

Public Document Pack



Friday, 25 February 2022

To: Members of the MCA - Education, Skills and Employability Board and Appropriate Officers

You are hereby invited to a meeting of the South Yorkshire Mayoral Combined Authority to be held at **Virtual Meeting**, on: **Tuesday, 8 March 2022** at **10.00 am** for the purpose of transacting the business set out in the agenda.

A handwritten signature in black ink, appearing to read 'D. Smith'.

Dr Dave Smith
Chief Executive/ Head of Paid Service



You can view the agenda and papers at www.sheffieldcityregion.org.uk or use a smart phone camera and scan the QR code

Member Distribution

Councillor Sir Steve Houghton CBE (Co-Chair)
Dan Fell (Co-Chair)
Councillor Lani-Mae Ball
Councillor Tim Cheetham
Professor Chris Husbands
Councillor Denise Lelliott
Councillor Paul Turpin
Kate Josephs
Jim Dillon

Barnsley MBC
South Yorkshire LEP
Doncaster MBC
Barnsley MBC
Sheffield Hallam University
Rotherham MBC
Sheffield City Council
Sheffield City Council
South Yorkshire MCA

MCA - Education, Skills and Employability Board

Tuesday, 8 March 2022 at 10.00 am

Venue: Virtual Meeting

SOUTH YORKSHIRE
SYMCA



MAYORAL
COMBINED
AUTHORITY

Agenda

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12.	Skills Advisory Network Update	Angela Foulkes	Verbal
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Date of next meeting: TBC

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MCA - EDUCATION, SKILLS AND EMPLOYABILITY BOARD

MINUTES OF THE MEETING HELD ON:

MONDAY, 31 JANUARY 2022 AT 2.00 PM

VIRTUALLY



Present:

Councillor Sir Steve Houghton CBE (Co-Chair)	Barnsley MBC
Dan Fell (Co-Chair)	South Yorkshire LEP
Councillor Lani-Mae Ball	Doncaster MBC
Councillor Tim Cheetham	Barnsley MBC
Councillor Denise Lelliott	Rotherham MBC
Councillor Paul Turpin	Sheffield City Council
Andrew Jones	Sheffield City Council

In Attendance:

Angela Foulkes	Principal and Chief Executive and SAN Chair	Sheffield College
Jim Dillon	Interim Director of Business and Skills	MCA Executive Team
Helen Kemp	Director of Business & Skills	MCA Executive Team
Helen George	Assistant Director - Skills & Employment	MCA Executive Team
Sue Sykes	Assistant Director - Programme and Performance Unit	MCA Executive Team
Charli Taylor	Head of Controls	MCA Executive Team
Roger Wilde	Senior Development Manager (Education & Skills)	MCA Executive Team
Jonathan Guest	Senior Economic Policy Manager	SYMCA Executive Team
Gillian Richards	Minute Taker	South Yorkshire Joint Authorities

Apologies:

Professor Chris Husbands	Sheffield Hallam University
Kate Josephs	Sheffield City Council

1 Welcome and Apologies

The Chair welcomed everyone to the meeting.

Apologies were noted as above.

2 **Declarations of Interest by individual Members in relation to any item of business on the agenda**

None.

3 **Urgent items / Announcements**

None.

4 **Public Questions of Key Decisions**

None.

5 **Minutes from Last Meeting**

RESOLVED – That the minutes of the meeting held on 14th December 2021 be agreed as a true record.

6 **SYMCA Strategic Skills Priorities**

A report was submitted which set out the proposed approach to developing the MCA's Education, Skills and Employability Strategy.

The Board was reminded that discussions at its meeting in June 2021 had highlighted the need to consider transformative measures with the potential for significant impact over the longer term and a set of other measures with the potential to target more specific problems and skills shortages over a shorter timeframe.

The Board had also acknowledged in December that development of the strategy must take account of developments in the wider education, skills and employability landscape such as the Skills Accelerator Trailblazer being led by the Chambers of Commerce. It was also acknowledged that it was imperative that the strategy complemented and added value to the economic and skills priorities identified in each local authority's strategy and would need the engagement and support of partners across the region as a pre-requisite for successful implementation.

A presentation was delivered which began by highlighting skills issues identified in the Strategic Economic Plan 20221-2024 which set the scene for discussion on education, skills and employability issues as part of the future strategy.

The proposed areas for the strategy were:

- School readiness
- Educational enrichment
- Apprenticeships and technical education
- Adult basic English, maths and ESOL
- Digital skills
- Adult Education Budget commissioning
- Meeting business need for skills

- Adult enrichment
- Skills for a green economy
- 16-24 NEETs
- All-age career provision

The Board discussed each proposed area at length.

With regard to school readiness it was thought that lessons could be learned from the South Yorkshire Futures and DMBC including the Opportunity Area whilst ensuring that any enhanced provision did not cut across the work of the local authorities.

A Foulkes commented that in all areas it would be appropriate to look at good practice and schemes that were working in other comparable regions.

With regard to educational enrichment areas to be considered included family learning and working with schools to provide additional support and contracted provision.

The South Yorkshire Colleges Group had developed a proposal for an Apprenticeship Hub, which the Board had already had sight of. There were also proposals to develop flexi-apprenticeships and a strategy to help businesses understand how to share their unwanted levy funds.

Cllr Houghton commented that apprenticeships had a good name, but the issue was how to scale up both in the private sector.

