

Luton 2040
A place to thrive



Adult Learning Accountability Statement

2023-2024

Luton 
**Employment
and Skills**
Unlock your potential



Luton Adult Learning Accountability Statement 2023-2024

The accountability statement is a new product emerging from the reforms introduced in the Skills for Jobs White Paper. It sets out what providers will do in return for the Department of Education's funding investment and must be submitted to the DfE by 31st May 2023. The statement allows providers to focus in on what and how they intend to deliver to support local, regional, and national needs.

Statement of Purpose

The council's strategic aim is that by 2040 Luton will be a healthy, fair and sustainable town, where everyone can thrive and no-one has to live in poverty and this is underpinned by 5 strategic priorities.

Our Priorities for Luton 2040

Building an inclusive economy that delivers investment to support the growth of businesses, jobs and incomes.



Improving population wellbeing and tackling health inequalities to enable everyone to have a good quality of life and reach their full potential.



Becoming a child friendly town, where our children grow up happy, healthy and secure, with a voice that matters and the opportunities they need to thrive.



Tackling the climate emergency and becoming a net zero town with sustainable growth and a healthier environment.



Supporting a strong and empowered community, built on fairness, local pride and a powerful voice for all our residents.



The Employment and Skills Strategy for Luton focusses on 4 strategic aims that underpin delivery within Luton Adult Learning.

- ⚙️ Skills driving economic recovery and growth
- ⚙️ Developing a pipeline of talented and resilient people
- ⚙️ Tackling long term inequality and economic inactivity
- ⚙️ Creating an adaptable and upskilled workforce



Luton Adult Learning Strategic Aims and Objectives

The priority areas of activity in 2023-24 are determined by national policy and local need. The strategic goal that the Service has been set by Luton Council is to contribute to its 2040 vision by:

- ⚙️ Ensuring that residents take advantage of their Level 2 and 3 entitlement.
- ⚙️ Better equipping residents of all ages to get jobs.
- ⚙️ Working effectively with partner organisations to ensure that the town's most vulnerable residents are safe and supported.
- ⚙️ Working effectively with partner educational organisations to ensure that learners have a seamless skills pathway.
- ⚙️ Supporting residents health and wellbeing.

Service Vision

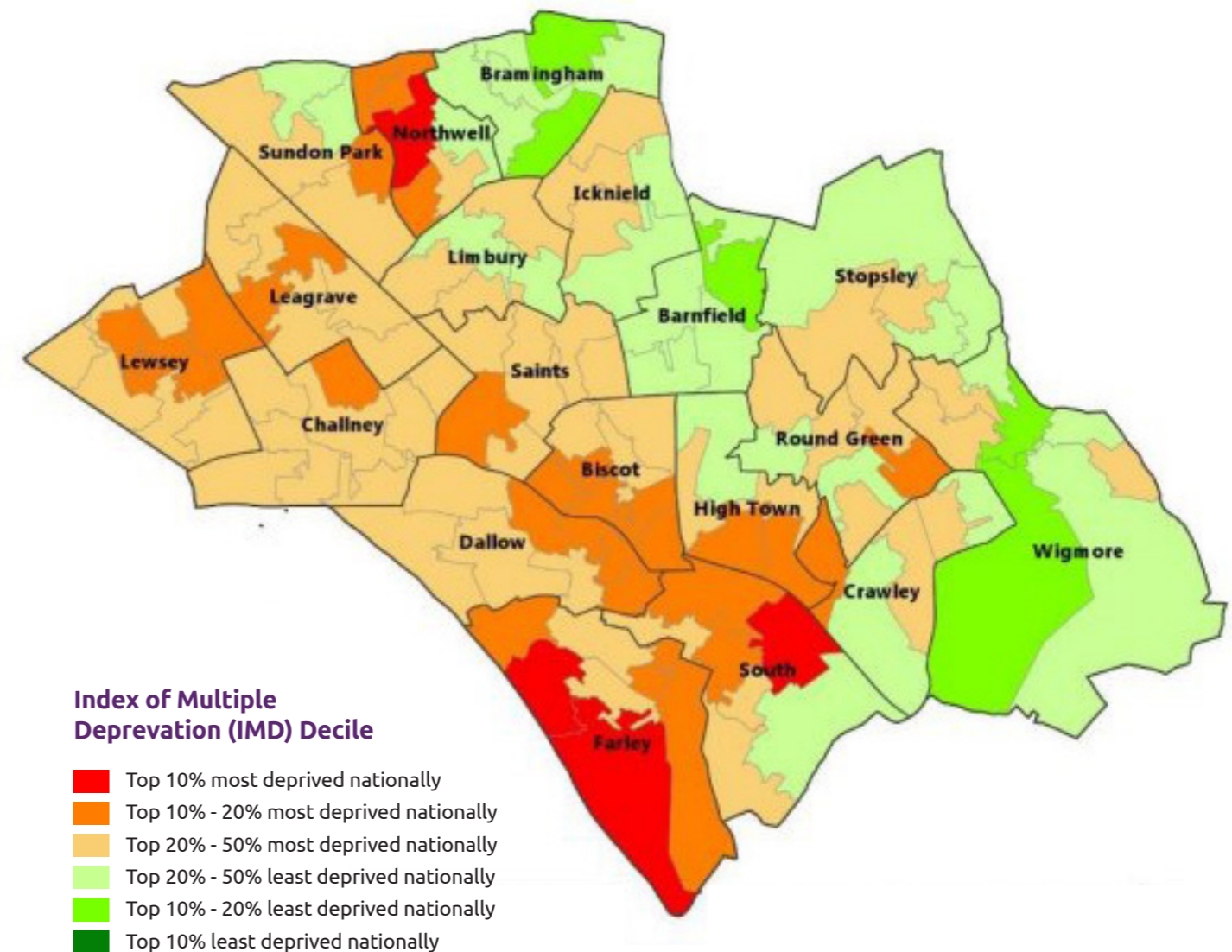
To deliver inclusive growth, where Luton's residents are able to access the education, skills and employment support they need to enable them to secure fulfilling, appropriate, sustainable careers throughout their lives, which supports the growth, diversity and prosperity of the local economy.

