

SOUTH WEST REGIONAL SKILLS PARTNERSHIP PERFORMANCE MONITORING FRAMEWORK

WORKING DOCUMENT – Last Update 9 January 2008

1. INTRODUCTION

At its meeting of 3rd July 2007 the RSP Board tasked SLIM with the development of a Performance Monitoring Framework in support of the RSP Statement of Priorities.

The objective of the Framework is to allow the RSP to track trends in the region's skills, employment and enterprise performance. The Framework will be based on a set of robust and agreed indicators, grouped into four elements.

To oversee this work SLIM has established a Performance Monitoring Group, chaired by John Wilkinson on behalf of the RSP Board, and with representation from partners. This group met at on 28 September and agreed the draft Framework for approval by the board.

The draft Framework has been subject to discussion and negotiation with GOSW in the case of ESF indicators and with partners in relation to partner indicators. It is important to note that some partners are in the process of negotiation with Government regarding performance indicators and these indicators are likely to change in the coming months as a result of this and the outcome of the Comprehensive Spending Review. The Framework will be updated as appropriate.

2. REPORTING

The availability and frequency of data determines the frequency and timing of reporting to the Board. For instance, data for some indicators is updated quarterly, whilst for others data may be updated annually. The broad principles dictating the use of data is set out in Annex 1.

The reporting timetable presented in Annex 2 shows which indicators will be subject to reporting at each planned Board meeting.

A Performance report will be presented at each Board meeting. However, it is proposed that reporting against the full suite of indicators will only take place at 6 monthly intervals. This is due to the fact that most of the data relevant to the Framework is generated in Jan/Feb/Mar or Aug/Sept/Oct. The reports will be brief, but will include a one page analysis 'reporting by exception'.

A more detailed, analytical annual report for progress on the four key RSP Priorities will be presented for debate at the RSP Board away day in January 2008.

Reports on the Partners Performance indicators will also be reported through the Framework. This will be reported once a year for Higher Education and SWRDA, twice per annum for the LSC and Jobcentre Plus and quarterly for ESF.

The real value of this reporting will be the analysis and debate that accompanies it. The Performance Monitoring Group has therefore proposed that an ideal time for the discussion of Performance would be October each year which would then enable the discussion to influence the planning processes of the partner organisations.

Data tracking the indicators will be available from the SLIM website on an ongoing basis and will be accessible to the Board and public through the SLIM website with appropriate links to the RSP website. As a member of the Cross Region Research Group SLIM is also now committed to sharing of approaches to RSP performance monitoring across regions. Papers, reports and data arising from the performance monitoring framework will be assumed as agreed for public release and unless specifically otherwise stated.

3. FRAMEWORK

With agreement of the Board, the Framework comprises four elements:

- **RSP Priorities Indicators**
- **ESF indicators**
- **Partner indicators**
- **Other Strategic Indicators**

Key comparators will be quarterly/annual comparisons against an initial benchmark and where appropriate, cross regional comparisons. It may also be necessary in the case of some indicators to look at measures of regional diversity (where regional averages disguise diverse conditions and performance). It may also be necessary to provide historical information, to put progress as context and explain broader trends.

Details of the indicators proposed for the four elements are set out in more detail below.

4. RSP PRIORITIES INDICATORS

The following Indicators are proposed for of the 4 main priorities and 3 'sub-priorities':

Priorities

- Leadership & Management Skills
- Enterprise Skills
- Creativity and Innovation Skills, including Science, Technology, Engineering & Maths (STEM) skills
- Ensuring skills needs of the regional economy, and in key sectors, are addressed at Level 3 and above

Sub-Priorities

- Supporting strategies for the integration of migrant workers
- Supporting the development of integrated information, advice and guidance service
- Supporting strategies for the reduction of NEETS

RSP PRIORITIES

Leadership & Management

1. Number of students at all levels studying Business & Administrative subjects at institutions offering Higher Education in the South West
2. Number of qualifications obtained from institutions offering Higher Education in the South in:
 - Business Studies
 - Management Studies
 - Finance & Accounting
 - Human Resource Management
3. Participation in Management programmes funded by the LSC
4. Volumes of RDA / LSC funded activity through Leadership South West
5. Incidence of Skills Shortages and Skills Gaps among Managers
6. Proportion of managers & people with supervisory responsibilities who have undertaken work-related training in the last 13 weeks
7. Incidence of referrals to management programmes within Train to Gain
8. Higher Level Skills Pathfinder – referrals to support in leadership and management

Enterprise Skills

1. Business start-up rates - VAT Registrations, de-registrations and net change in VAT registered businesses
2. Total number of business Units, including self-employed – net change
3. One and three year business survival rates
4. Estimated annual turnover of all Higher Education spin-off firms with some HE ownership
5. Total entrepreneurial activity in the region, measured by the Global Entrepreneurship Monitor
6. Number of individuals / businesses given pre-start and post-starts supported by Business Link

Creativity and Innovation Skills / STEM

1. Percentage of pupils achieving Level 4 in Key Stage 2 Maths and Science tests
2. Percentage of pupils achieving Level 5 and Level 6 in Key Stage 3 Maths and Science tests
3. Percentage of pupils in maintained schools attempting GCSEs and achieving results at A* to C in: Maths, Any Science, Single Science, Double Award Science, Physics, Chemistry, Biological Science, Other Science.
4. Percentage of pupils in SW maintained schools achieving results in: Biological Science, Chemistry, Physics, Maths, and Further Maths Design & Technology.
5. HE – Applications for STEM subject places HE
6. HE – Acceptances to STEM subjects at HE
7. Number students at institutions providing higher education in the South West who are studying: Biological Sciences, Physical Sciences, Mathematical Sciences, Engineering & Technology, Computer Sciences.
5. Number students at institutions providing higher education in the South West who gained qualifications in: Biological Sciences, Physical Sciences, Mathematical Sciences, Engineering & Technology, Computer Sciences.