The Board felt there is a need to be bold, look for new and radical ideas and aim to have the biggest apprenticeship scheme. They also felt that it was important that any unspent levy was utilised and that apprenticeships should be able to be accessed at different levels.

It had been the first year of AEB commissioning and it had been a challenging transition year. There was now an opportunity to think how AEB was funded and move away from the methodology of the first year which was broadly to maintain historic allocations. There was also an opportunity to be more ambitious in linking to outcomes, think about skills gaps and look at niche provision.

The Board felt that the skills for a green economy was an important area. If the MCA's net zero target by 2041 was to be met there was a lot of work to be done.

It would be important to work with education and businesses to understand and develop the new skills that would be required. A Green Skills Academy and employment programme was being considered along with upskilling existing employees.

Cllr Turpin commented that the areas of agriculture and transport needed to be investigated.

D Fell commented that the MCA team available to implement all the proposals was small and it may be time to think about boosting capacity.

The Board agreed that it was important to prioritise what would make the biggest difference and stressed the importance of collaboration, ambition and innovation.

A Foulkes commented that the Skill Advisory Network would be an ideal vehicle to commission to pick up and investigate some of the threads and to return to the Board with advice. It would be helpful for the SAN and would feed well into the Board.

Cllr Cheetham commented that it was vital to involve businesses and communities to learn what their priorities were.

It was agreed that the framework should be shared with businesses, communities and other stakeholders with the aim of receiving feedback.

It was also agreed that the MCA should be asked to consider officer capacity.

RESOLVED – That the Board:

- (i) Agree that the overall approach as proposed in the report should be the basis for development of the strategy and the fit with developments in the wider education and skills landscape.
- (ii) Agree that the overall approach be shared with businesses, communities and other stakeholders with the aim of receiving feedback.
- (iii) Note the timeline for development and the need for further consideration of resources needed for implementation.

7 Programme Performance Report

A report was submitted which provided the Board with the latest performance information on Education, Skill and Employability programmes being delivered on behalf of the MCA.

The Board was reminded that the MCA currently had 44 projects which fell under the remit of the ESE Board. The schemes were funded from various funding streams with a total value of £65, of which £6.77 was capital and £58.23m revenue.

The report gave an overview on the performance of the programmes and the projects within them, highlighting management actions being taken to mitigate risks.

Members were informed that the expenditure baseline for 2021/22 was initially set at £41.66m with the latest forecasts suggesting outturn expenditure of £36.37m. That level of expenditure would generate a material underspend of £5.29m. The underspend related to Gainshare funded activity that could be reprofiled without recourse to government.

Tables within the report presented the current position by funding stream and highlighted the AEB forecast against current claims.

It was noted that the principal drivers for Gainshare delays were revised forecasts for Renewal Action Plan activity within the year, leading to a £6.3m reduction. Enhanced Apprenticeship activity was now expected to commence late in quarter 4, whilst the Kickstart South Yorkshire scheme was now expected to fall into the new financial year. Any unused Gainshare funding would be retained within or transferred to earmarked reserves for future use.

A graphic within the report exemplified the milestones status of projects by value. The graphic highlighted that, of the 44 projects in the portfolio, 89% were in delivery with a value of £52.03m.

Close monitoring was ongoing, and action would be taken to mitigate any issues and risks that may arise. A full reconciliation of AEB provision would be undertaken in February and the data published at the end of the month.

S Smith gave details of the four lots of procured provision which all had different issues and there was a risk of a large underspend in this area if mitigation actions were not put in place.

H Kemp commented that some propositions for spending the money differently, especially in the area of procurement provision, would be brought to the Board. There was also a need to look at some procedures, such as clawback from providers and also the length of time contracts were procured for, originally this was for three years – if this was not working it would need further thought.

RESOLVED – That the Board be noted.

8 Matters Arising

None.

9 Any Other Business

None.

In accordance with Combined Authority's Constitution/Terms of Reference for the Board, Board decisions need to be ratified by the Head of Paid Services (or their nominee) in consultation with the Chair of the Board. Accordingly, the undersigned has consulted with the Chair and hereby ratifies the decisions set out in the above minutes.

Signed _____
Name _____
Position _____
Date _____

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Education Skills and Employability Board

08 March 2022

Education and Skills Strategy development – next steps

Is the paper exempt from the press and public?	No
Reason why exempt:	Not applicable
Purpose of this report:	Discussion
Is this a Key Decision?	No
Has it been included on the Forward Plan?	Not a Key Decision

Director Approving Submission of the Report:
 Helen Kemp, Director of Business and Skills

Report Author(s):
 Helen George
Helen.george@southyorkshire-ca.gov.uk

Executive Summary

At the Education, Skills and Employability Board meeting on 31st January, members approved a number of proposals for the key themes for the South Yorkshire Skills Strategy. The purpose of this paper is to provide members with a short update on proposed next steps for each of the key areas and for the overall timetable.

What does this mean for businesses, people and places in South Yorkshire?

Residents and businesses across South Yorkshire face short and longer-term skills and employability challenges that affect their lives and their ability to realise their potential. The challenges are the result of long-term trends that affect both existing skills base and the flow of new skills into the workforce. Challenges also come from the impact of the pandemic in terms of a changing employment landscape, especially in the lower paid sectors that are prevalent in South Yorkshire, and notably from the impact on young people in particular and their readiness for work. The Skills and Employability Strategy will seek to put in place actions with the potential to transform the skills landscape and resolve for the long-term barriers to progress.

