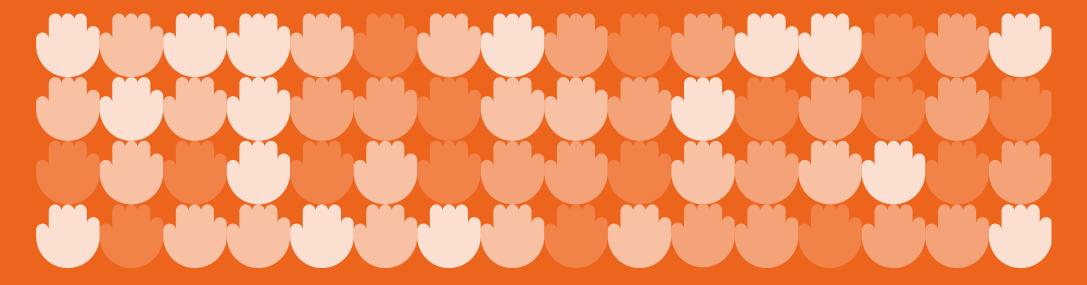


GM Devolved Adult Education Budget (AEB) Progress and Planned Approach Update

Economy Business Growth & Skills Overview & Scrutiny – 10th December 2021



Progress and Planned Approach Update

Progress against original priorities

- Why are we looking at the original priorities?
- What impact COVID has had on what we have done over the last two years?
- What was not progressed due to the support, measures we implemented during covid?

Planned approach for 2022/2023 onwards

- · Options for the way forward
- Points for consideration

Focus and objectives for GM Adult Skills going forward

• What should AEB funding focus on.



Progress against original priorities: Short-term Priorities 2019-2021

Priorities

1. Closer Working with Providers

To work much more closely with the provider base to develop **improved** analysis of learner journeys, with a focus on positive outcomes and progression, and understanding whether the activity improves an individual's employability and quality of life.

2. Place-based Approach

To create a more place-based approach to the delivery of adult skills, recognising that for all of the ten local authorities, the supply and demand for skills is different, and that a 'blanket approach' to providing education and skills provision will not achieve the ambitions for increased productivity and better outcomes for residents.

3. Response to Employers Needs

To work with partners, local authorities and internal colleagues in the Industry Skills and Labour Market Intelligence Team to **better respond to employer skills/talent needs**, specifically in the growth and foundation economy sectors outlines in the GM Local Industrial Strategy.

4. Barriers to Adult Education

To gain a **better understanding of residents' barriers to accessing adult education and skills provision** and working collaboratively with local authorities, stakeholders and skills providers to respond directly to local challenges and remove these barriers to learning.

Progress

Reduced the number of providers was a key decision from 300+ to 36 direct contracts and approx.70 within the supply chain.

GMCA built relationships with individual providers, and easier for local stakeholders to understand who was and is funded through GM devolved AEB.

Stronger connections with LAs through the Strategy & Partnership roles.

LA grant programme aimed to support gaps in linkages to AEB delivery.

Links made between intelligence and influencing of delivery, i.e. major contribution towards GM Local Level 3 offer, and expanding flexibilities to respond to retrofit & HGV offers.

Local Authority Grant Programme focussed on reducing barriers to accessing adult skills etc. Started in August 2020 for 1 year, & extended in 2021/2022.

- Impact

Greater ability to understand delivery and how this can be flexed and focussed.

Local networks bring AEB providers & other local stakeholders together, more integrated with other services and programmes.

Provides opportunity to influence what adult skills offer is needed in local areas

Defining GM Local Level 3 offer, and expanding flexibilities to respond to retrofit & HGV offers.

Focus continues to ensure LA grants are linked to essential skills needs such as digital and ESOL.

Progress against original priorities: Long-term Priorities 2019-2021



1. Shift away from "second chance skills"

Over time, to make long-term shift in emphasis away from the traditional view that AEB focusses on 'second chance' essential skills, towards one that ensures residents and businesses can keep pace with changes in the labour market and in the global economy at all levels.

