

## Transforming Learning and Transforming Lives

Strategic approach for Nottinghamshire's Inspire Learning Services 2019-2022



## Introduction

**Councillor John Cottee,**

### Chair of the Inspire Board

Inspire Learning is an important part of Inspire and works closely with our libraries, heritage, cultural and archives services.

Inspire Learning provides formal and informal learning programmes for young people and adults. It also provides an apprenticeship and traineeship programme that supports people to gain the skills that they need so that they can progress in the world of work, and family learning courses that are designed to support parents give their children the best start in life.

Inspire Learning receives its funding from the Education and Skills Funding Agency (ESFA) and currently spends approximately £5,000,000 on a payment by results basis. Like all public services it needs to respond to fast changing circumstances. This is not just financial challenges but also changing priorities in how people want to learn, the types of skills that employers wish to develop, and the priorities of other sectors such as public health and adult social care.

Inspire Learning is a provider of services and as such operates in a competitive environment with other providers in delivering training, apprenticeships, and learning programmes.

Because of this it is important to be clear about its future direction, how it is governed and how it prioritises its offer. This strategy outlines what the service will need to do and what it needs to consider for it to continue to be sustainable in the future.



**John Cottee**  
January 2019



## Our Vision for Inspire Learning

**Peter Gaw,**

### Chief Executive of Inspire

Inspire Learning attracts over 8000 learners each year to a wide programme of accredited and non-accredited learning opportunities. It has been recognised by the 2017 OFSTED inspection as being a “good” service and has ambitions to be outstanding. We are a Matrix accredited provider, working in partnership with Futures to ensure that all our learners receive excellent information, advice and guidance.



“

Taught sessions are of a good or better quality, because tutors plan lessons skilfully and use a wide range of activities to engage learners so that they make good progress

”

OFSTED November 2017

Adult and Community Learning has an important part to play in improving the lives of the people of Nottinghamshire. The development of knowledge and skills is a key component of strategies to; improve health, reduce dependence, increase economic prosperity, address inequality and realise our aspirations for future.

However, it is time for us to think differently about the role of the service and the way we deliver learning.

The way in which people want to learn is changing. More flexible learning options are required to enable people to acquire new skills or strengthen existing knowledge throughout their lives. We must exploit opportunities that new technology provides to help people engage in more independent learning outside of the classroom.

Above all else we will place the learner at the centre of our work and ensure that a quality learning experience is achieved through innovative and quality assured teaching practices that ensure that learners achieve their goals and progress to fuller and richer lives.



**Peter Gaw**  
January 2019

# Our vision

*“We aim to provide our learners with an outstanding learning experience that enables them to make positive changes to their lives”*

## Key design principles

Our future model for services must put the learner at its centre and ensure:

- **Equality of access:** that we will remove barriers to learning and widen participation through a fair and simple fees policy and targeted promotion
- **Innovation:** that programmes truly align with demand and provide more flexible models of delivery capitalising on digital technology and e-learning
- **Outcomes led:** that we contribute to the outcomes for communities as proposed in the Nottinghamshire’s County Council’s Strategic Plan 2017-21
- **Quality provision:** that programmes are of the highest quality to provide all learners with the best possible support to enable them to fulfil their full potential
- **Responsive and flexible in the right location:** that the service is responsive to a fast-changing environment and can be flexible enough to change direction if required. That programmes of activity are also situated where learners want to learn: in venues such as libraries and other centres located within communities/neighbourhoods
- **Right partners:** that we identify and work with strategic partners that will help us to determine relevant and targeted programmes and with these delivery partners ensure that the needs of the learner are always put first.
- **Targeted programmes:** that we prioritise our work towards those in society where learning activities will have the most impact and tailor programmes to provide accessible learning pathways
- **Workforce:** that a skilled and quality workforce is in place to support the learner through their experience



