenging' demands on tutors and managers to support the increased emotional needs in our young people and further training is being put in place.</p>
	High Needs Support and Special Educational Needs 16-24	95	114	126 learners	<p>An application to access increased funding to cover more learners has been successful however we continue to be oversubscribed. Delivery partners are:-</p> <ul style="list-style-type: none"> - United Response - Tanghall Smart - Toolbox - Go Get - Blueberry - Choose 2 Youth - Ad Astra <p>We provide all partners with good guidance and support alongside rigorous quality management systems. Further details 2.2 pg 10 High needs</p>
2	Key Areas of Focus	Target Date	Performance 20/21	Target for 21/22	Progress to date

2.1	Consolidate partnership working with North Yorkshire County Council and agree a strategy for future collaborative working	New Joint Head Paul Cliff Starts on 1 st September	Starting afresh with new post	June 2022	<p>New strategy consultation to close at the end of July, with teams encouraged within both services to then help devise mission and value statements. Senior teams at both organisations to then work together on the creation of an operational plan for the strategy, to incorporate a greater number of ‘front door’ entry points into provision that are then able to map to skills plan outputs forcing collaboration with city skills partners, and through the work of the Development Manager for Engagement, the community and voluntary sectors and intra-authority opportunities.</p> <p>Restructure in North Yorkshire now complete offering greater opportunity for collaborative working.</p> <p>Multiply investment plans are submitted and awaiting DfE feedback ahead of September funding release, additional shared posts to manage this operation.</p>
2.2	Continue to secure and extend provision for High needs support students as part of a “Personalised Learning” for 16–19-year-olds and for 19-24 with learning	Ongoing	102	112	<p>The service has successfully increased their ESFA funding contract from 95 to 105 however we currently have 112 learners. As costs for services and resources are increasing due to inflationary issues and the further reduction of travel funding for learners attending multiple sites continues to create challenges.</p> <p>As the local offer increases there has also been a larger cohort of post 19s remaining in education which is creating pressure on places. This has been picked up as</p>

	difficulties and disabilities				part of the national SEND review and from CYC LA 's own Ofsted review who are now working across departments to review and strengthen processes and policies to challenge this
2.3	Deliver jobs fair as part of a strategy to support York residents into work	1 st by end of October 2021	0	2	<p>There has been a positive return to job fairs in October and February. October was still limited by COVID restrictions in terms of; exhibitor numbers; what was possible within the hall; number of attendees in the building at any time. The Job Fair in March 2022 had much more of the 'buzz' associated with previous Job Fairs.</p> <p>February saw an increase of exhibitors (up to 60) but was still less than usual (covid). All exhibitor slots were filled with a waiting list. Next time we will return to pre-COVID number of 80 exhibitors in the Job Fair planned Autumn in October/November 2022. A total of 402 prospective job seekers attended the February event.</p> <p>Work based Learning team were promoting information about apprenticeship courses with local and regional employers in the area and promoted 23 jobs with local employers. The IAG, Functional Skills, ESOL and Family Learning teams have reported 17 referrals onto their courses from the jobs fair and the Digital Skills offer had 16 referrals to courses.</p>
2.4	Continuing to develop further English for Speakers of Other	31/07/2022	77	85 number to date	ESOL (English for speakers of other Languages) is a growing area which has continued to increase due to Syrian, Afghan refugees Hong Kong Nationals and now

