

Surrey Adult Learning
Surrey County Council



ACCOUNTABILITY AGREEMENT

2023/24



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**SURREY
ADULT
LEARNING**

Purpose

To change people's lives through inclusive and inspirational adult learning.

- Individuals will be inspired to learn.
- Employers will value learning and engage in shaping adult education.
- Communities will encourage the benefits of learning.
- We will deliver world class learning.

Mission

To promote learning pathways that enable all learners to achieve their career aspirations and fulfil their potential.

Objectives

Surrey Adult Learning will:

- Ensure the value of adult education is recognised and celebrated by all.
- Enable people to access learning as a pathway to achieve their ambitions.
- Strengthen employers' influence over adult education and skills provision to find the skills they need.
- Improve essential skills including English, ESOL, Maths and Digital.
- Empower people to live healthy, active and fulfilling lives.

Priorities

- Promote a learner first culture in our decision making.
- Innovate the curriculum and delivery through partnership and collaboration.
- Maintain a digitally enhanced environment for teaching and learning.

Deliverables

- More jobs and pay; progression into further learning and improved social confidence from adult learning.
- More employer engagement in influencing the curriculum offer.
- Learners influencing the extent of remote and distant learning.
- Equip adults with the skills to collaborate and connect in ways that drive their lives and their local community.



"Thank you! I have really enjoyed my course and can't thank my tutor enough for his endless patience, help and guidance."

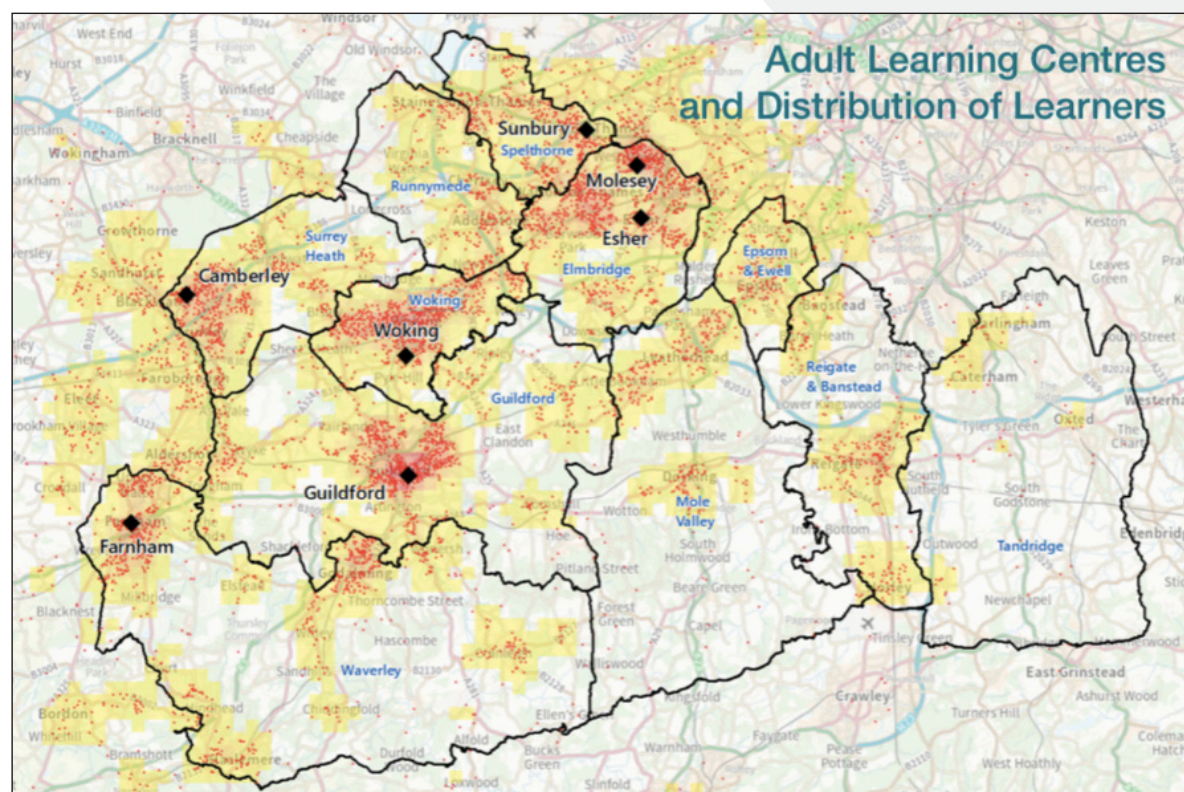


Context and Place

Surrey County Council's adult learning service, Surrey Adult Learning (SAL), serves the north and south west of the county, reaching around 8,000 adult residents per year with 16,000 enrolments.

