



State of Medway Report

Education and Skills

Updated January 2012

State of Medway Report: Education and skills January 2012

Contents

State of Medway Reports.....	Error! Bookmark not defined.
1. Introduction	1
Key stage 2 - achievements at Level 4 or above in both English and mathematics (updated).....	2
2.National Curriculum Assessments at Key Stage 3 (updated)	3
3. GCSE pass rates (updated).....	4
4. School Attendance (updated)	4
5. Qualifications (updated).....	4
6. 14-19 and Schools agenda (updated).....	5
7. Inclusion (updated)	6
9. Skill shortages.....	9
10. Job-related training.....	9
(updated).....	Error! Bookmark not defined.
11. Medway Learning and Skills Plan (MLSP)	10
12. North Kent Construction Skills Project (NoKCS).....	10

State of Medway Reports

This is one of a series of factual reports that were first produced in 2008 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 were intended to establish the current position and a baseline for further work. They also helped in highlighting gaps in the information base.

Each was updated in January 2012 to provide an updated baseline and inform the independent examination of the Medway Core Strategy.

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

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

Email: ldf@medway.gov.uk

.....

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. Key stage 2 - achievements at Level 4 or above in both English and mathematics

- 1.3 Key stage 3(KS2) tests are taken by 11 year olds in English, Maths and Science under the national curriculum. The tests are intended to show if a child is working at, above or below the target level for their age with pupils being expected to achieve level 4.
- 1.4 The proportion of pupils achieving level 4 results at key stage 2 has been improving in Medway, particularly amongst girls – however attainment locally remained below the national level.

Percentage of pupils achieving Level 4 or above in both English and mathematics in Key Stage 2			
Boys			
	Medway	South East	Great Britain
2008	66	71	71
2009	61	70	70
2010	64	71	71
Girls			
	Medway	South East	Great Britain
2008	70	75	75
2009	70	75	75
2010	70	76	76
Both			
	Medway	South East	Great Britain
2008	68	73	73
2009	65	72	72
2010	67	73	74

3.National Curriculum Assessments at Key Stage 3

Percentage of pupils achieving Level 5 or above in Key Stage 3 2008-2010			
English			
	Medway	South East	England
2008	75	78	76
2009	77	79	78
2010	77	81	79
Maths			
	Medway	South East	England
2008	79	81	79
2009	76	81	79
2010	76	82	80
Science			
	Medway	South East	England
2008	76	79	77
2009	75	79	78
2010	74	82	80

- 2.1 Key Stage 3 (KS3) tests are taken by 14 year old pupils across a wider subject scope. Most pupils are expected to reach level 5 in these tests.
- 2.2 Achievements at Key stage 3 in Medway have been improving, however as with Key stage 2 results Medway remains below the national attainment level.

3. GCSE pass rates

- 3.1 The GCSE pass rate in Medway has risen over the past four years; in 2008/09 it exceeded the national level however in 2009/10, due to a significant national improvement, Medway stood behind England.

Percentage of pupils achieving five or more GCSEs at grades A*-C or equivalent ¹ including English and Maths			
	Medway	South East	England
2006/07	46.9	49.4	45.6
2007/08	47.6	51.7	48.2
2008/09	51.7	53.7	50.7
2009/10	53.6		55.2

4. School Attendance

Percentage of pupil half days missed			
	Medway	South East	England
2007/08	7.31	7.31	7.30
2008/09	6.78	7.29	7.28
2009/10	6.39	6.91	6.84

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

5. Qualifications

- 5.1 The Annual Population Survey (ONS) shows that in 2009, working age residents of Medway have fewer qualifications when compared to the South East and Great Britain. Just 23% of adults in Medway have a degree/HND qualification (NVQ4) or above compared to 29% in Great Britain and 32% in the South East. Qualifications locally are concentrated at the lower level (NVQ2+) however fewer people have no qualifications in Medway than nationally.²

¹ BV38

² NOMIS Labour-market report for 2008.

- 5.2 Looking over the longer term, since 2005 there has been considerable improvement in qualification levels in Medway with a narrowing of the gap between achievement levels locally against the regional and national levels.

National Vocational Qualification attainment 2009 – working age population						
	Medway			Kent	South East	Great Britain
Working age population with:	Number	Percent	Working age population	Percent		
NVQ4 and above	33,600	20.1	167,600	28.6	32.6	29.9
NVQ3 and above	68,200	40.7	167,600	49.2	52.6	49.3
NVQ2 and above	98,800	59.0	167,600	66.9	69.0	65.4
NVQ1 and above	132,600	79.1	167,600	81.7	83.0	78.9
Other qualifications	6,600	3.9	167,600	3.3	3.8	4.0
No qualifications	12,500	7.5	167,600	6.6	7.8	8.8

6. 14-19 and Schools agenda

- 6.1 The Medway Children and Young People's Plan 2009-11 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 The Medway Children and Young People's Plan 2009-11³ seeks to build on what has been achieved since the first plan of 2006; namely 'more children are doing better at school and more young people are in employment, training or higher education when they leave school'.
- 6.3 'The overall educational attainment of children and young people at school in Medway is better than similar local authorities and England as a whole and has consistently improved over recent years. However, average attainment conceals individual differences'.
- 6.4 A key aim of the plan is for Medway to be a place where all children enjoy learning and leave school with the qualifications, personal achievements, skills and motivation to succeed in their adult and working lives.