Sectors: Level 3 & Higher Skills

1. Number of SW domiciled individuals participating in higher education
2. Number of students, from all regions, who study in SW Higher Education Institutions.
3. Percentage of young full-time first degree entrants domiciled in the South West who are from:
 - low participation neighbourhoods
 - NS-SEC Classes 4,5,6 and 7
 - state schools or colleges
4. Value of HE CPD offer to SMEs, other commercial businesses and individuals
5. Numbers of foundation degrees awarded by institutions providing higher education in the South West
6. Proportion of working age population qualified to at least:
 - Level 3
 - Level 4
7. NVQ awards at levels 3 and 4, as a proportion of all NVQ awards
8. Skills Gaps & SSVs in Associate Professional and Skilled Trades Occupations
9. Track Level 3 model indicators

SUB-PRIORITIES**Migrant Working**

1. Number of individuals from non-English speaking countries who have registered for National Insurance Numbers in the South West
2. Number of enrolments to LSC funded ESOL provision

IAG – Information Advice and Guidance

1. Number of LSC funded:
 - Information sessions
 - Advice Sessions

Young people not in employment, education or training (NEETs)

1. Proportion of 16 – 18 years olds who are not in education, employment or training
2. Proportion of 16 – 18 years olds whose destination is 'not known'

5. EUROPEAN SOCIAL FUND (ESF) INDICATORS

Regional Reporting Structures

The RSP is responsible for overseeing the effective delivery of the two regional ESF Frameworks for 2007 to 2013 - the Convergence Programme, in Cornwall, and the Competitiveness Programme, in the rest of the region.

Regional Programme Monitoring Committees (PMCs) will be responsible for the detailed monitoring of programme performance and the delivery of co-financing plans. The RSP Board has higher level functions, involving maintaining oversight of programme performance, ensuring the programmes respond to regional needs and providing strategic direction. To do this, the Board needs performance reports of outputs and results alongside analyses of any delivery issues that require high level decision making.

The RSP Central Team will be represented on the both the Competitiveness and Convergence PMCs. The GOSW European Team will be represented on the RSP Performance Monitoring Group and will report to the Board within the overall RSP Performance Monitoring Framework. A regional representative will also sit on a national ESF Evaluation sub-group. Performance reports will be presented to the Board either by Peter Cloke, or, where required, by a member of the European Funding Team.

5.1 ESF Programme Outputs and Results

Operating within a national framework, regional Competitiveness and Convergence 'Implementation Groups' have agreed the following Outputs and Results for the four regional ESF Priorities. These outputs are for the first three years of the programme. They are not annual figures.

Priority 1: Extending Employment Opportunities - Competitiveness Programme Priority 4: Tackling Barriers to Employment - Convergence Programme

2007-13 Targets	Priority 1	Priority 4
Outputs	Competitiveness	Convergence
Total number of participants	44,200	24,500
Participants who are unemployed	42%	42%
Participants who are inactive	34%	34%
Participants aged 14 to 19 who are NEET (or at risk in Convergence area)	20%	20%
Participants with disabilities or health conditions	22%	27%
Participants who are lone parents	12%	8%
Participants aged over 50	18%	30%
Participants from ethnic minorities	7%	1%
Female participants	51%	51 %
Results		
Participants in work on leaving	22%	24%
Participants in work six months after leaving	26%	30%
Economically inactive participants engaged in job search activity or further learning	45%	45%
Participants aged 14 to 19 NEETs in education, employment or training on leaving	45%	44%

Priority 2: Developing a Skilled and Adaptable Workforce - Competitiveness
Priority 5: Improving the Skills of the Local Workforce - Convergence

2007-13 Targets	Priority 2	Priority 5
Outputs	Competitiveness	Convergence
Total number of participants	44,200	50,200
Participants with basic skills needs	41%	36%
Participants without relevant level 2 qualifications	41%	36%
Participants without relevant level 3 qualifications	12%	11%
Participants without a level 4 or above qualifications		8%
Number participating in research qualifications (Masters/PhD)		2%
Number of graduate placements		2%
Participants with disabilities or health conditions	15%	17%
Participants aged 50 and over	20%	22%
Participants from ethnic minorities	4%	1%
Female participants	50%	51%
Results		
Participants who gained basic skills	45%	45%
Participants gaining full level 2 qualifications	40%	40%
Participants gaining full level 3 qualifications	30%	30%
Participants gaining a level 4 qualifications		20%
Participants undertaking post-graduate research gaining level 5 qualifications		15%
Graduates placed within SMEs who gained employment		75%

Should the RSP Board wish to include additional indicators of European Programme performance, GOSW will seek to negotiate their inclusion within agreements with Jobcentre Plus and the LSC. This will however require additional work and would need to be agreed by the LSC and Jobcentre Plus representatives on the RSP Board.

