

Learning and Skills Council North West

European Social Fund
LSC Co-financing Plan for the North West of England
For the period January 2007 to December 2010

Approved Plan – Amended May 2008



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PART A – SUMMARY AND MANAGEMENT ARRANGEMENTS

1. INTRODUCTION

1.1 Introduction

This document sets out the LSC's intentions in respect of the ESF 2007-13 programme and how we are meeting the priorities set out in the ESF Regional Framework for the North West. The LSC's intentions are to utilise both ESF and LSC funds to undertake activities as described in the ESF Operational Programme for England and Gibraltar 2007-2013. The overall objective of the plan is to make a significant contribution to sustainable economic growth and social inclusion by increasing employment, reducing economic inactivity and developing a skilled and adaptable workforce thereby contributing to the ESF Regional framework and the Lisbon agenda.

The LSC recognises that the development of the Regional Skills Priorities for the North West and the development of the ESF Regional Framework for the North West involved wide ranging consultation with partners. Through the mechanism of the Co Finance Plan (CFP) we aim to demonstrate how the LSC will meet the North West's priorities.

Within the context of a single national ESF programme we have established three clear priorities which are in line with the core remit of the LSC which exists to make England better skilled and more competitive.

- Support individuals to secure sustained employment;
- Reduce the number of young people who are not in education, employment or training;
- Work with employers and individuals to meet skills gaps and shortages thereby improving competitiveness.

Our approach remains essentially local. Our interface with local partners and learning providers is led by our local offices and partnership teams. To minimise bureaucracy and to provide flexibility there is a single Co-Finance Plan (CFP) for the Northwest region in line with national guidance.

This document sets out our intentions for Co-financing ESF together with our own match funding for Priority 1 and Priority 2 of the North West ESF Programme for the period January 2007 to December 2010. Project activity will commence from January 2008.

This final draft of the CFP sets out our approach following a significant consultation exercise under taken in July and August 2007, ongoing discussions with other Co-Finance organisations and stakeholders and feedback from Government office..

1.2 Policy Framework

The development of this Co-finance Plan has been framed by reference to a number of key strategic documents including:

- DWP European Social Fund in England and Gibraltar;
- UK National Reform Programme 2005-8 - October 2005 (Her Majesty's Treasury);
- The Northwest Regional Economic Strategy;
- ESF Regional Framework for the North West 2007-13;
- The Northwest Regional Statement of Skills Priorities;
- The Northwest Competitiveness Programme (European Regional Development Fund).

1.3 Our Objectives

The Objectives of the Co-Finance Plan are wholly in line with those of the national ESF Programme. The priorities are focused on reducing worklessness, increasing economic activity rates and in driving competitiveness through enhanced workforce skills. They directly contribute to the Lisbon agenda.

1.3.1 Priority 1

The objective of Priority 1 is to increase employment and to reduce unemployment and inactivity. It will help to tackle barriers to work faced by disadvantaged groups such as people with disabilities and health conditions, lone parents and other disadvantaged parents, older workers, ethnic minorities, and people with no or low qualifications. It will also help young people make a successful transition to the world of work, in particular those not in education, employment or training (NEET), or at risk of becoming NEET.

1.3.2 Priority 2

The objective of Priority 2 is to develop a skilled and adaptable workforce by: Reducing the number of workers without basic skills; increasing the number of workers qualified to level 2 and, where justified, to level 3; reducing gender segregation in the workforce; and developing managers and workers in small enterprises. There will be a particular focus on the low skilled and on addressing skills shortages.

By developing a skilled and adaptable workforce, this priority will help to improve productivity, innovation, enterprise and competitiveness. It will help workers to develop the skills needed by business in a knowledge-based economy. By focusing on those who lack basic skills and level 2 qualifications, this priority will also promote sustainable employment and social inclusion. By improving the qualifications of low skilled and part-time women workers, it will help to promote gender equality and reduce gender gaps in the workforce.

1.4 Our Approach

The ESF Regional Framework sets out how ESF spending can support regional employment and skills priorities in the context of a single national ESF Programme for England. Planning employment and skills activity in an integrated way is central to recommendations in the Leitch review. Our priorities are therefore to:

- Improve the qualifications and skills of the low qualified and low skilled;
- Increase employment rates;
- Reduce the rates of economic inactivity;
- Raise the skills levels of the workforce resulting in increased competitiveness.

In implementing the Co-Finance Plan the LSC intends to reflect the recommendations of the Leitch Review which reported in December 2006 on the UK's longer-term skill needs, and on how skills and employment services should complement each other. As a consequence we will:

- Align ESF with other employer focused activity, for example, Train to Gain including the brokerage service which are meeting employer skill needs;
- Target investment to address skills shortages and gaps arising from major growth opportunities and restructuring of the economy.
- Route public funding of vocational skills through demand-led routes;
- Integrating public employment and skills services to deliver sustainable employment to more disadvantaged people can gain skills and jobs;
- Increase employer investment in skills.

To achieve this we have:

- Aligned the Co-Finance Plan to the Regional Economic Strategy and Regional Skills Priorities and has worked closely with colleagues in the NWDA to ensure coherence with the ERDF programme
- Worked closely with DWP (Jobcentre Plus), City Employment Strategy consortia and Merseyside partners in designing and developing our plans, determining what we need to procure and agreeing the focus of activity, budgets and planned activity.
- Work closely with employers the TUC and employer networks to identify skills needs;
- Addresses employment and skills priorities identified in Local Area Agreements;
- Committed to procurement of both ESF and match funding by Open and Competitive Tendering (OCT);
- Targeted ESF and match funding where it will add greatest value;
- Anticipated increasing levels of investment from employers.

In addition we will:

- Procure high quality provision which meets minimum standards and intervene appropriately where provision is deemed to be unsatisfactory.

1.4.1 Extending Employment Opportunities

The LSC recognises the importance of working closely with local partners through the emerging employment and skills boards, Local Strategic Partnerships, Multi & Local Area Agreements and with City Employment Strategies and Local Employment Partnerships to address sub-regional and local needs. We will strive to align ESF with other investment. Resources will be targeted where they can most effectively enhance the impact of national, regional and local strategies and bring maximum added value to the LSC's mainstream budgets. We are working especially closely with Jobcentre Plus and alongside City Employment Strategies. We will work with Sector Skills Councils (SSCs) and with Sector Skills and Productivity Alliances (SSPAs) to ensure that we address the needs of employers. In Part B we set out the specific activities, outputs and results.

1.4.2 Reducing the Number of Young People classified as NEET

The number of young people not in education employment or training remains persistently high in some areas of the Northwest. The LSC intends to work closely with 14-19 consortia to identify those areas where there are high concentrations and high volumes of NEET and where ESF can add most value to existing interventions. The most significant feature underlying the headline figures is the contrasting performance of different Local Authority areas in which some NEET rates fell but many actually rose, particularly within Greater Manchester as well as the City of Liverpool and Halton.

Significant resources have already been targeted at reducing NEET. The LSC will seek to target ESF activity where it can make a significant contribution adopting a flexible approach which will allow us to shift resource as and when necessary.

Data for March 2007 show that the proportion of young people NEET in the North West increases from 9.0% at age 16 to 9.9% at age 17. It then declines to 9.5% at age 18. Some inroads have been made into this higher rate at 17 which had been 10.5% twelve months earlier. More remains to be done to fully understand and address the rise in the NEET rate between age 16 and 17. This problem is most acute within parts of the urban conurbations of Manchester and Liverpool.

Young people with learning difficulties and/or disabilities (LDD) are disproportionately represented in the NEET group. In the North West 8.8% of young people aged 16-19 have a LDD. However those with a LDD make up around 25% of the NEET group. Around 20% of all young people with a LDD in the region are NEET.

Young offenders also continue to make up a significant proportion of the NEET cohort and there has been limited progress towards meeting the national target of 90% in learning or employment. We will procure activity specifically targeted at meeting the needs for this group.

For some young people issues of gender stereotyping in terms of occupational choice remain and this prevents some young people from considering a wider range of opportunities. There are similar issues in relation to young people from BME communities where in some cases the occupational profile of the adult population is narrower than in the population as a whole. For example young people from a BME background are less likely to access apprenticeship opportunities.

1.4.3 Developing a Skilled and Adaptable Workforce

The LSC will work closely with employers, Sector Skills Councils (SSCs), employer organisations, the TUC and community & voluntary sector organisations to increase the skills of the workforce. We will work alongside the Regional Skills Partnership (RSP) to ensure that we address the regional skills priorities and with the Northwest Development Agency and sub-regional economic partnerships to align activity with the Northwest Regional Competitiveness Programme (ERDF).

The need to work locally is particularly important in relation to activities to support the workless and those without Level 2 qualifications. Local interventions work best with providers who know and understand local needs. At level 3 and 4, where appropriate, we will adopt a more regional approach, focused on specific growth sectors, aligning investments with other initiatives, for example, Skills Academies and the Level 3 pilot as well as in relation to higher level skills.

For higher level skills we will work closely with the North West Universities Association to add value to the current HEFCE funded Higher Level Skills Pathfinder pilot and work alongside the North West Universities Association

1.4.4 Complementing Other Activity

Within Part B of the plan the LSC sets out those activities which we propose to undertake within each of the sub-regions which will secure added value. We will ensure that our plans complement other activity by:

- Working alongside DWP (Jobcentre Plus) to develop or plans and procurement activity;
- Ensuring our local offices and partnership teams work closely with partners to develop overall investment plans, for example, through City Employment Strategy consortia and Local Strategic Partnerships;
- Operating a single procurement process and aligning ESF to the LSC's annual business cycle and procurement cycle;
- Working closely with other CFOs and 'commissioning' partners to avoid unnecessary duplication;
- Align ESF investment with the priorities set out in Local Area Agreements in respect of employment and skills.

In developing the sub-regional approach we recognise the particular issues facing the Halton area which, although forming part of the Merseyside sub-region, is not part of the 'phasing in' area. Where possible the LSC will procure provision in Halton which is coherent with that procured in the Merseyside phasing in area albeit the level of funding available is significantly less.

1.4.5 Promoting Innovation

In achieving the outputs and results as set out in the national ESF programme the LSC will invest in a range of interventions which:

- Provide additional support to disadvantaged groups giving them an increased likelihood of success;
- Add value to our mainstream provision;
- Support innovation and risk taking.

Activities are likely to embrace:

- Providing additional outreach and engagement activity in areas with high concentrations of workless households;
- Undertaking activities in areas with low job densities to encourage employers to recruit individuals who are currently without work;
- Supporting individuals who need additional support to achieve a Level 2;
- Funding individuals to a second Level 2 to meet a skills shortage or to increase the likelihood of sustaining employment;
- Securing sustainable employment by providing support to individuals and employers and linking pre-employment support to post employment training such as Train to Gain;
- Supporting enterprise activities where this might provide an employment opportunity for certain individuals;
- Adding value to mainstream activity by extending the target groups.

1.5 Responding to the Regional Framework

The Regional Skills Partnership has overseen the development of the North West ESF Framework. The North West Statement of Skills Priorities for 2007 – 2010 is the means by which key elements of the North West Regional Economic Strategy relating to skills, employment and learning will be secured. The Statement has also acted as a key framing document for the ESF Regional Framework for the North West of England 2007-13.

The Statement of Skills Priorities for 2007 – 2010 was deliberately produced with a three year time horizon to more closely align it with the Regional Economic Strategy and with ESF investment timeframes. Development of the Statement involved a significant level of consultation with stakeholders.

The LSC has produced and published a Strategic Assessment which has underpinned our annual Commissioning Plan. The RSP skills priorities have shaped the nature and content of the Strategic Assessment and the Commissioning Plan. Our intention is to develop the CFP as part of our overall Commissioning Plan. Both the Strategic Assessment and the Commissioning Plan will be revised in 2007.

The priorities address demand and supply issues across the spectrum of activity. Underpinning priorities are to ensure that consistently high quality of provision is available to meet the needs of individuals and employers across the region and that equality and diversity is embedded within all of our funded activities.

The Priorities for 2007 to 2010 are to:

- Tackle worklessness by linking people, jobs and training;
- Increase the participation of 16-19 year olds in education and/or work based learning, thereby securing increases in Level 2 and Level 3 attainment and progression into higher education;

- Increase the proportion of adults with the skills and qualifications needed for employment, with a focus on Skills for Life and Level 2 attainment;
- Support adults to progress beyond Level 2 and to attain skills and qualifications at Level 3 and above, with a focus on key sectors;
- Stimulate employers to invest more in workforce development which meets business needs including innovation, management, leadership and intermediate and higher level technical and professional skills;
- Stimulate demand for, and investment in entrepreneurial, intermediate and higher level skills from individuals;
- Support providers to respond to the needs of individuals and employers through delivery of high quality provision.

Ability to address these priorities successfully will be dependent on:

- Availability of appropriate finance to support learners;
- Availability of appropriate information, advice and guidance to individuals and employers;
- Practical support to job seekers, learners and employers appropriate to their needs; and
- Best use of technology to support learners and deliver skills.

1.6 Overall Approach to Programme Management

To maximise the added value of ESF the LSC is committed to an integrated model linking ESF activity much more closely to mainstream activity. The Regional Skills Director will have overall responsibility for implementation of the CFP reporting on a monthly basis to the Regional Management Team. A small team at regional level will co-ordinate overall development and implementation of the plan and provide a single point of contact for GONW.

Our priority is to work with partners to address and respond to local need. Our prime contact with local partners, sub-regional partnerships and our providers will be through our local offices and partnerships teams. In responding to specific skills issues at Level 3 and Level 4+ skills, when appropriate, a regional approach will be adopted.

Management and monitoring of our Co-finance Plan will be embedded throughout the organisation to maximise the benefits of combining systems and developing expertise throughout the organisation. ESF contract management will be embedded within the operational functions of the LSC, with monitoring and evaluation forming part of their responsibilities.

In order to demonstrate the impact of both ESF and mainstream funding the LSC will produce a six monthly progress report which will be disseminated to stakeholders within the region including the RSP, NWDA, sub-regional economic development partnerships, City Employment Strategies, the emerging Skills and Employment Boards, Local Strategic Partnerships, local authorities and providers.

1.7 Co-financing

Co-financing means combining both the ESF money with the required match funding to providers into a single funding stream. Organisations that do this are called co-financing organisations (CFOs).

The LSC in the Northwest was approved as a Co-Financing organisation in 2002. The LSC applied to renew its Co-finance status on the 29th June 2007 to DWP via Government Office for the North West and formal approval of our renewed status has been confirmed.

1.8 Geographic Coverage

The LSC's Co-financing activities cover the whole of the North West region of England. There are two distinct areas:

- a) The 'phasing in' area of Merseyside which covers the former Objective 1 programme area.
- b) The remainder of the North West outside the 'phasing in' area of Merseyside.

A full list of Local Authority boundaries included in the two areas above is listed at the end of Part A.

2. FUNDING AND ADDED VALUE

A breakdown of planned expenditure is set out in Table 1 for the North West (excluding Merseyside) and Table 2 for the Merseyside 'phasing in' area.

One CFO in each region will have responsibility for ESF community grants and the LSC intends to undertake this role for the Northwest area excluding Merseyside. In the Merseyside 'phasing in' area alternative arrangements will operate. This may involve management of Community Grants via a community and voluntary sector consortium.

The LSC will manage community grants via a single managing agency with at least one contract in place secured via open and competitive tendering. Grants will be restricted to Priority 1 with 2.5% of the Priority 1 funding allocated to community grants.

The proposed share of activity and related budgets arise from:

- Our assessment of the regional priorities and alignment with LSC priorities and programme;
- The region's allocation of beneficiary numbers and results;
- The ESF National Programme and guidance in respect of Co-Finance;
- Discussion with Government Office and DWP (Jobcentre Plus);
- Dialogue with partners in Merseyside in respect of the Complementary Strand.

