



# State of Medway Report

## Education and Skills

July 2009



- **Please note that this SOM (State Of Medway Report) was last updated in March 2009.**
- **Please also see our LDF evidence base studies. In some instances, these significantly update the information contained within SOM's.**



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## July 2009

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## State of Medway Reports

This is one of a series of factual reports that are being produced to inform the preparation of Medway's Local Development Framework or LDF. Each deals with a specific topic and draws together available information from a variety of sources.

The reports are intended to establish the current position and a baseline for further work. They also help in highlighting gaps in the information base. We would be pleased to hear from any interested party about any information sources that have not been referred to or gaps that should be addressed in future work.

At this preliminary stage no attempt has been made to identify issues arising from this research or options for addressing such issues. That will follow over the next few months but we would be happy to receive any initial suggestions now.

If you would like to comment on or respond to this report please use one of the methods set out in our 'Engagement Protocol', which is being widely publicised.

To monitor progress being made on the LDF please regularly check our website at <http://www.medway.gov.uk/ldf>.

Development Plans & Research Team  
Regeneration, Community & Culture  
Medway Council  
Gun Wharf  
Dock Road  
Chatham  
Kent ME4 4TR

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### 1. Introduction

- 1.1 This report assesses a number of issues in relation to quality of labour supply – in terms of potential supply via school leavers' qualifications and current workforce skills. Included are trends in educational attainment of school pupils, participation in further and higher education, work force skills and reported deficiencies by employers as well as local skill based initiatives .

#### Education and training providers

- 1.2 School provision in Medway at 14-19 comprises 19 secondary schools (16 of which are 11-18, two are 11-17 and one is 11-16) and three special schools with secondary provision. There are two Pupil Referral Units with Key Stage 4 pupils, The Will Adams Centre, located in Gillingham and the Assessment and Tuition Service located in Walderslade. Of the 19 mainstream secondary schools, six are selective, 10 are non-selective and 3 are wide ability. Nine of the 19 schools are single sex (4 boys, 5 girls) and 10 are co-educational.

## 2. National Curriculum Assessments at Key Stage 3

	Pupils Achieving Level 5+ in English <sup>1</sup>			Pupils Achieving Level 5+ in Maths		
	Medway	South East	England	Medway	South East	England
2006/2007	75	76	74	75	78	76
2005/2006	72	75	73	76	79	77
2004/2005	75	77	74	74	76	74
2003/2004	70	74	71	72	76	73
2002/2003	66	72	69	70	74	71
2001/2002	65	70	67	66	70	67

- 2.1 Key Stage 3 (KS3) tests are taken by 14 year old pupils.
- 2.2 KS3 English results in Medway exceed the national rate following a general upward trend in the pass rate between 2002 and 2007.
- 2.3 Medway KS3 Maths results have shown an improvement since 2002 but the 75% pass rate in 2007 is just below the national rate.

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<sup>1</sup> National Indicator 74: Achievement at level 5 or above in both English and Maths at Key Stage 3.

### 3. GCSE pass rates

Percentage of 15 year old pupils in schools maintained by the local education authority achieving five or more GCSEs at grades A*-C or equivalent <sup>2</sup>			
	Medway	South East	Great Britain
2007/08	66.4	66.0	65.3

- 3.1 The GCSE pass rate in Medway has risen over the past three years; in 2007/08 the GCSE pass rate in Medway exceeded the South East and national rate. In 2006/07 the GCSE pass rate in Medway was 63.3%.

### 4. School Attendance

Percentage of pupil half days missed			
	Medway	South East	England
2006/07	6.2	6.3	6.5
2005/06	6.6	6.4	6.7
2004/05	6.4	6.2	6.4

- 4.1 The average level of pupil absences across all schools in Medway decreased over this three year period dropping below the regional and national level in 2006/07.

### 5. Qualifications

- 5.1 The Census shows that 12% of Medway residents aged 16-74 have qualifications at degree level or higher. This is much lower than the national average of 19.8% and the even higher regional average at 21.8%. Medway and Swale had the joint lowest ranking of the 67 local authorities in the South East for proportion of population educated to NVQ level 4 or above.
- 5.2 Just under a third (30%) of residents in Medway have no qualifications this compare to 24% in the South East and 29% for England. Twydall, and Strood South have the highest percentage of residents with no qualifications at 38%.
- 5.3 The Annual Population Survey shows that working age residents of Medway have fewer qualifications when compared to the South East and Great Britain. Just 21% of adults in Medway have a degree/HND qualification (NVQ4) or above compared to 29% in Great Britain and 31% in the South East. Qualifications locally are concentrated at the lower level (NVQ2+) however fewer people have no qualifications in Medway than nationally.<sup>3</sup>

<sup>2</sup> BV38

<sup>3</sup> NOMIS Labour-market report for 2008.