Context and Place

Luton is a densely populated urban area, substantially more so than England averages, with an estimated population of just under 255,000. As a super diverse town, which is one of only three majority non-white British towns in the UK, Luton is significantly more ethnically diverse than the English average, with large Pakistani, Bangladeshi, Indian, African and Caribbean communities.

Luton is currently ranked 70th most deprived out of 317 local authorities and has four output areas in the 10% most deprived parts of the country. These are Northwell, South and two in Farley.

Index of Multiple Deprivation (IMD)



Qualification levels are lower than national averages in Luton:

- ⚙️ 9.8% of the working age population in Luton have no qualifications, which is 3% higher than national averages.
- ⚙️ 72.5% of the working age population in Luton are qualified up to Level 2, which is 5.5% lower than national averages.
- ⚙️ 37% of the working age population have qualifications at level 4 or above, which is 6.5% lower than national averages.

The Service has developed a 'bottom-up' learner and employer responsive curriculum model, which offers a rich variety of learning and training programmes that are comprised of Adult Skills courses, including ESOL, Apprenticeships, Vocational courses and Community Learning.

Local Strengths

- Strong FE/HE base with wider levels of engagement.
- Provision increasingly geared around local employers.
- A strong strategic focus on inclusive growth and skills, with considerable momentum.
- Wider labour market catchment is broad and dynamic.
- 4th most entrepreneurial area of the country. *(UK Vitality Index report, Lambert Smith Hampton)*
- Key investments in local economy are being made.
- Inward investment remains strong with new businesses re-locating to Luton and speculative development continuing.
- Luton will receive £20 million of Levelling Up funding to develop The Stage, a mixed-use development to provide over 400 new homes, 7,000sqm of high quality workspace, 2,000sqm of community space, a new cycle hub and improved public realm.
- A modern commercial business park is being developed by Prologis in the town centre, which will support businesses that are growing in Luton, or who want to relocate. The proposal is expected to generate more than £66m in gross added value per annum, will create approximately 450 new jobs on site and hundreds of others in the supply chain. It is also expected to bring new investment into Luton in growing sectors, such as logistics.