5.2 National Uncertainties

There is currently a slight uncertainty about the frequency with which full reporting will be possible. Management information arrangements and claim documents, from which data will be drawn, have yet to be finalised by DWP.

A few indicators, such 'Participants in work 6 months after leaving' will be measured by follow-up surveys. Where this is the case reporting will be irregular.

Data for the majority of indicators will be collated from project records and reports. Co-financing bodies will report on activity levels and outcomes quarterly in February, May, August and November. Reporting will be in line with the tables above, i.e. will include total number of participants and the percentage falling in or achieving against each of the performance measures. This should be fairly simple to assess, as the % targets will remain constant. A green / amber / red system will be used to highlight areas of good performance and those of concern.

6. PARTNERS' INDICATORS

The majority of partners that make up the RSP have a direct responsibility for achieving key targets in relation to skills, employment and enterprise in the region.

The RSP monitoring framework will report progress against partners' own indicators, to allow it to review the activities and contributions of the key agencies in the region.

6.1 Learning and Skills Council

Learning and Skills Council (LSC) performance measures are derived from skill-related Public Service Agreement (PSA) Targets.

The process of setting performance measures has, to date, involved DfES establishing with the LSC a set of annual achievement objectives which, if met nationally, will allow the PSA targets to be met.

The LSC then reviews the attributes of regional populations and, on the basis of this, agrees participation objectives, achievement objectives and funding levels for each region.

Participation and achievement objectives relate to population groups ('16 – 18' or 'Adults'), qualification levels and type of learning (e.g. family learning) and delivery sector¹. These objectives are published in a regional Commissioning Plan in January of each year².

The South West Commissioning Plan for 2007/08 specifies the following objectives.

Participation Objectives	16 – 18	Adults
Total number of learners	X	X
Number undertaking Level 4 and above		X
No. undertaking Level 3 / Full Level 3 Learners / 1 st Full Level 3		
No. undertaking Level 2 / Full Level 2 Learners / 1 st Full Level 2	X	X
No. undertaking Level 1 and entry	X	X
No. undertaking Skills for Life that contributes to PSA Target	X	X
Number undertaking entry to employment	X	
Number undertaking safeguarded adult learning	X	
Number undertaking family learning, literacy and Numeracy		X
No. undertaking neighbourhood learning in deprived communities		X
Number undertaking wider Family Learning		X
Number undertaking personal / leisure learning		X

Achievement Objectives	16 – 18	Adults
No. achieving Full Level 3	X	X
No. achieving First Full Level 3		X
No. achieving Full Level 2	X	X
No. achieving First Full Level 2		X
No. achieving Skills for Life quals that contribute to PSA Target	X	X
No. progressing to a positive destination from Entry to Employment	X	

1 Sectors are: Further Education; Personal and Community Development Learning; Work-based Learning; Train to Gain and School sixth forms.

2 See http://readingroom.lsc.gov.uk/lsc/SouthWest/SW_Regional_Plan_0708.pdf

Commissioning Plans also set out a number of specific regional goals, which for South West in 2007/08 are:

- To grow all strands of 16-18 provision, but focusing particularly on FE,
- To reverse the shrinking trend in adult provision but focus growth entirely on full L2 and L3,
- To stabilise adult Apprenticeship (19-24) delivery and increase our Advanced Apprenticeships offer for adults (25+),
- To maximise the impact of Skills for Life delivery by increasing the contribution that contributes towards the Public Service Agreement Target.

Aspirations set in relation to these goals are as follows:

Young People	2007/08 goals	Increase on 2006/07 goals
16-18 learners in FE	73,500	4.3%
16-18 Ail in WBL	15,500	1.3%
E2E starters	4,450	0.0%
Learners in school	39,500	1.8%
Adults		
Adults attempting full L2 in FE	26,000	13.0%
Adults attempting full L3 in FE	17,600	12.1%
Adults achieving a SfL qual in FE	22,000	0.9%
Adults undertaking an Apprenticeship	4,600	0.0%
Adults undertaking an Advanced Apprenticeship	3,300	6.5%

The Commissioning Plan establishes the LSC's purchasing aspirations at the outset of negotiations with providers. A Delivery Plan is subsequently produced setting out what the LSC believe they have secured, post negotiation of participation and achievement volumes with contractors. The two do not tend to be very different.

A considerable volume of Performance Review Information is released nationally by LSC every six months. This will be released in February and July of each year. This data is complex and requires careful analysis and interpretation. A paper providing this analysis is presented to LSC Board members at Performance Reviews which take place around a month following the release of the data. While this is an internal paper it has been agreed that it could be used as the basis for a six monthly reports to the RSP in April and October.

6.2 South West Regional Development Agency

The Government is currently in the process of reforming RDA Tasking (performance) Frameworks.

