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SUPPLEMENTARY PAPERS

Committee	ECONOMY & CULTURE SCRUTINY COMMITTEE
Date and Time of Meeting	MONDAY, 13 DECEMBER 2021, 4.30 PM
Venue	REMOTE VIA MS TEAMS
Membership	Councillor Howells (Chair) Councillors Henshaw, Gordon, Gavin Hill-John, Lay, Parkhill, Robson, Sattar and Stubbs

The following papers were marked 'to follow' on the agenda circulated previously

Item 7   Report & Appendices *(Pages 1 – 56)*

Davina Fiore
Director Governance & Legal Services
Date: Tuesday, 7 December 2021
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This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

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CYNGOR CAERDYDD

CARDIFF COUNCIL

ECONOMY & CULTURE SCRUTINY COMMITTEE   **13 DECEMBER 2021**

ADULT COMMUNITY LEARNING REVIEW / APPROACH TO FUNDING FOR INTO WORK ADVICE SERVICES: PRE-DECISION SCRUTINY

Purpose of the Report

1. To provide background information to Members to aid their scrutiny of the draft report to Cabinet regarding Adult Community Learning and the approach to funding for Into Work advice services, which is due to be considered by Cabinet at their meeting on 16 December 2021.

Scope of Scrutiny

2. At their meeting on 16 December 2021, the Cabinet will consider a report that sets out proposals for the future of adult community learning provision and seeks cabinet endorsement for the proposed approach to future funding bids for the Into Work service.

3. During this scrutiny, Members can explore:

      i)   The proposed approach to adult community learning

      ii)   The proposed approach to Into Work Advice Services

      iii)   Whether there are any risks to the Council

      iv)   The timeline and next steps

      v)   The recommendations to Cabinet.

Background

4. Cardiff Council's adult community learning has 3 strands: Learning for Work; Disability Inclusion in Community Education (DICE); and Learning for Life. These provide essential skills (literacy, numeracy, Welsh and English for Speakers of

Other Languages), digital skills, employability skills, and engagement activity courses.

5. Learning for Work courses are free to learners if they are out of work or in part time work and courses are fully funded by the Welsh Government Community Learning Grant (CLG). DICE courses are partly funded by the CLG, if participants are eligible, with a cost recovery model for recreational or engagement courses for those not eligible for free courses.[1] In the 202/21 academic year, there were 593 courses funded by CLG, with 4,166 people enrolled. 95% of those who attended accredited courses passed, with 45% of learners from the most deprived areas of the city.

6. Following consultation, in December 2018 the Welsh Government announced changes in the distribution of CLG funding across Wales, resulting in a 20% per annum reduction in Cardiff Council's funding allocation from April 2020 to April 2025, equating to £694,386. This means the annual budget will drop from £1,092,079 in 2019/20 to an estimated £397,693 in 2025/26.

7. The Welsh Government has indicated that they will put in place a national strategic body for Adult Community Learning by 2025.

8. The Council's Into Work Advice Service currently has four employability projects funded through the European Social Fund, which currently support circa 500 people per annum. This funding will cease to be available from Autumn/ Winter 2022, equating to a loss of £1.1 million per annum, as follows:
   i)   Communities for Work – March 2023 (£596k per annum)
   ii)   Journey 2 Work - September 2022 (£230k per annum)
   iii) Skills@Work - September 2022 (£192k per annum)
   iv)   Inspire to Work - September 2022 (£124k per annum)

9. Announcements on the UK Government's replacement fund, the Shared Prosperity Fund, are expected on 20 December 2021. Currently, it is not known whether this fund will support employability activity.

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[1] Learning for Life courses are provided on a full cost recovery basis and are not affected by the issues detailed in the report to Cabinet

10. The draft report to Cabinet entitled '*Adult Community Learning Review/ Approach to funding for Into Work Advice Services*' is attached at **Appendix A** and has **one** appendix:

- **Appendix 1** - Adult Learning Consultation Report Findings.

Issues identified in the Cabinet Report

Into Work Advice Services

11. **Point 16** of the report to Cabinet highlights a regional approach to bidding for funding for employability projects has previously been used by local authorities within the Cardiff Capital Region City Deal area. It states the Regional Skills Partnership Local Authority Cluster Group has produced a new Regional Framework to guide future employability activities and bids. This framework enables the retention of local delivery through the Council's services.