The outcome of these discussions to date is that the LSC is proposing to make a significant reduction to the scale of activity we were initially proposing in respect of Priority 1 activity in relation to actions for employment for the Northwest (excluding Merseyside).

2.1 Funding Proposals Summary

The tables 1 and 2 below provide a summary of the allocations which the LSC is proposing to secure across both the Northwest (excluding Merseyside) and also the Merseyside Phasing In Area for both Priorities for the period 2007-13. Following consultation and for purposes of clarity we have set out the share of the total budgets which the LSC will seek to secure during the lifetime of the programme together with our proposed spend in the 2007-2010 period.

On Merseyside we have worked with Government Office, DWP, Jobcentre plus and local authority colleagues to ensure that we have an appropriate balance between Co-finance activity and the 'complementary strand' within Priority 1. The development of a single investment framework which underpins the City Employment Strategy has been an effective mechanism which has helped to shape the respective plans of partners.

As a consequence of the consultation process and ongoing dialogue the LSC has modified the Co-Finance Plan in terms of both the scale of activity and the associated budgets.

Table 1 – Northwest Region (Excluding Merseyside)

	Percentage of Allocation Targeted	Total Budget Allocated to Activity	LSC Proposed Share of 2007-2010 Allocation*	LSC Proposed 7 year Budget
000's				
Priority 1	Total Budget Available for 2007-13 = £137,164,986			
Improving the employability and skills of unemployed and inactive people	74.5%	£102,187	£16,979 (30%)	£30,656
Reducing the number of young people who are not in education, employment or training	23%	£31,548	£17,472 (100%)	£31,548
Small Grants to Community Groups	2.5%	£3,429	£1,889 (100%)	£3,429
Total	100%	£137,164	£36,350	£65,633
Priority 2	Total Budget Available for 2007-13 = £82,298,993			
Supporting Basic Skills training	34%	£29,627	£16,454 (100%)	£29,627
Supporting Level 2 training	34%	£29,627	£16,454 (100%)	£29,627
Supporting Level 3 training	23%	£18,928	£10,512 (100%)	£18,928
Supporting Level 4 training	5%	£4,114	£2,285 100%	£4,114
Total	100%	£82,298	£45,705	£82,298
Total Programme	N/A	£219,462	£82,055	£147,931
* The proportion of the 2008-2010 available allocation which the LSC is seeking to secure.				

Table 2 – Merseyside 'Phasing In' Area

	Percentage of Allocation Targeted	Total Budget Allocated to Activity	LSC Proposed Share of 2007-2010 Allocation*	LSC Proposed 7 year Budget
000's				
Priority 1	Total Budget Available for 2007-13 = £86,535,338			
Improving the employability and skills of unemployed and inactive people	73%	£63,171	£24,571 (45%)	£28,427
Reducing the number of young people who are not in education, employment or training	23%	£19,903	£17,2042 (100%)	£19,903
Small Grants to Community Groups	4%	£3,461	0%	£0
Total	100%	£86,535	£41,775	£48,330
Priority 2	Total Budget Available for 2007-13 = £47,454,862			
Supporting Basic Skills training	34%	£17,084	£14,767 (100%)	£17,084
Supporting Level 2 training	34%	£17,084	£14,766 (100%)	£17,084
Supporting Level 3 training	23%	£10,914	£9,434 (100%)	£10,914
Supporting Level 4 training	5%	£2,373	£2,051 100%	£2,373
Total	100%	£47,455	£41,018	£47,455
Total Programme		£133,990	£82,793	£95,784
* The proportion of the 2008-2010 available allocation which the LSC is seeking to secure.				

Tables 3 and 4 below provide a more detailed breakdown of the proposed ESF allocations for the period 2007-10.

Table 3 – Budget Northwest excluding the Merseyside Phasing in Area

Priority 1 – Extending Employment Opportunities	2007	2008	2009	2010	Total
Improving the employability and skills of unemployed and inactive people	4,115,121	4,200,343	4,287,270	4,375,935	16,978,669
Reducing the number of young people who are not in education, employment or training	4,234,800	4,322,501	4,411,956	4,503,198	17,472,455
Small Grants to Community Groups	460,305	469,837	479,560	479,810	1,889,512
Total Priority 1 Proposed Spend	8,810,226	8,992,681	9,178,786	9,358,943	36,340,636
Priority 2 – Skilled and Adaptable Workforce					
Supporting Basic Skills training	3,999,007	4,074,285	4,151,068	4,229,386	16,453,746
Supporting Level 2 training	3,999,007	4,074,285	4,151,068	4,229,386	16,453,746
Supporting Level 3 training	2,554,922	2,603,015	2,652,071	2,702,108	10,512,116
Supporting Level 4 training	555,418	565,873	576,537	587,415	2,285,243
Total Priority 2 Proposed Spend	11,108,354	11,317,458	11,530,744	11,748,295	45,704,851
GRAND TOTAL	19,918,580	20,310,139	20,709,530	21,107,238	82,045,487

Table 4 – Budget Merseyside Phasing In Area

Priority 1 – Extending Employment Opportunities	2007	2008	2009	2010	Total
Improving the employability and skills of unemployed and inactive people	8,916,888	7,118,218	5,244,035	3,292,037	24,571,178
Reducing the number of young people who are not in education, employment or training	6,243,178	4,983,836	3,671,623	2,304,928	17,203,565
Small Grants to Community Groups	0	0	0	0	0
Total Priority 1 Proposed Spend	15,160,066	12,102,054	8,915,658	5,596,965	41,774,743
Priority 2 – Skilled and Adaptable Workforce					
Supporting Basic Skills training	5,358,801	4,277,851	3,151,519	1,978,423	14,766,594
Supporting Level 2 training	5,358,801	4,277,851	3,151,519	1,978,423	14,766,594
Supporting Level 3 training	3,423,679	2,733,071	2,013,470	1,263,992	9,434,213
Supporting Level 4 training	744,278	594,146	437,711	274,781	2,050,916
Total Priority 2 Proposed Spend	14,885,559	11,882,919	8,754,219	5,495,619	41,018,316
GRAND TOTAL	30,045,625	23,984,973	17,669,877	11,092,584	82,793,059

2.2 Summary of Outputs and Results

Tables 5 – 8 below summarise the outputs and results that the LSC proposes to deliver via the ESF secured and the match funding generated through this plan. The outputs and results defined below and their assigned percentages and volumes are in line with both the Operational Programme 2007-13 and are directly proportionate to our proposed share of the funding available. The LSC reserves the right to amend the contents of these tables should the targets identified in these documents be refined or amended.

Table 5 – Priority 1 Planned Output Profile NW (Excluding Merseyside)

Outputs	%	2008	2009	2010	2011	2012	Total
Total number of participants	N/A	2,846	5,777	5,777	2,344	0	16,744
Number of participants who are unemployed	42%	1,192	2,418	2,418	982	0	7,010
Number of participants who are inactive	34%	971	1,971	1,971	801	0	5,714
Number of participants aged 14 to 19 who are NEET or at risk of becoming NEET	66%	1,892	3,840	3,840	1,557	0	11,129
Number of participants with disabilities or health conditions	22%	626	1,271	1,271	516	0	3,684
Number of participants who are lone parents	12%	342	693	693	281	0	2,009
Number of participants aged 50 or over	18%	512	1,040	1,040	422	0	3,014
Number of participants from ethnic minorities	17%	484	982	982	398	0	2,846
Number of female participants	51%	1,452	2,946	2,946	1,195	0	8,539
Results							
Number of participants in work on leaving	22%	63	1,263	1,271	856	231	3,684
Number of participants in work six months after leaving	26%	0	740	1,502	1,502	609	4,353
Number of economically inactive participants engaged in jobsearch activity or further learning	45%	44	881	887	597	162	2,571
Number of 14 to 19 year old NEETs or at risk, in education, employment or training on leaving	45%	85	1,717	1,728	1,163	315	5,008

Table 6 – Priority 2 Planned Output Profile NW (Excluding Merseyside)

Outputs	%	2008	2009	2010	2011	2012	Total
Total number of participants	N/A	9,413	19,104	19,104	7,752	0	55,373
Number of participants with basic skills needs	41%	3,843	7,799	7,799	3,164	0	22,605
Number of participants without level 2 qualifications	41%	3,852	7,818	7,818	3,172	0	22,660
Number of participants without level 3 qualifications	12%	1,152	2,338	2,338	948	0	6,776
Number of participants with disabilities or health conditions	15%	1,412	2,866	2,866	1,162	0	8,306
Number of participants aged 50 and over	20%	1,883	3,821	3,821	1,550	0	11,075
Number of participants from ethnic minorities	8%	753	1,528	1,528	621	0	4,430
Number of female participants	50%	4,707	9,552	9,552	3,876	0	27,687
Results							
Number of participants gaining basic skills	45%	173	3,487	3,509	2,362	641	10,172
Number of participants gaining level 2 qualifications	40%	154	3,101	3,127	2,105	577	9,064
Number of participants gaining level 3 qualifications	30%	0	346	701	701	285	2,033

Table 7 – Priority 1 Planned Output Profile Merseyside ‘Phasing In’ Area

Outputs	%	2008	2009	2010	2011	2012	Total
Total number of participants	N/A	3,829	6,757	6,757	5,181	0	22,524
Number of participants who are unemployed	46%	1,739	3,069	3,069	2,354	0	10,231
Number of participants who are inactive	37%	1,422	2,509	2,509	1,924	0	8,364
Number of participants aged 14 to 19 who are NEET or at risk of becoming NEET	29%	1,117	1,971	1,971	1,511	0	6,570
Number of participants with disabilities or health conditions	22%	842	1,487	1,487	1,139	0	4,955
Number of participants who are lone parents	12%	459	811	811	622	0	2,703
Number of participants aged 50 or over	18%	689	1,216	1,216	933	0	4,054
Number of participants from ethnic minorities	17%	191	338	338	259	0	1,126
Number of female participants	51%	1,953	3,446	3,446	2,642	0	11,487
Results							
Number of participants in work on leaving	22%	84	1,576	1,487	1,296	512	4,955
Number of participants in work six months after leaving	26%	0	996	1,757	1,757	1,346	5,856
Number of economically inactive participants engaged in jobsearch activity or further learning	45%	64	1,197	1,129	984	390	3,764
Number of 14 to 19 year old NEETs or at risk, in education, employment or training on leaving	45%	50	940	887	773	306	2,956

Table 8 – Priority 2 Planned Output Profile Merseyside ‘Phasing In’ Area

Outputs	%	2008	2009	2010	2011	2012	Total
Total number of participants		8,597	15,171	15,171	11,632	0	50,571
Number of participants with basic skills needs	41%	3,512	6,198	6,198	4,753	0	20,661
Number of participants without level 2 qualifications	41%	3,527	6,224	6,224	4,772	0	20,747
Number of participants without level 3 qualifications	12%	1,043	1,841	1,841	1,413	0	6,138
Number of participants with disabilities or health conditions	15%	1,290	2,276	2,276	1,744	0	7,586
Number of participants aged 50 and over	20%	1,719	3,034	3,034	2,327	0	10,114
Number of participants from ethnic minorities	4%	344	607	607	465	0	2,023
Number of female participants	50%	4,299	7,586	7,586	5,815	0	25,286
Results							
Number of participants gaining basic skills	45%	158	2,957	2,789	2,431	962	9,297
Number of participants gaining level 2 qualifications	40%	141	2,639	2,490	2,170	859	8,299
Number of participants gaining level 3 qualifications	30%	0	313	552	552	424	1,841

2.3 Match Funding

The primary sources of match funding are set out below. These are the available national budgets and the figures quoted are based on the 2006/07 annual budgets. The funds detailed below are annual budgets, subject to review and we reserve the right to identify appropriate match programmes and utilise them as required.

2.3.1 Priority 1

Entry to employment (E2E) – E2E will provide a substantial element of matched funding for priority one. The national budgets for E2E are in excess of £230m per year.

OLASS – OLASS has national budgets in excess of £9m per year available for training offenders in the community. A further £120m is available for offenders in detention.

Skills for Jobs – Currently Skills for Jobs is an umbrella term used to describe several stages of funded activity. Many of these may be ESF eligible and would therefore be a potential match source. One such fund under the SfJ umbrella is the skills delivery for JC+ clients, a potential matched funding source, representing an additional £23m of eligible activity.

2.3.2 Priority 2

Train to Gain – This programme has £400m nationally of delivery aimed at employed individuals and will therefore provide the bulk of priority two and five match.

Apprenticeships – Could also be used where required, these budgets are in excess of £200m nationally.

2.4 Added Value of ESF

The LSC will operate ESF via a new approach in the new programme. The LSC has endorsed a commissioning strategy, which has been cleared by ESFD. This strategy details how ESF should be targeted by the LSC to ensure complementarity and enhance the added value of ESF. An extract from the document is set out below.

The purpose of the proposed commissioning strategy is to ensure that ESF truly adds value and enhances national strategies.

The key issues for the strategic direction of ESF in the new programme is that we must ensure that ESF supports the main policy directions for the LSC. This will include:

- a. Fee remission amounts (which can/will change annually);
- b. Funding Policy decisions such as changes to ESOL provision regulations;
- c. The support of Sector Skills Council approved qualifications;
- d. The procurement of only high quality provision;
- e. Alignment with the demand led approach; and
- f. Full integration with the Business cycle including commissioning.

The Commissioning Strategy needs to ensure that:

- a. Sufficient regional flexibility is retained to meet regional skills needs;
- b. Appropriate contract lengths are sort for ESF provision (including use of short contract periods where policy change is expected);
- c. ESF can still achieve its full programme targets; and
- d. ESF is actively used to inform mainstream development/approaches.

2.4.1 Priority 1

Foundation Learning Tier (including Entry to Employment)

The Foundation Learning Tier is a programme of work to develop a more focussed and strategic approach to Entry Level and Level 1 in order to raise participation, achievement and progression at these levels.

The Foundation Learning Tier will incorporate a range of programmes that will consist of a coherent offer of units and qualifications drawn, in time, from the Qualifications and Credit Framework (QCF).

The units and qualifications will be combined into validated progression pathways that will propel learners towards Level 2 or other positive outcomes; they will be delivered through learning programmes which emphasise personalisation alongside access to accreditation.

By 2010, the QCF will be populated and a full set of programmes with robust progression opportunities will be in place across Entry Level and Level 1 in the new framework; phased implementation of the Foundation Learning Tier will begin from September 2007. ESF should focus on supporting progression pathways in the following ways:

- **Access** – working with young people to encourage them to start on E2E, or appropriate pathway.
- **Support activities** – improve retention and success rate through extra support activities, for example, extra parenting support and long term mentoring
- **Post activities** – focusing on re-establishing contact with non successful candidates, extra support for positive destination beneficiaries i.e. employed / in education / employed with training ex-pathway candidates.

Schools Engagement Programme (Key Stage 4)

This programme works by identifying 14-16 year olds who are at risk of becoming NEET. The programme has a limited budget; ESF may be focussed on this to enhance the provision.

Skills for Jobs

Skills for Jobs (SfJ) is an emerging response to Leitch, to support the integration of skills and employment, targeting a range of workless and low skilled individuals, who are not New Deal for Skills eligible. Emerging strategic direction for this approach is that SfJ will focus on improved engagement of the client base and employers (via brokers and partners) and that delivery would rest with the foundation learning tiers (FLT) appropriate pathways.

There are still funding issues for SfJ activities; however as the provision will rest with the foundation learning tier, ESF will focus on supporting FLT delivery. SfJ is relying on a substantial amount of support from ESF in order to deliver its aims. Regional approaches to SfJ are being developed now and if ESF is to be the majority of the new money included in these approaches then the activities supported by these proposals must be ESF eligible and help meet the ESF targets.

