

**STEP 6: Develop a holistic approach to skills and lifelong learning, which offers a range of formal and informal opportunities including apprenticeships and traineeships**

Reporting Period:	Quarter 3 2021-22
Overall BRAG Status of the Step:	<b>GREEN</b>

Step		Details		Actions/Status		RAG status	Risks and Controls		Summary risk RAG	Assurances
Step	Lead Officer	Project/ Action/ Indicator	Description	Activity this quarter	Implications for next quarter		Main risks	Current and planned controls		Recent assurance activity
06	Dr Caroline Turner Sarah Page	Schools' transformation and post-16 options	The council's Transforming Education Strategy sets out a number of Strategic Aims and Objectives to shape the council's work to transform the Powys education system over the coming years. The requirement to improve post-16 provision falls under Strategic Aim 2: "we will improve learner entitlement and experience for post-16 learners".  The initial focus of Strategic Aim 2 is to: "focus on enhanced collaboration between schools to ensure a high-quality post-16 curriculum that is accessible to all learners and is affordable within the funding received from the Welsh Government. This will include more digital learning opportunities where learners are taught via video-conferencing across more than one school."  The council established the "Post-16 Workstream" in June 2020 to take forward Strategic Aim 2 of the Strategy. May 2021 Cabinet approved the proposal to introduce a new structure for the strategic management of Powys post-16 provision. This comprises a high-level Strategic Management Board (SMB) and two "Powys Post-16 Centre" cluster groups with Operational Management Boards (OMBs). The cluster groups operate in the north and south of the county and are attended by Headteachers (and their deputies) from each Powys post-16 centre in the cluster area.  The primary function of the SMB is to commission providers (sixth forms, colleges and other providers) to deliver high quality academic and vocational provision. The secondary function of the SMB is to oversee quality assurance of the provision it commissions to ensure that provision is of the highest calibre.  The Post-16 workstream is supporting the establishment and operation of the new structure. And is also moving forward with further elements of improvements to post-16 provision including quality, facilities and data.	- The new Chweched Powys Sixth branding has been voted on by year 11 students and the website has been updated accordingly -The head teachers have met weekly since the beginning of the new academic year to plan for the collaborative September 2022 offer. The offer has now gone out in draft for students to submit the expressions of interest ahead of the christmas break. -the post-16 team has met with Chairs of Governors on 2 occasions and subsequently established working groups together with nominated chairs of governors to consider key elements including transport, funding and accountability collaboratively -the new lead for 14+ has started in post and is actively involved in the workstream -the new post-16 officer has started in post and is transitioning into the new role	A paper will be brought to Cabinet in March with an interim funding formula for distribution of the post-16 grant funding for September 2022.  The working groups will report back to the w/s on progress in the new year.  The w/s will establish priorities for the next calendar year once it reconvenes in January	Green	There is a risk of resource availability to support the w/s in the new year in the event of redeployments relating to the need for support to social services functions	The w/s plan can be re-prioritised following further information in the new year	Amber	Transforming Education Programme Board Post-16 Workstream / Board
06	Dr Caroline Turner Lynne Griffin	Apprenticeship Talent pool	This was launched in 2019 and is a new initiative where people can register their interest in future apprenticeship opportunities within Powys County Council	4 more apprentices have been recruited in this quarter, 6 apprentices have been recruited in total from the pool. We continue to contact pool applicants with job opportunities as they arise from both within the council and externally. We currently have 101 active applicants.	Review ATP applications to ascertain how many are still active. Continue to publicise ATP scheme to schools, Careers Wales and other agencies. Work with Children's services to promote ATP among care leavers. Liaise with service areas to assist in the creation of further apprenticeship opportunities.	Amber	Lack of opportunities created leads to ATP not fulfilling its remit of being a valuable resource for young people seeking to establish careers in Powys.	Work with recruitment team to identify roles to be advertised which could be suitable for apprentices.	Amber	Workforce Futures Board
06	Dr Caroline Turner Lynne Griffin	Raise Awareness of Apprentices	Raise Awareness of Apprenticeships to Powys learners	We continue to work closely with Careers Wales and Schools within Powys to make them aware of apprenticeship opportunities and also assist in activities which provide pupils with the opportunity to improve their soft skills. In this quarter we have taken part in a interview practice day at Bulth High School and also delivered a presentation on apprenticeships at Powys County Council to pupils at Ysgol Maesydderwen. We continue to work with individual service areas to highlight the benefits of providing apprenticeship opportunities and to assist with identifying suitable frameworks and providers.	In addition to the activities above, use staff intranet and social media streams to promote PCC as provider of apprenticeship opportunities that lead to real jobs and valued qualifications.	Amber	Covid pandemic continues to impact on number of opportunities created. Service areas reluctant to recruit apprentices due to concerns over the amount of input required from employers in relation to training.	Continue to highlight positive aspects of recruiting an apprentice. Use examples of successful apprentices at PCC.	Amber	Workforce Futures Board