Adult Community Learning

12. **Points 17 -38** set out proposals for the future adult community learning service provision. **Points 17 – 23** set out the current position and proposed approach for service delivery, training delivery and location of classes. These highlight the following:

    i)   Service Delivery – current delivery via 10 weekly two-hour sessions is not swift enough for people looking for work. Shorter one, two and five full day courses have been introduced for some work skills training and have produced good pass rates. This approach could be expanded, with evening and weekend courses, across the year, to make it as accessible as possible and to reduce costs.

    ii)   Training Delivery – the current Learning for Work team consists of 14 tutors who are often part-time and sessional, meaning the model of delivery is not responsive. It is proposed to replace these posts with temporary specialist trainer posts, in line with the funding allocation year on year, who work throughout the year, in two teams – a work skills training team and a specialist digital team.

    iii)   Location of Classes – courses are provided in community settings and online. The standalone Adult Learning Centre in Severn Road

has been closed since lockdown in March 202. There is scope to expand online provision, for those that prefer to learn this way. It is proposed to continue provision in community settings and online, to ensure available funding focuses on direct delivery rather than buildings costs.[2] The Severn Road Adult Education Centre would be retained by the Council's Education Department for alternative use.

13. **Points 35-38** summarise the proposed way forward for Adult Community Learning, as follows:

   i) Use existing community buildings as location for courses

   ii) Replace the Learning for Work Tutor posts with new specialist Trainer posts

   iii) To continue to provide virtual learning as well as online tutorials alongside face-to-face courses

   iv) To expand course delivery to include Saturday and evening learning.

14. **Financial Implications** are set out in **points 42-44** and include:

   i) Continued, careful consideration needs to be given to the resource required for adult community learning to ensure costs remain within the funding provided

   ii) Consideration will need to be given to the impact of a national strategic body for community based adult learning by 2025, on future funding for local authorities

   iii) As proposals for replacing European Social Funding are developed, financial impacts need to be identified and managed within the overall funding available.

15. **Property Implications** are set out at **Points 45 - 46** and highlight that Strategic Estates will work to review future options for the Severn Road property and will work with the service area to understand any relevant investments or property improvements required for the delivery of services in existing assets. The

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[2] Currently £130,070 out of £658,073 CLG is spent on buildings and associated staff costs

Education Department has indicated they wish to retain the Severn Road Adult Centre building, either for future primary education or to develop further Additional Learning Needs provision through a Specialist Resource Base.

16. **Human Resource** implications are set out at **Point 47** and highlight initial consultations with trade unions and affected staff have taken place and that these will continue following Cabinet's decision, with any restructure proposals carried out in line with corporate processes and legislative requirements.

17. **Legal Implications** are set out at **Points 48 – 51** and include:
    i)   Members must ensure they have considered consultation responses and taken them into account before a decision is made
    ii) The need to make decisions in the context of the Council's public sector equality duties, Welsh Language (Wales) Measure 2011, Welsh Language Standards, and the Well-being of Future Generations (Wales) Act 2015.

Proposed Recommendations to Cabinet

18. The report to Cabinet contains the following recommendations:
    i)   *Agree the approach to the future delivery of Adult Community Learning as set out in this report. This includes the repurposing of Severn Road Adult Learning Centre, which would be retained within the Councils Education department, allowing a greater provision of training in existing community settings across the city.*
    ii) *Endorse the principle of a regional approach of bidding for funds for the Into Work Advice Service, post-European Social Funding.*

Consultation Undertaken

19. **Points 25 – 34** of the report to Cabinet provide information on the consultation undertaken by the Council in August 2021. The consultation ran for 5 weeks, with an online survey and paper copies in hubs and libraries. The survey was promoted on the Council's website and social media channels and over 4,000 previous learners were sent a direct online link.

20. In total,1,312 responses were received, of whom 73.3% had attended Adult Learning training. Of these 80% lived in the southern arc of Cardiff, 81% were from an Ethnic Minority background and 70% were aged 35 or under.

21. The headline findings were:

    i)   The most common Learning for Work courses attended were 1- or 2-day First Aid, Manual Handling and Food Safety courses

    ii)   A low number of learners attending several courses, indicating courses are helping people get the right skills for the job they want

    iii)   A split between respondents wanting face-to-face learning (47.3%), hybrid model (36.2%) or online learning (30.9%)

    iv)   Saturday morning and evenings were the most popular time to attend courses

    v)   Regarding Severn Road Learning Centre not reopening, 83% of responses were favourable, 7% were not favourable and the remaining 10% were indifferent

    vi)   43% of respondents had attended Severn Road, of whom 15.9% had walked, with other respondents using public transport or own vehicle.

    vii)   94.4% of respondents would like to see Adult Learning provision in their local areas.