Actions will better prepare residents for work in general terms and for employment in areas that are priority for growth in South Yorkshire with the aim of supporting people to progress in their careers towards better paid employment but also to progress into work that is good for inclusion, wellbeing and communities, including work that supports environmental improvement.

Recommendations

Board members are invited to

- note proposed next steps as set out in Annex 1 to this document; and
- approve recommended actions for the strategy overall as at para 2.3.

Consideration by any other Board, Committee, Assurance or Advisory Panel

None

1. Background

2.

1.1 The Education, Skills and Employability Board has commissioned development of a skills strategy for South Yorkshire. At the January meeting of the Board, recommendations for key themes for the strategy were considered and accepted.

1.2 Key themes included a number of transformational measures with the potential to deliver the scale of change needed in South Yorkshire to overcome long-term barriers to growth and increased productivity. These included:

- Targeting School Readiness so that young children start school with the skills experiences and behaviours they need for success;
- Providing educational enrichment to raise young people's aspiration and achievement
- Growing apprenticeships across South Yorkshire through a leadership role focused on securing maximum benefit from the levy in South Yorkshire, ensuring that feeder programmes such as T levels and Traineeships link young people with high quality apprenticeship opportunities, strengthening our marketing of apprenticeships with clear messages about progression; putting in place an apprenticeship hub and ensuring the public sector plays its role.
- Putting in place a rounded strategy to help adults improve their basic English, maths and digital skills.

1.3 Other priorities agreed in addition included:

- Improving responsiveness to employer skills demands building on the Skills Accelerator Trailblazer findings;
- Making changes to the way we commission adult skills activity funded through the Adult Education Budget;
- Aligning procurement of future skills activity more closely to strategic priorities including development of a clear skills offer focused on our Net Zero ambitions
- Reviewing adult education and employability priorities and carrying out a review to strengthen our Community Learning offer to residents

- Developing a package of support for young people not in education, employment or training.

1.4 Initial feedback from discussions shared at local authority official levels suggests that while this is an ambitious programme of activity, it feels like a sensible set of suggestions where the MCA can add value to existing education and skills agendas.

2. Key Issues

2.1 SYMCA now needs to move to the next phase of developing the strategy. There are two elements to this. The first is a drawing together of the overall narrative alongside a set of measures of success which must support our SEP aims and ambitions. This needs to be set against a costed resource plan and timeline for delivery.

2.2 The second part of the work is to develop each individual strand proposed and to start to unpick the detail of what can be done, who should be involved and how it can be delivered.

2.3 The table at Annex 1 provides information against each strand of activity showing where activity is already underway and can be built upon and where activity is new. The table provides a very early RAG rating for each activity based on a very basic assessment of our levers for delivery. It also proposes a way forward for each strand of activity so that we can start to develop a sense of what we might achieve, what funding might be needed and when impact might be felt. We will want each strand to be able to articulate a level of detail in order to feed into the overall strategic narrative.

2.4 In terms of drawing that all together, we will be commissioning some professional support to help us develop the narrative and to test and consult on the proposals in development. With ESE Board support we will begin the process of identifying someone to do that work before the Mayoral election.

2.5 ESE Board members are invited to note the content of Annex 1 including the proposed next steps.

3. Options Considered and Recommended Proposal

3.1 Option 1

This is an update paper on proposals already agreed. Option 1 is therefore to progress with next steps as proposed.

3.2 Option 1 Risks and Mitigations:

Option 1 is an ambitious agenda and will require additional resources to implement fully. Some of those resources are already in place, but in other cases we will need to move through the next steps in order to develop costed proposals. We will need to revisit affordability and the overall timeline at the point when that costed plan is available.

3.3 **Option 2**

The ESE Board will want to keep the list of measures under review in the light of resources available. Members may want to reduce the overall list of commitments or make changes.

3.4 **Option 2 Risks and Mitigations:**

Making changes to the list of measures would reduce the overall impact of the strategy. While some prioritisation may be necessary once we have costed proposals, any decision to remove items from the list at this point would be premature and may leave out an impactful measure unnecessarily.

3.5 **Recommended Option**

Option 1

4. **Consultation on Proposal**

4.1 We will put consultation arrangements in place once we have taken on board some professional support and have a timetable in place.

4.2 Click or tap here to enter text.

5. **Timetable and Accountability for Implementing this Decision**

5.1 The SYMCA Executive team will move to bring in some professional support so that work can progress during purdah and with a view to providing the Board with an update when it next meets. We will need to build into the timeline a briefing for the new Mayor according to their priorities and early meeting schedule. The length of time before publication will depend on how quickly we can progress on each of these strands of activity to articulate a set of key milestones and measures that explain how we are going to deliver change.

