

# Leicestershire Adult Learning Service (LALS) Accountability Statement 2023-2024

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### 1. Statement of Purpose

Leicestershire County Council's Adult Learning Service (LALS) aims to engage adults into learning and support them develop a range of knowledge, skills and behaviours that promote further access to opportunity and wellbeing.

#### Strategic Goals

LALS programmes support the objectives of a number of key strategies, in particular Delivering Wellbeing and Opportunity in Leicestershire: Adults and Communities Department Strategy 2020–2024. The curriculum aligns to the themes within the County Council's Strategic Plan 2022-2026:

- Great Communities
- Safe and Well
- Improved Opportunities
- Clean and Green
- Strong Economy, Transport, and Infrastructure

#### LALS Mission Statement

LALS mission is to improve the lives of the people of Leicestershire using education as a vehicle for social mobility and increased life chances. We will support people, communities, and businesses to develop and engage in learning programmes to suit their needs with particular focus on the following themes:

- Improving essential skills (English, ESOL, Maths, Digital)
- Promoting health and well-being
- Engagement and/or building confidence
- Preparation for further learning
- Preparation for employment
- Career progression
- Equipping parents/carers to support children's learning
- Developing stronger communities



In each of these themes we will contribute to the delivery of priorities in positive partnership with other agencies, voluntary organisations, and providers, to develop learning activities that are driven by communities and businesses across the county. We will direct more resources towards the most vulnerable and disadvantaged and endeavour to actively engage those least likely to participate. In doing this, we aim to play a part in equalising access to learning, achievement, and progression, and provide best value for money for Leicestershire residents.

## 2. Context and Place

The county that LALS serves is predominantly rural by area, but urban by population. The total population of the county is 712,300 with 77.6% of the population aged 20 or over, compared to 76.9% for England. The county has experienced a 9.5% increase in population between 2011 – 2021.

69% of the population live in urban areas, 18% in rural towns and fringe settlements and 12% in rural areas. The population is ageing and becoming more ethnically diverse, with a significant Asian/Asian British population (8.2%).

In May 2023, 2.2% of the working age population of the county were claiming out of work benefits compared to 3.3% in the East Midlands and 3.7% in Great Britain.

Charnwood experienced the highest overall number of Universal Credit (UC) claimants in May 2023, with 2,585 claimants, followed by Hinckley and Bosworth with 1,655.

Office for National Statistics estimate that there is a total of 355,300 jobs in Leicestershire

80.0% working-age people are in employment  
(UK 75.6%)

2.2% claiming out of work benefits  
(UK average 3.7%)

24.6% residents are retired  
(UK average 21.5%)

40.7% working age population hold a level 4 qualification - (below the UK average 43.6%)

6.0% of Leicestershire population have no qualifications  
(UK 6.6%)

- 27.6% of those economically inactive in Leicestershire are students (UK average 26.3%).
- There is a high percentage of employees in manufacturing jobs located in Melton, and Hinckley and Bosworth, compared with other types of employment.

#### Local Industries and Professions

- Northwest Leicestershire has a high percentage of transport and storage related jobs.
- Charnwood has a high concentration of workers in the Education industry, followed by manufacturing.
- Blaby has a high percentage of employees in Professional, Scientific, and Technical jobs.

#### Educational Attainment

- Leicestershire compares positively against the East Midlands and Great Britain for the qualifications achieved. In 2021 - 81.6% of 16-64-year-olds had achieved a NVQ2 or higher, compared to 74.7% across the East Midlands. Leicestershire has 40.7% of people with an NVQ4 or above which is just below the average for Great Britain of 43.6%