³ <http://www.medwaychildrenstrust.co.uk/documents/medway-children-and-young-peoples-plan-2009-2011-1257251658.pdf>

- 6.5 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.
- 6.6 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 been 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. Twelve Super Output Areas are ranked in the most deprived 10% nationally for 'education, skills and training'⁴. Gillingham North, Princes Park, Luton & Wayfield and Strood South each contain two SOAs in the most deprived 10% nationally. The most educationally deprived area in Medway is in Chatham Central, this area is ranked in the 2% most deprived areas nationally for education.
- 7.2 Medway has an established programme of community projects for over 10 years now and has further developed in the last five years the range of employment support services aimed specifically at all ages to support residents back into employment and training. Medway has built upon its regionally and nationally recognised good practice flagship projects like REIGNITE, SCORE and Jobsmatch Medway and developed a comprehensive package of employment support programmes under the banner of Employ Medway.
- 7.3 In addition, to these highly successful contracts which have been running since end of 2009, Medway Council has secured additional EU ERDF funding from the Interreg IVA programme for the project termed SUCCES which is supporting those hardest to reach customers in the most challenging of Medway neighbourhoods to progress back into employment.
- 7.4 To date, Employ Medway in less than two years, has supported 450 customers to obtain jobs, provided training support to over 1,200 customers on CV, interview, 1-2-1 sessions, IT and basic skills training, alongside

⁴ Indices of Deprivation 2010.

specific sector related training. The Employ Medway centre alone has over 10,000 visits annually.

8. Higher/further Education

- 8.1 Evidence via the Annual Population Survey shows that the proportion of young adults participating in full-time education in Medway has been increasing since 2004 up to 2008, with the gap between Medway and the national rate narrowing, however in 2009 the level fell back slightly.

Proportion of young adults (18-24?) in full-time education					
	Medway		Kent	South East	Great Britain
	Number	Percent	Percent	Percent	Percent
2004	2,900	13.9	23.3	26.4	26.9
2005	3,800	17.4	22.7	27.5	27.4
2006	4,400	20.2	25.9	28.0	27.0
2007	6,600	25.3	22.3	27.1	27.2
2008	6,600	27.2	20.9	28.5	28.1
2009	5,200	20.3	24.9	28.3	29.1

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 Based on headcount there are around 9,000 students, equating to about 5,000 full time equivalents. These divide between 51% University of Greenwich, 31% University of Kent and 18% Canterbury Christ Church University. The Universities at Medway project is two years ahead of schedule and has already exceeded the original job target having created around 500 jobs.⁵
- 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.

⁵ Employment Land Review Consolidation Study –Nov 2010

- 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. It 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 MidKent College has two centres, the Maidstone Campus at Oakwood Park and a brand new, state-of-the-art, £86 million Campus in Medway. The new campus at Lower Lines, Gillingham opened in September 2009; this site will be able to accommodate 30% more students than the previous 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 annually to the local economy. It offers 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 shortages⁶

- 9.1 Approximately 16% of organisations surveyed in Kent and Medway had vacancies.
- 9.2 The skills most difficult to obtain from recruits for recruiting organisations were for technical/practical/job specific skills (52%) and customer handling skills (34%).
- 9.3 Approximately 17% of employers stated they had gaps amongst their existing workforce in Kent and Medway, the same as the South East level.
- 9.4 Skill gaps were highest among sales and customer service staff (4.3%) and administration and clerical staff (4.1%).
- 9.5 Employers stated that the specific skills needing most improvement amongst their current workforce were 'technical/practical & job specific skills', customer handling skills, problem solving, oral communication skills and team working skills.

10. Job-related training

Proportion of economically active population who received job related training in last 13 wks - aged 16-64				
	Medway	Kent	South East	Great Britain
2004	21.6	22.5	23.4	21.6
2005	23.2	23.4	23.9	21.5
2006	23.2	22.1	22.4	21.0
2007	20.6	20.2	20.9	19.8
2008	17.1	19.3	21.5	19.6
2009	16.7	17.9	20.1	18.8

- 10.1 Figures from the Annual Population Survey show that training amongst the economically active population in Medway peaked in 2006 but has since dropped back considerably to 16.7% in 2009, standing below the reported level nationally.
- 10.2 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%).

⁶ Delivery Plan for Kent and Medway Skills for the Economy 2009-11 via http://www.kenteconomicboard.co.uk/keb-files/Draft_SfE_Delivery_plan_130809.pdf

11. Medway Learning and Skills Plan (MLSP)⁷

- 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.

12. North Kent Construction Skills Project (NoKCS)⁸

- 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 the 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.

⁷ <http://democracy.medway.gov.uk/mgConvert2PDF.aspx?ID=2537>

⁸ <http://www.cskills.org/sectorskills/majorprojects/nokcs.aspx>