OLASS

The offender learning and skills service (OLASS) is responsible for the learning and skills for offenders in custody and serving their sentences in the community in England. It currently offers skills for life at Entry Level 1 all the way to higher education access level qualifications. Half of the clients have skills for life needs and recent research shows that a third have learning difficulties or disabilities (LLDD). This suggests a natural focus on these candidates in particular both in the community and in their last 2 years of custody.

The OLASS budget is particularly under pressure for activities to support learners in the community. It is proposed that ESF is used to enhance activities with selected clients starting with initial assessment, careers advice; mentoring and job guarantee activities which align with skills for jobs will also be supported. There may be a focus on adapting appropriate provision to suit LLDD learners with specific needs. As with SfJ these activities should align with the foundation learning tier provision available and not replace mainstream funding where available.

At present significant ESF funding, from a variety of sources, is supporting a substantial range of activity with this target group involving a number of organisation. Determining an appropriate scale of activity and ESF budget for this group will be a key issue for consultation across the region.

2.4.2 Priority 2

Train to Gain

Train to Gain is a national programme, which utilises brokers to facilitate access to training to support the needs of employers. ESF provides additionality by funding the gaps in the existing provision, i.e. funding additional basic and entry level qualifications leading to Level 1 qualifications, second level 2 qualifications where needed and level 3 and above where appropriate.

Apprenticeships

The apprenticeship family delivers a range of programmes to both adults and young people. Focussing on NVQ delivery with supporting key skills and technical certificates these programmes target Level 2 and Level 3. There are limited pilots for adults at level 4 called professional apprenticeships. The majority of provision has sufficient funding available, so ESF should focus on the following priorities:

- **Additionality** – We will procure more adult provision where this better meets the needs of employers. At Level 4 (only to SMEs) ensuring that the offer aligns with current pilots.
- **Enhancements** – Activities that support a higher success rate in delivery of mainstream programmes, or activities that promote progression, or enhancements that generate and support additional entry onto these programmes
- **Gaps** – For example, Level 1 as a transition between E2E and Apprenticeship and with individuals needing a second Level 2 to secure/sustain employment or who need additional support to effectively progress to Level 2.

2.5 Administrative and Management Costs

The administration of the LSC has been developed to ensure that the maximum level of funds is passed to providers to meet government targets.

The total planned CFP including the Merseyside ‘phasing in’ area is with an ESF element of. The proposed administration costs across all priorities and areas will be kept within 5% at £12,020,597. The budgets set out elsewhere within the CFP include a proportion for administration and management.

Table 9 – Proposed Administrative Budget

Plan	Total Programme ESF + Match	Administration
Merseyside ‘phasing in’ Area	£165,586,118	£8,279,306
North West	£164,090,974	£8,204,549
Total	£329,677,092	£16,483,855

To maximise the added value of ESF the LSC is committed to an integrated model linking ESF activity much more closely to mainstream activity. The Regional Skills Director will have overall responsibility for implementation of the CFP reporting on a monthly basis to the Regional Management Team. A small team at regional level will co-ordinate overall development and implementation of the plan and provide a single point of contact for GONW. The planned time committed to management of the plan equates to 55 whole time equivalents.

The LSC organisation structure changed in 2006. The LSC is a unitary body with nine regional centres and a network of local partnership teams covering the whole of the country (through sub-regional offices). Teams within the nine regions manage the contracting process for ESF using a national contract management system, and manage the relationships with regional strategic partners (including Government Offices). Relationships with providers are managed by partnership teams which sit within each of the five local offices in the Northwest.

The contract management system will provide detailed contract monitoring information and enable aggregated reporting of performance and risk management of the ESF programme at national, regional and project level.

Audit of provider ESF activity will be carried out by the LSC's Provider Financial Assurance (PFA) teams who will review and report on provider processes, systems and delivery and make recommendations to contract and partnership teams as well as the providers on improvements in these areas or where remedial action is necessary.

Within LSC Northwest 21 business processes have been developed to assist us in managing our Co-financing activities, these business processes cover:

- Contract negotiation, re-profiling and close down;
- Contract Management and provider interface;
- Co-finance Plan development, management and re-profiling;
- Procurement;
- Match Funding identification;
- Interim Claims and Project Closure Report production;
- Data and Eligibility Checking;
- Provider Financial Assurance;
- ALI & Quality;
- Publicity;
- State Aid.

3. PROJECT SELECTION AND TENDERING ARRANGEMENTS

3.1 Procurement

The LSC is introducing competitive tendering to open up the learning and skills market by enabling the best colleges and providers to extend their range of provision and by attracting new providers into the system to increase diversity, improve quality and to stimulate innovation in the market.

All LSC ESF provision, including funding used as match, will be procured through an open and competitive tendering process. ESF provision for the 2007/13 programme will align with the procurement timetable for LSC mainstream provision and regional commissioning plans.

The LSC has moved to an E-procurement (OCT) process which will simplify the processes for applicants to one single standard approach for the whole LSC. This should also encourage ESF providers to access the additional delivery opportunities that procured mainstream funding can offer. In line with the LSC new procurement processes our intention is to use an

electronic portal 'Bravo Solutions' which is approved by the Office of Government Commerce (OGC). The LSC intends to procure activity to start delivery early in 2008 to ensure that "N+2" can be met. In order to attain this, the procurement activity will need to be started as soon as possible in 2007

Organisations seeking to undertake activities funded by ESF (or match) will be required to successfully complete a two phase process. The Pre Qualification stage (PQQ) and the Invitation to Tender stage (ITT).

The use of the E-tendering system and the two stage process will ensure that both Governmental and European law is adhered to. The National Audit Office (NAO) also approves this product for the tendering of Government business.

3.1.1 Stage 1: Pre Qualification Questionnaire

Organisations seeking to deliver ESF (or match funded programmes) will be required to complete an on line Pre Qualification Questionnaire and successfully complete an assessment of their capacity and capability to deliver ESF and LSC funded programmes.

This first phase is an assessment of the providers Quality procedures, Health and Safety measures and Financial Health as well as the Provider's capacity to deliver the proposed training needs. This process has been completed and organisations have been notified of the outcome.

3.1.2 Stage 2: Submission of Tenders

All successful organisations are then invited to tender for the provision they initially applied for. This bid (tender), once submitted electronically to the managed web host will be appraised using agreed criteria, once again using trained evaluators. Following assessment a moderation process will take place.

3.2 Publicising Invitations to Submit Tenders

To ensure that the LSC conducts an open, transparent and competitive tendering process, an extensive range of media will be utilised to advertise invitations to submit tenders. The range of media to be used is outlined below.

- The Learning and Skills Council website (www.lsc.gov.uk);
- Government Office website;
- Press adverts;
- Press releases to local and regional newspapers, trade publications, local BBC radio and local commercial radio stations;
- Direct mail;
- E-mail alerts to the regional LSC database;
- E-mail alerts to network organisations for onward cascade.

All of the proposed methods will be employed concurrently to ensure that as many organisations as possible are made aware simultaneously of the two stage process.

The LSC will make a special effort to contact voluntary and community sector organisations in particular we will be contacting organisations and groups that have previously bid to ESF.

3.3 Support and Advice

The LSC has and will continue to run briefing events open to all potential applicants. The LSC is able to respond to questions via an E-portal and this includes compiling a frequently asked questions section. All support and advice offered will align with OCT guidelines.

Co-financing will continue to provide a much more level playing field for current and potential providers from all sectors as:

- Applicants will have a clear statement of intent from the local LSC as to the type of interventions sought;
- Co-financing will remove the problems encountered by many potential providers of sourcing match funding;
- Co-financing will reduce the need to become expert in European bid writing; and
- The LSC will use a common application process.

In taking this approach the LSC will seek to ensure that new providers, from all sectors, can compete openly and effectively.

3.4 Timetable

The LSC plans to operate a single annual procurement process with two smaller mini competitions which will operate between March and August each year.

3.4.1 Provisional Timetable

Stage 1

PQQ Road shows	28 August 2007
Publish Invitation for Stage 1 PQQ	31 August 2007
Deadline for submission of PQQ	28 September 2007
Applicant organisations informed	2 November 2007

Stage 2

	Tendering Round 1	Tendering Round 2
Invitation to tender issued	19 November 2007	10 December
Deadline for submission of tenders	21 December 2007	18 January 2008
Appraisal and review process completed	20 February 2008	10 March 2008
Applicants notified of outcome	7 March 2008	21 March 2008
Standstill period ends	21 March 2008	4 April 2008
Projects start	May 2008 onwards	June 2008 onwards

3.5 Feedback Arrangements

The LSC will employ a fully transparent appraisal process with all applicants receiving an overview of the appraisal process.

All organisations applying for ESF from the LSC will be notified of successful applications and the LSC will ensure that all proposals receive feedback on their proposal. Where a proposal is unsuccessful, the applicant will be informed as to the reason. All feedback will be provided via the LSC E-Tendering portal.

In the interests of openness and transparency we will publish summary details of successful project applications; these will be posted on our website and that of the GO.

3.6 Arrangements for Dealing with Provider Complaints

In the event of a proposal for funding being unsuccessful, should the organisation, after receiving feedback feel that they have cause for complaint the organisation may invoke the Learning and Skills Council's Complaints Policy. This policy will be posted on the LSC's national website: www.lsc.gov.uk

4. PROVIDER FUNDING and MONITORING

4.1 Contract Costs

Contract costs will be established through a joint agreement between the provider and the regional LSC. The National LSC ESF Team have defined a set of standard deliverables for the new ESF programme, each one will be given an associated cost suggestion that will form a basis for the unit cost used in the contract and the subsequent profile payments. The regional LSC will review the delivery costs by month for the provider through a contract clarification process, which based on their application will manage the unit costs per deliverable to make as close a match as possible to the providers monthly delivery profile.

In some circumstances it may be necessary for the LSC to increase initial costs (for beneficiary starts) to assist in the start up costs for small providers or those in the voluntary and community sector and to assist in their cash flow in the early days of the project. Where delivery does not take place but payment has been made on profile, the LSC will reclaim this money from the provider. The sum of the unit cost and volumes of the deliverables will make up the full contract value.

4.2 Payment Arrangements for Providers

Providers will be paid by the LSC based on an agreed monthly payment profile which will form part of the contract between the LSC and providers. Payments will be generated through a Contract Management Application (CMA) which will feed into the LSC's payments system. Payments will be made to the provider via BACS on an agreed date in the month (based on the number of working days elapsed).

Providers will be required to make monthly monitoring returns to the LSC to report on activity carried out in the previous month. The return will be based on both the Individual Learner Record (ILR) returns and returns for non ILR based delivery via a Statement of Delivery (SoD). These returns will feed into the LSC's CMA which will perform automatic reconciliation on a quarterly basis. This reconciliation will make adjustments to subsequent payments based on profile payments made against each activity that the provider has not carried out.

4.3 Actual Costs

The LSC does not intend to pay providers on an actual costs basis. All contracting will be open and competitive tendering and will be based on contract costs. (NB. The LSC reserves the right to pay providers by other eligible methods if required in exceptional circumstances.)

4.4 Arrangements for Monitoring ESF providers

Contracts are assigned a contract management member of staff and a relationship management member of staff at inception stage. Contracts financial profiles are inextricably linked to delivery; therefore, monitoring of financial performance is centred on appropriate and suitably evidenced delivery.

Contractors will return learner data electronically to the LSC along with a monthly or quarterly report of all deliverables within the contracts combined with additional narrative reports. The required evidence to support these deliverables is identified within the contract and the evidence is held by the provider and will be retained in line with ESF requirements.

Performance monitoring of individual projects is undertaken in accordance with the frequency detailed in the contract. The monitoring process includes a pre-determined, and reviewed, schedule of provider visits and evidence checks by LSC staff.

Contracts are monitored against:

- The objectives of the contract;
- The timely and accurate return of records and reports to the LSC;
- Delivery of the agreed outcomes, outputs and milestones (as documented in the contract);
- The evidence of delivery (utilising a predetermined sample size);
- Beneficiary eligibility (as documented in the contract); and
- Where possible, learner records will be automatically monitored electronically using the ILR Database and the ensuing financial variance addressed.

The agreed variance for under/over performance of contracts is: +/-15% or +/-£50,000 for ESF only providers or +/-25% or +/-£250,000 for LSC mainstream providers. Where variances are greater than this a business case is required to be authorised at Director level.

Where indicted, underperforming contracts will have payments halted and/or claw backs enacted, re-profiling will occur based on actual delivery to date and a newly agreed future delivery profile.

The regional LSC will keep an overview on expenditure and outputs to ensure that Co-financed activity is performing within acceptable parameters and in line with the funding profiles submitted to GO.

4.4.1 Project Delivery and Outcomes

The establishment of nine regional contracts teams has provided the opportunity to bring some consistency in how the LSC monitors/manages contract performance, drawing on existing best practice previously identified.

The nationally driven procurement process, alongside the use of the new Contract Management Application system, will ensure the consistent use of a range of robust outcomes – the contract schedules will be completed using this information and an agreed profile against each outcome will be agreed.

The contract/provider will be risk assessed to determine the frequency of monitoring needed e.g. a new provider delivering new provision would be classed as higher risk to start with, whilst a known provider with a good track record of delivery would be classed as lower risk.

The contracting team will look at the performance data submitted by the provider on a regular basis (in line with risk rating) and will identify any under or over performance in the delivery of the expected outcomes. Obvious causes of performance variance such as data issues will be investigated and eliminated in the first instance.

A performance report detailing the under/over performance, highlighting the key areas for concern, any trends, and any impact on key dependencies will be sent to the “partnership advisor” who is responsible for the relationship with that provider (at a local office). That advisor will then discuss the project and performance variance with the provider and submit a report back to the regional contracts team – that report may include an agreed variation to the profile. Other LSC staff may also have important roles in reviewing performance and strategic direction of funded delivery.

The contracting team will note any follow-up actions and will re-issue a variation to contract if necessary. Frequency of monitoring will be adjusted if appropriate as part of the process. Payments will be reconciled/ adjusted as necessary and if warranted, payments will be placed on hold whilst the performance issues are addressed.

4.4.2 Quality Standards

All LSC providers are required to comply with rigorous quality standards, including minimum performance levels as set out in our Planning for Success framework which covers planning and quality. Providers are also subjected to inspection through OFSTED. This ensures that local communities have access to relevant and high quality learning opportunities; individuals of all ages and backgrounds acquire the knowledge and skills that will enable them to realise their potential, improve their life chances, and contribute to economic growth, and so that employers are able to recruit and develop the skilled and qualified workforce they need for business success. Inspection will be within the scope of the Common Inspection Framework – and eventually the Framework for Success. We are intent on excellent provision for the benefit of employers and learners alike. As a route to excellence:

4.4.3 Financial Assurance

Regional Provider Financial Assurance (PFA) teams include ESF in their annual work plans. The teams endeavour to audit each contract at least once during the life of the contract. PFA will contact the relevant contract/relationship staff before the audit commences to obtain contract details, and will keep these staff members informed throughout the audit.

The audit approach places significance on the assessment of risk and the key controls providers can be expected to have in place for administering LSC contracts. Emphasis is given to advising providers on how their controls can be improved, and the sharing of good practice identified by PFA from previous ESF audits. Where control weaknesses are identified, recommendations for improvement will be based on diagnostic work that pin-points the reasons for errors occurring. This consultative approach should lead to a reduction in recurring errors and greater added value from the audit process.

The assurance approaches are tailored to reflect the differences in actual costs and beneficiary contracts.