6. **Financial and Procurement Implications and Advice**

6.1 N/A

7. **Legal Implications and Advice**

7.1 N/A

8. **Human Resources Implications and Advice**

8.1 N/A

9. **Equality and Diversity Implications and Advice**

9.1 N/A

10. Climate Change Implications and Advice

10.1 N/A

11. Information and Communication Technology Implications and Advice

11.1 N/A

12. Communications and Marketing Implications and Advice

12.1 N/A

List of Appendices Included

A Skills Strategy Update Annex A

Background Papers

Strategic Skills Priorities V8 – ESEB 31st January 2022

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South Yorkshire MCA - Education and Skills			
Improvement area	Proposed themes	RAG	Funding
Educational outcomes	School readiness	Red	Not agreed
	School enrichment	Red	Not agreed
Pathways into work	Employability	Yellow	AEB / DWP
	All age careers provision	Yellow	Reallocate some Gainshare?
Inclusion - no one left	NEETs / youth inclusion	Yellow	Not agreed

inclusion, no one left behind	Adult enrichment / Community Learning		AEB
Skills for the future economy	Technical Education and Apprenticeships		Gainshare, govt funded progs and public sector levy
	Adult basic skills		AEB, but needs investment
	Green skills		Use of AEB
Improving the system	Employer responsive system		Govt funding for trailblazer, brigade various funding streams to deliver
	Re-shaping how we use AEB		AEB
RAG - initial assessment based on thinking about depth and scale of the challenge, MCA capacity and levers for change			

Its Strategy
How do we start taking this forward?
<p>1. Identify existing local and national expertise. Examples would be Doncaster MBC and Sheffield Hallam University / South Yorkshire Futures. 2. Fund a mapping exercise looking at existing activity in SY and outside. 3. Put in place a steering group to report to ESE B. 4. Develop and scope a proposition and measures. 5. Fund an impact evaluation and a longitudinal evaluation exercise.</p>
<p>1. Desk research to consider evidence and develop a menu of options that we may want to consider according to the funding available. 2. Consultation with local authorities on targeting. 3. Are there easier solutions that we may be able to draw on - eg working through groups such as cadets? 4. Consultation with the MCA's Headteachers' Forum. SAN could also consider and make recommendations.</p>
<p>Commission the SAN to consider and make recommendations about what the issues are and which target groups we most need to work on. What do we mean by employability skills? What are the barriers that people face? Has Covid exacerbated issues? What kind of provision would help to address this? What is the disconnect between people and jobs which means we have both rising numbers of people looking for work and rising numbers of job but the two are not cancelling each other out.</p>
<p>Work has started. All age careers provision is a SEP priority and on that basis and following approval by this Board we have established an all age careers group for south Yorkshire. Key questions are 'who do we need to be worried about in terms of careers provision' and 'how do we best meet the needs of those people'.</p>
<p>Starting point: set up a 'youth commission' to help shape the offer to young people. Involve the Youth Employment Group to help steer. Work with the SAN. Make it youth driven, participatory. What are the 10 biggest barriers to young people learning and getting a job? A charter for young people in South Yorkshire?</p>

<p>Within SYMCA's gift to carry out a review of Community Learning. Should be carried out during 2022/23 AY with recommendations for implementation in the 23/24 AY. This is about: more effective and efficient spend, ensuring gaps in provision for priority groups are filled, better supporting progression, exploring £ plus model for funding learning.</p>
<p>Bring in dedicated expertise to develop a plan for apprenticeships encompassing the ideas proposed at the previous board including: an apprenticeships hub, public sector apprenticeships, apprenticeship pathways, developing our provider base to match the needs of the economy, pastoral / funding support for young apprentices in their first roles. Funding is available for this.</p>
<p>Work has started. Rated red because of the depth and long term nature of this problem, now complicated with the inclusion of basic digital skills. We do have a sense of good practice on this issue and have started some action through workshops facilitated by Learning and Work Institute. A big emerging issue is the lack of teaching capacity and lack of support for CPD etc.</p>
<p>Need a skills strand to develop within the MCA's broader workstreams on Net Zero. Consider a green skills expert group to advise on what skills / quals are needed and how we might best procure. But AEB can fund up to Level 3 so we can consider this as a priority for procurement (or for future bootcamp funding) if we can articulate what makes a good progression journey.</p>
<p>Work has started. Skills Accelerator project is underway and will report to Government at the end of March. We will need to learn the lessons and feed them into the priorities we fund for AEB and other funding streams as they come on line. We also need to work out how to embed learning and practices from the SA as it moves from being a pilot project to an embedded part of our architecture.</p>
<p>Making this change is within SYMCA's gift for devolved AEB. Requires dedicated paper in [proposed for June 2022] offering clear vision for incremental change for use of AEB over next 2-3 years. Should be evaluated.</p>

Risks

1. Getting the right level of expertise and resource to drive this piece of work. 2. Funding. 3. Securing buy in from professionals. 4. Unidentified interdependencies.

1. Securing support from the education community. 2. Not being able to do enough that we make a difference

1. Complexity of the employability landscape given the investment by DWP in programmes and the lack of certainty about what's actually happening in the labour market.

1. Careers provision needs to be based on firm LMI and data / evidence about future demand for skills in order to have an impact on the routes people choose to take.

1. Inaccuracy of data about NEETs and particularly hidden NEETS.

1. Rebalancing of funding to support residents across Couth Yorkshire may require changes to historic allocations.

1. Speed with which we are able to move forward on this major programme.

1. Failure to address demand, supply, teaching / learning and achievement as a coherent whole and to embed basic skills within vocational delivery means we will fail to deliver the best for learners.

1. Lack of knowledge and understanding about precisely what to procure means we hold back from doing anything which then has a knock on impact on Net Zero ambitious.

1. Timelines for the Skills Accelerator have been tight with insufficient time to properly test provider responsiveness.
2. Ensure that the LSIP doesn't just become another hurdle that separates employers and provision.

1. Timeline for change. Sudden change can be difficult for the provider market to absorb and less effective in bringing our best providers with us. Taking change more slowly means we are operating in a sub-optimal way for longer.