The July 2007 Review of sub-national economic development and regeneration argued that *'in the case of the RDAs, the lack of clear focus is compounded by the RDA Tasking Framework, which comprises 12 PSA targets and 10 key output targets. This complex arrangement can potentially reward nugatory activity, create conflicting incentives for RDA activity and undermine their focus on delivering sustainable economic growth'*.

At present the RDA negotiates annual targets for a set of (Tier 3) outputs (see table below). It reports achievement against these in its Annual Report, published in the autumn of each year. Internal output monitoring is conducted on a rolling basis, though this information is used for management purposes and is not available for public release.

RDA – Tier 3 Outputs	Target	Achievement
Job Creation – number of jobs created or safeguarded	5,128 – 7692	5,549
Employment Support – number of people assisted to get a job	1,148 – 1722	1,936
Business Creation – number of new businesses created and demonstrating growth after 12 months, and businesses attracted to the region	168 – 252	271
Business Support – number of businesses assisted to improve their performance	7,200 – 10800	15,898
Number of businesses within the region engaged in new collaborations with the UK knowledge base	248 – 372	647
Regeneration – Public and private regeneration infrastructure investment levered	£124m - £186m 50% - 74%	£255m 59%
Brownfield Land – reclaimed and / or developed	84 – 126	86
Skills – number of people helped with their skills development as a result of RDA programmes	12,000 – 18,000	25,348
Number of adults gaining basic skills as part of the skills for life strategy	408 – 612	497
Number of adults in the workforce who lack a full level 2 or equivalent qualification who are supported in achieving at least a full level 2 qualification or equivalent	820 – 1230	1,266

Under the new arrangements it is unlikely that the RDA will need to agree targets with Government for outputs of this nature. The RDA may well continue to set these internally, for management purposes, but reporting is also likely to be internal. The focus is likely to be on the RDA's contribution to broader PSA targets and related indicators instead.

6.3 Local Government

The *Review of sub-national economic development and regeneration* also covers the performance framework for local government. A new framework is proposed, which will be directly linked to the national Public Service Agreements and indicators. Local government Economic development and neighbourhood renewal objectives, set out in Local Area Agreements, will need to set out local contributions to both regional economic strategies and PSA targets, which should obviously concur. The aim is for a coordinated approach through the national, regional and local levels.

Details of the full indicator set will be published following the Comprehensive Spending Review. However, the Sub-national review makes clear that the indicator set will include a clear focus on economic development and neighbourhood renewal and will include robust outcome indicators in the following areas:

- employment and worklessness;
- education and skills for up to 19 year olds, including science;
- investment in housing and infrastructure, particularly transport;
- enterprise; and
- creating an attractive local environment for businesses and citizens.

Local Authority targets for 2008 that relate directly to education and skills are set out in Annex 2 of this report. Data for of these indicators will be captured and reported under the STEM Priority and reporting of GOSW indicators. It is proposed that local government reporting is added to the RSP Performance Monitoring Framework once these arrangements have been put in place. This was strongly confirmed at the meeting.

6.4 Higher Education

National monitoring

Performance monitoring for the sector is undertaken by HESA. Performance reports for the last four academic years (2002/3 to 2005/6) are available from the HESA website³. Performance reports are published in July of each year, one year after the end of the period to which the data relates.

HEFCE is currently undertaking a review of HE performance Indicators. This, allied to changes in the Student Record, will impact on data reported in July 2009 for 2007/8. Changes to the data in July 2008 will be minor. Performance indicator tables are as follows.

<p>1. Widening Participation and under-represented Groups and students who are in receipt of disabled students' Allowance</p> <ul style="list-style-type: none"> • The percentage of students from state schools or colleges, specified socio-economic classes and low-participation neighbourhoods. Performance Indicators are at institutional level. • The percentage of students who are in receipt of Disabled Students' Allowance, available only at institutional level.
<p>2. Non-continuation rates</p> <p>Non-continuation rates for students at an institution, including:</p> <ul style="list-style-type: none"> • students who start in a particular year and whether they are still in higher education one year later • projected outcomes over a longer period, including the % of starts gaining a degree, another award, transferring to another institution or gaining neither an award or transferring.
<p>3. Research output</p> <p>Four indicators covering the numbers of PhDs awarded and amount of research grants and contracts obtained, relative to the academic staff costs of an institution and relative to the funding council allocation of quality related research funds to that institution.</p>
<p>4. Employment of graduates</p> <p>The number of graduates who say they are working or studying (or both) as a percentage of all those who are working or studying or seeking work.</p>

Although there isn't currently much aggregation of data to regional level data, the review suggests that additional regional reporting, particularly on non-completion, should be introduced by 2009 if possible. All institutional tables provide absolute numbers (nominator and denominator) suggesting that aggregation to produce regional data for all institutions is possible. The one existing regional indicator, on widening participation, is based on domicile rather than institution of study. Domicile data cannot be generated from the tables.

³ http://www.hesa.ac.uk/index.php?option=com_content&task=category§ionid=2&id=32&Itemid=141

HEFCE is looking to introduce performance indicators covering: parental income, parental education, job quality and value added. These are unlikely to be available before 2010.