**Qualifications (Jan 2007-Dec 2007)**

	Medway Towns (numbers)	Medway Towns (%)	South East (%)	Great Britain (%)
NVQ4 and above	32,600	20.7	30.8	28.6
NVQ3 and above	63,900	40.6	49.6	46.4
NVQ2 and above	98,500	62.5	68.2	64.5
NVQ1 and above	127,500	81.0	82.3	78.1
Other qualifications	11,600	7.3	8.1	8.8
No qualifications	18,500	11.7	9.6	13.1

Source: ONS annual population survey

Notes: For an explanation of the qualification levels see the definitions section.

Numbers and % are for those of working age

% is a proportion of total working age population

## 6. 14-19 and Schools agenda

- 6.1 The Medway Children and Young People's Plan 2006-09 identifies 'Improving the employability of our young people' as one of 6 key priorities. This takes forward the Government's *Every Child Matters* agenda, and includes Medway Local Education Authority's 14-19 Strategy.
- 6.2 A key priority of Children's Services in Medway is to reduce the percentage of Young People 'Not in Employment, Education or Training' (NEET) through early intervention to re-engage disaffected pupils and support for young people who are, or are at risk of becoming NEET. The development of employability skills for these young people is essential to this aim.
- 6.3 Working in close collaboration with schools, Mid Kent College and work based learning providers, Medway Council, the Learning and Skills Council (Kent and Medway) and Connexions have identified a number of strategic priorities, which have captured within three guiding principles of the 14-19 Strategy to which all partners are firmly committed:
- **Participation** – increasing the proportion of 14-19 year-olds engaged in education or training
  - **Performance** – improving the standards achieved by 14-19 year-olds in Medway
  - **Progression** – ensuring that each young person moves on to the employment, training or higher education that is most appropriate for them at the end of the 14-19 phase (thereby contributing to Government and Local Authority targets)

## 7. Inclusion

- 7.1 There are a number of neighbourhoods in Medway, which are particularly educationally deprived. Ten Super Output Areas are ranked in the most deprived 10% nationally for education, skills and training.<sup>4</sup> Gillingham North, Princes Park and Strood South each contain two SOAs in the most deprived 10% nationally, Chatham Central, Peninsula, Twydall and Walderslade each contain one.

<sup>4</sup> Indices of Deprivation 2007.

- 7.2 Medway has had an established programme of community projects specifically aimed at bringing NEETs back into training and employment. Project SCORE, Project REIGNITE and JOBSMATCH Medway have received a combination of SEEDA, EU ERDF Interreg 3A and EU ESF, alongside Medway Council funding up until March 2009. Collectively the projects have provided employment support to over 1,000 residents, enabled over 230 people into employment and ensured the delivery of over 1,500 entry level, Level 1 and/or Level 2 qualifications. Partners are involved and committed to working in partnership to extend the projects by securing further external funding resources from April 2009.

## 8. Higher/further Education

- 8.1 Evidence shows that the proportion of young adults participating in full-time education in Medway has increased rapidly between 2004 and 2007 narrowing the gap between Medway and the national rate.

	Medway		Kent		South East		Great Britain	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
2007	6,600	25.3	24,400	22.2	188,700	27.1	1,487,100	27.2
2006	4,400	20.3	28,800	25.9	191,000	28.0	1,443,500	27.0
2005	3,400	17.7	24,500	23.6	183,400	27.9	1,387,300	27.7
2004	2,600	13.9	24,000	24.1	174,800	27.0	1,345,600	27.1