Audit opinions are given on providers' use of funds and internal controls. The assurance report, including details of any funds at risk relating to the contract, will be discussed with the contracting and relationship staff involved.

4.5 Management Information

Management Information will be sourced from the LSC's ILR Management Information databases for learner information and from the ESF Contract Management Application for financial reporting and some learner summary reporting.

Regional LSCs will have access to both a standard set of management information reports from the ESF MI as well as access to our regional planning and performance team who can produce a range of ad hoc reports.

4.6 Reporting Performance to Regional ESF Committee

Summary level reporting based on performance will be made available to the regional ESF committee in line with mutually agreed requirements. These will be produced and made available on a periodic basis and will represent regional subsets of the data that is submitted to ESFD. Data supplied will meet the requirements of the Data Protection Act.

4.7 Audit

All sub-contracted provision will be subject to local audit processes within a national framework. Our Provider Financial Assurance (PFA) team will audit each project as a minimum once during its lifetime. The purpose of these audits will be ensure that payments to providers have been used in ways that are materially consistent with the purposes for which the payments were made and that the provider has materially complied with the conditions of their contract.

The Regional Director will be responsible for the production of a statement of internal control about the effectiveness of local internal controls and this opinion will be based, to a large extent, on the level of assurance provided by PFA function.

In addition, the LSC's internal processes and controls are reviewed on a regular basis by a national team of internal auditors based in Coventry. National process and controls are similarly subject to review by the National Audit Office (NAO) and can include further reviews at local level.

5. CROSS CUTTING THEMES

5.1 Equality and Diversity

Action to promote equality and diversity is an integral part of the LSC's business objectives. We can only realise our vision of creating a world-class workforce if we remove barriers, eliminate discrimination, address disadvantage, and raise the aspirations of both present and potential learners.

Our Single Equality Scheme www.lsc.gov.uk shows how we will put this into practice. By incorporating our individual schemes for race, disability and gender equality into one overarching scheme, we are creating a coherent framework for promoting equality and diversity within the LSC and across the learning and skills sector. Its objectives are aligned with our national priorities, so that it will operate strategically, in the mainstream of our work.

5.2 Sustainable Development

Sustainable development is focused on providing a better quality of life for everyone now and for generations to come. This is achieved through considering and balancing the long-term effects of social, economic and environmental issues and impacts. (Securing the Future – UK Sustainable Development Strategy, 2005)

The European Commission has expressed concern that projects in the last ESF programme addressed mainly the social aspects of sustainable development. There is therefore a renewed focus on the environmental aspects of sustainability for 2007-13.

The approach we are taking is to encourage specific environmentally focussed projects where these clearly link to regional skills priorities (e.g. renewable energy, energy efficiency, waste management etc.) and at the same time begin mainstreaming the environmental aspects of sustainable development through working with providers.

DWP are building in sustainable development to tendering/ procurement processes but the LSC is not going down this route at present as we feel too many providers would be discouraged or discounted if we did this.

We have agreed that we will take a developmental approach with providers and are looking at how to spread good practice from previous ESF programmes. For example, GO London required providers to attend workshops on sustainable development where they were helped to develop environmental policies. We are currently evaluating this with GO London to see if it is an approach other regions would be able to use.

In addition an interactive toolkit for providers developed by DfES for the last programme is being re-visited. We hope to be able to link this with LSC funded resources for sustainable development being developed in the FE sector.

It is important to note that funding used as match should have the same approach to sustainable development as ESF projects and we need to do further work to ensure that all LSC funds are used in a way that meets the needs of today without compromising the ability of future generations to meet their own needs.

6. CONSULTATION

In order to maximise the added value of the ESF programme the LSC is committed to sustaining an ongoing dialogue with partners. Throughout the production of our Co-finance Plan we have consulted with key partners, providers and other potential CFOs. Outlined below is an overview of the processes that we have and are employing to maintain an active dialogue with key stakeholders in the region:

6.1 Process

At a regional level the LSC has been directly involved in the development of the ESF Regional Framework for the Northwest through the mechanism of the ESF Working Group and also through the Operational Programme Steering Group.

The LSC will continue to work closely with DWP (Jobcentre Plus) to ensure:

- The development of a coherent route ways into sustained employment through the mechanism of Skills for Jobs;
- The Co-Finance Plan is supporting the implementation of City Employment Strategy business plans;
- The avoidance of duplication and overlap between respective CFOs and procurement processes.

The LSC is actively engaged in the City Employment Strategies and will seek endorsement of the CFP by the respective City Employment Strategy consortia.

The LSC will maintain a dialogue with the NWDA and the RSP to ensure that proposed activities are coherent with the European Regional Development Fund (ERDF) Operational Programme for the Northwest.

At a sub-regional level the LSC will seek to secure the endorsement of the plan within each of the sub-regions and to ensure alignment with Local Area Agreements and to set out how ESF aligns with broader investment strategies and LSC mainstream activity.

The LSC undertook a series of consultation events in July and August 2007 with an event in each of the sub-regions. In addition organisations were invited to make written submissions.

6.2 Key Outcomes

The draft LSC ESF Co-Finance Plan 2007-2013 was published on 20 July 2007. The consultation exercise closed on 17 August 2007. The closing date was extended by a couple of days to 21 August 2007 to allow for a very small number of late submissions which were received in the following week. All of these late responses have been considered.

The consultation process had two major elements. A consultation event was held in each of the five sub-regions. The consultation events were very well attended with 509 individuals representing over 350 organisations. In addition organisations were invited to make written responses. A total of 40 organisations made written responses.

Overall a third of the attendees were from organisations actually delivering current ESF funded programmes. A further third of attendees were drawn from organisations either representing or working with the key target groups including young people, adults and employers. The final group of attendees represented regional and sub-regional stakeholders or network organisations.

Organisations working with key target groups including young people, workless adults, adults with disabilities and offenders were well represented. In addition there was attendance from organisations representing the interests of the ethnic minorities. Both prison and probation services as well as representatives from youth offending teams were in attendance at the events. Several Connexions services were represented.

Local authorities were well represented with approximately twenty percent of attendees. A range of local authority expertise was represented. Colleagues involved with economic development and regeneration, European programmes, children and young people, adult and

community learning and wider aspects of community engagement and capacity building were represented.

Employer interests were represented by Sector Skills Councils and Chambers of Commerce. There was strong representation from the NHS.

In terms of regional and sub-regional organisations the following were represented: Northwest Development Agency (NWDA), Trades Union Congress, Government Office for the North West and Jobcentre Plus. Sub-regional economic development partnerships were involved. As indicated earlier, a total of 40 written responses were received. In comparison to the consultation events colleges, training providers and universities made up 13% of responses compared with 25% of attendees at the consultation events.

6.3. Key Issues Emerging from Consultation

Overall there was strong support for both the LSC's approach and proposed activities.

6.3.1 Target Groups and Activities

Overall there was endorsement of the target groups and activities which are in line with national and regional priority groups. A number of respondents raised the issues of those with learning difficulties and disabilities and the need to ensure that these needs are met.

In terms of responding to key stakeholders several sector skills councils raised the importance of ensuring that mechanisms are in place to ensure that the programme is responding to employer needs which will change over time.

Several respondents also identified that for those groups who are disadvantaged in the labour market an employment and skills continuum needs to be developed which supports both progression into work but also to supports individuals to progress into a broader higher level occupations.

6.3.2 Plan Structure

There is clear support for a single CFP for the Northwest with a separate section for each sub-region and notional budget allocations for each sub-region.

6.3.3 Management Arrangements

Partners feel that movement of funds between sub-regions should be via a transparent mechanism approved by the ESF Committee in the region. Partners also wish to see clear proposals in respect of the monitoring and reporting of LSC Co-Finance activity.

6.3.4 Procurement

The most significant issues which arose through the consultation process relate to procurement. These principally related to the Pre Qualification Questionnaire. As a consequence the LSC has undertaken a series of actions including briefing events and provided on line support.

6.4 Ongoing Consultation and Communication

To ensure that this Co-finance Plan meets the needs of the region in terms of employers, individuals and is differentiated to meet the specific sector needs and community needs of each of the sub-regions we will work closely with key stakeholders in the development of the prospectus.

Throughout the operation of this Co-finance Plan the LSC will sustain its working relationship

with network organisations for the voluntary and community sector to ensure that the sector is actively engaged in the development and delivery of the Co-finance Plan.

We will also organise a number of briefing events to coincide with the launch of the 2007 procurement round.

A document summarising the consultation feedback can be found on the LSC website under the ESF section north west region. A link is provided below:

<http://www.lsc.gov.uk/regions/NorthWest/ESF/ESF+2007-2013+programme/>

7. MILESTONES

Outlined below are a number of key milestones which will be used to monitor the implementation of co-financing arrangements for LSC.

Table 10 - Milestone Achievements		
Activity	Date	Date
	First ITT Round	Second ITT round
Draft Plan Published for Consultation	20 July 2007	
Consultation Events Undertaken	23-27 July 2007 & 14 August 2007	
Consultation Closing Date	17 August 2007	
Revised Plan Submitted to GONW	October 2007	
PQQ Briefing Event	28 August 2007	
PQQ Launched	31 August 2007	
PQQ Submission Deadline	28 September 2007	
PQQ Results Announced	9 November 2007	
ITTs Launched	19 November 2007	10 December 2007
ITT Briefing Events	26-30 November 2007	26-30 November 2007
Tender Submission Deadline	21 December 2007	18 January 2007
Appraisal and Review Process Completed	29 February 2008	10 March 2008
Applicants Notified of Outcome	7 March 2008	21 March 2008
Standstill Period Ends	21 March 2008	4 April 2008
Projects Commence Delivery	May 2008 onwards	June 2008 onwards
Submit 1 st Quarterly Claim	March 2007	
Submit 2 nd Quarterly Claim	May 2007	
Submit 3 rd Quarterly Claim	August 2007	
Submit 4 th Quarterly Claim	November 2007	
Submit 5 th Quarterly Claim	March 2008	
Submit 6 th Quarterly Claim	May 2008	
Submit 7 th Quarterly Claim	August 2008	
Submit 8 th Quarterly Claim	November 2008	
Submit 9 th Quarterly Claim	March 2008	
Submit 10 th Quarterly Claim	May 2008	
Submit 11 th Quarterly Claim	August 2008	
Submit 12 th Quarterly Claim	November 2008	
Submit Closure Reports	March 2009	

– Local Authority Boundaries

Area A : The ‘Phasing in’ former Objective 1 area of Merseyside
Local Authority Areas included in the phasing in area
<i>Knowsley</i> <i>Liverpool</i> <i>Sefton</i> <i>St Helens</i> <i>Wirral</i>
Area B : The Northwest excluding the Merseyside Phasing in Area
Local Authority areas in the sub-region of Cheshire and Warrington
Chester Congleton Crewe and Nantwich Ellesmere Port and Neston Macclesfield Warrington Vale Royal Cheshire County Council
Local Authority areas in Cumbria
Allerdale Barrow in Furness Carlisle Copeland Eden South Lakeland Cumbria County Council
Local Authority areas in Greater Manchester
Bolton Bury Manchester Oldham Rochdale Salford Stockport Tameside Trafford Wigan
Local Authority areas in Greater Merseyside
Halton
Local Authority areas in Lancashire
Blackburn with Darwen Blackpool Burnley Chorley Fylde Hyndburn Lancaster and Morecambe Pendle Preston Ribble Valley Rossendale South Ribble Wyre Lancashire County Council
Italics – areas embraced by City Employment Strategies Bold – Local Authority areas which have a Local Area Agreement

LIST OF ACRONYMS

ALI	Adult Learning Inspectorate
BME	Black and Minority Ethnic
CFO	Co-Finance Organisations
CFP	Co Finance Plan
DWP	Department for Work and Pensions
ERDF	European Regional Development Fund
ESF	European Social Fund
ESOL	English for speakers of Other Languages
GONW	Government Office for the North West
GVA	Gross Value Added
IB	Incapacity Benefit
ICT	Information Communication Technology
IP	Investors in People
ILR	Individualised Learner Record
ITT	Invitation to Tender
JSA	Job Seeker's Allowance
LAA	Local Area Agreement
LSC	Learning and Skills Council
LSP	Local Strategic Partnerships
NAO	National Audit Office
NEET	Not in education, employment or training
NiNo	National Insurance Number
NVQ	National Vocational Qualification
NWDA	North West Development Agency
NWRES	North West Regional Economic Strategy
OCT	Open and Competitive Tendering
OGC	Office of Government Commerce
OLASS	Offender Learning and Skills Service
PFA	Provider Financial Assurance
PQQ	Pre Qualification stage
PSA	Public Service Agreement
RACI	Responsible, Accountable, Consulted, Informed
RES	Regional Economic Strategy
RSP	Regional Statement of Priorities
SDA	Severe Disablement Allowance
SME	Small & Medium Sized Enterprises
SOC	Standard Occupational Classifications
SR	Short Record
SSC	Sector Skills Councils
SSPA	The Service & Support Professional Associations
SSV	Skills Shortage Vacancies
TTG	Train to Gain

PART B : PROPOSED ACTIVITY IN THE SUB-REGIONS

8. LSC PROPOSED ACTIVITY IN THE NORTHWEST

Within this section we set our response to the ESF Regional Framework and identify those activities which we intend to undertake in each of the sub-regions.

8.1 Priority 1

The LSC via Priority 1 of this Co-finance Plan will support unemployed and inactive people. There will be a particular focus on people with disabilities and health conditions, lone parents and other disadvantaged parents, older workers, ethnic minorities and young people not in education, employment or training or at risk of becoming NEET. People who have made the transition to work from unemployment or inactivity will also be eligible for support, regardless of employment sector or size of establishment.

Activities will include employment and skills measure to help participants improve their employability and enter jobs. Activities will also help those entering jobs to sustain their employment and make progress at work where they need support to integrate into the workplace. We recognise that this type of support is most likely needed by people who were long-term unemployed or economically inactive, especially people with disabilities and health conditions and people from ethnic minorities. In these circumstances, training and other employment-ay continue after participants have entered employment.

Activities will also help to retain in employment older works and workers who have, or who develop, disabilities or health conditions. These activities will provide support to prevent workers becoming unemployed or inactive because of age, disability or a health conditions. They will not duplicate activities to update the skills of older workers which will be supported via Priority 2.

Activities will be designed to respond to the specific needs of participants with disabilities or health conditions, older workers, participants from ethnic minorities and women.

Table 18 overleaf, provides details of the types of activities that the LSC will support via Priority 1 in each of the sub-regions. Whilst these activities are recognised as important within all of our sub-regions, this table also identifies those activities which are of high importance within particular sub-regions, these are annotated with 'H'.

Specifically it will support:

- People who are unemployed or economically inactive, especially disabled people and those with health conditions, lone parents, older workers (over 50 years of age) and BME communities;
- Young people not in education, employment or training.

In addition the LSC will commission activities designed to:

- Tackle worklessness and support more people to move into sustainable employment and by doing so contribute to reductions in the number of workless households especially those with children;
- Work to improve the skills and employability of offenders, ex-offenders and other groups including substance abusers, asylum seekers, refugees and the homeless. The region currently benefits from significant activity funded through ESF. The LSC will work closely with other CFOs and those working with offenders to determine appropriate interventions in the future.

8.2 Priority 2

This Co-Finance plan will directly contribute to policies and activities which will develop a skilled and adaptable workforce by increasing the numbers of people gaining Skills for Life, level 2 qualifications, and, where justified, level 3 (and above) qualifications. Specifically, it will support:

The LSC via Priority 2 of this Co-finance Plan will support workers who do not possess qualifications up to level 3 (or who need to update their qualifications and skills) will be eligible for support, in any sector or any size of establishment. There will be a particular focus on: Workers without basic skills; workers who do not have level 2 qualifications relevant to their current occupation; and men and women who want to enter non-traditional occupations. Most of the participants will be employed, however in certain circumstances, people who are not employed will also be supported in order to address individual skills needs and specific skills shortages, where it would be unreasonable and inflexible to exclude their participation. However, skills provision to tackle barriers to work and improve the employability of unemployed and inactive people will be supported through Priority 1.