Regional Monitoring

At regional level HEFCE has worked with partners (HERDA, RDA, GOSW, LSC) to define a set of 'priorities for collaborative action'.

This report (see <http://www.hefce.ac.uk/regions/priorities/sw/>) identifies twelve regional priorities under the four strategic themes for HE – widening participation, learning and teaching, research, and knowledge transfer. The priorities identify both quantitative and qualitative changes that partners wish to see achieved, e.g. 'secure *better* employer engagement in the delivery of work-based learning...'. The qualitative nature of many of these priorities makes reporting within a largely quantitative, indicator-based reporting framework difficult. That said, the report also identifies a number of quantitative 'Regional Characteristics' that provide a rationale for the priorities. These could be monitored annually, alongside the national HESA data, to provide an overall annual assessment of HE performance.

Regional profiles of Higher Education are published in June of each year. These provide data for the previous academic year and a summary of key HEFCE developments.

An additional source of information and possible indicators is provided by the annual Higher Education – Business Community Interaction Survey. This survey asks Higher Education Institutions:

- a) questions about their current practice, producing 'count' data in response to questions such as 'Does your HEI have a central dedicated unit which provides: an enquiry point for SMEs / assistance to SMEs in specifying their needs
- b) To rate their HEI's response on a scale between 1 to 5 in response to questions such as 'To what extent does the HEI monitor skills needs and sectoral change through labour market intelligence (LMI), and take this into account in planning provision?
- c) To provide data on their business & community interactions including:
 - The value of research and consultancy contracts with SMEs, larger companies and non-commercial organisations
 - Levels of income generated through the provision of CPD to SMEs, larger businesses, non-commercial organisations and individuals
 - The number of patents and licenses filed and income generated from these
 - The number of spin-offs and start ups generated in the year.

Data is provided at regional level and for individual institutions, allowing for detailed analysis. The survey results are published by HEFCE in July of each year.

This co-incides with the release of annual monitoring data by HESA. As both datasets are annual, it suggests a single annual report for Higher Education should be produced over the summer for the RSP Board in October.

6.5 Business Link

Local Business Link Operators (BLO) report their performance to SW RDA on a quarterly basis. Regional reports, collated by SW RDA, are passed to a National Business Link Manager, based at SEEDA, who then reports to the Department for Business, Enterprise and Regulatory Reform (DBERR).

The release of data within regions is at the discretion of RDAs. SW RDA protocols require the agreement of individual BLOs prior to release of sub-regional data. This has been secured from most BLOs for some datasets.

Regional data that is reported to DBERR and to ministers is required to be the public domain by statute.

There are some sensitivities about the public release of performance data and it being viewed as a league table. RDAs are responding to local needs by establishing different priorities and targets for their areas. Some deliberately focus more on intensive assistance than others, for example. Therefore a focus on understanding regional priorities and looking at the South West's performance over time may be more appropriate than comparisons with other regions.

Within the South West the following performance indicators are used.

1. Service Usage

Usage is broken down into the number of:

- a) individuals considering starting a business (pre-starts) receiving assistance
- b) start-up businesses within the first 12 months of operation receiving assistance
- c) established businesses receiving assistance

2. Intensive support

Intensively supported businesses are those who have worked up an action plan with Business Link support and where measures, e.g. of gross added value, are being applied to assess the impact of the support. The intensive support is measured for both:

- a) Start ups and
- b) Established businesses.

The growth status, whether a business is a high growth business, has high growth potential or is an 'other' business, is measured, as is the type of support provided, e.g. support with Finance, ICT etc.

3. Satisfaction with Business Link services

Measures here are:

- a) Overall customer satisfaction
- b) Propensity to re-use / recommend BL services to others
- c) Perceived business benefit of BL support

Levels of support provided to female led business, ethnic minority led business and business based in disadvantaged areas are monitored, as are the survival rates, at 12 and 24 months, for intensively assisted.

South West RDA also measures changes in Gross Value Added for intensively supported businesses, benchmarking this against the business population as a whole, in order to gain a perspective on productivity gain within the cohort of organisations that have received support.

Performance measures that are common to all regions are currently collated into a quarterly 'Regional Performance Brief', which should be available quarterly from DBERR or from SEEDA.

It should be noted that this framework is under review. In future it is likely that there will be a set of core mandatory measures in new framework, with additional measures added at the discretion on individual RDAs. There is also a possibility that at a part of the Business Link performance framework will be aligned with and incorporated within the revised RDA tasking framework. This may simplify reporting arrangements in future.

Need confirmation of the above and to agree protocols & timings for reporting to the RSP with Regional Business Link Manager.

6.6 Jobcentre Plus

Jobcentre Plus currently collates evidence on regional performance which is reported to the RDA at around March and September of each year. This data, primarily generated for reporting delivery against Regional Economic Strategy objectives, will also be used for RSP Reporting. Three areas are covered.

Response to labour market emergencies

- a) Number of Rapid Response Fund applications and numbers supported
- b) Number of redundancy situations supported without Rapid Response Fund intervention
- c) Total number of people supported through a) and b) above
- d) Job losses notified to Jobcentre Plus

This information can be reported on a quarterly or six monthly basis, as required.