Table 1: Participation by Age Range

	Enrolments	Learners
19-23	204	147
24-64	10,686	5,601
65 and over	5,023	2,117
Total	15,913	7,865



SAL delivers a wide and varied learning offer, including apprenticeships, in seven adult learning centres and a range of community venues.

The seven adult learning centres are in Camberley, Esher, Farnham, Guildford, Molesey, Sunbury and Woking as shown above.

Surrey is home to over 1.2 million residents. Its nine district and boroughs cover an area of 1,663km², making it one of the most densely populated shire counties in England. 85% of residents live in urban areas, despite 73% of Surrey being green belt land, with 25% designated as Areas of Outstanding Natural Beauty (AONB).

Surrey's strategically important economy employs a highly skilled workforce distributed across a mostly rural geography without a single major conurbation. It is home to world-leading research and

innovation assets, highly successful large and small businesses, and a rich cultural heritage that provides residents with access to good work prospects and a high quality of life. Yet Surrey also contains people and areas which do not share in this success and are adversely affected by the very high cost of living and barriers to education and employment for those furthest from the labour market.

78.8% of Surrey residents are in employment, more than 3% higher than nationwide. Only 8.8% of children in Surrey are from low-income families, with Surrey being within the top 10 least deprived counties in England. People in Surrey are on average relatively healthy, with obesity prevalence in children 7% lower than the national average. Healthy life expectancy for men is 68.9 years, versus 63.3 nationally. For women, it's 68.1 years versus 63.9 nationally.



Surrey's Economy

Strengths

- High employment economy with 80.9% of working age residents economically active.
- Unemployment is low (2.7% versus 3.7% nationally) with many workers in senior occupations. Out-of-work benefits claimant count lower than the national average (2.1% in Surrey, versus 3.7% nationally).
- Strong concentration of high-skilled occupations. Proportion of managers, directors and senior officials in Surrey is 51% higher than the national average.
- Highly skilled workforce with 54% of residents degree-level qualified or higher. Very low proportion of residents have no qualifications (4.3% in Surrey, versus 6.6% nationally).
- High-wage, knowledge-intensive economy. Average annual resident earnings in Surrey (£38,646) is well above the South East (£33,983) and England (£31,490).

Challenges

- Business base lacks dynamism, caused in part by skills shortages.
- Proximity to London supports Surrey's economy but also leads to a high cost of living and doing business.
- Lack of affordable housing, coupled with a high cost of living threatens attractiveness and competitiveness.
- Substantial transport and digital infrastructure investment required to remain competitive, particularly in rural areas where poor infrastructure inhibits access to education and employment.

"I definitely feel a lot more confident in myself and my professional abilities after completing my apprenticeship – I don't think I would have gotten the new job role I'm starting and it has also given me skills such as better time management and forward planning which I was definitely lacking before."

"When T started, he was extremely anxious and very determined to do his own projects in the classes without either interacting with the other students. He has thrived in this calm, organised environment and is now engaging with fellow students and tutors much more. This environment has been, and continues to be, a safe happy place for T to learn and develop all areas of his life."

Labour Market

Strengths

- Diversified, high-skilled, high-wage, high-employment, knowledge-driven economy, with sector specialisms in high-innovation industries, such as aviation, digital, professional services, life sciences and advanced manufacturing.
- Large, highly productive economy comprising over 65,000 businesses that contribute £45.5bn in Gross Value Added (GVA) and boasts the highest GVA per head (£37,806) outside of London.
- Home to many big businesses, HQs and Research & Development (R&D) anchor institutions, although the bulk of employment remains in foundation sectors such as retail, health and education.