# How we plan to achieve our vision and outcomes



## **Strong Economy – we will:**

- Provide access to good Information Advice and Guidance (IAG) to help people make informed choices about their best options in finding the right learning opportunities
- Prioritise the delivery of cores skills that employers value including English, Maths and ICT
- In collaboration with partners tailor employability programmes to meet the needs of unemployed people
- Develop partnerships with public and private sector employers to support the delivery of high quality apprenticeships and upskill the workforce
- Further develop links with employers to provide work experience opportunities
- Develop new programmes that provide more flexible ways for people to learn which includes a mix of online and classroom based learning
- Tailor existing programmes to support people with learning difficulties and disabilities into work and volunteering



Young learners carry out a wide range of work-related and extra-curricular activity that accelerates their development and prepares them well for future employment



OFSTED November 2017



## **Wellbeing and Opportunity – we will:**

- Refocus less targeted programmes to support independence, confidence building, first steps learning and health and wellbeing
- Review and determine alternative funding avenues for any of the current range of courses that are more focussed towards leisure learning
- Embed volunteering and work experience in programmes to provide pathways to work
- Support vulnerable and disadvantaged people to develop independent living skills
- Develop 'first steps' provision to engage and support learners low in confidence and/or poor mental health



## **Keeping People Safe – we will:**

- Create a safe environment for learning
- Develop learners' confidence to enable them to speak up and share concerns about their safety or wellbeing
- Bring people together from different backgrounds to learn from each other and develop tolerance and understanding.
- Raise awareness of and promote British values within all programmes of learning
- Embed the development of e-safety skills within learning activities

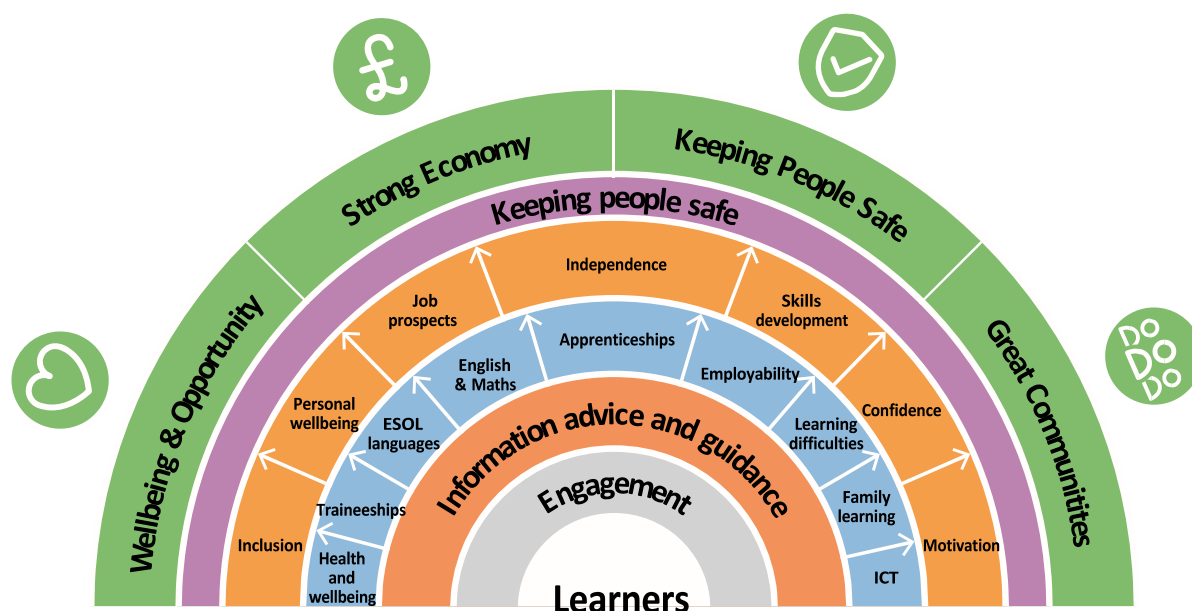




## Great Communities – we will:

- Take account of and develop activity that complements existing work with volunteers provided by key stakeholders
- Deliver programmes that develop the skills and confidence of people wishing to volunteer for example, skills to run local services
- Support volunteers and Community Learning Champions to act as advocates for adult learning in their local areas
- Create more effective links with community groups to help them access the expertise they require
- Utilise resources effectively by working in partnership with other services to plan and deliver courses including; children and families, libraries and social care

This diagram illustrates our learning pathway from what we do to how it impacts on partner strategic areas.



