

Performance and Resources Committee Meeting

Date of Meeting	Thursday 7 June 2018
Paper Title	2018-19 Final Regional Outcome Agreement Credit Allocations
Agenda Item	7
Paper Number	PRC5-C
Responsible Officer	Robin Ashton, Executive Director
Recommended Status	Disclosable
Action	For Noting

1. Report Purpose

- 1.1. To note the SFC Final Credit Allocations for 2018-19 and the revision and ongoing negotiation of Glasgow Region Childcare Training Credit activity targets.

2. Recommendations

- 2.1. The Committee is invited to:

- **note** the final SFC Credit targets for the Glasgow Region;
- **note** that as the SFC final allocation is unchanged for the indicative allocation, the Credit targets for the Glasgow colleges remain as agreed by Board at its March 26 meeting, with the exception of the Childcare training targets;
- **note** the changes to the Glasgow Region Childcare training targets and the significant planned growth in this area of provision to meet the Scottish Government's commitment to double the free childcare entitlement by 2020; and
- **note** that the study level(s) of PDA level Childcare Training Targets have yet to be confirmed with the SFC and that GCRB will sign acceptance of the ROA funding on this basis.

3. Final 2018-19 Credit Allocations

- 3.1. On February 27, 2018 the SFC published its indicative allocations for 2018-19 outcome agreement funding for colleges.
- 3.2. On May 18, 2018 the SFC announced final allocations for 2018-19 Regional Outcome Agreement Funding for Colleges.
- 3.3. The final Credit Activity targets college regions are provided for information in Annex A.

- 3.4** These final regional allocations show that of the 16 regions, 8 remain unchanged from the indicative allocations (including the Glasgow College Region), 4 have increased and 4 have reduced. The SFC funding announcement states that the rationale for these changes is:

“There are some colleges where we believe that the activity targets set out in the indicative outcome agreement funding announcement on 27 February should be adjusted. The sector is expected to deliver 116,000 Full-Time Equivalent (FTE) student places from core teaching funds. To secure that target, we have allocated some additional activity to colleges that have demand and some capacity to grow. This has been achieved through a reduction of some other colleges’ activity targets, where we have identified a risk that they may not be able to achieve the target set out in the indicative funding announcement; this is partly based on expected performance against their AY 2017-18 activity targets, and performance in previous years. While these adjustments have increased or decreased funding allocations for the colleges concerned, overall budgets remain essentially unchanged.”

- 3.5** Previously, when considering potential 2018-19 levels of Credit activity, Committee members discussed the context of reducing ESF activity levels to the Glasgow College Region and requested that the GCRB Executive Director write to the SFC asking that the SFC address the reduction in ESF funding through the allocation of additional core Credits. This point was further raised by GCRB during recent meetings with SFC to discuss the finalisation of the 2018-19 ROA. It is therefore disappointing that the final Credit allocation for 2018-19 makes no increase to the Glasgow Region Core Credit target, and that the basis for SFC’s changes to core funding is not yet fully understood.
- 3.6** The final SFC announcement also confirms that targets for European Social Funded Credits, English for Speakers of Other Languages Credits and and College / university articulation places remain unchanged from the indicative announcement. For the Glasgow College Region, there has been a change to the Childcare Training Credit Targets and this is discussed in more detail in the section below.
- 3.7** A summary of key regional performance targets is attached as Annex B to this report, based on the final SFC announcement.
- 3.8** A finalised ROA including all performance targets will be provided to the next meeting of the GCRB Board.

4. Childcare Training Credit Targets

- 4.1** The Scottish Government has pledged to increase the provision of free early learning and childcare provision to 1140 hours per year by 2020, for children who are 3 or 4 years old, as well for 2 year olds whose parents/carers are on qualifying benefits and are eligible for the 600 hours free entitlement through the Children & Young People’s Act 2014.
- 4.2** Achieving this policy commitment will require a significant increase in the number of qualified childcare practitioners in the coming years. Scottish Government have committed to almost doubling the funded early learning and childcare. The training by colleges of additional practitioners, through the suite of Scottish Social Services Council (SSSC) accredited qualifications for early learning and childcare practitioners and Managers, forms a key part of the required workforce expansion.