2. Utilising skills providers as key strategic planning and delivery partners

Devolution allows the GMCA to strengthen the strategic focus of education, work and skills provision for adults – recognising the important proactive role that can be played by skills providers, not as passive recipients of skills funding but as key strategic planning and delivery partners at the heart of the communities, places and economies they serve.



ূ ্^৩ <u>Progress</u>

Responsive delivery linked to impact of COVID19 in May 2020: Supporting individuals to prepare to return to work, supporting recruitment in to key worker roles & retraining residents recently or at risk of redundancy.

Flexing the funding rules, to enable the support of residents at greater risk of moving further from learning or employment.

Flexing funding rules to develop and implement changes in course offers and test different approaches in how courses are offered, i.e. linked more to employer needs and not necessarily qualifications.



Providers have been able to submit business cases to trial new ways of offering skills, i.e. flexed delivery, changes to the GM Local Level 3 offer.

Impact of Covid-19 on delivering AEB priorities

COVID-19 Priorities

Continuing Learning

Focus was to ensure continued learning were possible i.e. moving delivery online

Flexing Eligibility

Implementing an Addendum to the Funding & Performance
Management Rules expanding eligibility for residents.

Giving increased support to providers where this was needed, i.e. flexing of what funding could be used for.

Targeting Responses

Developing a suite of programmes which responded to the skills challenges as a result of Covid-19.

Additional National funding - specific focusses e.g. high value courses.

GM focus went on Local Level 3 offer.

Financial Support

Providing financial support for all AEB skills providers

COVID-19 Impacts

GMCA was responsive to ensure residents and providers were supported where needed.

National programmes had and have limited impact in GM.

Evaluation and development areas such learner journeys and outcomes have not been taken forward.

Progress against original priorities – Examples of what has worked

- Supporting safer returns to work – focussed on health & safety, infection control etc.
- Rise of the Key worker – recruit in to key sectors supporting the impact of COVID19.
- Short Retraining programme focussed on retraining into Adult Social Care, warehousing, customer services

Expression of Interest: Labour Market Challenges Programme

- Updated rules to enable those who are economically inactive to be supported.
- In 2020/21 providers supported learners to enrol on 950+ courses.
- Key activity focussed on:
 ESOL, Digital Skills, Supply Chain & Logistics, Security & customer service

Economically

Inactive

- Specific flexibilities requested in relation to delivery since February 2021 an example of these are:
- Mantra Learning's
 Mental Resilience
 offer supported
 individuals to
 recognise mental
 health and wellbeing,
 guiding learners to
 help themselves and
 others.
- £1.5m allocated to LAs to support non-learning activity to engage residents.
- Implemented initial GM ESOL Advice Service across 7 LAs
- Supported 1900+ residents to access digital support.
- New local initiatives developed to engage adults in to skills and training.

LA Grants Programme



- Implemented a GM Level 3 qualification list which focussed on LIS sectors (growth and foundation).
- Eligibility includes funding second level 3 qualifications.
- Individual providers are able to request additional qualifications to be added to the list.

Other Flexibilities



GM Local Level 3 Qualification Offer



Areas where further progress is needed



1. Closer Working with Providers

Learner Journeys

Improved analysis of learner journeys, and a focus on positive outcomes and progression



2. Place-based Approach

Take forward a stronger place-based approach, initial groundwork continues to be developed, what is needed next?



3. Response to Employer Needs

Groundwork and initial steps started in relation to responding to employer skills/talent needs across GM. Now need to consider other areas which can be developed.



4. Barriers to Adult Education

Understanding Barriers

Gain a better understanding of residents' barriers to accessing adult education and skills provision

Planned approach for 2022/2023 onwards



Options appraisal carried out for 2022/2023 onwards



Took in to account legal and procurement rules
Considered variable periods
Skills Bill Impact



Focus going forward will take in to account quality & performance



Review allocations



Final decision December GMCA meeting

Focus and objectives for GM Adult Skills going forward

- Aim is to have Adult Skills understood more clearly across GM.
- A confusing landscape has led to reduced take up locally and nationally than previous years.
- We want to be clear on who it is for, and what it is funding and why.
- Address GM & local needs in the right way, not based upon a national format.