06	Dr Caroline Turner Lynnette Lovell	Adult Community Learning	The Powys Adult and Community Learning Partnership works collectively to meet the Welsh Government's vision for increased participation by addressing the needs of anyone aged 16 and above accessing an ACL basic skills and/or ESOL programme, including contextualised basic skills and citizenship courses and those learners who wish to acquire or improve their Welsh as a language and those who wish to study through the Welsh Medium	Following an invitation from Neath Port Talbot Colleges (NPTC), officers from Powys County Council attended an Adult Community Learning (ACL) Link Visit from Estyn in November 2021 as one of the lines of enquiry was partnerships. Whilst formal feedback is not provided following a link visit, the visit was positive.  The Joint Powys Adult Community Learning (ACL) and Neath Port Talbot (NPT) Learning and Skills Network (LSN) Partners has membership which includes Powys County Council, Neath Port Talbot Council, Neath Port Talbot Colleges (NPTC), Swansea University, Aberystwyth University, PAVO, Neath YMCA, Neath Port Talbot Council for Voluntary Service, Adult Learning Wales and Slawns Teg. The Partners meet regularly to discuss key areas in Adult Community Learning and share provision updates and best practice. The group met on 1 October and 3 December 2021 and have renewed their Terms of Reference to include a programme of joint working initiatives. To develop the joint working initiatives, NPTC have arranged a suite of workshops with an external facilitator with Tony Davies from the Centre for Creative Quality Improvement, with the initial workshop on 26 November 2021.  The collective bid for funding which PCC Schools Service submitted to the UK Community Renewal Fund was successful in November 2021 and planning commenced with delivery partners NPTC, Black Mountain Colleges, MWWMG and PAVO. The Powys Community Skills Initiative comprises of a variety of activities which will benefit a wide range of PCC staff, volunteers, businesses and citizens, including the unemployed and those who may require extra support.	Powys officers to work with NPTC to determine the Adult Community Learning provision for 2022-23 as funded by the Adult Community Learning Grant.  The Joint Powys Adult Community Learning (ACL) and Neath Port Talbot (NPT) Learning and Skills Network (LSN) Partners to complete the scheduled workshops and agree a programme of works for 2022-23 onwards.  Delivery of the Powys Community Skills Initiative will continue.	Green	The main risk is due to the impact of the COVID pandemic on service provision and project delivery.	Ensure that effective and early planning is in place which accounts for various eventualities.	Amber	Schools Service Management Team (SSMT) NPT Learning Skills Network and Powys ACL Management Group
06	Dr Caroline Turner Aggie Caesar-Horden	Skills in Powys	The development of a Regional Skills Partnership for Mid Wales is key to developing a demand side driven skills agenda. The Joint Committee agreed the Terms of Reference in November 2020, and work is ongoing to establish a RSP Board and infrastructure, and then develop a detailed skills plan for the Mid Wales Region.	The RSP has made good progress since its inception in May 2021 and has been focused on the key areas of work required in order to provide a clear programme of work to pursue, including the key areas of structure, needs identification, partnership building and future planning.  The GMW Partnership Board have agreed the updated Terms of Reference and Governance arrangements for the RSP which sits within the Inter Authority Agreement.  Following a successful recruitment campaign the RSP Employer Engagement Officer has been appointed and commenced in post on 6th December 2021. This is a secondment arrangement until the end of April 2022.  Recruitment of an RSP Data Development Officer will be revisited once clarification has been received in writing from WG regarding the expectations of the RSP's role in relation to The Young Person's Guarantee. Additional funding has been awarded in principle to support this additional resource. The RSP Managers will be meeting with WG in early January to clarify specifics.  Data Cymru continues to provide additional support in the form of data analysis using labour market intelligence to identify economic trends and understand skills gaps and shortages across the region, desk-based research and discussions into current developments, infrastructure projects, and policies, comparisons of the position of the regional economy and its skills requirements with educational provision to support curriculum planning recommendations and support the RSP Manager in developing the Covid-19 reports to submit to WG.  The RSP Manager continues to work with Data Cymru to establish a Skills Observatory to ensure robust LMI, aligned to economic and employer intelligence. Final review of the site will be undertaken in January. This work is in tandem with the creation of the RSP website.  