22. The report to Cabinet states, at **Point 34**, that '*Overall the survey was supportive of the proposed way forward, although some changes have been made to respond to the comments received.*'

23. **Point 39** of the report to Cabinet highlights ward councillors for Canton and Riverside were disappointed with the proposal to repurpose the use of Severn Road Adult Learning Centre and asked whether learning space could be made available in Canton Library; this has not proved possible. Ward councillors also asked that work be undertaken with Estates and Schools teams to ensure the building was put to best use should the proposals be agreed.

Previous Scrutiny

24. In August 2018, this Committee held a forum meeting to discuss the Welsh Government's consultation on the funding and delivery structure of adult learning is Wales. Consequently, the Chair, Councillor Howells, wrote to the Further Education & Apprenticeships Division of Welsh Government, expressing the Committee Members deep concern about the impact on adult learning in Cardiff that all the proposed models for delivery and associated funding changes will have if implemented. The letter was counted as an official response to the Consultation.

25. Since then, this Committee has kept a watching brief on adult community learning and Into Work services, via its performance and budget monitoring role and via scrutiny of the Corporate Plan and Budgetary Proposals. Following scrutiny of the draft Corporate Plan 2021-2024 and Budgetary Proposals 2021/22, the Chair, Councillor Howells, wrote to Councillor Weaver (Cabinet Member – Finance, Modernisation and Performance) capturing the Committee's comments and observations, including the following that are relevant to this scrutiny:

   i) **Into Work Services**
   Members recognise that demand for these services will increase this year, given the impact of the pandemic. Members were concerned that there was no growth bid for this area but are reassured to note the explanation that this is because £1m external funding has been secured to provide re-skilling and upskilling support.

   ii) **Adult Learning**
   With regard to Adult Learning, Members note the 5% cut in Welsh Government grant and that the Council is continuing to lobby Welsh Government to seek a reversal in this, particularly given the impact of the pandemic and the need to reskill and upskill people for different areas of work. Members welcome the increase in online learning opportunities that has resulted from the pandemic and urge that the Council increase this offer as far as possible within existing budgets.

Way Forward

26. Councillor Sarah Merry (Cabinet Member – Education and Lifelong Learning) and Councillor Chris Weaver (Cabinet Member – Finance, Modernisation and Performance) will be invited to make a statement. Jane Thomas (Director of Adults, Housing and Communities), Helen Evans (Assistant Director, Housing and Communities) and Hayley Beynon (Operational Manager – Advice) will attend to give a presentation. The whole panel will be available to answer Members' questions.

Legal Implications

27. The Scrutiny Committee is empowered to enquire, consider, review, and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

28. The Scrutiny Committee is empowered to enquire, consider, review, and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations

for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

RECOMMENDATION

The Committee is recommended to:

i) Consider the information in this report, its appendices and the information presented at the meeting

ii) Determine whether they would like to make any comments, observations, or recommendations to the Cabinet on this matter in time for its meeting on 16 December 2021, and

iii) Decide the way forward for any future scrutiny of the issues discussed.

DAVINA FIORE
Director of Governance & Legal Services
10 December 2021

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CARDIFF COUNCIL
CYNGOR CAERDYDD

CABINET MEETING: 16 DECEMBER 2021

ADULT COMMUNITY LEARNING REVIEW / APPROACH TO FUNDING FOR INTO WORK ADVICE SERVICES

EDUCATION EMPLOYMENT AND SKILLS (COUNCILLOR SARAH MERRY)
FINANCE, MODERNISATION AND PERFORMANCE (COUNCILLOR CHRIS WEAVER)

AGENDA ITEM: 6

Reason For This Report

1.   To set out proposals for the future of Adult Community Learning service delivery in Cardiff in light of the reductions in Welsh Government grant funding.

2.   To seek endorsement of the approach to future funding bids for the Into Work Service and to highlight the reduction in current funding as the European Social Fund comes to an end.

Background – Adult Learning

3.   The Welsh Government allocates funding (the Community Learning Grant) to Local Authorities across Wales to provide Adult Community Learning to eligible learners.

4.   The Welsh Government published the Adult Learning in Wales Policy in 2017, which lays out the five priorities that this grant-funded provision for Adult Learning should focus on. These are:
    i. Engagement activity
    ii. Digital skills
    iii. Employability skills
    iv. Essential skills
    v. Welsh language

5.   Cardiff Council, the Vale of Glamorgan Council, Adult Learning Wales and Cardiff and Vale College make up the Cardiff Learning Partnership. The three organisations work together to provide the best outcomes for learners; ensuring robust progression pathways and referral routes into further education or work, and also reducing duplication of the courses delivered.