#### Leicestershire Local Skills Improvement Plan

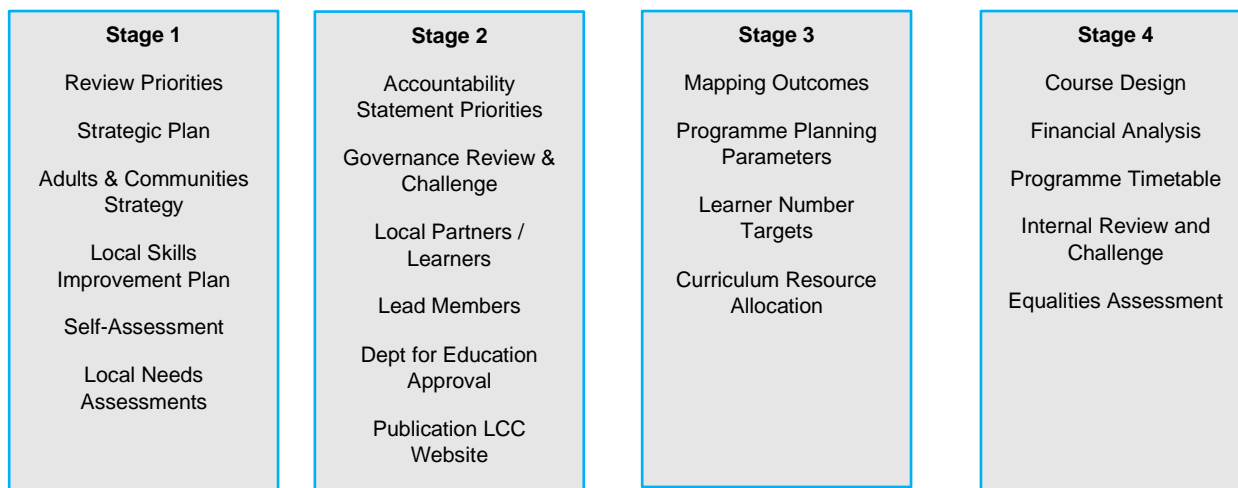
The Leicestershire Local Skills Improvement Plan (LLSIP) produced by the East Midlands Chamber, is one of eight employer representative bodies testing an employer-led approach to skills planning. The LLSIP focuses on the knowledge, skills, and behaviour (KSBs) that businesses identify as priorities to meet growth aspirations.

#### Key Findings

- Knowledge - across all sectors, technical and vocational knowledge areas are the most important to a business's success. The next top four identified knowledge requirements are: basic literacy, basic numeracy, health and safety, basic IT.
- Skills - team working is the most important skill across all sectors, followed by, verbal communication, specific occupational skills, written communication, and time management. In addition to technical and vocational knowledge and skills, employers highly value basic numeracy and literacy, along with other more transferable knowledge and skill areas.
- Behaviours – the LLSIP notes that employers value the right behaviours in their employees more than knowledge and skill areas. Being a team player is the most important behaviour, followed by, being hard working, reliable, resilient, and honest.

### 3. Approach to Developing the Accountability Statement

LALS Accountability Statement will help ensure the curriculum offer meets the needs of local priorities. The proposal is to integrate an annual refresh of the statement into stage 2 of the existing planning process prior to the preparation of programme planning parameters and the timetabling of courses.



Our approach will provide an opportunity for partners to comment on the programme and help steer planning proposals to ensure local needs are met and progression pathways are provided. Prior to the courses being scheduled the accountability statement will be reviewed and approved by elected members.

#### Planning the Curriculum Offer

The adult learning programme planning cycle draws on a range of evidence to inform the final curriculum offer. The timeline commences in November and finishes in April the previous academic year. The service develops curriculum planning parameters from an analysis of regional and local priorities. In-year performance data is used including, levels of achievement, learner destinations, end of course evaluations. Performance is also measured against regional and national benchmarks where these are available, to establish if LALS or another local provider is best placed to deliver a specific programme.

#### Programme Planning Parameters

Once the local needs analysis has been completed and priorities are approved by Elected Members the programme planning parameters are prepared by senior managers. Targets are set for curriculum teams including learner numbers, target groups, courses, geographical locations.

A service fees policy is agreed to ensure there is a consistent pricing of courses, fee remission and learner support funds are available to remove barriers to learning. To help generate additional income, full cost recovery programmes will be included to help cover service overheads.

The final stage of planning involves scrutiny from senior leaders and challenge to curriculum teams to test the strength of the rationale for including each

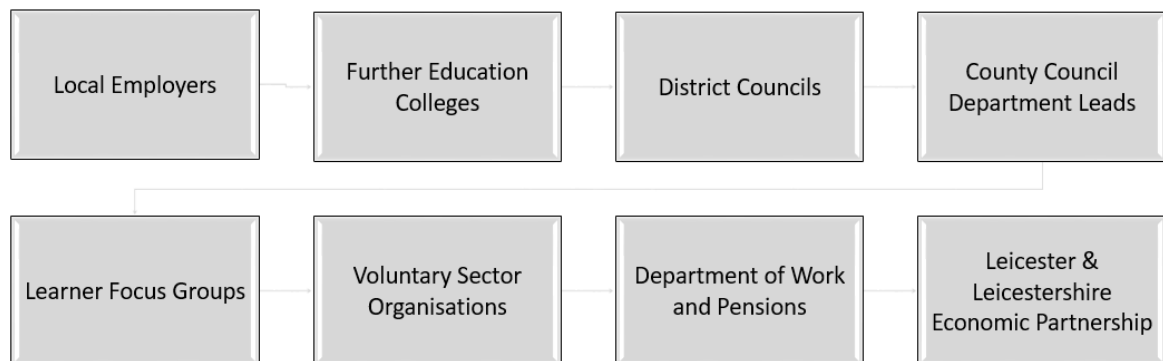
course within the programme offer. Prior to final approval consideration is given to:

- Alignment to the service 'Intent' and strategic goals
- Outcomes including employment, progression, volunteering personal development and wellbeing.
- Progression pathways
- Effective use of resources
- Geographical cover
- Alignment to employer needs
- Careers Information Advice and Guidance
- Areas of possible duplication
- Alignment to Regional Skills Improvement Plans (LSIPS)
- Inclusion of enrichment activities
- Plus, a final challenge to assess if LALS is the best placed provider to deliver the course given available expertise, resource, and previous performance of delivering the programme.

#### Working together to meet local needs

The (LSIP) identifies a need for further collaboration between learning providers to establish a comprehensive curriculum offer for the region. A number of key partners have been identified and the planning cycle is being tailored to include more opportunities for constructive dialogue to further improve the regional skills offer.

Key partners involved in shaping the regional adult skills programme include:



In 2023 District Councils will be allocated UK Shared Prosperity Funding (UKSPF) and discussions are currently ongoing to help ensure that there is an integrated skills offer that meets local needs and avoids duplication.

LALS intends to build on the recent partnership work developed through the national Multiply Project which has proved beneficial for engaging target groups and providing progression routes. In addition to in-house Multiply programmes the service is working with three Further Education Colleges and 10 organisations from the voluntary sector. This collaborative approach, helps with the engagement of different audiences, provides progression routes for learners, and reduces the risk of duplication.

#### 4. Leicestershire Adult Learning Service - Programme Priorities 2023/24

LCC Strategic Plan	Programmes contributing towards National, Regional and Local Priorities for Learning and Skills	Why are we doing it?
Improved Opportunities	<ul style="list-style-type: none"> <li>• We will deliver a range of English and maths programmes including Functional Skills and GCSE's enrolling 650 learners across these subject areas. These programmes will be offered on-site and online to provide greater flexibility for learners to attend.</li> <li>• Our Learning for Independence programme will support 340 individuals with Additional Needs. The programme will focus on enabling learners to improve health and well-being, increase independence and self-advocacy, engage with and be active in the community, progress to identified positive destinations including transition from Children's and Social Care services.</li> <li>• We will improve digital inclusion, increasing skills and confidence through the delivery of basic digital skills qualifications enrolling 500 learners to these programmes.</li> <li>• Our languages programme will include Deaf Awareness and British Sign Language (BSL) courses together with foreign language provision. These courses will be delivered to support, individuals develop language skills in addition to BSL for business and public sector organisations.</li> <li>• In partnership with schools, academies and LCC Children and Family Welfare Services, we will provide 800 places for those wishing to participate in family learning programmes. Courses will be targeted at more deprived areas where they can have most impact on improving opportunities for adults and children. In addition to providing adults with basic English and maths support, these programmes will equip parents with the skills they need to effectively support their children's education and development.</li> <li>• We will work with partners and explore opportunities to support young adults that qualify for educational health care plans.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to subject skills, delivery of basic skills courses will help learners develop skills valued by employers including communication, team working these programmes will embed the development of positive behaviours such as timekeeping, reliability, respect, and values. The importance of these characteristics is highlighted in the Local Skills Improvement Plan (LSIP).</li> <li>• The Learning for Independence programme is a discrete service for learners with additional needs. Courses develop learner independence in everyday life reducing demand on carers and support services. Courses also develop the behaviours and attitudes that enhance learners' abilities to positively represent themselves and contributed to the local community.</li> <li>• According to recent surveys conducted with local employers, Digital skills were identified as a barrier to productivity. Poor digital skills also limit individuals' ability to access services and can limit opportunities for career progression. Improving digital skills can reduce social isolation and reduce the impact this has on wellbeing, particularly in the more rural parts of the county.</li> <li>• LCC Children and Families Partnership Plan aims: to ensure children receive the best start in life, are safe and free from harm and support families to be resilient and self-sufficient. There are a range of benefits to parents from family learning including, the development of basic skills in English, maths, parenting skills, self-esteem, self-confidence.</li> </ul>
Clean and Green	<ul style="list-style-type: none"> <li>• LALS curriculum offer will include activities to raise awareness of sustainable living and promote the protection of our natural environment.</li> <li>• In collaboration with LCC Environment Services we will deliver a range of courses to help people minimise their impact on the environment. Community courses will include the popular Love Food Hate Waste, Reuse and Mend programmes previously delivered and we will pilot new programmes to help individuals reduce their carbon footprint and adopt behaviours to enhance the Leicestershire environment.</li> <li>• We will increase opportunities for learning online to reduce the need for learners to travel to centres with 15% of learners participating remotely.</li> </ul>	<ul style="list-style-type: none"> <li>• To achieve net zero carbon emissions in Leicestershire we need communities to take action to reduce their environmental impacts, such as by being more resource-efficient and travelling by sustainable modes. LCC Strategic Plan 22-26</li> <li>• A key action within the LCC Strategic Plan is to 'Raise environmental awareness amongst local communities, schools and businesses to promote positive action' National government has identified the need to reduce food waste which is currently estimated to be 10 million tonnes per year, as a national priority due to the impact on the environment.</li> <li>• Delivering more programmes online will help limit LCC's impact on the environment by reducing CO2 emissions from staff and learner travel as</li> </ul>