The RSP Chair and Partnership Manager continued to hold 1:1 meetings with RSP Board members and partners to identify priorities and opportunities for apprenticeships based upon employer intelligence. As part of the Covid 19 impact report submitted to WG in November 2021, an employer survey was undertaken.  The RSP Manager continues to build relationships with key partners including Careers Wales, Working Wales, DWP, and Serco (Restart). Regular joint meetings are being held with the RSP Manager and Welsh Government officers. Currently awaiting a comprehensive report from WG detailing current provision and pipeline courses on offer across the region. The RSP supported a joint Careers Wales and DWP event for those 16years+ who were either NEET, at risk of NEET or looking for a change in career. The event was held in November 2021. The RSP Chair provided an overview of the RSP and businesses had an opportunity to present to attendees on their organisations and to share live vacancies including apprenticeship opportunities.  The Covid 19 report was submitted to WG in November 2021. Following approval, the invoice for the RSP claim has been submitted to WLGA for payment.	Activity for next quarter includes sharing the draft report into the review of RSP Board Membership with the GMW Board. It has been agreed that the appointment of a Deputy Chair will be chosen from one of the Cluster Group Chairs. Cluster Groups will be established in agreement with the RSP Board and the GMW Board.  Working with Data Cymru to provide baseline data for FE planning, using employer led intelligence and LMI data, and to provide a regional perspective to inform national and UK sector skills strategies.  At the direction of Welsh Government, the final Covid impact report by RSPs will be submitted to Welsh Government at the end of March 2022. This will be reflective of the impact of Covid pandemic over the last two years on the labour market and skills as a whole across the region.  Discussions are ongoing with the Regional Engagement Team and local officers to develop an employability network group to sit alongside the RSP cluster groups. It is envisaged that this will be established in early 2022.  Work will continue to develop the RSP communications plan to ensure wide ranging engagement with the Business Sector, Further and Higher Education Sectors and other skills providers across the region.  At the end of December 2021 WG advised on additional requirements in the current financial year (2021/2022). In January 2022 WG confirmed the role of RSPs in regards to the Young Person's Guarantee. Additional data analysis and research as a desk top exercise will be required. Additional funding will be awarded to support this piece of work. In addition, it is understood that the RSP Manager will be required to organise a business engagement event in Spring 2022. The RSP Manager is awaiting a confirmation letter from WG which will also contain the specification requirements.	Green	Discussion between the four RSP Managers across Wales has highlighted the funding pressures that RSPs face.  Staff structure for the Mid Wales Partnership replicates that of other RSPs, and the funding from Welsh Government is the same, it appears the staff costs may exceed this sum in future years if the structure of the RSP remains the same and the Data Development Officer is recruited.  Discussions are ongoing with WG regarding top-up funding to support additional functions of the RSPs such as providing secretariat support to the Regional Employment and Response Groups (REGS) to the Wales Employment and Skills Board (WESB) from September onwards.	Close liaison is taking place between the Finance Service and the RSP Manager to ensure the budget available is not exceeded.  Close liaison with WG Officers in respect of progress against the objectives to ensure both parties are aware of expectations and progress.	Amber	Meetings with WG Officers and Council Finance Service with regular reports to the Growth Deal Management Group and the Regional Joint Committee (Powys/Ceredigion).
06	Dr Caroline Turner Anwen Orrells	Careers Advice	Reflecting on the lessons learnt from Covid-19 and the effective use of online services; to ensure that all Powys learners are provided with effective, accurate, progressive and engaging careers advice regarding options available for further education, life long learning, apprenticeships and employment opportunities. Engagement should include advice around application methods and good practice and should consider face to face, online and social media engagement with all Powys secondary phase learners.	The first of the Powys wide pupil voice sessions are scheduled to take place virtually on the 23rd January, with representation from all Powys Secondary schools. The first session will focus on Yr 11 to Post 16 education transition with Yr 11 and Post 16 pupils present. In attendance will also be representation from Careers Wales.	For the remainder of the year, half-termly sessions will focus on different transition points to ensure that the opinions of pupils are provided with appropriate support with regards subject choices, careers, apprenticeships etc.	Green	Schools unable to join planned sessions due to staffing shortages as a result of Covid.	Pupil names and Hwb emails collated so that pupils can join from school or from home if schools have to return to blended learning.	Amber	Schools Service Management Team (SSMT)