6. In December 2018, the Welsh Government carried out a consultation and decided to change how the Community Learning Grant is distributed across Wales. This was despite strong representation from the Cabinet Member for Education, Employment and Skills. As a result of this redistribution, Cardiff Council's funding allocation will be reduced by a total of £694,386. This will be transitioned over five years, from April 2020. The past, present and estimated future Community Learning Grant allocation for Cardiff is illustrated in the table below.

Academic Year	Funding Allocated
2019 / 2020	£1,092,079
2020 / 2021	£1,037,475
2021 / 2022	£985,061
2022 / 2023	£788,049*
2023 / 2024	£630,440*
2024 / 2025	£504,352*
2025 /2026	£397,693*

*estimated future grant

7. In addition, Welsh Government have advised that they plan to have in place a national strategic body for community-based Adult Learning by 2025. Therefore, local authorities may not manage any learning from this date.

8. Currently, £658,073 of the Community Learning Grant is budgeted for direct delivery costs. Management, IT, and administration costs equate to £197,458. £130,070 is spent on buildings and associated staff costs. Adult Learning was fully aligned with the Into Work Advice Service in 2017. This has helped to reduce management and administration costs.

9. Cardiff Council's Adult Community Learning supports learners achieve up to Level Two qualifications and delivers Digital Skills, Employability Skills and Engagement Activity courses. Cardiff and Vale College prioritise their Adult Learning on Essential skills which includes literacy, numeracy, Welsh and English for Speakers of Other Languages (ESOL).

10. Cardiff Council has three distinct programmes of learning within Adult Community Learning:

i. Learning for Work - this is fully funded by the Welsh Government Community Learning Grant. These courses are free to learners if they are out of work or in part time work.

ii. Disability Inclusion in Community Education (DICE) - this is partly funded by the Community Learning Grant for those who are eligible. These are entry level courses for learners with specific additional learning needs to help prepare for work. There is also a cost recovery model for recreational or engagement courses for those that are not eligible for the free courses.

iii. Learning for Life - this is a full cost recovery model and funds recreational courses. These courses will not be affected by these changes.

Background – Into Work Advice Services

11.   In addition to the reduction in the Community Learning Grant, there are also reductions in funding pending for the Into Work Advice Service. The Into Work Advice Service is funded through nine different funding streams. The service hosts fourteen employability projects. Four of these projects are funded through the European Social Fund. These projects support those who are furthest away from the job market and have the most barriers to entering employment. With the UK now having left the European Union, the European Social Fund will no longer be available for these projects from Autumn / Winter 2022. It is not yet known whether the UK Government's replacement for European Union funds (the Shared Prosperity Fund) will support employability activity, or whether this will continue to be separated into objective-led projects; nor is the amount or delivery mechanism known currently.

12.   The Into Work Advice Service will have received over £6 million of funding between 2016 and 2022 from the European Social Fund; equating to a loss to the service of £1.1 million income each year. To date, this fund has supported 2,650 people with employment activities, over 900 people into employment and 1,226 people gain qualifications.

Issues

13.   Currently the Into Work Advice Service receives over £1.1m a year from the European Social Fund to support individuals with the most barriers to employment and are furthest away from the job market. The dates that these ESF funded projects are currently expected to cease with their annual funding allocated are ;
1. Communities for Work – March 2023 (£596k per annum)
2. Journey 2 Work - September 2022 (£230k per annum)
3. Skills@Work - September 2022 (£192k per annum)
4. Inspire to Work - September 2022 (£124k per annum)

14.   There is a significant risk to the service if any new funding allocation is below the £1.1m that Cardiff's Into Work Advice Service currently receives from the

European Social Fund. Any reduction could result in up to 500 less people being supported by the service each year as well as reduced employability mentors in the service overall.

15. There is still much uncertainty regarding the Shared Prosperity Fund which is to succeed the European Social Fund. Announcements with more detail on the Shared Prosperity Fund are expected by Central and Welsh Government on 20th December 2021.

Into Work Advice Services – Regional Approach to Employability

16. To help mitigate some of the impact in the reduction of funding for the Into Work Advice Service, the Regional Skills Partnership Local Authority Cluster Group has been working collaboratively to produce a new Regional Framework to guide how employability activities are delivered in the region in the future. With the ending of the European Social Fund funding in 2022, it is proposed that this framework will form the basis of regional applications for post-EU funding for employability. The Into Work Advice Service has previously made bids for external funding collaboratively with other local authorities in the Cardiff Capital Region, and this framework would further support this funding arrangement, while retaining local delivery through the Council's services.