<p>Strong Economy, Transport and Infrastructure</p>	<ul style="list-style-type: none"> <li>• Work Based Learning programmes will contribute positively to local economic growth, and we will enrol a total of 35 Apprentices onto Payroll, Social Care, Teaching and Learning and Business Administration and Management programmes. We will attain an overall achievement rate of 68% for our Apprenticeship programme.</li> <li>• We will grow our basic skills programmes focusing on Digital, English, Maths. The programme offer will include basic introductory courses such as the Essential Digital qualification, English and Maths functional skills and GCSE's to provide individuals the foundations they need to support them in their personal or professional life.</li> <li>• The development of a new employer responsive offer will be central to our plans in addressing the local skills needs identified within the Local Skills Improvement Plan.</li> <li>• We will attain an overall learner Achievement Rate of 83.5% for our adult skills programme by providing high quality teaching and learning and the necessary additional learning support required to help disadvantaged target groups across the county succeed.</li> <li>• We will create stronger links between the service's Family Learning and ESOL provision to enable next steps for learners within these areas.</li> <li>• Our Work and Skills Leicestershire programme is designed to support unemployed or those at risk of losing their job find sustainable employment. We will work with District Councils to explore how this important programme can be funded beyond September 2023 and where possible extended to other areas.</li> <li>• In addition to the support and guidance provided through enrolment and initial assessment activity when learners join courses, we will provide a discrete Information Advice and Guidance (IAG) service to 500 clients who will benefit from a personalised career development plan.</li> </ul>	<p>infrastructure is developed to provide a more sustainable means of transport.</p> <ul style="list-style-type: none"> <li>• In addition to the contribution to the LCC Strategic plan activities map to priorities identified within Local Skills Improvement Plan (LSIP) priorities and Leicester and Leicestershire Economic Growth Strategy LLEP. Adult learning apprenticeships will support the delivery of a highly skilled workforce and these programmes will contribute to the wider workforce strategy to recruit to posts that are hard to fill. For example, within adult social care.</li> <li>• LSIP notes that across all sectors, technical and vocational knowledge areas are the most important to a business's success. The next top four identified knowledge requirements are: basic literacy, basic numeracy, health &amp; safety, basic IT.</li> <li>• To succeed at Level 3 and beyond, several steps can be required whether it be baseline literacy and numeracy or other steps to enable this, for example digital skills or more general Preparation for Life and Work courses which can be pre-level 1 and are the most popular courses for adults. The role of Adult and Community learning is pivotal here, alongside FE colleges. LLEP Skills Plan 2022-24</li> <li>• These basic skills courses will be targeted towards disadvantaged groups which will help them progress to positive destinations whether this be entering employment, career progression or going into further or higher education. The Council has a key role in helping to bring together learner progression routes across initiatives such as Multiply and other UKSPF projects through the existing Work &amp; Skills Board particularly with European Social Funded projects recently closing.</li> <li>• Combining IAG with effective initial assessment ensures individuals find the right level course increasing their chances of achieving their goals. IAG also provides signposting to other services helping prevent higher level of support where there is timely intervention.</li> </ul>
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Great Communities	<ul style="list-style-type: none"> <li>We will continue to support community integration through the delivery of a curriculum that appeals to people from different backgrounds. English for speakers of other languages (ESOL) programmes will support language progression from pre-entry to level 2. The programme will be expanded to 560 places helping to meet demand and for increasing number of residents settling in the county including programmes for those from Afghanistan, Hong Kong, Syria, and Ukraine.</li> <li>To provide more opportunities for local voluntary groups to meet and engage, we will provide more access to our three major centres at Thurmaston, Enderby and Loughborough to community groups. We will link with these groups and deliver programmes that develop the skills and confidence of people wishing to volunteer for example, skills to run local services.</li> <li>We will encourage residents and local businesses to take more control of steering curriculum design by convening 4 engagement events across the county to help capture their views during the curriculum planning process.</li> </ul>	<ul style="list-style-type: none"> <li>Our goal is for Leicestershire to have active and inclusive communities in which people support each other and participate in service design and delivery. LCC Strategic Plan 22-26</li> <li>Our Community Learning programmes will empower learners to take greater control of their lives. Course content will help learners develop a greater appreciation how they can contribute and influence things that have an impact on their own quality of life and the communities in which they live.</li> <li>There has been a decrease in the percentage of residents who feel that their local area is a place where people from different backgrounds get on well together (from 96% in 2019/20 to 91% in 2021/22). The ability to speak English provides greater opportunities for individuals to integrate and contribute to the local community and enterprise for the benefit of all. LCC Strategic Plan 22-26</li> <li>To support the Voluntary, Community and Social Enterprise (VCSE) sector and town and parish councils in their roles as providers of community-managed services and as community leaders.</li> </ul>
Safe and Well	<ul style="list-style-type: none"> <li>The programme offer will bring together people from different backgrounds helping them learn from each other and further develop tolerance and understanding.</li> <li>We will deliver Learning for Wellbeing and Mental Health programmes providing a combined output of 1,000 spaces on these courses to help people become resilient and recover from poor mental health. We will strengthen links with partners to improve referral from Social Prescribers and other agencies.</li> <li>We will create a safe learning environment and embed activities that develop confidence. Through these activities we will promote trust and respect for British Fundamental Values. We will empower individuals to speak up and take control of their own wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>Our goal is to work with partners to increase community cohesion and tackle hate crime. LCC Strategic Plan 22-26</li> <li>To develop behaviours, attitudes, knowledge, and skills which support learners to improve or maintain their wellbeing and resilience which may also contribute to preventing or reducing the need to access other services is a key priority of the A&amp;C Strategy – Delivering Wellbeing and Opportunity in Leicestershire. LCC aims to work with a range of partners internally and externally to address the wider issues that affect wellbeing and health. LCC Public Health Strategy 2022-27</li> <li>Programmes will help address social isolation by connecting people and promoting social interaction in a safe learning environment where learners with shared experiences can make beneficial and supportive social links.</li> </ul>