### Universities at Medway

- 8.2 'Universities at Medway' is a £120 million scheme, which is the first of its kind in the country. It is a unique partnership between the University of Greenwich, the University of Kent, Canterbury Christ Church University and Mid Kent College – a multiversity.
- 8.3 In 2006/2007, there were 8,949 student places (5,016 FTE). The campus is continuing to grow and is well on track to exceed the 2012 target of over 10,000 student places (which will equate to over 6,000 FTE).
- 8.4 On the Medway campus, The University of Greenwich offers courses in 24 different subject areas including Engineering, Health and Social Care, Leisure and Tourism, Multimedia, Nursing, Science and Pharmacy. The University of Kent offers courses across 21 subject areas including Creative Events, Journalism, Music Technology and Sports Science. Courses offered by Canterbury Christ Church University span 13 subjects including Midwifery, Occupational Therapy and Speech Therapy. Mid Kent College courses cover 28 subject areas offering courses at all levels from GCSEs to Honours Degrees as well as many 'Access to Higher Education' courses and 'job-related' courses at NVQ level, GNVQ and BTECs.
- 8.5 The Medway campus has a new engineering research block specialising in bulk solid handling, additional laboratory facilities and a training dispensary for the School of Pharmacy as well as modern workshops including a computer-aided design studio.
- 8.6 One of these academic specialities is the Medway School of Pharmacy, a collaboration between the University of Greenwich and the University of Kent,

which opened in 2004 and won a prestigious seal of approval from the Royal Pharmaceutical Society of Great Britain. The School has around 600 students and has designed an innovative patient focussed programme that addresses the needs of healthcare professionals.

- 8.7 Mid Kent College is currently based over three sites at Horsted (Chatham), City Way (Rochester) and Oakwood Park in Maidstone. The new campus being constructed at Chatham Maritime is anticipated to be completed in September 2009; it will accommodate 30% more students than the existing two sites in Medway. The Oakwood Park site in Maidstone will remain open as a key part of the College's future, alongside the new Medway campus.
- 8.8 It is estimated that the Universities at Medway campus will add £10 million to the local economy and create an additional 600 jobs. Such gains, when taken in context with the regeneration of Chatham town centre and Rochester Riverside, represent a significant and positive change in Medway. They offer real opportunities, not only to Medway's young people but also to adult learners who wish to take advantage of the opportunity to re-train by studying locally.

#### **The University for the Creative Arts (UCA)**

- 8.9 The UCA was formed through the union of The Surrey Institute of Art & Design, University College and the Kent Institute of Art & Design. It is one of the UK's leading providers of specialist art and design education, offering courses in 12 subject areas, with strengths in art, design, architecture, media and communication. The UCA has five campuses in Kent and Surrey, with the Medway campus at Rochester having approximately 1500 students.

## 9. Skill shortages

- 9.1 Fifteen percent of employers in Kent and Medway reported a skills gap amongst their current workforce; this is inline with the rate for the South East and England.<sup>5</sup>
- 9.2 Approximately 6% of the work force is described as lacking certain skills.
- 9.3 Employers had most difficulty recruiting to professional positions then machine operatives.
- 9.4 Employers locally have most difficulty recruiting staff with sufficient technical and practical skills, customer handling skills and oral & written communication skills.
- 9.5 Indeed a shortage of skilled and semi-skilled workers is seen as one of the threats to the future of Medway-based businesses.<sup>6</sup>

## 10. Job-related training

- 10.1 The Employers Skill Survey found that 64% of employees in Kent and Medway had received training in the past 12 months, just above the rate in the South East (61%) and nationally (63%).

## 11. Medway Learning and Skills Plan (MLSP)

- 11.1 The Medway Learning and Skills Plan intends to drive a wholesale improvement in the skills levels of the current and future population of Medway over the coming years.
- 11.2 MLSP sets out to support these key national policy agendas, including; increasing economic activity (and increasing employment levels), increasing progression of children, young adults and adults into higher levels of education, and increasing levels of productivity and enterprise.
- 11.3 The purpose of this plan is to bring together under one strategic framework measures to address the learning and skills needs of individuals of all ages and the training needs of businesses, tied into the latest thinking on the direction of the Medway economy – in particular, what the future demand for skills will be – and then to ensure that learning providers (from schools to universities) are matching provision accordingly.

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<sup>5</sup> LSC South East Employers Skill Survey 2007

<sup>6</sup> Medway Employment Land & Accommodation Study 2007

## **12. North Kent Construction Skills Project (NoKCS)**

- 12.1 The NoKCS project was set up by a number of local and regional authorities, employment agencies and employers. With an ambitious programme of development and regeneration planned for the Thames Gateway area of North Kent over the next 20 years, this project aims to tackle the forecast resulting skills gap in the Thames Gateway area. This will be achieved by improving training opportunities, increasing the qualifications (employability) of the existing workforce and promoting construction as a career choice locally.
- 12.2 The project targets existing and potential construction workforce in North Kent, particularly in the Thames gateway area, with a special focus on women, the long-term unemployed, mature but unqualified workers and young people at school.