4.3 Throughout this three year cycle of Outcome Agreements (2017-20), college regions are required to work closely with SFC and Scottish Government to respond to the demand for additional high quality early years staff to meet this commitment.

4.4 GCRB and the Glasgow Colleges have worked to develop a regional childcare expansion strategy focussed on attracting more people of all ages and backgrounds into the profession; increasing the volume, range and flexibility of childcare training opportunities and; establishing pathways between training and employment. This is being achieved by:

- Expanding flexible learning options that allow people to study while ‘keeping their day jobs’.
- Speeding up learning with accelerated courses and staggered intakes throughout the year.
- Increasing diversity by attracting more men, more ethnically diverse people, and a wider age range into the profession.
- Developing more online learning options.
- Expanding our Foundation Apprenticeship programme to prepare and attract young people into the profession.
- Developing re-training and in-work progression options that support people seeking to enter the childcare profession at a later career stage.
- Marketing early years careers in the Glasgow Region.

4.5 To meet employers’ specific needs, we are offering training opportunities in the heart of communities throughout the region. We are also expanding training options for people seeking to develop existing childcare careers by offering PDA courses that will qualify the managers needed to expand the sector.

4.6 The indicative 2018-19 Credit targets for the Glasgow Region were to deliver 5,532 Credits at HNC level and 1,400 Credits at PDA level. Following discussion between SFC, GCRB and the Glasgow Colleges on the potential demand for training, this was amended to 5,932 Credits at HNC level and 1,000 Credits at PDA levels.

4.7 The following Childcare training Credit targets have therefore been set for each college in 2018-19:

	HNC	PDA
City of Glasgow	2,696	288
Glasgow Clyde	2,340	871
Glasgow Kelvin	900	0
Region	5,936	1,159

4.8 These activity levels will mean that the Glasgow colleges have collectively doubled the training volumes offered for Child Development Officer posts and managerial positions over a three year period.

4.9 A significant complicating factor to the planning of Childcare training has been the SFC request that the PDA delivery is only at level 9. Due to the fact that as there isn’t wide

scale delivery of level 8 Childcare courses, those level 8 candidates have to already be in the system for colleges to produce a growth at level 9 next session. GCRB have therefore asked the SFC to integrate both Level 8 and 9 study into training targets to increase managerial posts. SFC have committed to discussing further the make-up of PDA Childcare targets with the Scottish Government and have also agreed that GCRB will sign acceptance of the ROA funding on the basis that the PDA Childcare target is not finalised.

5 Risk Analysis

- 5.1** The ROA addresses directly a number of GCRB's strategic aspirations and therefore the GCRB's risk register addresses a range of associated risks. Of particular relevance is GCRB Risk 008: *Failure to achieve the targets set out in the Regional Outcome Agreement lessens our ability to meet regional needs*. Key mitigation strategies are to enhance the quality and value of performance data, to regularly evaluate outcome performance, and to address areas for improvement through Enhancement Plans within new national quality arrangements.

6 Legal Implications

- 6.1** No legal implications are identified.

7 Resource Implications

- 7.1** Outcome agreement funding allocations are considered within another agenda item.

8 Strategic Plan Implications

- 8.1** The Regional Outcome Agreement addresses directly the regional strategic ambition to build Scotland's most inclusive, most responsive and most effective regional college system.