Challenges

- Large gap between workplace and resident earnings. Those who live and work in Surrey earn 9% less than those who live in Surrey but work elsewhere.
- This creates a two-tier economy and an inclusive growth challenge where small pockets of entrenched deprivation are often adjacent to high income areas. In these places, education deprivation is in the top 20% nationally.
- Inclusive growth challenge exacerbated by high cost of living. with small pockets of entrenched deprivation adjacent to high income areas.
- Outside of knowledge-intensive industries, it can be difficult for residents to find quality work which offers progression.
- Largely rural geography – without a dominating conurbation – creates access barriers to education and employment for more isolated residents.

Although on the whole Surrey is widely perceived as a 'healthy and wealthy' county, it is not without its share of challenges. It is estimated that 10,600 5 to 15 year-olds in Surrey have a mental health disorder. Similarly, there is considerable variation in deprivation, with over 23,000 children in Surrey living in poverty, which is linked to poor health and wellbeing outcomes for them and their parents.

Over the next 10 years, the number of people aged 65+ living in Surrey is expected to rise by over 18%. As its population grows in size, Surrey can expect an increase in the number of people with complex conditions such as dementia, chronic kidney disease and other conditions related to ageing.

In the year to June 2022:

- 81.6% of Surrey residents were economically active compared to 78.6% across all of Great Britain:
- 18.4% were economically inactive compared to 21.4% however 15.4% were retired which was higher than national average 13.7%;
- Latest data on workless households shows there were 9.4% in Surrey compared to 14% across all of GB with Surrey unemployment rates lower than the national average (2.8% of people aged 16-74 compared with 4.4%).
- Overall deprivation levels are below national averages but there are significant pockets of deprivation notably there are 19 Lower Super Output Areas in the lowest 30% from the Index of Multiple Deprivation including Stanwell North in Spelthorne, Canalside in Woking and Westborough and Stoke in Guildford in North and South West Surrey.

Table 2: Learners and Enrolments

Funding Model	Subject	Enrols	Learners
Adult Skills	English & Maths	440	302
	English for Speakers of Other Languages (ESOL)	423	298
	Supported Learning	43	42
	Work Skills & IT	83	21
	Adult Skills Total	989	649
Community Learning and other	Crafts	3,468	1,801
	Dance	209	110
	English for Speakers of Other Languages (ESOL)	478	326
	Family English, Maths & Language (FEML)	262	171
	Fine Art & Photography	2,368	1,168
	Hospitality & Catering	361	228
	Humanities & General Studies	431	142
	Languages, Literature & Culture	3,764	1,544
	Outreach	342	220
	Sport, Leisure & Recreation	1,031	471
	Supported Learning	359	203
	Wider Family Learning (WFL)	1,223	869
	Work Skills & IT	628	417
	Total	14,924	7,159
Grand Total		15,913	5,865



"During the course I've developed a really good learning technique and my tutor taught me how to learn. So now I am self-studying accountancy, using the tips my tutor gave me for the course I have just completed."

SAL's planning and strategic development

Surrey Adult Learning's annual planning cycle commences in December and finishes in June of the previous academic year.

The service conducts a detailed analysis of national, regional and local priorities, taking into account the direction of Government national policy, regional analyses and information produced by the Surrey Skills Plan, the EM3 Local Enterprise Partnership, the Coast to Capital Local Enterprise Partnership, the Surrey and North Hampshire Local Skills Improvement Plan led by Surrey Chamber of Commerce.

It also influenced by the Surrey County Council Community Vision 2030, the Surrey County Council Economic Statement 2030.

From these we will ensure

- Children and young people are safe and feel safe and confident.
- Everyone benefits from education, skills and employment opportunities that help them succeed in life.
- Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.
- Everyone gets the health and social care support and information they need at the right time and place.
- Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.
- No One is Left Behind

The 2023-24 strategic direction of Surrey Adult Learning (SAL) is approved by the SAL Board comprising of internal staff including county councillors, directors and tutors and external representatives including a local headteacher and an adult Learning Principal from the region. The delivery and strategic direction of SAL is analysed and dissected by an Adult Learning Scrutiny Committee comprising of council members within Surrey County Council.

Strong governance, together with local engagement with external stakeholders are innately interconnected within Surrey Adult Learning.

We know that the closer links with stakeholders, the better the delivery and outcomes of the service. We provide relevant and purposeful skills, knowledge, and experience to the residents of Surrey that meet local needs and wants.