## Delivering the Inspire Learning strategy

To achieve our strategic goals, we must effectively engage and inspire people from all sections of our communities. Our approach will focus on supporting individuals by providing an accessible, high quality service relevant to the needs and interests people across the County.

- **Engagement** – We know that to effectively engage people, the context in which learning is delivered has a significant impact on outcomes. We will therefore capitalise on our unique connection with residents and our position as the only post 16 learning provider covering the whole of Nottinghamshire, to increase participation in learning using our unique access to the County's 60 + libraries.
- **Information Advice and Guidance** – To enable people to make informed decisions about their future they require access to unbiased Information Advice and Guidance (IAG). This will be delivered through a combination of online materials and face to face sessions for current or prospective learners in collaboration with other Council initiatives and working in partnership with Futures.

- **Delivery of High-Quality Programmes** – Critical to Inspire Learning’s success is the learning experience that people receive once they have enrolled on their programme. Our aim is to provide our learners with a life changing experience through inspirational teaching and learning. We will therefore continue to focus on becoming an ‘Outstanding’ service delivering the following programmes:
  - Apprenticeships
  - Employability and ICT
  - English and Maths functional skills and GCSEs
  - Family Learning
  - Languages including English for Speakers of other Languages
  - Learning for confidence and better mental health
  - Learning for Independence Programmes for Learners with Learning Difficulties and Disabilities (LDD) and those with mental health issues
  - Personal development
  - Traineeships for young adults not in education, employment or training
- **Partnerships** – Our approach will focus on becoming part of a more integrated skills strategy across Nottinghamshire and the D2N2 Local Enterprise Partnership (LEP) region. This will require more effective collaboration particularly with the LEP, employers, schools and colleges to support people at different stages of their learner journey. Closer collaboration will provide a more consistent and easily accessible learning offer across the region.
- **Finances** – The sustainability of our service will increasingly rely on our ability to develop a long term financial strategy less dependent on funding from the Education and Skills Funding Agency (ESFA). The challenge of providing high quality targeted provision to support disadvantaged groups where there is less public funding will need to be addressed. Our priority remains equality of access, however, we must also raise income through programmes which we can sell on a more commercial basis. To achieve these different objectives an effective fees policy will be essential to ensure those less able to pay have every opportunity to participate and gain from the benefits of learning.

#### **We will:**

- ✓ Deliver commercial activities to raise additional income.
- ✓ Develop commissioning and external funding opportunities.
- ✓ Maximise tuition fee income.
- ✓ Increase efficiencies.
- ✓ Develop partnerships to deliver added value.
- ✓ Attract additional investment through match funding.

- **Governance** – Review the governance arrangements for the service to determine the best model for the County Council and Inspire to ensure that they fulfil their role in enabling young people and adults to access excellent local learning.
- **Action Plan** – Produce a detailed action plan that will give focus to the strategy and shape the future development of the service. We will continue to engage with communities, key partners and other relevant stakeholders in order to further develop and co-produce the activities within the Action Plan.

# Our strategic approach

Our service is informed by a range of existing partner and stakeholder strategies, including:

- English Apprenticeships: our 2020 vision; Department of Business Innovation and Skills, Department of Education; Department of Business Innovation and Skills
- Inspire's Forward Plan 2022
- Nottingham and Nottinghamshire Sustainability and Transformation Plan for Health and Social Care 2016 (and update 2017)
- New Challenges New Chances: Further Education and Skills System Reform Plan 2011; Department of Business Innovation and Skills
- Skills for Sustainable Growth 2010; Department of Business Innovation and Skills
- Skills and Employability Strategy 2019 – 2030. D2N2 LEP
- Your Nottinghamshire Your Future 2017 -2021. Nottinghamshire County Council June 2017

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