Education Skills and Employability Board

08 March 2022

Adult Education Budget Performance Report

Is the paper exempt from the press and public? No

Reason why exempt: Not applicable

Purpose of this report: Monitoring/Assurance

Is this a Key Decision? No

Has it been included on the Forward Plan? Yes

Director Approving Submission of the Report:
Gareth Sutton, Chief Finance Officer/s73 Officer

Report Author(s):
Sue Sykes – Assistant Director – Programme and Performance Unit
Sue.sykes@southyorksire-ca-org.uk

Executive Summary

This paper provides the Board with the latest performance information on the Adult Education Budget (AEB) programme being delivered on behalf of the MCA highlighting management actions being taken to mitigate risk

What does this mean for businesses, people and places in South Yorkshire?

Through the delivery of the programme the MCA is investing in the people and businesses of South Yorkshire which support the MCA's aspirations. Performance information supports the robust oversight and management of this delivery

Recommendations

That Board members:

- Consider the performance information provided to identify future performance deep-dives or significant areas of risk

Consideration by any other Board, Committee, Assurance or Advisory Panel

None

1. Background

- 1.1 In February 2021 the South Yorkshire Mayoral Combined Authority was awarded £39.29m devolved Adult Education Budget (AEB) for the academic year 2021/2022 and an additional £2.79m Level 3 Adult Offer. The funding is to deliver learning to residents in South Yorkshire aged 19+. An allocation of £0.80m is included for the cost of delivering the programme. The Academic year runs from 01st August 2021 to 31st July 2022.
- 1.2 The AEB funding is split into 3 categories.
 - Grant Funded Provision (Colleges and Local Authorities) - £27.85m
 - Level 3 Provision (4 Colleges have an allocation)- £2.79m
 - Procured Provision - £10.2m.
- 1.3 The procured provision is split across 4 lots
 - Lot 1 - Supporting residents into Employment - £3.55m,
 - Lot 2 - Provision for adults in employment or at risk of redundancy - £3.55m
 - Lot 3 - No Young person left behind - £1.55m
 - Lot 4 - Test and Learn Adult Key Worker Model - £1.55m.
- 1.4 The MCA currently has twenty-nine partners delivering provision across the programme. Performance is monitored against both input through funding applied (expenditure) and output (achievement).
- 1.5 At the mid-year mark there is concern around the pace of expenditure, with only 42% of profiled expenditure achieved. Expenditure is notably below expectation on lot 2 (9.7% expenditure achieved) and lot 3 (6.5% expenditure achieved). Level 3 provision expenditure is also considerably below profile (12.3% achieved).
- 1.6 Performance analysis is currently being undertaken at the mid-year mark to test outputs achieved to-date and forecast to the end of the programme. This report notes the analysis that is available based on the information received to-date. – See Appendix C
- 1.7 Under devolution responsibility and accountability for the performance of the programme resides with the MCA. Government, through the Education Skills Funding Agency (ESFA), receive all performance and expenditure information
- 1.8 Underperformance against core funding applied to grant and procured provision is not expected to be at risk of clawback, although future funding awards may reflect the level of expenditure achieved. Level 3 funding is, however, at risk with an expectation that unused funding will be clawed back by the DfE. Clawback would not expose the MCA to financial risk, but would result in lower outcomes for the region and potential reputational risk

2. Current Financial and Output position by Category

2.1 The table presented below highlights the forecast full-year expenditure profiles set against the baseline targets and the forecast to-date profiles and expenditure. The table highlights underspend across the funded strands of activity, cumulatively totalling £10.66m. Further detail by provider and category is included in Appendices A and B.

2.2 Reviews to-date are highlighting a number of issues including:

- Competition between the MCA's Lot 3 provision and the DWP's Restart programme, with DWP funded work-coaches electing to refer individuals to the Restart programme ahead of MCA provision
- Labour market pressures impacting upon provider ability to recruit staff to deliver activity
- Ineligibility of individuals for the Lot 2 programme due to existing qualifications, impacting take-up
- Disconnect in provision available and demand with a large volume of change requests being received to refocus provision to latest demand

2.3

Funding Stream	2021/22 Baseline Allocation	Funding profile to RO6	Spend to RO6	Profile v Spend Variance	% of target	
					To date	Year
	£m	£m	£m	£m	%	%
AEB Granted Funded Provision	£27.85	£12.59	£6.38	−£6.21	50.7%	22.9%
Level 3 Provision	£2.79	£1.35	£0.17	−£1.18	12.6%	6.1%
LOT 1	£3.55	£1.64	£0.80	−£0.84	48.8%	22.5%
LOT 2	£3.55	£1.55	£0.15	−£1.40	9.7%	4.2%
LOT 3	£1.55	£0.62	£0.04	−£0.58	6.5%	2.6%
LOT 4	£1.55	£0.67	£0.22	−£0.45	32.8%	14.2%
	£40.84	£18.42	£7.76	−£10.66	42.1%	19.0%

2.4 The tables presented below highlight the current spend in each local authority district and the number of learners enrolled.