Annex A: SFC Final activity (credit) targets for AY 2018-19

College/Region	Final core credit targets (excluding Childcare) 2017-18	ESF activity targets 2017-18	Total activity targets 2017-18	Indicative core credit targets including Childcare 2018-19	Change from indicative announcement	Final core activity target 2018-19	Final ESF activity target 2018-19	Final total activity target 2018-19
	<i>Credits</i>	<i>Credits</i>	<i>Credits</i>	<i>Credits</i>	<i>Credits</i>	<i>Credits</i>	<i>Credits</i>	<i>Credits</i>
Ayrshire College	124,252	1,255	125,507	124,710	-624	124,086	871	124,958
Borders College	24,521	574	25,095	24,682	494	25,176	478	25,654
Dumfries & Galloway College	30,067	0	30,067	30,176	0	30,176	0	30,176
Dundee & Angus College	103,232	5,101	108,333	103,314	0	103,314	4,494	107,807
Edinburgh College	184,028	2,000	186,028	184,764	1,848	186,612	1,357	187,968
Fife College	129,760	3,005	132,765	130,234	0	130,234	2,451	132,685
Forth Valley College	83,984	2,230	86,214	84,201	0	84,201	1,816	86,018
Glasgow Region	369,574	20,383	389,957	368,592	0	368,592	17,554	386,145
Highlands & Islands Region ¹	110,967	0	110,967	110,382	-552	109,831	0	109,831
Lanarkshire Region	170,967	14,766	185,733	171,687	858	172,545	12,169	184,715
Newbattle Abbey College	926	0	926	921	0	921	0	921
North East Scotland College	134,118	3,035	137,153	134,414	-1,344	133,070	2,460	135,529
Sabhal Mòr Ostaig	803	0	803	799	0	799	0	799
SRUC ²	22,867	0	22,867	22,747	0	22,747	0	22,747
West College Scotland	159,025	7,086	166,111	159,449	-1,594	157,855	6,368	164,223
West Lothian College	42,527	972	43,499	42,790	856	43,646	786	44,431
Scotland	1,691,618	60,407	1,752,025	1,693,861	-59	1,693,802	50,804	1,744,606

¹ - Colleges in the Highlands & Islands transitional region will be allocated ESF activity through a separate HE grant to the University of the Highlands & Islands (UHI).

² - SRUC will be allocated ESF activity through HE funding.

Annex B: ROA 2018-19 Key Performance Measures

	Actual 2016-17	Target 2018-19	Target 2019-20	Target 2020-21	3-year Change
Total Credits	389,538	386,145	386,145	386,145	-0.9%
Proportion of Credits delivered to learners in the most deprived 10% postcodes	30.2%	30.5%	31.2%	31.8%	5.4%
Proportion of Credits delivered to BME learners	14.0%	14.3%	14.5%	14.7%	4.9%
Proportion of Credits delivered to students with a known disability	14.0%	14.2%	14.3%	14.5%	4.0%
Proportion of Credits delivered to students with Care Experience	1.5%	1.7%	1.9%	2.1%	33.7%
Credits delivered to senior phase age pupils studying vocational qualifications	3,365	3,816	4,067	4,338	28.9%
Volume of Credits delivered to learners enrolled on STEM courses	83,637	88,098	91,801	95,700	14.4%
The percentage of FT FE enrolled students achieving a recognised qualification	64.1%	68.7%	71.5%	75.0%	16.9%
The percentage of PT FE enrolled students achieving a recognised qualification	79.3%	83.4%	83.8%	85.7%	8.1%
The percentage of FT HE enrolled students achieving a recognised qualification	73.4%	75.8%	76.4%	76.9%	4.8%
The percentage of PT HE enrolled students achieving a recognised qualification	81.1%	83.5%	84.3%	85.1%	4.9%
Proportion of full-time learners with substantial 'work placement experience'	12.3%	20.8%	24.2%	27.5%	124.0%
The proportion of students articulating to degree level with advanced standing	47.5%	52.2%	55.2%	55.6%	16.9%
The proportion of full-time students progressing to work, training and/or further study	96.5%	97.0%	97.1%	97.2%	0.7%
The percentage of students overall, satisfied with their college experience	89.7%	93.9%	94.4%	94.8%	5.7%
<u>Economic Sector Volumes:</u>					
Administration, Financial and Business Services	79,710	80,033			0.4%
Creative and Cultural Industries	60,244	58,612			-2.7%
Energy, Engineering, Construction and Manufacturing	71,859	72,006			0.2%
Food, Drink, Tourism, Hospitality and Leisure	66,067	65,575			-0.7%
Health, Care and Education	37,720	40,819			8.2%
Land-Based Industries	2,591	2,790			7.7%
Life and Chemical Sciences	12,662	12,126			-4.2%
Transition and Supported Learning	58,685	54,182			-7.7%