Delivery of routes into employment for the long term unemployed and other hard to reach individuals

Jobcentre plus measures the number of people whom the agency has helped realise Job Outcome Targets. Data is broken down into the following groups.

- a) Lone parents, people with health conditions and inactive benefit recipients
- b) Job Seekers Allowance (JSA) New Deal claimants, Employment Zone participants, Disadvantaged Groups (ask for definition), Long-term JSA claimants
- c) Short-term JSA claimants
- d) Non claimants
- e) Employed individuals

Job Outcome Target data can be provided at District level and can be reported quarterly. Due to the importance of ensuring sustainable job outcomes, data is collected six months after individuals initially enter employment. Thus there can be the appearance of a 'lag' within the data.

Employer behaviours

Recently, additional, softer reporting, identifying changes in employer attitudes and behaviours towards the JC+ customer base has been adopted. The aim is to be able to report on the number of employers who have changed recruitment and employment policies in particular ways.

Although quarterly reporting is possible, this is considered too frequent. Instead six monthly reports, providing quarterly information, are proposed.

Reports to the RSP Board will be derived from reports to the RDA on performance against RES Objectives.

This will result in Jobcentre Plus reporting to the Board in April and October of each year.

6.6 GOSW

A number of recent policy developments around children and young people have significantly shaped the Government Office role in this area of work.

The Department for Education and Skills' (DfES's) 'Five-Year Strategy for Children and Learners' published in November 2004, proposed new arrangements for the delivery of children and young people's these policies in the regions, with each Government Office taking responsibility for much of this work.

GOSW has a specific responsibility for Connexions Partnerships (CXs). It supports them in achieving their target to reduce the number of young people (16-18) who are not in education, employment or training. By 2008 this responsibility will pass to the local authorities. GOSW will be working with CXs and local authorities to make sure that the transition process is successful. The budgets for local CXs will then be the responsibility for local Children's Trusts. The relevant priority to the RSP is the Connexions indicator which relates directly to NEETs, covered above in the RSP indicators.

Most schools related data is included elsewhere in the framework. One omission is A level attainment.

Sarah Beeson to speak to Peter Crouch re this

7. STRATEGIC INDICATORS

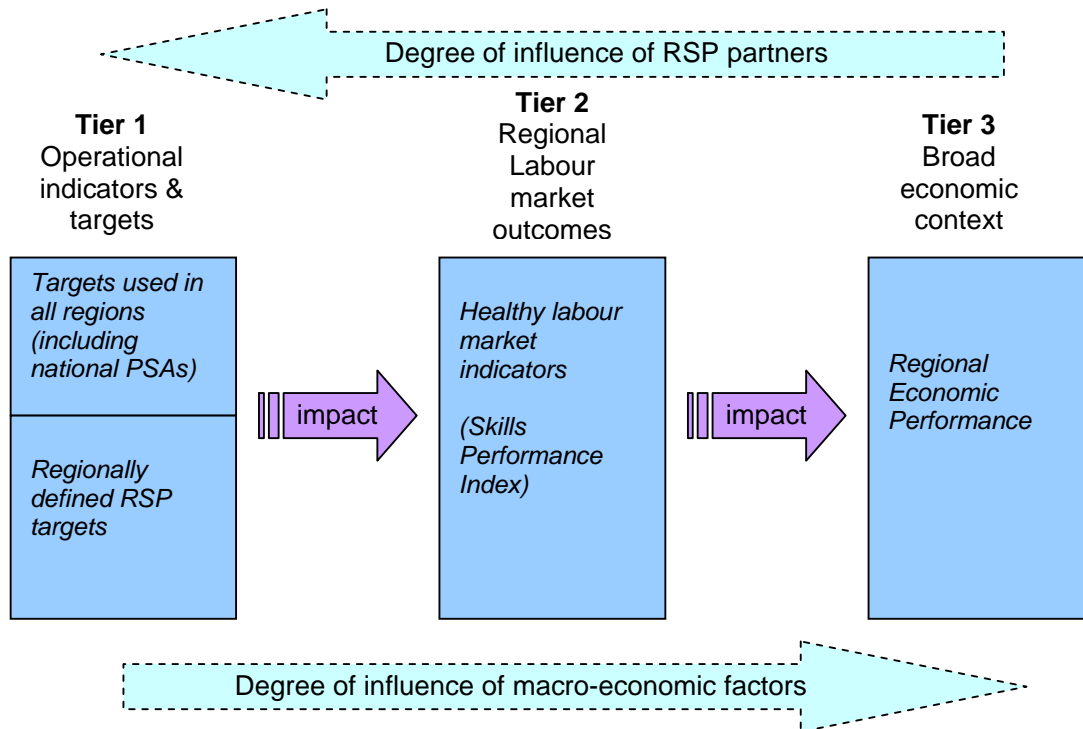
The vast majority of RSP Priority, ESF and Partner Indicator data relates either to volumes of activity, e.g. people engaged in learning or job search activities, or to the immediate results of these activities, e.g. qualifications or jobs gained.

This data does not provide a perspective of the wider picture, such as overall employment levels or qualification levels, which is influenced by both partners' activities and many other factors as well. This data is critical, in that it may offer insights into the impact of our collective activities. It also sets out the terrain upon which partners must work and which they must collectively understand in order to establish direction and future priorities.