2.5

Provision Type/LOT	Resident Local Authority				
	BMBC	DMBC	RMBC	SCC	South Yorkshire
	Learners	Learners	Learners	Learners	Learners
24+ L3 Adult Offer	23	53	24	54	154
Grant Funded	1,309	1,825	1,417	3,570	8,118
Lot 1	44	34	42	239	358
Lot 2	33	33	50	57	173

Lot 3	2	2	2	20	26
Lot 4	19	14	17	149	199
ALL Formula Funded	1,428	1,958	1,552	4,079	9,013
Provision Type/LOT	Funding to R06				
24+ L3 Adult Offer	£35,395	£62,173	£25,029	£64,350	£186,947
GRANT FF AEB	£764,779	£1,117,316	£1,412,332	£3,045,554	£6,339,981
Lot 1	£78,843	£73,192	£82,268	£569,558	£803,860
Lot 2	£30,320	£22,295	£28,459	£69,473	£150,547
Lot 3	£3,424	£3,406	£5,342	£31,424	£43,596
Lot 4	£21,969	£16,362	£18,759	£160,289	£217,379
ALL Formula Funded	£934,728	£1,294,744	£1,572,189	£3,940,649	£7,742,310

3. Management Actions

- 3.1 The performance issues have been presented to the MCA Exec Management Board and senior officer who are considering options Close monitoring and performance review meetings are on-going with providers. This will reaffirm delivery status and inform remedial actions required to address risk.
- 3.2 Close monitoring and performance review meetings are on-going with providers. This will reaffirm delivery status and inform remedial actions required to address risk. On completion of reviews an options paper will be presented to the board

4. Consultation on Proposal

- 4.1 N/A

5. Timetable and Accountability for Implementing this Decision

- 5.1 Updates to the Board will continue to be made throughout the year

6. Financial and Procurement Implications and Advice

- 6.1 The Level 3 allocation is subject to targets set by government requiring in-year allocations to be fully defrayed within the financial year

7. Legal Implications and Advice

- 7.1 The funding agreement for the schemes provide that any failure to make adequate progress against the spend profile identified may result in the reduction or withdrawal of further funding.

8. Human Resources Implications and Advice

- 8.1 N/A

9. Equality and Diversity Implications and Advice

9.1 Demographics are being collected to inform further policy.

10 Climate Change Implications and Advice

10.1 N/A

11 Information and Communication Technology Implications and Advice

11.1 N/A

12 Communications and Marketing Implications and Advice

12.1 AEB Data is due to be published

List of Appendices Included

- A Appendix A – Grant Funded Provision
- B Appendix B – Procured Provider – Financial Position
- C Appendix C – Output Position – Procured

Background Papers

N/A

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APPENDIX A – GRANT FUNDED PROVISION

Grant Providers	2021/22 Baseline Allocations	Funding profile to RO6	Spend to RO6	Profile v Spend	% of target	
					To date	Year
					%	%
Barnsley College	£2.04	£1.06	£0.71	£-0.35	67.0%	34.80%
Barnsley MBC	£2.30	£1.20	£0.11	£-1.09	9.2%	4.78%
DN Colleges Group	£3.26	£1.70	£0.80	£-0.90	47.1%	24.54%
Doncaster MBC	£0.77	£0.39	£0.07	£-0.32	17.9%	9.09%
Longley Park SFC	£0.04	£0.02	£0.01	£-0.01	50.0%	25.00%
Northern College	£2.71	£1.40	£0.09	£-1.31	6.4%	3.32%
RNN Group	£4.53	£2.35	£1.66	£-0.69	70.6%	36.64%
Sheffield City Council	£2.12	£1.10	£0.09	£-1.01	8.2%	4.25%
Sheffield College	£10.07	£5.23	£2.84	£-2.39	54.3%	28.20%
	£27.84	£14.45	£6.38	£-8.07	44.2%	22.92%

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APPENDIX B – PROCURED PROVISION - Financial Position

Procured Providers	2021/22 Baseline Allocations	Funding profile to RO6	Spend to RO6	Profile v Spend	% of target	
					To date	Year
					%	%
Skills Training UK	£2.50	£0.90	£0.02	-£0.88	2.2%	0.80%
The Construction Skills People	£1.29	£0.65	£0.26	-£0.39	40.0%	20.16%
Free to Learn	£1.00	£0.69	£0.29	-£0.40	42.0%	29.00%
Momentum Technical College	£0.96	£0.44	£0.32	-£0.12	72.7%	33.33%
Eden Training Solutions	£0.50	£0.17	£0.01	-£0.16	5.9%	2.00%
Back 2 work Complete Training	£0.50	£0.20	£0.02	-£0.18	10.0%	4.00%
Acis Group	£0.50	£0.25	£0.00	-£0.25	0.0%	0.00%
Profound Services Ltd	£0.49	£0.30	£0.00	-£0.30	0.0%	0.00%
Learning Curve Group	£0.34	£0.17	£0.00	-£0.17	0.0%	0.00%
SYHA	£0.30	£0.08	£0.05	-£0.03	62.5%	16.67%
Standguide	£0.29	£0.00	£0.00	£0.00	0.0%	0.00%
Waltham International College	£0.29	£0.14	£0.04	-£0.10	28.6%	13.79%
Headstart Health & Training Ltd	£0.29	£0.13	£0.02	-£0.11	15.4%	6.90%
Bright Direction Training	£0.26	£0.08	£0.00	-£0.08	0.0%	0.00%
Big Ambitions CIC	£0.26	£0.13	£0.05	-£0.08	38.5%	19.23%
PET-Xi Training Ltd	£0.21	£0.07	£0.02	-£0.05	28.6%	9.52%
The Employers Forum	£0.20	£0.09	£0.10	£0.01	111.1%	50.00%
Total	£10.18	£4.49	£1.20	-£3.29	26.7%	11.79%