Local Challenges

- There are gender and ethnic inequalities in skills and employment outcomes. Luton's residents are less likely to achieve high attainment scores at GCSE and A level, whilst those from disadvantaged background are least likely to progress.
- There are persistently high levels of economic inactivity that are higher than comparators and the national average, particularly for those from ethnic and migrant backgrounds, women and those physically or mentally impaired.
- Residents are not accessing the best paid jobs versus those commuting into the borough and there is also a pronounced gender pay gap.
- Skilled talent is drawn outside of Luton to neighbouring areas.
- A projected decline in overall population and working age population could tighten labour supply.
- Life expectancy and healthy life expectancy in Luton is below the national average.



400
NEW HOMES

450 JOBS



The Planning Approach

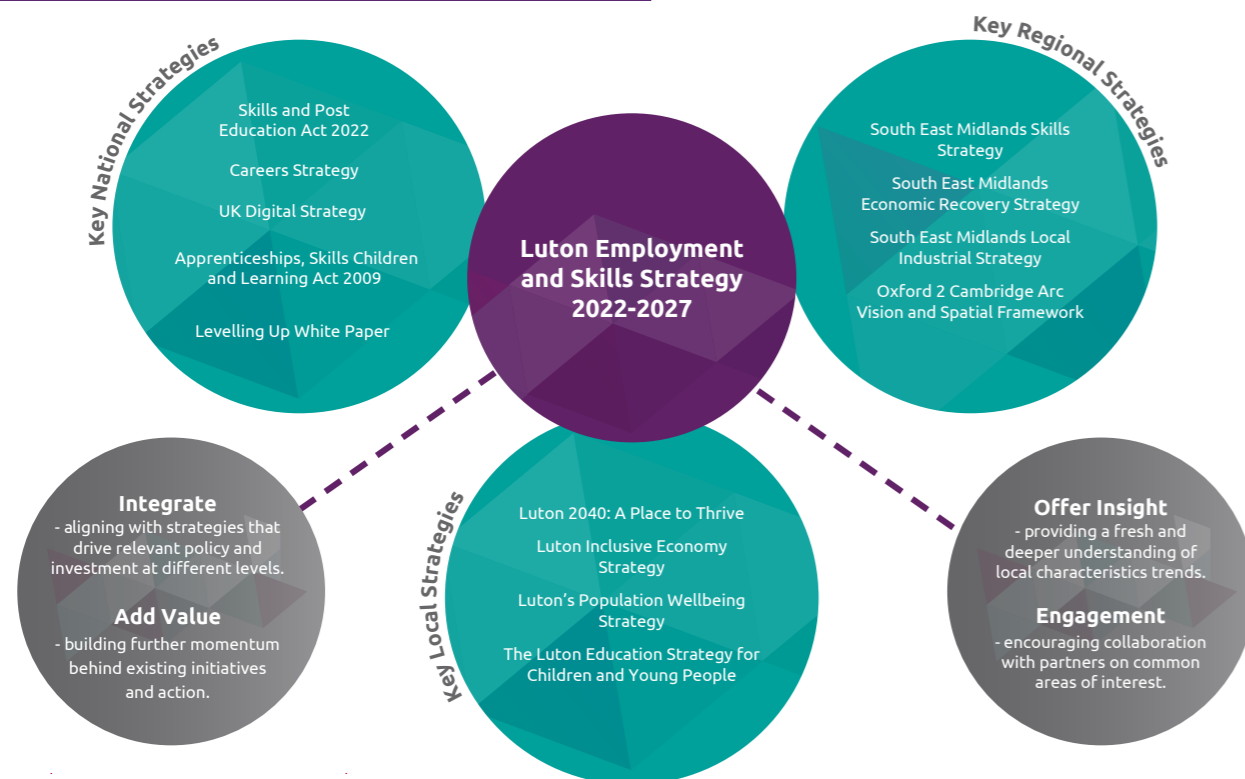
When determining our curriculum strategy we pay heed to four key drivers:

1. Our strategic aims.
2. The national and regional economic context.
3. Emerging government national and regional policy ambition.
4. Local skills requirements and stakeholder needs.