Training will be supported at level 3 where there is market failure, for example where there are skills shortages, in small and medium sized enterprises (up to 250 employees) and among women and ethnic minorities where they are under-represented.

Managers and workers in small enterprises (up to 50 employees) will be eligible for support at any level, including level 4 and above, regardless of the level of qualification they currently hold.

ESF funding within Priority 2 will be targeted in particular at people who are least likely to receive training (such as workers in sectors with weak training records and part-time workers) and at people at a disadvantage in the workplace (such as people with disabilities or health conditions, people aged over 50 and people from ethnic minorities). Activities should be designed to respond to the specific needs of participants with disabilities or health conditions, older workers, participants from ethnic minorities and women.

Table 19, provides details of the types of activities that the LSC will support via Priority 2. Whilst these activities are recognised as important within all of our sub-regions, this table also identifies those activities which are of high importance within particular sub-regions, these are annotated with 'H'.

- People with skills for life needs;
- People without a level 2 qualification;
- People without a level 3 qualification in sectors where there are skills shortages at this level, in SMEs (up to 250 employees), and for women and BME groups in sectors and occupational areas where they are under-represented;
- Women and men who want training to enter non-traditional occupations and sectors;

8.2.1 Priority Sectors

The LSC endorses the statement in the Northwest Statement of Regional Skills Priorities 2007-2010 that all adults should be supported and enabled to develop skills up to and including level 2 irrespective of the sector within which they work. Our work will be informed by work commissioned by the Regional Skills Partnership-Employability Strand which aims to identify the current gaps in service and provision supporting individuals to employment which will be published in September 2007.

Within the context of our overall approach we recognise that:

- All sectors will have a continuing demand for new employees and up-skilling existing workers at all levels;

- The further and higher education sector will continue to provide a wide range of provision to meet demand from all sectors.

In targeting additional ESF funded activity at level 3 and 4 the LSC will work with colleges and universities in order to effectively target ESF resources on the sectors outlined in Table 11.

Table 11 - Regional Priority Sectors

Level 3	Level 4
<ul style="list-style-type: none"> • Advanced engineering and materials (specially aerospace and engineering, automotive, chemicals) • Bio medical • Care/healthcare • Construction • Digital and creative industries • Education and training • Energy and environmental technologies including nuclear de-commissioning • Food and Drink • Retail • Visitor economy 	<ul style="list-style-type: none"> • Advanced engineering and materials (specially aerospace and engineering, automotive, chemicals) • Bio medical • Business and professional services • Care/healthcare • Construction • Digital and creative industries • Energy and environmental technologies including nuclear de-commissioning • Food and Drink

8.3 LSC Response to the ESF Regional Framework (Northwest)

Table 12 North West Region	
Regional Framework	LSC Response
Economic Performance and growth prospects	
<p>The North West has a significant productivity gap compared to the England average and trend based economic forecasts suggest that this gap will widen in future.</p> <p><input type="checkbox"/> In respect of a number of drivers of productivity, the North West compares unfavourably to England averages.</p> <p>Employment growth is forecast to slow significantly over the next ten years, relative to the previous decade. The growth in employment will be concentrated heavily in a few service sectors and in particular locations (typically the cities, larger towns, and urban fringe locations).</p> <p><input type="checkbox"/> Whilst employment growth due to expansion is expected to be modest, there will be substantial 'replacement' demand.</p> <p><input type="checkbox"/> The nature of this predicted employment growth has important implications for training provision. Whilst there will continue to be strong demand for workers with skills at NVQ Level 2, there will be higher demand at Levels 3 and 4.</p>	<p>In all Northwest sub-regions the LSC will :</p> <ul style="list-style-type: none"> • Support older workers to update the skills and qualifications • Work with NWDA and DWP (Jobcentre Plus) to target support to workers affected by economic restructuring to re-equip them to either sustain employment or to re-enter employment. • Increase the availability of skilled labour by: <ul style="list-style-type: none"> ○ Supporting workless people to acquire the skills required to secure and sustain employment ○ Ensuring that young people acquire the necessary employability and vocational skills to make a successful transition into employment and avoid becoming NEET ○ Increasing the range of Apprenticeship opportunities available to young people ○ Use Train to Gain and further education budgets to deliver level 2 and 3 qualifications and use ESF to address gaps in provision.
Population Change	
<p><input type="checkbox"/> Whilst the population of the North West is expected to grow, there is a fundamental issue around the potential decline in the working age population (due to fewer young people entering the labour market and an aging population structure). The ability of employers to meet their skills needs will be heavily influenced by the retirement decision of older people.</p>	<p>In all Northwest sub-regions the LSC will :</p> <ul style="list-style-type: none"> • Supporting workless people to acquire the skills required to secure and sustain employment by offering 'second' level 2 and 3 programmes funded by ESF which allow workers to retrain and extend their working lives. • Increase economic activity rates proving workless adults with appropriate skills through Skills for jobs • Reduce the number of young people economically inactive by increasing the volume of Apprenticeships, offering additional support to young people who are NEET
Economic Participation	
<p>The employment rate for the North West is slightly less than for England as a whole, but is markedly lower amongst some groups and in some locations.</p> <p><input type="checkbox"/> A key challenge for the region is reducing the scale of economic inactivity within the region, both in terms of tackling the output gap and economic and social disadvantage. Of the gap of 80,000 fewer people in employment compared with the UK average employment 70,000 is accounted for in just 6 local authority areas</p>	<ul style="list-style-type: none"> • There is a danger that in spite of strong employment growth in what have previously been under performing parts of the region the fact that a very large proportion of the workless have poor qualifications (and possibly poor skills) is acting as a barrier to them accessing the new employment opportunities. The LSC will: • Target resources on sub-regions and locations with high concentration of worklessness through identified through city employment strategies • Target those groups ; older workers, black and minority ethnic communities the disabled who suffer high rates of worklessness
Qualifications	

Table 12 North West Region	
Regional Framework	LSC Response
<p><input type="checkbox"/> The qualifications of the region's residents highlight some significant skills challenges, especially in light of the nature of employment change which is predicted over the next decade and the growth in demand for Level 3 and 4+ qualifications.</p> <p><input type="checkbox"/> Participation and success rates in further and work based learning vary significantly amongst different learner groups, in particular amongst females in some parts of the region and BME groups across the region. Lower success rates for qualifications are strongly linked to higher levels of deprivation.</p> <p><input type="checkbox"/> Post-16 participation in education and associated achievement is improving but still lags the England average.</p>	<p>The LSC will continue to work with SSCs, SSPAs, the NWDA and sub-regional economic development partnerships to target resources where they will have the greatest impact focusing resources on growth sectors.</p> <p>Through the mechanism of a demand led system and the prioritisation given to skills for life and employability skills we will continue to invest significant resources in addressing these needs and will utilise ESF to enhance this investment.</p> <p>Both ESF and mainstream funding is being targeted at adults with qualifications below level 2</p>
Gaps and Shortages	
<p>The incidence of skills gaps amongst employees in the North West is broadly comparable to England averages but there are significant skills gaps and shortages.</p> <p><input type="checkbox"/> Gaps in the basic and 'soft' skills sought by employers is a particular issue in the region. The scale and nature of skills shortages vary significantly within the region, but are quite marked in some locations, especially where employment growth has been strong and the economic base is adjusting in light of the decline of traditional sectors.</p>	<p>The LSC will:</p> <ul style="list-style-type: none"> • Use innovative techniques – Skills Pledge and Train to Gain to lever out increased employer investment • Work with providers to increase the number of adults progressing to Level 3 qualifications and achieving a first full Level 3 as well as working with employers and providers to develop further level 4 programmes which are directed at specific skills shortages including SMEs. • Target resources on the regions priority sectors

8.4. Proposed Activity in the Sub-Regions

Proposed priority interventions in each of the sub-regions are set out below:

Table 12

Activity Description	Cheshire & Warrington	Cumbria	Greater Manchester	Lancashire
Active and preventative measures which to ensure early identification of needs, including individual action plans and personalised support.	H	H	H	H
Job-search help, advice and guidance.				
Motivational, pre-employment and confidence training to include raising the aspirations of individuals.	H	H	H	H
Activities to provide pathways to employment such as pre-vocational and access training, community-based activities, volunteering, environmental activities, practical soft skills (such as improving aspirations and motivation), work skills and workplace skills (such as team working).	H	H		H
Small grants for voluntary/community organisations to support their capacity to mobilise unemployed and inactive people who are disadvantaged or excluded and facilitate their integration into the labour market (ESF Community Grants).	H	H		H
Activities to support individuals to enter and sustain employment opportunities including job search and employability skills and post employment mentoring and support.		H	H	
Work search and work preparation, including labour market orientation and work experience placements.		H		
Advice and support for self-employment, entrepreneurship, business creation and social Enterprise.		H	H	
Skills for Life training (literacy, numeracy, ICT, ESOL for migrant workers, financial literacy).	H	H	H	H
Activities to help disadvantage people who persistently return to JSA, addressing barriers to their retention in sustainable employment, including activities to up skill individuals in the period immediately following their employment.	H		H	H
Activities to help unemployed and inactive people from the following groups to enter and remain in work through provision of appropriate aftercare support; lone parents and other disadvantaged parents (to contribute to alleviating child poverty); BME communities (including provision of ESOL where appropriate); older workers; and people with disabilities and health conditions.	H	H	H	H
Activities to prolong working lives by re-engaging inactive older workers or retaining older workers longer in employment, including workers who become disabled or develop health conditions.				
Activities to help lone parents, Jobseekers' Allowance recipients with children and other disadvantaged parents enter and make progress at work, and so contribute to alleviating child poverty.				
Vocational training and qualifications for employability.				
Early interventions to help people at risk of redundancy to adapt their qualifications and skills for other employment opportunities.				
Intermediate Labour Market activity.				
Activities to enhance job brokerage to enable a better match between supply and demand.	H		H	
Access to childcare and care for dependent persons, where caring responsibilities are a barrier to labour market participation, as part of an integrated approach to tackling worklessness.			H	

Activity Description	<u>Cheshire & Warrington</u>	<u>Cumbria</u>	<u>Greater Manchester</u>	<u>Lancashire</u>
City and other area-based strategies and initiatives to tackle worklessness in urban areas			H	H
Activities to tackle barriers to work faced by unemployed and inactive people in rural areas	H	H		H
Specific activities targeted at people with mental health problems.		H		
Mainstreaming and specific action to improve access of women to employment and increase sustainable participation and progress of women in employment, and to help men and women to access occupations or sectors where they are under-represented.		H		
Activities to develop the employability and skills of offenders and ex offenders to facilitate labour market entry and thus contribute to reduced re-offending.	H	H	H	H
Addressing specific barriers faced by workless people who are homeless, refugees or who have substance abuse, alcohol or drug problems.		H	H	
Initiatives to reform vocational routes for, and develop vocational skills among, 14-19 year olds, including developing the curriculum to improve employability.		H	H	H
Actions at the point of transition to prevent young people becoming NEET by supporting programmes with a vocational dimension which increase the likelihood of young people making an effective transition at 16.	H	H	H	H
Initiatives to help raise awareness of the world of work, enterprise and entrepreneurship among young people (from age 14) including work placements.	H	H	H	H
Activities to engage 14-19 NEETs, tackle their barriers to learning and help them to access mainstream provision.	H	H	H	H
Activities to reduce youth unemployment by developing the employability and skills of young people.	H	H	H	
Support for employers offering employment with training to members of the NEET group or identified potential NEET young people.	H	H	H	
Activities including vocational training and preventative work, for young people at risk of becoming NEET to provide pathways to employment.				
Activities to provide learning and training to young people serving a custodial sentence in preparation for re-entry into the labour market.	H		H	H
Transitional support for those NEETs at risk of becoming workless adults.	H		H	
Activities to support access to, and provision of, Apprenticeships.	H	H	H	

Activity Description	<u>Cheshire & Warrington</u>	<u>Cumbria</u>	<u>Greater Manchester</u>	<u>Lancashire</u>
Skills for life including the basic skills of literacy and numeracy, ICT and e-learning skills and ESOL.	H	H	H	H
Lifelong learning and vocational training for low-skilled and low-paid women workers, to improve their progression.		H	H	
Training, mentoring and supporting men and women in occupations or sectors in which they are under-represented.		H	H	
Retraining for workers who face redundancy or who have been made redundant.		H	H	H
Training, mentoring and supporting men and women in occupations or sectors where their gender is underrepresented, or in order to tackle gender segregation.		H		
Initiatives by social partners to promote lifelong learning and skills in the workplace.		H		
Mentoring for employers and employees.				
Skills/personal development training to guard against future unemployment.	H		H	
Specialist provision for migrant workers.	H			
Activities to support access and progression from foundation level up to Level 2.	H	H	H	
Training leading to Level 2 qualifications (especially for people without current or relevant Level 2 qualifications, part-time workers and workers in sectors with a weak training record).	H	H	H	
Retraining of people already at Level 2, where there is a need to adapt to specific sectoral change and the changing nature of employment demand.		H	H	
Activities to support access and progression from Level 2 to Level 3.		H	H	H
Training leading to Level 3 qualifications in: sectors where there are skills shortages at Level 3; in SMEs up to 250 employees; and for women and BME communities in sectors and occupational areas in which they are under-represented at Level 3.		H	H	H
Intermediate and professional skills for RES priority growth sectors (and equivalent sectors of sub-regional importance in Merseyside).		H	H	H
Stimulating demand for training amongst employers and employees.	H	H	H	H
Activities to prepare people from disadvantaged groups to access Higher Education (but not higher education provision itself).		H	H	
Lifelong learning and training for managers and workers (at any level including level 4 and above) in small enterprises, including training and development in leadership, management, enterprise and technical skills needed for sustainable business development, business growth, innovation and productivity.		H	H	H
Intermediate and professional skills for RES priority growth sectors (and equivalent sectors of sub-regional importance in Merseyside).		H	H	H
Support for social enterprises and other self employment including sole traders.		H	H	
Skills for entrepreneurship, self employment and social enterprise				
The training of trainers in the public, private or voluntary sector (at any level including level 4 and above) to deliver activities that benefit target ESF groups (e.g. basic skills and other provision).	H	H		

8.5 Targeting of Resources

In developing the Co-finance Plan the LSC has applied the profile of expenditure as set out in Table 13 which is in line with the ESF Regional Framework.

Table 13 – Targeting of Resources – Overview

Action Areas	Northwest
Priority 1	
At least 70% of funding focused on Actions for employment	74.5%
At least 23% to support activity to reduce the number of young people classified as NEET	23%
Community Grants Up to:	2.5%
Priority 2	
At least 35% of funding to support basic skills training	36%
At least 35% of funding to support training at level 2	36%
No more than 28% of funding to support training at Level 3 and above	23%
No more than 5% of funding to support training at level 4 and above	5%

At present the exact split of resources is still the subject of discussion between the regional partners and DWP. The LSC undertakes to make adjustments to our proposals in line with any re-allocation between the Priorities and Action Areas.

8.6 Rationale for Northwest (excluding Merseyside) Sub-Regional Allocations

Within the context of a single ESF Co-finance Plan the LSC will work with our partners to agree the most appropriate deployment of resources across the region. We believe that the overriding principle in determining the allocating of resources is on the basis of need and as a consequence each element of the budget has been allocated using different criteria. The outcome is a proposed budget for each of the sub-regions.