LOT 1 Provider	2021/22 Baseline Allocation	Funding profile to RO6	Spend to RO6	Profile v Spend	% of target	
					To date	Year
					%	%
Free to Learn	£1.00	£0.69	£0.29	-£0.40	42.0%	29.00%
Momentum Technical College	£0.96	£0.44	£0.32	-£0.12	72.7%	33.33%
Skills Training UK	£1.00	£0.36	£0.00	-£0.36	0.0%	0.00%
Standguide	£0.29	£0.00	£0.00	£0.00	0.0%	0.00%
The Construction Skills People	£0.29	£0.15	£0.19	£0.04	126.7%	65.52%
Total	£3.54	£1.64	£0.80	-£0.84	48.8%	22.60%

LOT 2 Provider	2021/22 Baseline Allocation	Funding profile to RO6	Spend to RO6	Profile v Spend	% of target	
					To date	Year
					%	%
Bright Direction Training	£0.26	£0.08	£0.00	-£0.08	0.0%	0.00%
Eden Training Solutions	£0.50	£0.17	£0.01	-£0.16	5.9%	2.00%
Profound Services Ltd	£0.49	£0.30	£0.00	-£0.30	0.0%	0.00%
Skills Training UK	£1.00	£0.36	£0.02	-£0.34	5.6%	0.00%
The Construction Skills People	£1.00	£0.50	£0.07	-£0.43	14.0%	7.00%
Waltham International College	£0.29	£0.14	£0.04	-£0.10	28.6%	13.79%
Total	£3.54	£1.55	£0.14	-£1.41	9.0%	3.95%

LOT 3 Provider	2021/22 Baseline Allocation	Funding profile to RO6	Spend to RO6	Profile v Spend	% of target	
					To date	Year
					%	%
Back 2 work Complete Training	£0.50	£0.20	£0.02	-£0.18	10.0%	4.00%
Learning Curve Group	£0.34	£0.17	£0.00	-£0.17	0.0%	0.00%
PET-Xi Training Ltd	£0.21	£0.07	£0.02	-£0.04	28.6%	9.52%
Skills Training UK	£0.50	£0.18	£0.00	-£0.18	0.0%	0.00%
Total	£1.55	£0.62	£0.04	-£0.58	6.5%	2.58%

LOT 4 Provider	2021/22 Baseline Allocation	Funding profile to RO6	Spend to RO6	Profile v Spend	% of target	
					To date	Year
					%	%
Acis Group	£0.50	£0.25	£0.00	-£0.25	0.0%	0.00%
Big Ambitions CIC	£0.26	£0.13	£0.05	-£0.08	38.5%	19.23%
Headstart Health & Training Ltd	£0.29	£0.13	£0.02	-£0.11	15.4%	6.90%
SYHA	£0.30	£0.08	£0.05	-£0.03	62.5%	16.67%
The Employers Forum	£0.20	£0.09	£0.10	£0.01	111.1%	50.00%
Total	£1.55	£0.68	£0.22	-£0.46	32.4%	14.19%

APPENDIX C – PROCURED PROVISION – Output Position

LOT	2021/22 Baseline	RO6 Profile	RO6 actual	Profile v Actual Variance £m	% of target	
					To date	Year
					%	%
Lot 1 - Enrolments	3,500	1,673	1,152	-521	68.9%	32.9%
Lot 2 - Enrolments	4,948	2,433	223	-2,210	9.2%	4.5%
Lot 3 - Learners	966	456	26	-430	5.7%	2.7%
Lot 4 - Learners	983	462	202	-260	43.7%	20.5%
	10,397	5,024	1,603	-3,421	31.9%	15.4%

LOT 1 Provider	2021/22 Baseline	RO6 Profile	RO6 actual	Profile v Actual	% of target	
					To date	Year
					%	%
Free to Learn	564	379	318	-61	83.9%	56.38%
Momentum Technical College	1,138	611	572	-39	93.6%	50.26%
Skills Training UK	948	474	0	-474	0.0%	0.00%
Standguide	323	0	0	0	0.0%	0.00%
The Construction Skills People	527	209	262	53	125.4%	49.72%
Total	3,500	1,673	1,152	-521	68.9%	32.91%

LOT 2 Provider	2021/22 Baseline	RO6 Profile	RO6 actual	Profile v Actual	% of target	
					To date	Year
					%	%
Bright Direction Training	265	60	6	-54	10.0%	2.26%
Eden Training Solutions	598	292	16	-276	5.5%	2.68%
Profound Services Ltd	780	528	3	-525	0.6%	0.38%
Skills Training UK	1,860	930	54	-876	5.8%	2.90%
The Construction Skills People	1,241	427	105	-322	24.6%	8.46%
Waltham International College	204	196	39	-157	19.9%	19.12%
Total	4,948	2,433	223	-2,210	9.2%	4.51%

LOT 3 Provider	2021/22 Baseline	RO6 Profile	RO6 actual	Profile v Actual	% of target	
					To date	Year
					%	%
Back 2 work Complete Training	154	63	8	-55	12.7%	5.19%
Learning Curve Group	168	82	0	-82	0.0%	0.00%
PET-Xi Training Ltd	65	23	16	-7	69.6%	24.62%
Skills Training UK	579	288	2	-286	0.7%	0.35%
Total	966	456	26	-430	5.7%	2.69%