Critical to the success of our strategic aims is effective stakeholder engagement. Our main stakeholders are:

Contribution to national, regional and local priorities

Making the connections – Strategic alignment



The employment and skills strategy was co-created with direct engagement with more than 300 organisations, communities and individuals to ensure that national, local and regional priorities were fundamental to its development. The employment and skills four strategic priorities are expanded upon below:

Strategic Priority 1

Skills Driving Economic Recovery and Growth

- Decrease in the number of hard to fill vacancies
- Increase in the proportion of residents in higher level occupations
- Increase in the number of jobs and job density
- Increase per Job Average Productivity (GVA)

Strategic Priority 2

Developing a Pipeline of Talented and Resilient People

- Increase in the proportion of residents with 5+GCSEs
- Increase in the number of apprenticeship and traineeship completions
- Increase in the levels of FE and HE participation
- Increase in the levels of FE and HE progression

Strategic Priority 3

Tackling Long-Term Inequality and Economic Inactivity

- Decrease in the proportion of benefit claimants
- Decrease in the proportion of unemployed and economically inactive
- Increase in the proportion of jobs paying the Real Living Wage/wage equality
- Decrease in the proportion of total population registered as NEET

Strategic Priority 4

Creating an Adaptable, Upskilled Workforce

- Decrease the level of reported business skills gaps and shortages
- Increase in the Adult and lifelong learning participation levels
- Increase in the proportion of businesses investing in CPD and training
- Decrease in the proportion of residents with no qualifications or Level 1

Adult Learning's strategic aims come directly from the Employment and Skills priorities:

Strategic aims and objectives for Adult Learning	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills
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Ensuring that residents take advantage of their Level 2 and 3 entitlement

By 31st July 2024 we will recruit to fill workforce gaps in priority subject areas linked to the level 2 and 3 entitlement. Currently 2.5 FTE teaching vacancies.

By 30th April 2024 we will recruit to grow our team of casual teachers by 2 to further support residents to take advantage of their Level 2 & 3 entitlement.

By 30th April 2024 we will have supported one teacher to complete the ETF Teaching Maths GCSE: Develop your practice (Level 5 module) to further increase capacity and expertise in the delivery of the level 2 entitlement.

We will extend our timetable. By 31st July 2024, alongside our daytime/evening and blended learning opportunities, we will have offered 6 courses that run on a Saturday to align with residents work patterns and other responsibilities.

By 31st July 2024 we will have enrolled 1,000 learners onto our L2 pathways for maths and English, including our First Steps Community Learning provision and Multiply funded programme.

Relevant Local, Regional & National Priorities

This supports local, regional and national priorities by giving people the opportunity to gain the skills that employers value, so that they can improve their job prospects and wage outcomes: Luton 2040; Employment & Skills Strategy 2022-2027; South East Midlands Skills Strategy; Skills & Post 16 Education Act 2022; Levelling Up.

Better equipping residents of all ages to get jobs

By 31st July 2024 we will use our Passport to Employment programme to support 600 residents into further learning and work. The team will work closely with our Economic Growth colleagues to ensure that programmes reflect local skills gaps.

Throughout 23/24 we will reflect termly on local LMI data and intel from the LSIP in order to inform curriculum planning. Adapting the curriculum as needed in order to ensure that the curriculum meets the needs of residents and local employers. This will support the South East Midlands Employer Representative Body's request that training providers become solution seekers and move away from an emphasis on listing qualifications and course content once a year.

We will use our enrolment and destination data to check our learner's age profiles to ensure our offer is reaching all working age groups and beyond and by 31st July 2024 we will enrol an additional 20 learners who are unemployed or economically inactive aged 55 and over.

We will grow our apprenticeship programme in key priority areas. To do this we will increase the number of apprenticeship starts to 40 by 31st July 2024. Will also push our apprenticeship achievement rates back up to National Average.

Relevant Local, Regional & National Priorities

This supports local, regional and national priorities by supporting people of all ages, particularly those who are NEET, into employment. It also encourages older people who have left the workplace early to consider returning to work or looking at a new career: Luton 2040; Employment & Skills Strategy 2022-2027; South East Midlands Skills Strategy; Skills & Post 16 Education Act 2022; Levelling Up; Careers Strategy.

Working effectively with partner organisations to ensure that the town's most vulnerable residents are safe and supported

We will issue our sub-contracting prospectus by 12th June 2023 so that sub-contractors are ready to deliver by September 2023.

