Croydon Adult Learning & Training (CALAT) Overview and update
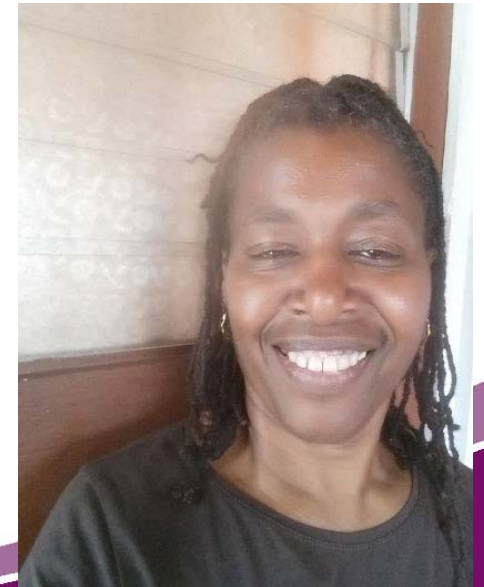
Overview

- One of the largest adult learning services in the country delivering a wide range of part time provision.

- Located within the Economic Growth division, Place Department – providing skills and employment opportunities for people aged 16 and over

- CALAT is cost neutral to the Council

- Empowering learners is at the heart of everything CALAT does

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Adult education – National, regional and local factors

National - Department for Education – up to level 2 digital skills programmes are legal entitlement alongside English and Maths to address the digital skills gap.

*Ofsted –*implementing a new inspection framework from September 2019 where quality of education becomes the most important element within the 4 criteria (Quality of education, Personal Development, Behaviour and Attitudes to Learning and Effectiveness of Leadership and Management).

Regional - From 19/20 (academic year) Adult Education Budget (AEB) will be devolved to the Greater London Authority (GLA) to deliver outcomes and priorities identified in the Skills for Londoners Strategy. The three broad strategic priorities are:

1. Empower all Londoners to access the education and skills to participate in society and progress in education and work

2. Meet the needs of London's economy and employers now and in the future

3. Deliver a strategic city-wide technical skills and adult education offer

Adult education – National, regional and local factors

Local - Addressing in work poverty and income deprivation:

Provide flexible learning programmes to enable people in low paid employment to develop their skills around their working and family lives to enable them to increase their earning potential, lifting them out of in work poverty and eliminate reliance on income support and other benefits.

Population growth and change:

With a growing population and a dynamically diverse demography of residents CALAT's programmes need to develop and extend to that outside of public funding which focusses on delivering programmes to support disadvantaged learners. Additionally, CALAT's offer be extended to residents who can pay for course and bespoke professional skills developments for employers which can provide income generation to bridge gaps restrictions in public funding.

Facts & figures

Mid-Year Corporate Plan Performance Framework

- 6% of Croydon residents trained through CALAT achieve a positive employment outcome

- 55% of Croydon residents trained through CALAT, achieve a positive education outcome

Funding

- CALAT will over-achieve its funding allocation by 8% 2018/19 compared to 1% 2017/18

- Qualification courses 2018/19 84 % compared to 85% in 2017/18

Learner numbers

- 87% of learners are Croydon Residents

- Overall the number of learners increased by 4% in 2017/18 to 3,837 in 2018/19

- 612 learners declare a disability

- 58% of learners come from BME communities

Facts & figures

GCSE figures

- English: 89% of CALAT learners achieved a grade 4 or above (national pass rate 62%) retention rate of students 75%

- Maths: 67% of CALAT learners achieved a grade 4 or above (national pass rate 60%) retention of students 78%

Settings where CALAT delivers courses

- Family learning in primary schools – learning alongside children

- Bethlem hospital - Medium Secure Unit

- Businesses (Tesco and Sainsbury's)

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CALAT SWOT analysis

Strengths

- Accessible to all learners, particularly from BAME backgrounds, areas of high employment/income deprivation and learners with disabilities and those claiming means tested benefits

- Curriculum designed to tackle barriers to employment - e.g.. pathways for ESOL learners, embedding ICT, employability units and English and maths functional skills

- Responsive and dynamic curriculum offer

- Effective partnerships that contribute to enhanced opportunities for learners

- CALAT's warm and friendly environment promotes good social interaction and cohesion amongst its diverse range of learners

CALAT SWOT analysis

Weaknesses

- Improve numbers of enrolments and learners at New Addington
- Improve outcomes and retention of learners on accredited programmes
- Develop and maintain an evidence base to inform curriculum intent/design, skills gaps identified by employers and destination data of learners
- Develop a digital curriculum, improve digital skills of learners to meet the needs of employers, improve digital skills of staff and the IT infrastructure within the service
- Increase progression and employment outcomes for learners, including improving the quality of destination data.
- Improve staff and learner engagement

CALAT SWOT analysis

Opportunities - Transformation work

Workstream 1 – Performance Improvement

Develop and maintain an evidence base to inform curriculum intent/destination, including skills gaps identified by employers.

Workstream 2 – Preparing for Devolution

Localities based provision - population growth and change

Flexible workforce

Addressing in-work poverty and income deprivation

Workstream 3 – Digital Skills for Learners

Workstream 4 – Commercialisation

Workstream 5 - Learner Environment

CALAT SWOT analysis

Threats

- Fee income vs Full Adult Education Budget (AEB) funding for learners

- Recruitment of qualified teaching and assessing staff with recent, relevant industry experience on sessional contracts

- Outcomes based funding, future GLA commissioning model not finalised (eg social metrics)

- Other colleges –bringing back in-house their adult education offer. Some providers may be prepared to run 'loss leader' courses in order encourage communities to come in and start using their facilities.   To work together and offer complementary courses as well as providing excellent service to our community is likely to be the best way to approach this.

Case study – Mary

Mary has mobility and visual disabilities as well as mental health issues. Before enrolling with CALAT hadn't worked for 11 years.

Now she has completed computing and IT course, has applied to study criminology and psychology at Croydon College.

"I would recommend CALAT because the support I have received has been amazing and socially I have really come out of shell and I would recommend learning in later life as a way to keep your brain fit and healthy…use it or lose it!"