LOT 4 Provider	2021/22 Baseline	RO6 Profile	RO6 actual	Profile v Actual	% of target	
					To date	Year
					%	%
Acis Group	309	147	2	-145	1.4%	0.65%
Big Ambitions CIC	240	118	60	-58	50.8%	25.00%
Headstart Health & Training Ltd	239	109	17	-92	15.6%	7.11%
SYHA	115	44	41	-3	93.2%	35.65%
The Employers Forum	80	44	82	38	186.4%	102.50%
Total	983	462	202	-260	43.7%	20.55%

Education Skills and Employability Board

08 March 2022

Programme Approval

Is the paper exempt from the press and public?	No
Purpose of this report:	Funding Decision
Is this a Key Decision?	Yes
Has it been included on the Forward Plan?	Yes

Director Approving Submission of the Report:
Gareth Sutton, Chief Finance Officer/s73 Officer

Report Author(s):
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Executive Summary

This paper seeks approval for an extension and variation of an existing agreement with Calderdale College for the continuation of delivery of the current Skills Bank Programme until the new programme is fully operational. The paper also seeks approval for delegated authority to be granted to the Head of Paid service in consultation with the Section 73 Officer and the Monitoring Officer to enter into legal agreement for the schemes.

What does this mean for businesses, people and places in South Yorkshire?

This report is seeking approval to extend the existing skills Bank which will support the MCA's aspirations and provide support needed to enable businesses upskill their workforce which, for some, is critical in planning for future growth whilst recovering from the impact of the pandemic

Recommendations

The board consider and approve:

1. Progression of an extension and variation to the existing agreement with Calderdale College for the continuation of Skills Bank Extension of "Skills Bank Interim programme".
 2. Delegated authority be given to the Head of Paid Service in consultation with the Section 73 and Monitoring Officer to enter into a legal agreement for the scheme above
-

1. Background

- 1.1 On the 2nd March 2021 the board agreed for interim arrangements to be explored to enable the current Skills Bank programme to continue until the new Skills Bank programme had been developed and implemented.
- 1.2 Skills Bank was originally delivered on behalf of the MCA by Calderdale College who were recruited through a full procurement exercise in 2018. They were contracted directly with the ESFA with a separate contract in place for the MCA element of the programme. The contract between the MCA and Calderdale College was extended to June 2022 with all training to have commenced by March 2022.

2. Proposal and Justification

- 2.1 The current Skills Bank programme is currently performing well against its contracted outputs. Despite the difficulties experienced from the Covid-19 pandemic demand remains high with over 107 business applications received and 998 learners approved for training with 273 already supported so far this year.
- 2.2 So far this year (21/22) £386k has been invested in training support from Skills Bank funds along with £412k employer contributions and the programme is on track to fully achieve programme outputs. Pipeline activity means we also have the potential to considerably overachieve on learner starts.
- 2.3 All training in the interim model is to have commenced in March 2022 but due to completion of the current Skills Bank procurement exercise this report is seeking approval to extend the programme for a further 3 months which would require a further investment of £188k. This would enable the programme to continue the offer to businesses without a break in provision.

3. Options Considered and Recommended Proposal

3.1 Option 1

Do not approve the recommendations in this report.

3.2 Option 1 Risks and Mitigations

If the Skills Bank programme were to close at the end of March this would leave many businesses without the support needed to upskill their workforce which, for some, is critical in planning for future growth whilst recovering from the Impact of the pandemic.

3.3 Option 2

Approve the recommendation.

3.4 Option 2 Risks and Mitigations

The Skills Bank Reserve is forecast to be £10,716k at 31st March 2022. The interim model would require a further investment of £188k leaving a further

£10,528k to support the future Skills Bank programme. In addition to this investment would be the MCA costs for programme management and admin of the programme which will be taken from a separate reserve budget

3.5 Recommended Option

Option 2

4. Consultation on Proposal

4.1 N/A

5. Timetable and Accountability for Implementing this Decision

5.1 Subject to the approval of the recommendations, the Head of Paid Service in consultation with the Section 73 Officer and Monitoring Officer will progress to enter into legal agreements with the promoter.

6. Financial and Procurement Implications and Advice

6.1 This report contains a proposal to deploy £188k of resource in support of Skills Bank aspirations.

6.2 This proposal can be supported from the reserve Skills Bank funding for the current financial year, which is forecasted to be c£10.7 million at 31/3/22. This resource was held in reserve to enable the MCA to react to unforeseen risks and opportunities, such as this.

7. Legal Implications and Advice

7.1 The MCA has devolved AEB duties and functions under the Apprenticeships, Skills, Children and Learning Act 2009. The funding will be released in accordance with the terms of appropriate legal arrangements to ensure the services being funded are provided.

8. Human Resources Implications and Advice

8.1 N/A

9. Equality and Diversity Implications and Advice

9.1 The Skills Bank is not designed as an approach to improving social inclusion, in the same way that this features in the devolved AEB programme, however data is monitored and reported upon and will continue for the duration of this interim programme.

10. Climate Change Implications and Advice

11. Information and Communication Technology Implications and Advice

11.1 N/A

12. Communications and Marketing Implications and Advice

- 12.1 Provision will be promoted in line with the MCA's Skills Bank comms and marketing strategy, working closely with partners to ensure businesses are aware of and able to access the support on offer.

List of Appendices Included

None

Background Papers

None