One of the advantages of a single ESF Co-finance Plan, albeit with a separate element for Merseyside is that it provides the opportunity to shift funding and activity as the programme develops and new challenges emerge. With an approach to adult skills development which is increasingly demand led it is neither appropriate or desirable to stick rigidly to fixed allocations based solely on geography. Our objective is to achieve a balance between targeting funding in those areas where it is most needed whilst achieving the flexibility a demand led system provides.

In developing our approach the LSC is seeking the views of partners on how we might balance these twin objectives and develop appropriate mechanisms through which the notional sub-regional allocations might be monitored and adjusted as new challenges and issues and emerge.

8.6.1 Priority 1- Improving the Employability and Skills of Unemployed and Economically Inactive People

Unemployment data for each of the four sub-regions (and Halton) were calculated using Job Seeker Allowance statistics from the 2005 Annual Population Survey (www.nomis.gov.uk). Economically Inactive population figures were also extracted from the Annual Population survey. The proposed participation outputs were calculated from the percentage split within the region and figures were profiled to meet the 2007-13 target. The percentage split was also used to calculate the overall funding amounts for each sub-region. The results of this calculation are summarised below in Table 14, which identifies the overall spend profile for the 2007-10 allocations.

Table 14 – Spend Profile for the 2007-10 Sub-Regional Allocations – Priority 1 – Improving the Employability and Skills of Unemployed and Economically Inactive People

Area	2008	2009	2010	2011	2012	Total	%
Cheshire and Warrington	344,791	560,285	560,285	344,791	344,791	2,154,945	12.69%
Cumbria	188,479	306,279	306,279	188,479	188,479	1,177,996	6.94%
Greater Manchester	1,414,648	2,298,803	2,298,803	1,414,648	1,414,648	8,841,551	52.08%
Lancashire	706,135	1,147,470	1,147,470	706,135	706,135	4,413,349	25.99%
Halton	62,481	101,532	101,532	62,481	62,481	390,509	2.30%
Total	2,716,536	4,414,371	4,414,371	2,716,536	2,716,536	16,978,351	100.00%

8.6.2 Priority 1- Reducing the Number of Young People Not in Education, Employment or Training

Statistics on the volume and percentage size of the NEET populations throughout the North West (excluding Merseyside) were obtained from Connexions and recorded the period of December 2006-January 2007. The percentage proportion of the NEET population dictated the number of outputs and the spend within each sub-region (and Halton). The results of this calculation are summarised below in Table 15, which identifies the overall spend profile for the 2007-10 allocations.

Table 15 – Spend Profile for the 2007-10 Sub-Regional Allocations – Priority 1 – Reducing the Number of Young People who are not in Education, Employment or Training

Area	2008	2009	2010	2011	2012	Total	%
Cheshire and Warrington	296,923	482,500	482,500	296,923	296,923	1,855,770	10.62%
Cumbria	164,957	268,056	268,056	164,957	164,957	1,030,983	5.90%
Greater Manchester	1,538,444	2,499,972	2,499,972	1,538,444	1,538,444	9,615,277	55.03%
Lancashire	701,503	1,139,942	1,139,942	701,503	701,503	4,384,393	25.09%
Halton	93,765	152,368	152,368	93,765	93,765	586,033	3.35%
Total	2,795,593	4,542,838	4,542,838	2,795,593	2,795,593	17,472,456	100.00%

8.6.3 Priority 1 – Community Grants

Population data for each of the four sub-regions (and Halton) from the 2005 Annual Population Survey (www.nomis.gov.uk) was used to calculate the allocation per sub-region. The results of this calculation are summarised below in Table 16, which identifies the overall spend profile for the 2007-10 allocations.

Table 16 – Spend Profile for the 2007-10 Sub-Regional Allocations – Priority 1 – Community Grants

Area	2008	2009	2010	2011	2012	Total	%
Cheshire and Warrington	48,792	79,287	79,287	48,792	48,792	304,951	16.14%
Cumbria	26,657	43,318	43,318	26,657	26,657	166,608	8.82%
Greater Manchester	141,569	230,049	230,049	141,569	141,569	884,806	46.83%
Lancashire	78,648	127,804	127,804	78,648	78,648	491,552	26.01%
Halton	6,655	10,815	10,815	6,655	6,655	41,595	2.20%
Total	302,322	491,273	491,273	302,322	302,322	1,889,512	100.00%

8.6.4 Priority 2 – Upskilling the Workforce

The information regarding the proportions of the population with demands for basic skills, Level 2 and Level 3 were obtained from the Annual population survey 2005. The percentage split of each sub-region was calculated to give the output profile for each area.

The spend profile was also calculated using these percentage splits. The results of this calculation are summarised below in Tables 17-19, which identifies the overall spend profile for the 2007-10 allocations. The proposed allocation for Level 4 has not been broken down per sub-region as we propose to manage this allocation on a regional basis.

Table 17 – Spend Profile for the 2007-10 Sub-Regional Allocations – Priority 2 – Supporting Basic Skills Training

Area	2008	2009	2010	2011	2012	Total	%
Cheshire and Warrington	347,161	564,137	564,137	347,161	347,161	2,169,759	13.19%
Cumbria	168,808	274,313	274,313	168,808	168,808	1,055,049	6.41%
Greater Manchester	1,373,574	2,232,057	2,232,057	1,373,574	1,373,574	8,584,836	52.18%
Lancashire	677,744	1,101,333	1,101,333	677,744	677,744	4,235,898	25.74%
Halton	65,313	106,133	106,133	65,313	65,313	408,204	2.48%
Total	2,632,599	4,277,974	4,277,974	2,632,599	2,632,599	16,453,746	100.00%

Table 18 – Spend Profile for the 2007-10 Sub-Regional Allocations – Priority 2 – Supporting Level 2 Training

Area	2008	2009	2010	2011	2012	Total	%
Cheshire and Warrington	406,812	661,069	661,069	406,812	406,812	2,542,574	15.45%
Cumbria	268,311	436,006	436,006	268,311	268,311	1,676,945	10.19%
Greater Manchester	1,217,177	1,977,912	1,977,912	1,217,177	1,217,177	7,607,354	46.23%
Lancashire	675,123	1,097,075	1,097,075	675,123	675,123	4,219,519	25.64%
Halton	65,177	105,912	105,912	65,177	65,177	407,355	2.48%
Total	2,632,599	4,277,974	4,277,974	2,632,599	2,632,599	16,453,746	100.00%

Table 19 – Spend Profile for the 2007-10 Sub-Regional Allocations – Priority 2 – Supporting Level 3 Training

Area	2008	2009	2010	2011	2012	Total	%
Cheshire and Warrington	294,635	478,781	478,781	294,635	294,635	1,841,467	17.52%
Cumbria	152,832	248,352	248,352	152,832	152,832	955,199	9.09%
Greater Manchester	776,764	1,262,242	1,262,242	776,764	776,764	4,854,776	46.18%
Lancashire	446,679	725,853	725,853	446,679	446,679	2,791,742	26.56%
Halton	11,029	17,922	17,922	11,029	11,029	68,932	0.66%
Total	1,681,939	2,733,150	2,733,150	1,681,939	1,681,939	10,512,116	100.00%

8.7 Proposed Allocation by Sub-Region

Previously we have indicated who we propose to assign funds from Priorities 1 and 2 on a regional basis. Tables 20-25 provide a summary of these allocations. As indicated earlier our proposed allocation for Level 4 has not been assigned on a sub-regional basis as we propose to manage this allocation regionally.

Table 20 - Planned ESF Spend Profile for Greater Merseyside

P1	2008	2009	2010	2011	2012	Total
Improving the employability and skills of unemployed and inactive people	4,177,100	6,142,795	6,142,795	4,668,524	3,439,965	24,571,178
Reducing the number of young people who are not in education, employment or training	2,924,606	4,300,891	4,300,891	3,268,677	2,408,499	17,203,565

Small Grants to Community Groups	0	0	0	0	0	0
P2						
Supporting Basic Skills training	2,510,321	3,691,648	3,691,648	2,805,653	2,067,323	14,766,594
Supporting Level 2 training	2,510,321	3,691,648	3,691,648	2,805,653	2,067,323	14,766,594
Supporting Level 3 training	1,603,816	2,358,553	2,358,553	1,792,500	1,320,790	9,434,213
Supporting Level 4 training	348,656	512,729	512,729	389,674	287,128	2,050,916

Table 21 - Planned ESF Spend Profile for Halton

P1	2008	2009	2010	2011	2012	Total Spend
Improving the employability and skills of unemployed and inactive people	62,481	101,532	101,532	62,481	62,481	390,509
Reducing the number of young people who are not in education, employment or training	93,765	152,368	152,368	93,765	93,765	586,033
Small Grants to Community Groups	6,655	10,815	10,815	6,655	6,655	41,595
P2						
Supporting Basic Skills Training	65,313	106,133	106,133	65,313	65,313	408,204
Supporting Level 2 Training	65,177	105,912	105,912	65,177	65,177	407,355
Supporting Level 3 Training	11,029	17,922	17,922	11,029	11,029	68,932

Table 22 - Planned ESF Spend Profile for Cheshire and Warrington

P1	2008	2009	2010	2011	2012	Total Spend
Improving the employability and skills of unemployed and inactive people	344,791	560,285	560,285	344,791	344,791	2,154,945
Reducing the number of young people who are not in education, employment or training	296,923	482,500	482,500	296,923	296,923	1,855,770
Small Grants to Community Groups	48,792	79,287	79,287	48,792	48,792	304,951
P2						
Supporting Basic Skills Training	347,161	564,137	564,137	347,161	347,161	2,169,759
Supporting Level 2 Training	406,812	661,069	661,069	406,812	406,812	2,542,574
Supporting Level 3 Training	294,635	478,781	478,781	294,635	294,635	1,841,467

Table 23 - Planned ESF Spend Profile for Cumbria

P1	2008	2009	2010	2011	2012	Total Spend
Improving the employability and skills of unemployed and inactive people	188,479	306,279	306,279	188,479	188,479	1,177,996
Reducing the number of young people who are not in education, employment or training	164,957	268,056	268,056	164,957	164,957	1,030,983
Small Grants to Community Groups	26,657	43,318	43,318	26,657	26,657	166,608
P2						
Supporting Basic Skills Training	168,808	274,313	274,313	168,808	168,808	1,055,049
Supporting Level 2 Training	268,311	436,006	436,006	268,311	268,311	1,676,945
Supporting Level 3 Training	152,832	248,352	248,352	152,832	152,832	955,199

Table 24 - Planned ESF Spend Profile for Greater Manchester

P1	2008	2009	2010	2011	2012	Total Spend
Improving the employability and skills of unemployed and inactive people	1,414,648	2,298,803	2,298,803	1,414,648	1,414,648	8,841,551
Reducing the number of young people who are not in education, employment or training	1,538,444	2,499,972	2,499,972	1,538,444	1,538,444	9,615,277
Small Grants to Community Groups	141,569	230,049	230,049	141,569	141,569	884,806
P2						
Supporting Basic Skills Training	1,373,574	2,232,057	2,232,057	1,373,574	1,373,574	8,584,836
Supporting Level 2 Training	1,217,177	1,977,912	1,977,912	1,217,177	1,217,177	7,607,354
Supporting Level 3 Training	776,764	1,262,242	1,262,242	776,764	776,764	4,854,776

Table 25 - Planned ESF Spend Profile Lancashire

P1	2008	2009	2010	2011	2012	Total Spend
Improving the employability and skills of unemployed and inactive people	706,135	1,147,470	1,147,470	706,135	706,135	4,413,349
Reducing the number of young people who are not in education, employment or training	701,503	1,139,942	1,139,942	701,503	701,503	4,384,393
Small Grants to Community Groups	78,648	127,804	127,804	78,648	78,648	491,552
P2						
Supporting Basic Skills Training	677,744	1,101,333	1,101,333	677,744	677,744	4,235,898
Supporting Level 2 Training	675,123	1,097,075	1,097,075	675,123	675,123	4,219,519
Supporting Level 3 Training	446,679	725,853	725,853	446,679	446,679	2,791,742

8.8 Financial Profiles & Output/Result Achievement Profile Tables

Table 26 provides an overview of our current planned expenditure profile for the North West excluding the Merseyside Phasing In Area. Please be aware that this profile may alter as a result of procurement activities.

Table 26 - Financial Profile North West excluding the Merseyside Phasing In Area

PRIORITY 1	2008				2009				2010			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
Improving the employability and skills of unemployed and inactive people	22,638	396,169	2,379,253	1,976,336	2,130,263	2,207,227	2,207,227	2,207,227	2,207,227	2,207,227	2,207,227	2,207,227
Reducing the number of young people who are not in education, employment or training	23,297	407,691	2,448,448	2,033,813	2,192,217	2,271,419	2,271,419	2,271,419	2,271,419	2,271,419	2,271,419	2,271,419
Small Grants to Community Groups	2,519	10,077	279,357	234,518	241,930	245,637	245,637	245,637	245,637	245,637	245,637	245,637
Total Priority 1	48,454	813,937	5,107,057	4,244,666	4,564,411	4,724,283						
PRIORITY 2												
Supporting Basic Skills Training	21,938	87,753	2,245,106	2,182,801	2,153,592	2,138,987	2,138,987	2,138,987	2,138,987	2,138,987	2,138,987	2,138,987
Supporting Level 2 Training	21,938	87,753	2,245,106	2,182,801	2,153,592	2,138,987	2,138,987	2,138,987	2,138,987	2,138,987	2,138,987	2,138,987
Supporting Level 3 Training	14,016	56,065	1,434,373	1,434,373	1,394,567	1,366,575	1,366,575	1,366,575	1,366,575	1,366,575	1,366,575	1,366,575
Supporting Level 4 Training	3,047	12,188	236,603	359,580	317,914	297,082	297,082	297,082	297,082	297,082	297,082	297,082
Total Priority 2	60,940	243,759	6,161,388	6,119,749	6,001,003	5,941,631						
Total	109,394	1,057,696	11,268,245	10,364,415	10,565,414	10,665,913						

PRIORITY 1	2011				2012				Total All Years
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	
Improving the employability and skills of unemployed and inactive people	1,641,271	1,358,294	1,358,294	1,358,294	1,358,294	1,358,294	1,358,294	1,811,058	33,957,338
Reducing the number of young people who are not in education, employment or training	1,689,004	1,397,796	1,397,796	1,397,796	1,397,796	1,397,796	1,397,796	1,863,729	34,944,911
Small Grants to Community Groups	1,82,653	151,161	151,161	151,161	151,161	151,161	151,161	201,548	3,779,024
Total Priority 1	3,512,928	2,907,251	2,907,251	2,907,251	2,907,251	2,907,251	2,907,251	3,876,335	72,681,272
PRIORITY 2									
Supporting Basic Skills Training	1,590,529	1,316,300	1,316,300	1,316,300	1,316,300	1,316,300	1,316,300	1,755,066	32,907,493
Supporting Level 2 Training	1,590,529	1,316,300	1,316,300	1,316,300	1,316,300	1,316,300	1,316,300	1,755,066	32,907,493
Supporting Level 3 Training	1,016,171	840,969	840,969	840,969	840,969	840,969	840,969	1,121,292	21,024,231
Supporting Level 4 Training	220,907	182,819	182,819	182,819	182,819	182,819	182,819	243,759	4,570,485
Total Priority 2	4,418,136	3,656,388	3,656,388	3,656,388	3,656,388	3,656,388	3,656,388	4,875,184	91,409,702
Total	7,931,064	6,563,639	6,563,639	6,563,639	6,563,639	6,563,639	6,563,639	8,751,519	164,090,974

8.9 Output/Result Achievement Profile

Tables 27-28 detail the anticipated Output and Results profiles of achievement that the LSC will deliver. Please be aware that this profile may alter as a result of procurement.