The recently established Surrey Skills Leadership Forum jointly chaired by Mike Brennan, a business representative and the Deputy Chair is the Surrey apprenticeship network (ALPS) and managed by Surrey County Council has significantly influenced our curriculum development by ensuring we contribute to the Surrey Skills Plan and the LSIP.

In order for the strategic and operational direction to be approved, it must be based on current evidence and research and strong relationships with other teams in the council, including council leaders, and with other local and partner organisations.

Through regular and strong links with the two LEPs, the LSIP, the nine district councils and the public health authorities SAL ensures the service's provision aligns with local needs and plans, and we know our contribution to the overall Surrey plan which is to provide foundation learning for our residents to progress their education and learning either with SAL or elsewhere and for that to have an economic, social and educational impact.

We meet regularly with Job Centre Plus and have recently developed together a digital dippers programme to improve the digital skills of unemployed residents over the age of 50.

We work closely with other council teams at all levels such as Adult Social Care (who are represented on the SAL Board) the Libraries Service, Children's Services and Public Health, to ensure that the programmes

the service delivers are responsive to local priorities. We also work closely with our local Further Education Colleges and are part of a Post 16 Phase Council with FE, Apprenticeship Providers, Sixth Form Colleges and local schools representatives to improve the transition into education and training and the outcome and progression after it.



**Vibrant and
sustainable
economy**

We will grow our highly successful apprenticeship programme in key priority sectors to provide sustainable employment and support for employers and the economy. We will increase the number of apprentices on programme from 170 in 2022/23 to 215, a 25% increase. We will secure a minimum overall achievement rate of 80% (nationally 67%), and at least 95% remaining in sustainable employment.

We will further develop the service's strong adult skills provision in English, maths and digital skills from entry level, through functional skills and onto GCSE so that more learners progress into further learning and employment from 2023/24.

There is clear demand for transferable skills across the breadth of our sectors, including: communication, critical thinking, problem solving, attention to detail and adaptability.

Skills needs are underpinned by a set of behaviours – willingness to learn, enthusiasm, punctuality and reliability – that are applicable to all roles, grades and industries.

Surrey's employers also require sector specific skills and expertise.

These are typically clustered around techniques and technologies specific to sectors, but also include cross-cutting skills such as data analysis and sales.

(Source: Surrey Skills Plan)

"Great tutor and helpful friendly staff. Classes provide a good learning environment – easy to ask questions and we get feedback on our progress."

"The course has given the whole family many more tools to enable us to move forward positively."

"First of all, I feel more confident in English and I can help my children with their homework. Secondly, it has helped me to improve my communication skills which has helped me a lot in my daily life. In conclusion, it's essential to me, my daily life. I am looking for a job and it's very helpful."

**Healthy, fulfilling,
and independent
lives**

We will further develop and enhance the impact of our Independent Living Skills programme for adults with disabilities and/or learning difficulties to ensure that it focuses on gaining learners the skills they need to support their personal development, live independent lives, and gain meaningful employment. This was a particular objective highlighted by the LSIP and an area in which SAL has an important role. We will increase the number of learners on this provision from 220 to 250 per year.

We will improve the outcomes of 330 learners (from 300 in 2022/23) on English and maths courses, through improved attendance from 85% to 87.5%. Achievement rates in English and maths GCSE to be 90%.

Increase ESOL learner numbers to 350 (from 327 in 2022/23) to support learners to improve their language skills for work, further learning or everyday life.

Gives learners the core transferable skills that enable individuals to live independent lives and contribute to the priorities set out in the Surrey's Skills Plan, the Surrey County Council Community Vision 2030 and the Local Skills Improvement Plan developed by the Chamber of Commerce.

**Strong engaged
and inclusive
communities**

We will widen participation so that 10% of learners will be from deprived and disadvantaged areas.

We will further support the integration of ethnic minority communities (including those from Afghanistan, Hong Kong, Syria and Ukraine), through the delivery of a comprehensive and targeted programme of skills to 200 learners, including English as a second language, employability and life skills.

This supports the Surrey's Skills Plan, the Surrey County Council Community Vision 2030 and the Local Skills Improvement Plan developed by the Chamber of Commerce.

Underpins national, regional and local priorities by upskilling people from ethnic minority communities, enabling them to secure employment and integrate into their local community.

Work in association with the local DWP, the JCP and public health authorities to identify communities in need.



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