	<p>Languages programmes in response to demand</p>			<p>Ukrainian families arriving. The team have worked hard to support and develop a hub at The Citadel (old Salvation Army building on Gillygate) for the refugee communities that have been and are arriving.</p> <p>ESOL is available from Pre-Entry up to Level 1 at present and progression can be into general FS level 2 or GCSE depending on skill level. There is work looking at developing cross service routes into digital skills, counselling and Supporting in Schools.</p> <p>Funding is a mix of Adult Skills Funding and refugee resettlement funding.</p> <p>Partnership work continues to be a key part of the success and growth of these programmes and we are linking up with other council departments, other ESOL and education providers in the city, including both universities, and support agencies, Refugee Action York and York City of Sanctuary, to provide a joined-up approach to the challenges faced.</p> <p>We are playing an active part in the local authority response to the Ukrainian refugee situation, providing language assessment and support for the new arrivals, as well as information for host families and training for volunteers. There has been a lot of very positive feedback from host families regarding both our own and</p>
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					the council's support and how quickly it has all come together.
2.5	Revise and develop new Family Learning Programmes to reinvigorate the programme and develop further support for learners	31/07/2022	68	85	<p>Covid has affected recovery in this area of learning. Parents have struggled with children often isolating at home and restricting their ability to attend. Numbers are slowly growing, and schools are starting to engage for classes.</p> <p>The team has been working with Reception teachers in seven schools within the Early Talk for York (ETFY) project (multi-pronged approach to reducing speech, language and communication gap at age 5). Whilst engagement with parents/carers has continued to be challenging, there have been some clear successes with some of the families identified as priorities at the start of the project. Courses have been designed in a bespoke manner to suit the schools and their parents and this is creating a new model of working with schools to build from. We are working with Shine and Huntington Research/ ETFY teams to evaluate the work.</p> <p>External funding from the Shine Education Trust finishes this year and all the schools involved are wanting to continue the work next year. Therefore, we are looking into other match-funding options to build this work to link directly with target schools.</p>

					The new strategy also sets out some clear direction for this area and this will continue into next year with courses related to supporting parents with a child's transitions at different stages;
2.6	Improve recruitment to digital skills from entry point's up to workplace competence and those digitally excluded.	31/07/2022	40	96 accredited learners (240 starts overall)	<p>Enrolment has continued to pick up with a vast majority preferring face to face delivery. We continue to support learners to access IT equipment whether its via loaned equipment which is returned at the end of the course or reconditioned IT equipment so that they can access courses from home and keep those devices for themselves.</p> <p>We have rolled out the Essential Digital Skills qualification at Entry 3 and Level One but this qualification framework has its challenges as its design that doesn't clearly reflect our clients' needs.</p> <p>Retention is at 97% retention which is very good considering difficulties with the Essential Digital Skills qualification exams delivery (third party repeated technology fails). Due to issues this year we are changing our provider for the Essential Digital Skills qualification in 2022-23 to at least remove the issues with taking the exams.</p> <p>A challenge moving forward is the removal of funding on digital skills at Level 2 which specifically focused on work skills. There has already been one failed appeal to this and further are planned. We have developed our</p>