Since 2004, and the days of the FRESA, SLIM has provided an analysis of this wider contextual data within an Annual Healthy Labour Market Review. This included an assessment of progress towards PSA targets and wider economic and social indicators upon which partners' activities are assumed to directly or indirectly impact.

Regional Skills Partnerships, supported by a 'Cross Region Research Group', are currently developing a shared performance monitoring framework for RSPs.

This framework, illustrated below, is designed to allow regional flexibility in the setting and tracking of indicators, within a coherent, uniform reporting mechanism that makes it easier for RSPs to explain their priorities and impact to stakeholders.



It is therefore proposed that the annual Healthy Labour Market Review is replaced by an annual review using the national approach⁴.

This annual review, undertaken by SLIM, will encompass an annual assessment of regional progress towards learning, skills, employment and economic development related PSA Targets listed in Annex 3.

Progress towards PSA targets will also be tracked on an ongoing basis, as data becomes available, within the 'Targets' section of the SLIM website, and reported within RSP Board Reporting Packs.

The RSP Performance Monitoring Group propose that annual Strategic Reporting should take place in October of each year, in order to provide context for an annual RSP planning away-day, which the group understands will take place in October.

The group felt that the involvement of external expertise, as used within the SWESA Healthy Labour Market Review process, could provide valuable additional insights.

5. OTHER INDICATORS

In developing the RSP Statement of Priorities partners identified a number of challenges, beyond the immediate RSP priorities, that the region needs to address. It has been agreed that the Performance Monitoring Framework should act as a means of providing top-level information on the changing nature / scale of these issues and, where possible,

4. The national framework was influenced by and bears significant similarities to the South West Healthy Labour Market Review model. Like the national model this differentiated between levels of influence on 3 tiers of indicators, formerly Learning Targets, Closer to Policy Indicators, Broad Outcome Indicators

the extent to which they are being addressed. The Strategic Indicators, PSAs and some partner indicators, address many of these challenges. However there are some additional concerns, such as those around demographic ageing, generic employability skills and the effective use of digital technologies, for which additional indicators may be required. These will be identified and reported when developing the annual RSP Performance Report.

6. REPORTING BY RSP STANDING GROUPS

The Performance Monitoring Group feels that it is important that the Performance reporting should be complimentary and avoids overlap with reporting by the RSP Standing Groups. It is the Group's view that the Standing Groups should report annually on their activities and progress to the RSP Board.

The RSP Priorities Monitoring Framework should therefore provide an impartial overview of activity levels and labour market context for the priority activities. It should not seek to describe the activities in any great detail or to assess their individual effectiveness. Rather it is to assess whether we as a region are doing 'more' or 'less' activity in the area and whether the issue that the activity is designed to address is getting 'better' or 'worse'.

ANNEX 1 - REPORTING MATRIX

Indicators	Oct 2007	Nov 2007	Dec 2007	Jan 2007	Feb 2008	Mar 2008	Apr 2008	May 2008	Jun 2008	July 2008	Aug 2008	Sept 2008	Oct 2008	Nov 2008	Dec 2008
RSP Board Meetings				22nd			22nd			22nd			22nd		
ESF				report	data		report	data		report	data		report	data	
LSC					data		report			data			report		
SW RDA												data	report		
Higher Education										data			report		
Business Link – Quarterly –not known															
Jobcentre Plus							report						report		
Local Authorities – to follow															
Strategic Indicators Report													report		
PSA Targets													report		

ANNEX 2 – LOCAL AUTHORITY PERFORMANCE TARGETS

KS2	English test	% pupils at level 4 or above
	Maths test	% pupils at level 4 or above
	Looked after Children	% of children aged 11, looked after for at least 12 months, who obtain level 4 in English and maths.
	Minority Ethnic Groups	% pupils at level 4 or above in English and maths where there are 30 or more pupils from that group in any particular cohort
KS3	English test	% pupils at level 5 or above
	Maths test	% pupils at level 5 or above
	Science test	% pupils at level 5 or above
	ICT	% pupils at level 5 or above
	Minority Ethnic Groups	% pupils at level 5 or above in English, maths, science & ICT where there are 30 or more pupils from that group in any particular cohort
KS4	GCSE	% of pupils with 5 or more GCSEs at A*-C (or equivalent) % of pupils with 5 or more GCSEs at A*-C (or equivalent) including English and mathematics Average Point Score attained in approved qualifications
	Minority Ethnic Groups	where there are 30 or more pupils from that group in any particular cohort: % pupils with 5 or more GCSEs at A*-C (or equivalent) % of pupils with 5 or more GCSEs at A*-C (or equivalent) including English and maths Average Point Score attained in approved qualifications
	Looked after Children	% of young people looked after for at least 12 months: who reach school leaving age without having sat a GCSE or equivalent examination. who achieve five or more GCSEs graded A*-C (or equivalent) who achieve five or more GCSEs graded A*-C (or equivalent) including English and maths
Absence		To reduce the level of school absence

Annex 3 - PSA Targets and Indicators

The 2007 Comprehensive Spending Review announced 30 new PSAs⁵. These are listed below. For each PSA a number of national performance indicators are identified that will be used to measure progress towards each PSA. PSAs relevant to the work of the RSP are highlighted, with appropriate Indicators also listed.