We will make it explicit in the ITT that sub-contractors must have innovative ways to engage with those residents who have multiple barriers to education and employment.

We will sub-contract out a proportion of our ESFA Community Learning funding to local community organisations to enrol 150 learners who are the furthest from learning by 31st July 2024.

By 31st July 2024 we will have increased our Community Learning numbers to 1,500 by undertaking a minimum of 3 focused curriculum marketing campaigns and recruiting to employ an additional 0.5 FTE Programme Leader to increase our networking capacity and broaden our reach.

Relevant Local, Regional & National Priorities

This will help to ensure our offer reaches residents with multiple barriers to learning, which will support the Population Wellbeing Strategy's aim to improve the quality of life for our residents by supporting everyone to reach their full potential. It also feeds directly into one of their five priority targets, which is to ensure there is better support for mental wellbeing and reduced social isolation for people of all ages: Luton 2040; Population Wellbeing Strategy; Levelling Up.

Working effectively with partner educational organisations to ensure that learners have a seamless skills pathway

Work carried out by the Employment and Skills Partnership Board, which includes Adult Learning, Senior Leaders from the local FE and Sixth Form Colleges and the University of Bedfordshire, shows that lack of English is a barrier to learning in Luton. To ensure learners can access the skills pathways available we will enrol 600 learners on to ESOL courses by 31st July 2024.

To supplement the advice on skills pathways provided by class teachers, a member of the support services team will provide information and advice in the student hub twice a week throughout 2023/24.

Multiply funding is providing a new pathway through to Functional Skills and GCSE courses and this year we have over-delivered by the provisional 10% tolerance and more. As such we have spoken to our area manager and have been given the go-ahead to sub-contract with neighbouring authorities so that we can extend our offer to people who live outside of the borough, but work in Luton, in order to support Luton businesses to upskill their workforce. By 31st March 2024 we will sub-contract with a minimum of one other local authority.

Relevant Local, Regional & National Priorities

This will support residents to formulate specific, achievable career goals and to understand and follow the most effective pathway to success, which will support more Luton residents to gain the higher paid roles in the town that currently go to those living outside the borough: Luton 2040; Employment & Skills Strategy 2022-2027; South East Midlands Skills Strategy; Skills & Post 16 Education Act 2022; Careers Strategy.

Supporting residents health and wellbeing

We will address health inequalities by enrolling 275 learners on to our wellbeing courses by 31st July 2024.

By 31st July 2024 we will have supported 5% more disabled residents by enrolling 472 learners with learning difficulties and disabilities on our courses.

The ageing population nationally, means there is a growing necessity for health and social care. We will enrol 25 new learners onto our Adult Social Care pathway by 31st July 2024.


We will continue to offer local employers and organisation fully funded Mental Health First Aid England courses and will deliver to a minimum of 20 individuals by 31st July 2024. As part of our Pound Plus strategy the money raised will be used to fund wellbeing course for local resident in order to further support the wellbeing of our vulnerable residents.

By 31st July 2024 we will employ an additional FTE Adult Social Care teacher.

Relevant Local, Regional & National Priorities

This will support the council's Population Wellbeing Strategy's priority outcome 4: greater support for mental wellbeing and reduced social isolation for people of all ages: Population Wellbeing Strategy; Luton 2040; Levelling Up.

Supporting Documentation

-  https://www.luton.gov.uk/Council_government_and_democracy/Lists/LutonDocuments/PDF/Luton2020-2040/Luton-2040-strategic-vision.pdf
-  https://m.luton.gov.uk/Page/Show/Council_government_and_democracy/2040/Pages/Inclusive-economy-strategy.aspx
-  <https://thinkluton.co.uk/luton-skills-and-opportunities-programme/>
-  <https://files.ofsted.gov.uk/v1/file/2736511>
-  <https://www.semlep.com/economic-recovery-strategy/>
-  https://m.luton.gov.uk/Page/Show/Council_government_and_democracy/2040/Pages/Population-wellbeing-strategy.aspx
-  <https://www.instituteofhealthequity.org/resources-reports/reducing-health-inequalities-in-luton-a-marmot-town>
-  <https://www.semlep.com/industrial-strategy/>
-  https://www.semlep.com/modules/downloads/download.php?file_name=2311

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