Table 27 – Priority 1 Planned Output and Results Profile NW (Excluding Merseyside)

Outputs	2008				2009				2010			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr3	Qtr 4
Total number of participants	0	142	569	1,566	1,725	1,733	866	1,733	1,444	1,733	866	1,733
Number of participants who are unemployed	0	60	238	655	722	726	363	726	605	726	363	726
Number of participants who are inactive	0	49	194	534	589	591	296	591	493	591	296	591
Number of participants aged 14 to 19 who are NEET or at risk of becoming NEET	0	95	378	1,041	1,146	1,152	576	1,152	960	1,152	576	1,152
Number of participants with disabilities or health conditions	0	31	125	344	379	381	191	381	318	381	191	381
Number of participants who are lone parents	0	17	68	188	207	208	104	208	173	208	104	208
Number of participants aged 50 or over	0	26	102	282	310	312	156	312	260	312	156	312
Number of participants from ethnic minorities	0	24	97	266	293	295	147	295	246	295	147	295
Number of female participants	0	73	290	798	880	884	442	884	737	884	442	884
Results451												
Number of participants in work on leaving	0	0	0	31	125	344	379	880	191	382	318	381
Number of participants in work six months after leaving	0	0	0	0	0	37	148	185	448	451	225	451
Number of economically inactive participants engaged in jobsearch activity or further learning	0	0	0	22	87	240	265	615	133	266	222	266
Number of 14 to 19 year old NEETs or at risk, in education, employment or training on leaving	0	0	0	43	170	468	516	1,197	259	518	432	518
Outputs	2011				2012				Total all Years			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4				
Total number of participants	758	703	352	703	117	0	0	0	16,744			
Number of participants who are unemployed	317	294	147	294	49	0	0	0	7,010			
Number of participants who are inactive	259	240	120	240	40	0	0	0	5,714			
Number of participants aged 14 to 19 who are NEET or at risk of becoming NEET	504	467	234	467	78	0	0	0	11,129			
Number of participants with disabilities or health conditions	167	155	77	155	26	0	0	0	3,684			
Number of participants who are lone parents	91	84	42	84	14	0	0	0	2,009			
Number of participants aged 50 or over	136	127	63	127	21	0	0	0	3,014			
Number of participants from ethnic minorities	129	120	60	120	20	0	0	0	2,846			
Number of female participants	386	359	179	359	60	0	0	0	8,539			
Results												
Number of participants in work on leaving	191	381	167	155	77	155	26	0	3,684			
Number of participants in work six months after leaving	375	451	225	451	197	183	91	213	4,353			
Number of economically inactive participants engaged in jobsearch activity or further learning	133	266	116	108	54	108	18	0	2,571			
Number of 14 to 19 year old NEETs or at risk, in education, employment or training on leaving	259	518	227	210	105	210	35	0	5,008			

Table 28 – Outputs/Results for Priority 2 Northwest (Excluding Merseyside)

	2008				2009				2010			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr3	Qtr 4
Total number of participants	0	471	1,883	5,177	5,703	5,731	2,866	5,731	4,776	5,731	2,866	5,731
Number of participants with basic skills needs	0	192	769	2114	2,328	2,340	1,170	2,340	1,950	2,340	1,170	2,340
Number of participants without level 2 qualifications	0	193	770	2,119	2,334	2,345	1,173	2,345	1,954	2,345	1,173	2,345
Number of participants without level 3 qualifications	0	58	230	634	698	701	351	701	584	701	351	701
Number of participants with disabilities or health conditions	0	71	282	777	596	860	430	860	716	860	430	860
Number of participants aged 50 and over	0	94	377	1,035	1,141	1,146	573	1,146	955	1,146	573	1,146
Number of participants from ethnic minorities	0	38	151	414	456	458	229	458	382	458	229	458
Number of female participants	0	235	941	2,589	2,852	2,866	1,433	2,866	2,388	2,866	1,433	2,866
Results												
Number of participants gaining basic skills	0	0	0	86	346	951	1,048	1,053	526	1,053	877	1,053
Number of participants gaining level 2 qualifications	0	0	0	77	308	847	334	938	469	938	782	938
Number of participants gaining level 3 qualifications	0	0	0	0	0	17	69	190	209	210	105	210
	2011				2012				Total all Years			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4				
Total number of participants	2,506	2,326	1,163	2,326	388	0	0	0	55,373			
Number of participants with basic skills needs	1,023	949	475	949	158	0	0	0	22,605			
Number of participants without level 2 qualifications	1,025	952	476	952	159	0	0	0	22,660			
Number of participants without level 3 qualifications	307	285	142	285	47	0	0	0	6,776			
Number of participants with disabilities or health conditions	376	349	174	349	58	0	0	0	8,306			
Number of participants aged 50 and over	501	465	233	465	78	0	0	0	11,075			
Number of participants from ethnic minorities	200	186	93	186	31	0	0	0	4,430			
Number of female participants	1,253	1,163	581	1,163	194	0	0	0	27,687			
Results												
Number of participants gaining basic skills	526	1,053	460	427	214	427	71	0	10,172			
Number of participants gaining level 2 qualifications	469	938	410	581	190	381	63	0	9,064			
Number of participants gaining level 3 qualifications	175	210	105	210	92	85	43	100	2,033			

9. LSC PROPOSED ACTIVITY IN THE MERSEYSIDE AREA

Within this section we set our response to the ESF Regional Framework and identify those activities which we intend to undertake in the Merseyside 'phasing in' area.

9.1 Priority 1

The LSC via Priority 1 of this Co-finance Plan will support unemployed and inactive people. There will be a particular focus on people with disabilities and health conditions, lone parents and other disadvantaged parents, older workers, ethnic minorities and young people not in education, employment or training or at risk of becoming NEET. People who have made the transition to work from unemployment or inactivity will also be eligible for support, regardless of employment sector or size of establishment. The scale of resources available on Merseyside allows us to sustain a range of interventions currently supported by the current ESF Objective 1 programme.

Activities will include employment and skills measure to help participants improve their employability and enter jobs. Activities will also help those entering jobs to sustain their employment and make progress at work where they need support to integrate into the workplace. The Merseyside area still has a lower job density than the regional norm. We will work closely with other organisations including The Mersey Partnership, local authorities and the NWDA to maximise the opportunities arising from inward investment and will make funding available to maximise the likelihood that workless residents can access these opportunities. We recognise that this type of support is most likely needed by people who were long-term unemployed or economically inactive, especially people with disabilities and health conditions and people from ethnic minorities. In these circumstances, training and other employment-ay continue after participants have entered employment. We will sustain the programme of sector work closely

Activities will also help to retain in employment older works and workers who have, or who develop, disabilities or health conditions. These activities will provide support to prevent workers becoming unemployed or inactive because of age, disability or a health conditions. They will not duplicate activities to update the skills of older workers which will be supported via Priority 2.

Activities will be designed to respond to the specific needs of participants with disabilities or health conditions, older workers, participants from ethnic minorities and women.

Specifically we will support:

- People who are unemployed or economically inactive, especially disabled people and those with health conditions, lone parents, older workers (over 50 years of age) and BME communities;
- Young people not in education, employment or training.

In addition the LSC will commission activities designed to:

- Tackle worklessness and support more people to move into sustainable employment and by doing so contribute to reductions in the number of workless households especially those with children;
- Work to improve the skills and employability of offenders, ex-offenders and other groups including substance abusers, asylum seekers, refugees and the homeless. The region currently benefits from significant activity funded through ESF. The LSC will work closely with other CFOs and those working with offenders to determine appropriate interventions in the future.

This Co-Finance plan will directly contribute to policies and activities which will develop a skilled and adaptable workforce by increasing the numbers of people gaining Skills for Life, level 2 qualifications, and, where justified, level 3 (and above) qualifications. Specifically, it will support:

The LSC via Priority 2 of this Co-finance Plan will support workers who do not possess qualifications up to level 3 (or who need to update their qualifications and skills) will be eligible for support, in any sector or any size of establishment. There will be a particular focus on: Workers without basic skills; workers who do not have level 2 qualifications relevant to their current occupation; and men and women who want to enter non-traditional occupations. Most of the participants will be employed, however in certain circumstances, people who are not employed will also be supported in order to address individual skills needs and specific skills shortages, where it would be unreasonable and inflexible to exclude their participation. However, skills provision to tackle barriers to work and improve the employability of unemployed and inactive people will be supported through Priority 1.

Training will be supported at level 3 where there is market failure, for example where there are skills shortages, in small and medium sized enterprises (up to 250 employees) and among women and ethnic minorities where they are under-represented.

Managers and workers in small enterprises (up to 250 employees) will be eligible for support at any level, including level 4 and above, regardless of the level of qualification they currently hold. The LSC will also sustain the highly valued Skill Works programme as a mechanism to drive up employer investment in skills and to directly address issues of competitiveness.

ESF funding within Priority 2 will be targeted in particular at people who are least likely to receive training (such as workers in sectors with weak training records and part-time workers) and at people at a disadvantage in the workplace (such as people with disabilities or health conditions, people aged over 50 and people from ethnic minorities). Activities should be designed to respond to the specific needs of participants with disabilities or health conditions, older workers, participants from ethnic minorities and women.

The tables below set out our priorities in the Merseyside area. Particular priorities are:

- People with skills for life needs;
- People without a level 2 qualification;
- People without a level 3 qualification in sectors where there are skills shortages at this level, in SMEs (up to 250 employees), and for women and BME groups in sectors and occupational areas where they are under-represented;
- Women and men who want training to enter non-traditional occupations and sectors;

8.2.1 Priority Sectors

The LSC endorses the statement in the Northwest Statement of Regional Skills Priorities 2007-2010 that all adults should be supported and enabled to develop skills up to and including level 2 irrespective of the sector within which they work. Our work will be informed by work commissioned by the Regional Skills Partnership-Employability Strand which aims to identify the current gaps in service and provision supporting individuals to employment which will be published in September 2007.

Within the context of our overall approach we recognise that:

- All sectors will have a continuing demand for new employees and up-skilling existing workers at all levels;
- The further and higher education sector will continue to provide a wide range of provision to meet demand from all sectors.

In targeting additional ESF funded activity at level 3 and 4 the LSC will work with colleges and universities in order to effectively target ESF resources on the sectors outlined in Table 29. In addition to the Northwest regional priorities there are also shortages arising from the very significant growth in Merseyside in relation to construction, retail and maritime industries.

Table 29 - Regional Priority Sectors (Merseyside)

Level 3	Level 4
<ul style="list-style-type: none"> • Advanced engineering and materials (specially aerospace and engineering, automotive, chemicals) • Bio medical • Care/healthcare • Construction • Digital and creative industries • Education and training • Energy and environmental technologies including nuclear de-commissioning • Food and Drink • Retail • Visitor economy 	<ul style="list-style-type: none"> • Advanced engineering and materials (specially aerospace and engineering, automotive, chemicals) • Bio medical • Business and professional services • Care/healthcare • Construction • Digital and creative industries • Energy and environmental technologies including nuclear de-commissioning • Food and Drink

9.3 LSC Response to the ESF Regional Framework (Merseyside)

10.1 Response to the Regional Framework

Table 30 <i>North West Region Merseyside Sub-region</i>	
Regional Framework	LSC Response
Economic Performance and Growth Prospects	
<p>Despite recent improvements, the economic performance of Greater Merseyside is weak when compared to England average benchmarks and the other sub-regions in the North West.</p> <p><input type="checkbox"/> Despite strong employment growth in recent years, there remains a jobs ‘deficiency’ (reflected in low employment densities). However, there are reasons for optimism, including strong employment growth in recent years, significant regeneration activity (e.g. European Capital of Culture 2008), and a relatively young population.</p> <p>Merseyside is expected to experience employment growth close to the regional average, with Liverpool expected to be a key driver of this growth.</p>	<p>The LSC will work with key partners to:</p> <ul style="list-style-type: none"> • Link LSC investment to major employment opportunities. • Sustain initiatives such as Skills Works to improve competitiveness and increasingly lever employer investment in skills as a mechanisms to drive competitiveness and employment growth. • Work with employers to secure employment opportunities for those currently workless and to increase the number of individuals in areas of high worklessness to secure the employment opportunities which are available. • Further develop sector led routeways and Borough Response Programmes targeted at young people. • Support individuals to sustain employment and progress up the career ladder. • Integrate and align employment and skills action within the City Employment Strategy. • The LSC will seek to sustain initiatives such as the Inward investment rapid response fund which aims to equip individuals in the sub-region with the skills to secure employment opportunities. • Key growth sectors like retail, leisure, tourism and maritime will be a focus for skills investment. • Make a real difference to businesses and communities around the opportunities for economic prosperity linked to Liverpool as the European Capital of Culture 2008.
Population Change	
<p><input type="checkbox"/> In addition to the issues highlighted for the North West as a whole, Merseyside has also experienced net out-migration over the past two decades (although evidence suggests this has slowed markedly).</p> <p><input type="checkbox"/> Whilst Liverpool has a significant pool of graduates, it struggles to retain many of these in the sub-region.</p>	<ul style="list-style-type: none"> • Develop and deliver a new continuum of skills and employment support for businesses and workless individuals, meeting specific and identified demand for skills and labour. • We will work with NWDA and universities to undertake a programme which seek to stimulate graduate enterprise

Table 30	
North West Region Merseyside Sub-region	
Regional Framework	LSC Response
Economic Participation	
<p>The sub-region has a very high rate of economic inactivity (26.6% compared to 23.4% regionally and 21.6% nationally). Inactivity is particularly high amongst BME groups, registered disabled and people who are aged 50 to retirement age.</p> <p>□ A key contributor to the relatively high rate of inactivity in Greater Merseyside is the relatively low skills base of the population. Of the economically inactive, 58% are below Level 2, compared to 50% nationally.</p>	<p>The LSC will target ESF resources at those areas with high levels of worklessness through the mechanism of the City Employment Strategy enhancing our Borough level adult investment plans. The LSC has developed a range of interventions directly targeted at increasing economic activity. We will increasingly seek to target activity in respect of Skills for Life and level 2 activities on ensuring that workless people can achieve skills and qualifications necessary to sustain employment.</p>
Qualifications	
<p>The sub-region has a low proportion of the working age population with higher level skills (21% to Level 4 compared to 26% in England). This relatively low supply of highly qualified people is reflected in an occupational profile which relative to England has less high skilled jobs.</p> <p>□ There is a high proportion of working age people not qualified to at least Level 2 (39% of the working age population do not have a Level 2 qualification compared to 33% for England as a whole). This represents a very significant challenge in terms of workforce upskilling.</p> <p>□ Merseyside has a relatively weak qualification performance amongst its young people. Whilst a similar number of young people remain in education or training at 16, attainment of Level 2 is significantly below the England average (at aged 19, 65% achieve Level 2, 5% points below the England average).</p> <p>□ A significant issue for Greater Merseyside is the high proportion of young people in the NEET group – 12.2% currently, versus 8.6% for England. The NEET proportion in Knowsley is the highest in the region.</p>	<p>We will increasingly target activity in respect of Skills for Life and level 2 activities on:</p> <ul style="list-style-type: none"> • Ensuring that workless people can achieve skills and qualifications necessary to gain and sustain employment. • Supporting those in work with either a skills for life need and or who lack a first level 2 • Develop integrated employment and skills actions through the City Employment Strategy. <ul style="list-style-type: none"> • The LSC will use ESF to enhance our interventions to reduce NEET via the 14-19 partnerships. • Resources will be specifically targeted at those areas with both a high volume and high proportion of young people classified as NEET. We will refine this approach to especially focus on those areas where current interventions are not having the desired impact. • The LSC will sustain its programme of Borough response
Gaps and Shortages	
<p>Merseyside experiences similar issues in terms of the skills gaps and shortages experienced by employers. Though some variation in nature of occupation specific skills shortages currently and expected in the future.</p>	<p>In the LSC has developed a range of interventions which are specifically targeted at providing the skills necessary for individuals to access employment in the public sector. The LSC intends to sustain this type of intervention. Skillworks will continue to play a key role in supporting local SMEs to increase their competitiveness.</p>