It should be noted that not all the data used for these indicators will be available at the regional level. Where data is available, this will be included in the SW annual assessment of the strategic indicators. Full investigation will be done when writing this report.

Sustainable Growth & Prosperity

- **PSA 1. Raise the productivity of the UK economy**
Indicator 1 – Labour Productivity (output per hour worked) over the economic cycle
Indicator 2 – International comparisons of labour productivity

- **PSA 2. Improve the skills of the population, on the way to ensuring a world-class skills base by 2020**
Indicator 1 – Proportion of working age achieving functional literacy & Numeracy skills
Indicator 2 – Proportion of working age adults qualified to at least full Level 2
Indicator 3 – Proportion of working age adults qualified to at least full Level 3
Indicator 4 – Apprenticeship Completions
Indicator 5 – Proportion of working age adults qualified to Level 4 and above
Indicator 6 – Higher Education Initial Participation Rate

- **PSA 3. Ensure controlled, fair migration that protects the public and contributes to economic growth**
Indicator 5 – By the effective management of migration reduce the vacancy rate in shortage occupations

- **PSA 4. Promote world class science and innovation in the UK**
Indicator 2 – Amount of income generated by UK HEIs and PSREs through research, consultancy and licensing of intellectual property
Indicator 3 – Percentage of UK businesses with 10+ employees that are ‘innovation active’
Indicator 4 – Number of students who qualify with PhDs in Science, Technology, Engineering and Mathematics at UK HEIs
indicator 5 – Number of young people in England taking A levels in mathematics, physics, chemistry and biological sciences

- PSA 5. Deliver reliable and efficient transport networks that support economic growth

- **PSA 6. Deliver the conditions for business success in the UK**
Only national level indicators available.

- **PSA 7. Improve the economic performance of all English regions and reduce the gap in economic growth rates between regions**
Indicator 1 – Regional GDP per head trend growth rate
Indicator 2 – Regional GDP per head levels indexed to EU-15 average
Indicator 3 – Regional employment rate of working age people

⁵ See http://www.hm-treasury.gov.uk/pbr_csr/psa/pbr_csr07_psaindex.cfm for details

Fairness & Opportunities for all

- **PSA 8. Maximise employment opportunity for all**
Indicator 1 – Overall employment rate taking account of the economic cycle
Indicator 2 – Narrowing the gap between employment rates of the following disadvantaged people: disabled people, lone parents, ethnic minorities, people aged 50 and over, those with no qualifications, those living in the most deprived local authority wards.
- PSA 9. Halve the number of children in poverty by 2010-11, on the way to eradicating child poverty by 2020
- **PSA 10. Raise the educational achievement of all children and young people**
Indicator 1 – Early years Foundation stage attainment
Indicator 2 – Proportion achieving level 4 in both English and maths at KS2
Indicator 3 – Proportion achieving level 5 in both English and maths at KS3
Indicator 4 – Proportion achieving 5 A* - C GCSEs, inc. GCSEs in both English and maths
Indicator 5 – Proportion of young people achieving level 2 at age 19
Indicator 6 – Proportion of young people achieving level 3 at age 19
- **PSA 11. Narrow the gap in educational achievement between children from low income and disadvantaged backgrounds and their peers**
Indicator 1 – Achievement gap at Early years Foundation stage
Indicator 2 – Achievement gap between pupils eligible for free school means and their peers achieving the expected level at KS2 and 4
Indicator 3 – Proportion of pupils progressing by 2 levels in English and maths at each of KS2, 3 and 4
Indicator 6 – Gap between the initial participation rate in full time HE for young people aged 18, 19 and 20 from the top 3 and bottom 4 socio economic classes
- PSA 12. Improve the health and wellbeing of children and young people
- PSA 13. Improve children and young people's safety
- PSA 14. Increase the number of children and young people on the path to success
- PSA 15. Address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation, religion or belief
- PSA 16. Increase the proportion of socially excluded adults in settled accommodation and employment, education or training
- PSA 17. Tackle poverty and promote greater independence and wellbeing in later life

Stronger communities and a better quality of life

- PSA 18. Promote better health and wellbeing for all
- PSA 19. Ensure better care for all
- PSA 20. Increase long term housing supply and affordability
- PSA 21. Build more cohesive, empowered and active communities

- PSA 22. Deliver a successful Olympic Games and Paralympic Games with a sustainable legacy and get more children and young people taking part in high quality PE and sport
- PSA 23. Make communities safer
- PSA 24. Deliver a more effective, transparent and responsive Criminal Justice System for victims and the public
- PSA 25. Reduce the harm caused by Alcohol and Drugs
- PSA 26. Reduce the risk to the UK and its interests overseas from international terrorism

A more secure, fair and environmentally sustainable world

- PSA 27. Lead the global effort to avoid dangerous climate change
- PSA 28. Secure a healthy natural environment for today and the future
- PSA 29. Reduce poverty in poorer countries through quicker progress towards the Millennium Development Goals
- PSA 30. Reduce the impact of conflict through enhanced UK and international efforts