

Board Meeting

Date of Meeting	Monday 17 June 2019
Paper Title	Curriculum and Resources Planning Update
Agenda Item	15
Paper Number	BM4-N
Responsible Officer	Robin Ashton, Executive Director
Recommended Status	Disclosable
Action	For information

1. Report Purpose

- 1.1. To update members on curriculum and resources planning activity.

2. Recommendations

- 2.1. The Board is asked to note the report.

3. Curriculum Planning Update

- 3.1. A key aspect of this curriculum review is assessing the alignment of skills training to employment demand. It has been agreed to undertake this skills alignment work jointly with SDS and SFC as pilot activity supporting the implementation of the Enterprise and Skills Board's strategic plan.
- 3.2. A project scoping document for the pilot activity is attached as Annex A for information.
- 3.3. It is intended to undertake the demand/supply assessment process as a collaborative exercise involving a range of stakeholders to ensure buy-in to any curriculum development conclusions or recommendation.
- 3.4. Following a number of meetings with SFC and SDS representatives, it has been agreed to complete the work in the broad timeframes set out below, as these integrate within other related operational requirements of the agencies (e.g. 20-21 ROA and commissioning timeframes)

June	July	August	September	October
Develop and agree skills alignment assessment methodology. Prepare information on demand and supply		Engage stakeholders in evaluation of skills alignment		Report on skills alignment evaluation exercise

3.5. It is recognised that the timeframes are challenging but will still be manageable if supported by some project consultancy to support the collaborative demand/supply assessment process. SDS have agreed in principle to jointly fund this and a tender specification is currently being drafted. SFC and SDS colleagues are working on developing available data so that when the consultancy begins, we will be well positioned to move quickly.

4. Funding Planning Update

- 4.1.** Over the past three years SFC has allocated funding to the sector for pay harmonisation. These funds were allocated on the basis of the figures supplied by Colleges Scotland, with allocations agreed on a per college basis. In 2019-20, the total sector funds equated to £49 million with funding of £11.1m paid to the Glasgow College Region.
- 4.2.** The period after 2019-20 represents a changed context as from 2020 onwards, the sector will have received full pay harmonisation funding. SFC have previously indicated that once full pay harmonisation has been achieved, the additional £49 million will be transferred to the core grant (rather than allocated on the basis of the figures supplied by Colleges Scotland). However, the time period or detailed plan for this transition has not yet been formally proposed or agreed.
- 4.3.** GCRB has requested and agreed a representative position within the SFC working groups to determine a future funding methodology for the time period post the implementation of national bargaining. It is intended that this work will develop a methodology which funds college regions in a consistent and comparable way, and which will provide an indication of planned funding and activity levels over the period 2020 through to 2023 for each college region.
- 4.4.** Board members should note that this national work will determine an allocation for the Glasgow College Region, and that parallel work will need to be undertaken within the Glasgow Region to determine allocations over the same time period to support both delivery of the regional curriculum and resources plan for 2020-25 and long term financial planning at institutional level.

5. Equality Implications

5.1. No equality implications are identified.

6. Financial Implications

6.1. The approach to funding from 2020 onwards could impact on regional and college funding levels.

7. Legal Implications

7.1. No legal implications are identified.

8. Strategic Implications

8.1. The development of a curriculum and resources plan for 2020-25 will support the delivery of regional strategic ambitions.

Annex A: Project Scoping Document for High-Level Curriculum Review

5-STEP PLANNING AND PROVISION MODEL PROJECT	
Purpose: [main purpose]	<p>The purpose of this project is for GCRB, SFC and SDS to work jointly on implementing the 5-Step Planning and Provision Model to identify opportunities for greater alignment, collaboration and joint leadership of skills planning and delivery across the Glasgow College Region.</p> <p>This enhanced collaboration will deliver an improved fit between skills training and employment demand, with more people able to participate in inclusive economic growth and a stronger, more productive economy.</p> <p>The pilot will seek to answer the following questions:</p> <ul style="list-style-type: none"> • How well does our combined skills training supply align to current and future employment needs? • How can we deliver a future skills training offer in Glasgow which better meets employment needs? • How can our joint investment in Glasgow maximise impact on skills training needs? • How can we better assess delivery of strategic goals and more efficient and effective delivery? <p>Learning from the pilot can also be used to inform and influence national developments related to improving the alignment of skills training to employment demand.</p>
Background/ Context:	The report on Phase 2 of the Enterprise and Skills Review set out a vision for skills alignment in which the skills services are fully aligned to deliver the learning and skills necessary for sustainable and inclusive economic growth. The report recommends that both SDS and SFC align activity to deliver a joint 5-step skills planning and provision model.
Accountable lead	Robin Ashton, Executive Director, Glasgow Colleges' Regional Board
Agency Involvement	SFC and SDS
Responsible for delivery (Project Lead)	TBC
Key Stakeholder(s):	Current and future learners, employers and their representative bodies, education partners, and national and local government agencies.
When does delivery start?	February 2019
When does delivery finish?	April 2020
What is the final output of this Commission?	<ul style="list-style-type: none"> • A high level Glasgow Region Skills Training Plan for 2020-25 which sets out skills training development aims to better employment needs. This will be based on an evaluation of the alignment of the joint GCRB/SDS funded skills training supply in relation to current and future employment demands. • A Regional Outcome Agreement and SDS Commissioning Activity for 2020-21 informed by, and responding to, the Glasgow Region Skills Training Plan.
What will be the outcome from this (what will change)	<p>Skills training funded by GCRB and SDS in Glasgow will be more collaborative, coordinated, complementary and focussed on achieving common aims and outcomes. This will deliver an improved fit between the skills training offered across the Glasgow College Region and local and national employment demand.</p> <p>Changes will include:</p> <ul style="list-style-type: none"> • Access to a single source which gives information on both employment demand and