9.4. Proposed Activity in the Sub-Regions

Proposed priority interventions in each of the sub-regions are set out below:

Activity Description	Greater Merseyside
Active and preventative measures which to ensure early identification of needs, including individual action plans and personalised support.	H
Job-search help, advice and guidance.	
Motivational, pre-employment and confidence training to include raising the aspirations of individuals.	H
Activities to provide pathways to employment such as pre-vocational and access training, community-based activities, volunteering, environmental activities, practical soft skills (such as improving aspirations and motivation), work skills and workplace skills (such as team working).	
Small grants for voluntary/community organisations to support their capacity to mobilise unemployed and inactive people who are disadvantaged or excluded and facilitate their integration into the labour market (ESF Community Grants).	
Activities to support individuals to enter and sustain employment opportunities including job search and employability skills and post employment mentoring and support.	H
Work search and work preparation, including labour market orientation and work experience placements.	H
Advice and support for self-employment, entrepreneurship, business creation and social Enterprise.	
Skills for Life training (literacy, numeracy, ICT, ESOL for migrant workers, financial literacy).	H
Activities to help disadvantage people who persistently return to JSA, addressing barriers to their retention in sustainable employment, including activities to up skill individuals in the period immediately following their employment.	H
Activities to help unemployed and inactive people from the following groups to enter and remain in work through provision of appropriate aftercare support; lone parents and other disadvantaged parents (to contribute to alleviating child poverty); BME communities (including provision of ESOL where appropriate); older workers; and people with disabilities and health conditions.	H
Activities to prolong working lives by re-engaging inactive older workers or retaining older workers longer in employment, including workers who become disabled or develop health conditions.	
Activities to help lone parents, Jobseekers' Allowance recipients with children and other disadvantaged parents enter and make progress at work, and so contribute to alleviating child poverty.	
Vocational training and qualifications for employability.	
Early interventions to help people at risk of redundancy to adapt their qualifications and skills for other employment opportunities.	
Intermediate Labour Market activity.	
Activities to enhance job brokerage to enable a better match between supply and demand.	H
Access to childcare and care for dependent persons, where caring responsibilities are a barrier to labour market participation, as part of an integrated approach to tackling worklessness.	
City and other area-based strategies and initiatives to tackle worklessness in urban areas	H
Activities to tackle barriers to work faced by unemployed and inactive people in rural areas	

Activity Description	Greater Merseyside
Specific activities targeted at people with mental health problems.	H
Mainstreaming and specific action to improve access of women to employment and increase sustainable participation and progress of women in employment, and to help men and women to access occupations or sectors where they are under-represented.	
Activities to develop the employability and skills of offenders and ex offenders to facilitate labour market entry and thus contribute to reduced re-offending.	H
Addressing specific barriers faced by workless people who are homeless, refugees or who have substance abuse, alcohol or drug problems.	
Initiatives to reform vocational routes for, and develop vocational skills among, 14-19 year olds, including developing the curriculum to improve employability.	
Actions at the point of transition to prevent young people becoming NEET by supporting programmes with a vocational dimension which increase the likelihood of young people making an effective transition at 16.	H
Initiatives to help raise awareness of the world of work, enterprise and entrepreneurship among young people (from age 14) including work placements.	
Activities to engage 14-19 NEETs, tackle their barriers to learning and help them to access mainstream provision.	H
Activities to reduce youth unemployment by developing the employability and skills of young people.	H
Support for employers offering employment with training to members of the NEET group or identified potential NEET young people.	
Activities including vocational training and preventative work, for young people at risk of becoming NEET to provide pathways to employment.	
Activities to provide learning and training to young people serving a custodial sentence in preparation for re-entry into the labour market.	
Transitional support for those NEETs at risk of becoming workless adults.	H

Activity Description	Greater Merseyside
Activities to support access to, and provision of, Apprenticeships.	H
Skills for life including the basic skills of literacy and numeracy, ICT and e-learning skills and ESOL.	H
Lifelong learning and vocational training for low-skilled and low-paid women workers, to improve their progression.	H
Training, mentoring and supporting men and women in occupations or sectors in which they are under-represented.	
Retraining for workers who face redundancy or who have been made redundant.	H
Training, mentoring and supporting men and women in occupations or sectors where their gender is underrepresented, or in order to tackle gender segregation.	
Initiatives by social partners to promote lifelong learning and skills in the workplace.	
Mentoring for employers and employees.	H
Skills/personal development training to guard against future unemployment.	
Specialist provision for migrant workers.	
Activities to support access and progression from foundation level up to Level 2.	H
Training leading to Level 2 qualifications (especially for people without current or relevant Level 2 qualifications, part-time workers and workers in sectors with a weak training record).	
Retraining of people already at Level 2, where there is a need to adapt to specific sectoral change and the changing nature of employment demand.	H
Activities to support access and progression from Level 2 to Level 3.	H
Training leading to Level 3 qualifications in: sectors where there are skills shortages at Level 3; in SMEs up to 250 employees; and for women and BME	

Activity Description	Greater Merseyside
communities in sectors and occupational areas in which they are under-represented at Level 3.	
Training in environmental management and protection skills and eco-friendly technologies, including training which supports renewable energy sectors, energy efficiency and recycling.	
Training of childcare and other care workers.	
Training older workers in order to update their qualifications and skills and prolong their working lives.	
Intermediate and professional skills for RES priority growth sectors (and equivalent sectors of sub-regional importance in Merseyside).	H
Stimulating demand for training amongst employers and employees.	H
Activities to prepare people from disadvantaged groups to access Higher Education (but not higher education provision itself).	
Lifelong learning and training for managers and workers (at any level including level 4 and above) in small enterprises, including training and development in leadership, management, enterprise and technical skills needed for sustainable business development, business growth, innovation and productivity.	
Intermediate and professional skills for RES priority growth sectors (and equivalent sectors of sub-regional importance in Merseyside).	H
Support for social enterprises and other self employment including sole traders.	
Skills for entrepreneurship, self employment and social enterprise	
The training of trainers in the public, private or voluntary sector (at any level including level 4 and above) to deliver activities that benefit target ESF groups (e.g. basic skills and other provision).	
Sustaining activity currently undertaken in the current Merseyside Objective 1 area during the 'phasing in period.	
<u>SkillWorks</u> Continuation of a modified Skill Works programme. This programme places an emphasis upon identifying and meeting the specific needs of SMEs including the development and delivery of customized training.	H
<u>Higher Education Enterprise Skills Routeway</u> The programme offers a customised learning programme that offers students within higher education (colleges and universities) relevant business skills and business planning to support business start up activity	H

9.4 Financial Profiles & Output/Result Achievement Profile Tables

Table 31 provides an overview of our current planned expenditure profile for the Merseyside Phasing In Area. Please be aware that this profile may alter as a result of procurement activities.

Table 31 - Financial Profile Merseyside Phasing In Area

PRIORITY 1	2008				2009				2010			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
Improving the employability and skills of unemployed and inactive people	34,809	139,237	3,605,235	3,431,190	3,191,328	3,071,397	3,071,397	3,071,397	3,071,397	3,071,397	3,071,397	3,071,397
Reducing the number of young people who are not in education, employment or training	24,372	97,487	2,524,213	2,402,355	2,234,415	2,150,446	2,150,446	2,150,446	2,150,446	2,150,446	2,150,446	2,150,446
Small Grants to Community Groups	0	0	0	0	0	0	0	0	0	0	0	0
Total Priority 1	59,181	236,735	6,129,449	5,833,544	5,425,743	5,221,843						
PRIORITY 2												
Supporting Basic Skills Training	20,919	83,677	2,140,826	2,081,415	1,924,354	1,845,824	1,845,824	1,845,824	1,845,824	1,845,824	1,845,824	1,845,824
Supporting Level 2 Training	20,919	83,677	2,140,826	2,081,415	1,924,354	1,845,824	1,845,824	1,845,824	1,845,824	1,845,824	1,845,824	1,845,824
Supporting Level 3 Training	13,365	53,461	1,367,750	1,329,793	1,229,449	1,179,227	1,179,227	1,179,227	1,179,227	1,179,227	1,179,227	1,179,227
Supporting Level 4 Training	2,905	11,622	225,613	342,878	285,202	256,364	256,364	256,364	256,364	256,364	256,364	256,364
Total Priority 2	58,109	232,437	5,875,014	5,835,500	5,363,360	5,127,290						
Total	117,290	469,161	12,004,463	11,669,044	10,789,103	10,349,132						

PRIORITY 1	2011				2012				Total All Years
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	
Improving the employability and skills of unemployed and inactive people	2,579,974	2,334,262	2,334,262	2,334,262	1,924,742	1,719,982	1,719,982	2,293,310	49,142,356
Reducing the number of young people who are not in education, employment or training	1,806,374	1,634,339	1,634,339	1,634,339	1,347,613	1,204,250	1,204,250	1,605,666	34,407,129
Small Grants to Community Groups	0	0	0	0	0	0	0	0	0
Total Priority 1	4,386,348	3,968,601	3,968,601	3,968,601	3,272,355	2,924,232	2,924,232	3,898,976	83,549,846
PRIORITY 2									
Supporting Basic Skills Training	1,550,492	1,402,826	1,402,826	1,402,826	1,156,717	1,033,662	1,033,662	1,378,215	29,533,188
Supporting Level 2 Training	1,550,492	1,402,826	1,402,826	1,402,826	1,156,717	1,033,662	1,033,662	1,378,215	29,533,188
Supporting Level 3 Training	990,592	896,250	896,250	896,250	739,013	660,395	660,395	880,527	18,868,425
Supporting Level 4 Training	215,346	194,837	194,837	194,837	160,655	143,564	143,564	191,419	4,101,832
Total Priority 2	4,306,923	3,896,740	3,896,740	3,896,740	3,213,107	2,871,282	2,871,282	3,828,376	82,036,632
Total	8,693,271	7,865,341	7,865,341	7,865,341	6,485,456	5,795,514	5,795,514	7,727,352	165,586,118

9.5 Output/Result Achievement Profile

Tables 32 & 33 detail the anticipated Output and Results profiles of achievement that the LSC will deliver. Please be aware that this profile may alter as a result of procurement activities.

Table 32 – Outputs/Results for Priority 1 Merseyside Phasing In Area

Outputs	2008				2009				2010			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr3	Qtr 4
Total number of participants	0	191	766	2,106	2,117	2,027	1,014	2,027	1,689	2,027	1,014	2,207
Number of participants who are unemployed	0	87	348	957	962	921	460	921	767	921	460	921
Number of participants who are inactive	0	71	284	782	786	753	376	753	627	753	376	753
Number of participants aged 14 to 19 who are NEET or at risk of becoming NEET	0	56	223	614	618	591	296	591	493	591	296	591
Number of participants with disabilities or health conditions	0	42	168	463	466	446	223	446	372	446	223	446
Number of participants who are lone parents	0	23	92	2853	254	243	122	243	203	243	122	243
Number of participants aged 50 or over	0	34	138	379	381	365	182	365	304	3965	182	365
Number of participants from ethnic minorities	0	10	38	105	106	101	51	101	84	101	51	101
Number of female participants	0	98	391	1,074	1,080	1,034	517	1,034	862	1,034	517	1,034
Results												
Number of participants in work on leaving	0	0	0	42	168	463	466	446	223	446	372	446
Number of participants in work six months after leaving	0	0	0	0	0	50	199	548	550	527	264	527
Number of economically inactive participants engaged in jobsearch activity or further learning	0	0	0	32	128	352	354	339	169	339	282	339
Number of 14 to 19 year old NEETs or at risk, in education, employment or training on leaving	0	0	0	25	101	276	278	266	133	266	222	266
Outputs												
	2011				2012				Total all Years			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4				
Total number of participants	1,374	1,554	777	1,554	259	0	0	0	22,254			
Number of participants who are unemployed	624	706	353	706	118	0	0	0	10,231			
Number of participants who are inactive	510	577	289	577	96	0	0	0	8,364			
Number of participants aged 14 to 19 who are NEET or at risk of becoming NEET	401	453	227	453	76	0	0	0	6,570			
Number of participants with disabilities or health conditions	302	342	171	342	57	0	0	0	4,955			
Number of participants who are lone parents	165	186	93	186	31	0	0	0	2,703			
Number of participants aged 50 or over	247	280	140	280	47	0	0	0	4,054			
Number of participants from ethnic minorities	69	78	39	78	13	0	0	0	1,126			
Number of female participants	701	793	396	793	132	0	0	0	11,847			
Results												
Number of participants in work on leaving	223	446	302	342	171	342	57	0	4,955			
Number of participants in work six months after leaving	439	527	264	527	357	404	202	471	5,856			
Number of economically inactive participants engaged in jobsearch activity or further learning	169	339	230	260	130	260	43	0	3,764			
Number of 14 to 19 year old NEETs or at risk, in education, employment or training on leaving	133	266	180	204	120	204	34	0	2,956			

Table 33 – Outputs/Results for Priority 2 Merseyside Phasing In Area

	2008				2009				2010			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr3	Qtr 4
Total number of participants	0	430	1,179	4,728	4,754	4,551	2,276	4,551	3,793	4,551	2,276	4,551
Number of participants with basic skills needs	0	176	702	1,932	1,942	1,859	930	1,859	1,550	1,859	930	1,859
Number of participants without level 2 qualifications	0	176	705	1,940	1,950	1,867	934	1,867	1,556	1,867	934	1,867
Number of participants without level 3 qualifications	0	52	209	574	577	552	976	552	460	552	976	552
Number of participants with disabilities or health conditions	0	64	258	709	713	683	341	683	569	683	341	683
Number of participants aged 50 and over	0	86	344	946	951	910	455	910	759	910	455	910
Number of participants from ethnic minorities	0	17	69	189	190	182	91	182	152	182	91	182
Number of female participants	0	215	860	2,364	2,377	2,276	1,138	2,276	1,896	2,276	1,138	2,276
Results												
Number of participants gaining basic skills	0	0	0	79	316	861	874	837	418	837	697	837
Number of participants gaining level 2 qualifications	0	0	0	71	282	776	780	747	373	747	622	747
Number of participants gaining level 3 qualifications	0	0	0	0	0	16	63	172	173	166	83	166
	2011				2012				Total all Years			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4				
Total number of participants	3,085	3,489	1,745	3,489	582	0	0	0	50,751			
Number of participants with basic skills needs	1,260	1,426	713	1,426	238	0	0	0	20,661			
Number of participants without level 2 qualifications	1,266	1,432	716	1,432	239	0	0	0	20,747			
Number of participants without level 3 qualifications	374	424	212	424	71	0	0	0	6,138			
Number of participants with disabilities or health conditions	463	523	262	523	87	0	0	0	7,586			
Number of participants aged 50 and over	617	698	349	698	116	0	0	0	10,114			
Number of participants from ethnic minorities	123	140	70	140	23	0	0	0	2,023			
Number of female participants	1,542	1,745	872	1,745	291	0	0	0	25,286			
Results												
Number of participants gaining basic skills	418	837	567	642	321	642	107	0	9,297			
Number of participants gaining level 2 qualifications	373	747	506	573	286	573	95	0	8,299			
Number of participants gaining level 3 qualifications	138	166	83	166	112	127	64	148	1,841			