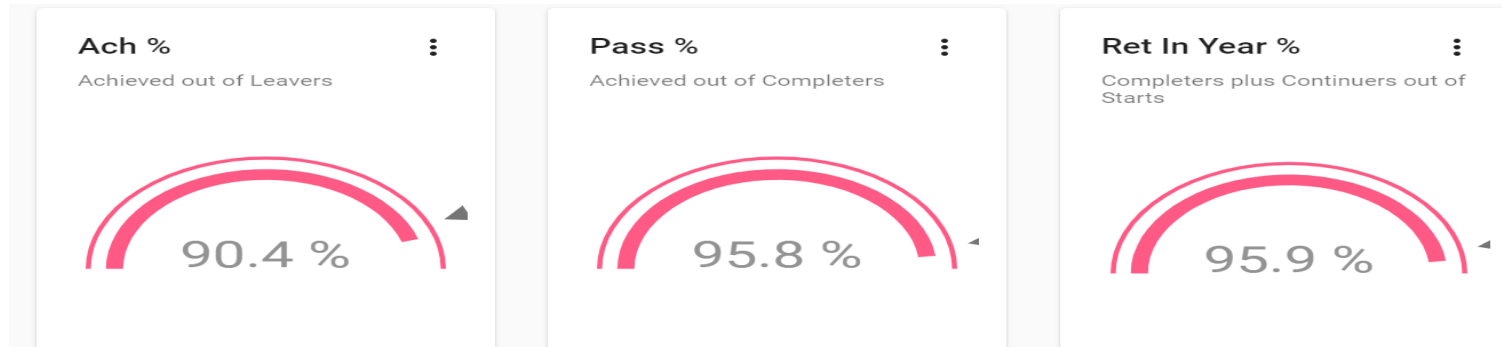
					non-accredited offer to cover some of these skills to help plug the gap in any way we can.
2.7	Develop new community links to enable access to courses for social prescribing purposes and to target disadvantaged groups	31/07/2022	8 new connections	12	<p>New partnerships have been formed with a variety of groups to support meaningful course development such as; York Carers & Young Carers; Yorkey Dads; a fuller list is detailed in Annex B. A new social prescribing model has been rolled out over the last 12 month with York CVS and Kyra; and we hope to roll this out further with our Local Area Teams. Social prescribing is helping supporting their clients health and wellbeing development and the impact has been positive on meeting their needs.</p> <p>We have delivered; Arts course for various NHS services to support wellbeing; cookery for Young Carers; Singing for Carers; Digital course at Travellers Trust which included all participants receiving their own repurposed laptop; Digital course at MySight; Eco course St. Nicks.</p>
2.8	Increase enrolments to Essential skills in English And maths	31/02/2022	85 English 155 maths	161 English 216 maths	<p>Enrolments were slow at the beginning of the year, but we have gained momentum through the year as learners have gained confidence in coming back into the classroom. We are still not back up to pre covid years, but it is a positive improvement.</p> <p>Retention is Very Good with English Retention is 91.3% and Maths 92.1%</p>

					<p>The continuation of offering online flexible learning opportunities at the higher levels particularly has enabled us to improve recruitment this year. We have continued with fully online delivery with GCSEs and self-study courses to maximise opportunities.</p> <p>There have been challenges with recruitment of maths tutors particularly but feel up to the challenge of Multiply.</p>
2.9	Develop a new curriculum incorporating creative digital design and digital editing skills, marketing, photography	31/09/2022	New	New	<p>This curriculum we believe will support progression towards Higher level digital and creative training needs. These skills are identified as in demand and will develop higher-level skills to meet the future skills needs. We are working across curriculums to develop a rounded offer. This course should complement the following areas; Digital & Coding, Art & Photography, Work Based and Apprenticeships, 16-18 Study Programme and may suit a small proportion of the High Needs Learners.</p> <p>Developments so far: -</p> <ul style="list-style-type: none"> • New tutor has been recruited • Exam board has been identified • Outline of courses has been decided <p>New for next year will be: -</p> <ol style="list-style-type: none"> 1. Digital Skills Bootcamp focussing on Coding (Funding has been successfully obtained via the LEP) to run in Autumn and Spring.

					<p>2. Creative Digital Design starting as small modular units and building up from that.</p> <p>3. Creative Digital Editing</p>
2.10	Develop strong community signposting and delivery of information advice and guidance using the Community Hubs and volunteers to support new Skills hubs moving forward.	31/07/2022	New	New	Working within the community hubs network to 'develop' volunteer's skills. So far there have been 3 workshops that have run. The aim of this is to train volunteers to that they can signpost to learning and skills building opportunities across the city. The Community Learning Partnership and new strategy will see a greater steering and commissioning role for York Learning within this to support community groups to develop but also to be community advocates for our wider provision
2.11	Develop joint courses with local colleges to create entry pathways for adults in communities to higher level learning at college	05/01/2022	New	5 courses identified	<p>A working partnership is in development alongside York College, to deliver 'introduction' style courses to support progression to their offer. We plan to develop introduction courses to pathways such as; Policing; Teaching; Hospitality; Painting and Decorating; Learner numbers and assessments of their entry level skills such as English, maths and Digital will be addressed by us to support those learners' progression as per the new proposed strategy.</p> <p>Work has started in a similar vein with Askham Bryan but unfortunately current pressures at the college has put a halt to this for now.</p>

Data

Education and Training 19+ and Community Learning



Apprenticeships