Adult skills as a key element in Education, Skills and Work priorities for GM

Young People



 Young people leave education and training ready to succeed in the labour market, with a balance of academic, technical and 'life ready' skills

Adults



• Adults can acquire the skills, mindset and support they need to fulfil their career potential and adapt to changing employer needs throughout their lives, from entering employment for the first time through to highly skilled careers and retraining.

Employers



• Employers have access to a system that is flexible, resilient and adaptable, and which meets their needs in the rapidly changing 21st century world of work driving a sustainable economic future for GM in which companies compete on the basis of high productivity, good quality work, and excellent employment practices

Support



• Residents are supported by a welfare system, under Universal Credit, that provides access to good work for those who can, support for those who could, and care for those who can't

Adult Skills Programme will underpin these priorities with three key objectives. These are to ensure that all residents over the age of 19 will have the opportunity to:

1

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Encourage residents to re-engage with skills and training at any point in their lives, no matter what qualifications they have previously attained.

2.



Acquire a good level of competence in essential life skills such as maths, English and digital literacy.

3.



Develop the skills and occupational competence needed to progress further in their learning, work or careers on courses aligned with local employer needs.

Adult Skills Programme and funding will work towards these three key objectives through activity prioritising the following themes for adult skills from 2022/23 onwards:



1. Encouraging residents to re-engage with skills and training at any point in their lives, no matter what qualifications they have previously attained

Engaging residents through first steps learning and skills.

Improving health, well-being and resilience for learning and work.

Equipping parents and carers to better support children with learning at school or college.

Teaching residents about ways to improve the local environment and reduce their carbon footprint.

Supporting residents to get involved in volunteering and other civic engagement.



2. Supporting residents to acquire a good level of competence in essential skills

Supporting residents with high needs or disabilities to lead independent lives.

Improving ESOL and helping new arrivals understand UK life.

Improving English and literacy.

Improving maths and financial literacy.

Improving digital skills and inclusion.



3. Helping residents develop the skills and occupational competence needed to progress in learning, work and careers on courses aligned with local employer needs

Supporting progression to skills courses that focus on labour market needs.

Supporting national legal entitlement at Level 2 and / or level 3.

Providing training and qualifications leading to employment, self-employment, or apprenticeships.

Supporting residents in work to improve skills and be more productive or retrain to find better jobs.

When developing future funding for adult skills provision across Greater Manchester, GMCA will especially focus on the following cross cutting areas:

Increasing Prosperity



Increasing the overall prosperity of Greater Manchester by supporting skills training in the growth and foundation sectors of the
economy highlighted in the Local Industrial Strategy as well as any other sectors impacted by the Covid pandemic. Adult skills funding
will be flexible and responsive to future impacts and changes to the labour market driven by changes in the global economy and
events such as Brexit.

Reducing Inequalities



Addressing inequalities and improving the overall wellbeing of Greater Manchester residents by targeting those who have experienced
the greatest inequality and have the lowest level of previous educational attainment. We need Geater Manchester to be more
equitable, with more opportunities for all our people, and this means levelling up, so that even the most disadvantaged residents in the
most disadvantaged neighbourhoods are supported and able to access high skills training.

Focussing on Local Needs



• Developing a place-based approach to the planning of course delivery which benefits all localities in Greater Manchester. A wide range of stakeholder feedback as well as industrial intelligence will be used to determine community and employer needs at the local level. This will help ensure that providers respond to local needs in the best possible way in order to raise the aspirations of all residents and have a transformational impact on communities.

Achieving a Carbon Neutral GM



• Supporting Greater Manchester to become carbon neutral by 2038 through the delivery of skills training relating to the green economy and showing GM residents how they can reduce their carbon footprint and/or improve their local environment. We will also prioritise the allocation of funding to providers or supply chains that demonstrate a strong organizational commitment to this goal.

Adult Skills Programme: Objectives, Themes and Goals Key questions:

- Do you agree with the proposed approach / option for 2022/2023?
- Do think that the objectives we are proposing for adults skills going forward are appropriate?
- Key change in language used is this clear?