	<p>skills training supply across the Glasgow college region. The training supply information will encompass both SFC/GCRB and SDS funded activity and will be grouped and presented in a way which better supports the evaluation of the relationship between demand and supply for employment sectors.</p> <ul style="list-style-type: none"> • A joint evaluation by GCRB and SDS of the alignment between employment demand and skills training supply. By evaluating the ‘whole picture’ we will be able to better identify gaps or unnecessary duplication. • A set of jointly agreed skills training development aims which will guide future SFC/GCRB and SDS funding and commissioning activity in Glasgow. These high level curriculum development aims will drive longer term strategic shifts and balance a short-term focus on annual funded activity. • The joint development and coordination of the Glasgow Regional Outcome Agreement and SDS commissioning activity in Glasgow for 2020-21 onwards. Our collaborative approach will ensure our funding is used to deliver complementary activity and support more flexible and impactful delivery, and greater value for money. 	
What benefit will this change bring?	<p>More people in the Glasgow College Region will be supported to participate in inclusive economic growth and a stronger, more productive regional economy.</p> <p>Skills training provision in the Glasgow College Region will be more effective, with less duplication, and greater coordination and impact, providing better value from the public investment in SFC, GCRB and SDS.</p>	
What are the 3-4 critical deliverables essential for successful delivery – this is to aid the initial planning and design stage	<p>Critical deliverables</p>	When
	<p>1. Collating single narrative of skills demand and training supply in Glasgow Region (regional, sectoral, occupational, and national)</p>	June 2019
	<p>2. Evaluation(s) of skills alignment across these area/sector groupings, informed by skills investment plans, and leading to the identification of curriculum development recommendations and areas for priority investment</p>	September 2019
	<p>3. A high level Glasgow Region Skills Training Plan for 2020-25 which sets out development recommendations for curriculum area/sector groupings to better meet current and future employment needs. This curriculum plan is to provide a basis for SFC/GCRB and SDS funding activity over the same period.</p>	November 2019
	<p>4. A Glasgow Regional Outcome Agreement for 2020-21 which sets out actions being taken by SFC/GCRB to contribute to the implementation of the 2020-25 Skills Training Plan, and is informed by SDS commissioning activity.</p>	December 2019 – March 2020
	<p>5. SDS Commissioning activity which contributes to the implementation of the 2020-25 Skills Training Plan and is informed by SFC/GCRB funding activity.</p>	December 2019 – March 2020
Consistent Definitions Required	<p>Common definitions will be required across:</p> <ul style="list-style-type: none"> • curriculum area/sector groupings • training supply and employment demand data 	
What is in Scope	<p>This project will initially focus on steps 1-3 of the planning and provision pilot, and on completion of these stages, a review will be undertaken to consider next steps for the pilot. This will encompass all HE / FE and WBL provision across the Glasgow College Region currently funded by SDS and SFC/GCRB.</p> <p>Some of the work undertaken will overlap, and be supported by, other work pilot activity being delivered across the stages of the planning and provision model.</p>	

What is out of scope	Funded activity outwith the Glasgow College Region	
What high level risks do you identify at the outset	Risk	Mitigation
	Resource availability across GCRB, SFC and SDS to deliver on this work.	Ensure sufficient funding for 2019-20 is ring-fenced.
	Project coordination across the agencies and prioritisation of the project within existing operational activity.	Form steering group to oversee project implementation.
	Delivery of project within timescales.	Use consultancy to support evaluation process and report production.
Dependencies?	The steps of the planning and provision model are dependent on each other, and require to be completed sequentially. In addition, the ROA for 2020-21 is contingent on the completion of the curriculum review and development of a longer term skills training plan.	
Resources required	The project will seek to utilise expertise and resources within the agencies involved. However, it is recognised that some additional consultancy support may be required to establish and deliver the project outcomes within desired timeframes. GCRB and SDS have agreed in principal to provide project specific funds to support the pilot.	