### LALS Learner Enrolment Targets

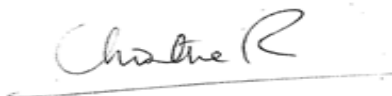
	Actual Enrolment Numbers				Target Enrolment Numbers		
	2019/20	2020/21	2021/22	2022/23*	2023/24	2024/25	2025/26
East	1106	641	894	823	1300	1300	1300
West	1495	790	1135	1140	1500	1600	1650
North	1601	1137	1570	1260	1500	1500	1600
South	2519	1483	2080	1898	2200	2200	2200
Total	6741	4061	5690	5550	6500	6600	6600

\* Academic year to date 10th May 23



**Corporation Statement/Sign-off**

LALS accountability statement will be signed-off and approved by elected members on behalf of Leicestershire County Council.



Christine Radford CC, Cabinet Lead Member for Adults and Communities

Name: .....

24 July 2023

Date: .....

The plan will be published on the Council’s website within three months of the start of the new academic year.

**Links to Supporting Documentation**

Leicestershire County Council Strategic Plan 2022-2026

[Delivering Wellbeing and Opportunity in Leicestershire - Adults and Communities Department Ambitions and Strategy for 2020 – 2024](#)

[Leicester & Leicestershire Enterprise Partnership LLEP Skills Plan 2022-2024](#)

[Leicester and Leicestershire Trailblazer Local Skills Improvement Plan](#)