Adult Learning Current Service and Proposed Delivery Model

17. Bidding regionally for any new funding that becomes available may help to mitigate some of the impacts on the funding reduction for the Into Work Advice Service, however, a full-service review was required for the Adult Learning service to understand how efficiencies could be made in light of the reduction in the Community Learning Grant. In the 2020/2021 academic year, 593 courses were funded through the Community Learning Grant. 4,166 people enrolled onto these courses. 95% of those who attended accredited courses passed and 45% of learners were from the most deprived areas of the city.

   Current Delivery of Courses

18. Most courses have traditionally been delivered in weekly two-hour sessions for 10 weeks across the academic term only. For those attending recreational courses and Disability Inclusion in Community Education this works well. However, for people looking for work this is not swift enough. Obtaining a qualification for a new job could take up to 3 months. Also, if the learner wanted to join a class mid-term, this would not be possible and therefore they would need to wait until the start of the next term to attend. In previous years, there were many learners who were attending several Learning for Work courses with no clear progression into employment. As the Adult Learning team is now fully aligned with the Into Work team, clear progression routes have now been established.

   Proposed Delivery of Courses

19. Some progress has been made with the introduction of shorter work skills

training over one or two full days. In addition, more sector-specific work skills training has been rolled out over a 5 day period, for example 'Get Into Care' and 'Get into Administration' courses. These courses provide all the qualifications required in a condensed period of time, but still produce very good pass rates illustrating the quality of the course is not compromised. There is an opportunity to expand this model further, thereby reducing costs and keeping courses accessible to as many people as possible. The hours of the service could be expanded too, into the evening and weekends right across the year rather than on a term-time only basis; again, being as accessible to as many people as possible.

Current Training Delivery

20.   There is one generic Learning for Work team that delivers all of the grant funded courses. The tutors who currently deliver these courses are often part-time and sessional and deliver courses for just a few hours each week. This model of delivery is not responsive and there is more demand for more up to date digital courses to meet current requirements. To meet the needs of learners, and to develop the service, in line with funding reductions, the use of sessional tutors will no longer be required. Therefore, it is proposed to replace the part time / sessional Learning for Work tutor posts with specialist trainer posts that work throughout the year. The total number of tutors affected by this change is 14. Each tutor works between 2 hours and 21 hours a week on a term time only basis.

Proposed Training Delivery

21.   It is proposed to create a work skills training team and a specialist digital team. This would allow all courses to be delivered over a shorter period of time, whilst still guaranteeing a high standard of training and accreditation. This would ensure that as many people as possible would be able to access the training they required, when they needed it. Specialist work skills and digital trainers would deliver these courses, allowing the flexibility required to meet new demands. To deliver this model, it is proposed to create a number of temporary trainer posts, in line with the funding allocation year on year.

Current Location of Courses

22.   All courses have previously been delivered face-to-face in community settings including Hubs, libraries and schools. There is a standalone Adult Learning Centre in Severn Road, above Severn Road school, in the Riverside ward of Cardiff. This centre has been closed since March 2020, as a result of the first national lockdown, and has not reopened since. During lockdown, some courses have been delivered online, with tutor and trainer support. These have proved popular with some learners and there is an opportunity to expand this method of course delivery, for those that prefer to learn in this way.

Proposed Location of Courses

23.   To ensure that funding is used on direct delivery costs, rather than on buildings,

it is proposed that all face-to-face grant funded courses are provided through existing community buildings. The proposed, newly adapted service would be delivered city wide and the current Severn Road Adult Education Centre would be retained by the Council's Education department for alternative use. This will reduce the associated costs with running a standalone building from Adult Learning budgets. Increasing the number of venues where training is provided would also help to improve the service in a way that makes it more accessible and convenient, bringing learning closer to people in the community. For learners that would prefer to access classes digitally, formal online supported courses, as well as YouTube Tutorials, would also be offered.

24.   To understand the public views on these proposals, and to ask for their comments to help steer future delivery, a public consultation was carried out.

Public Consultation Results

25.   The period of the consultation was between the 23rd of August 2021 and the 26th of September 2021. The consultation was available online and paper copies were available in Hubs and Libraries. The Advice Line supported individuals who needed help to complete the form. It was promoted on the Council website, as well as through various social media channels. Over 4,000 previous learners were also sent a direct online link to complete the consultation. In total, 1,312 responses were received. The consultation asked questions on how the future of the service should be delivered, taking into account the reduction in funding.

Headline Responses

26.   73.3% of those that responded to the survey had attended Adult Learning training. Of these:

        a. 80% of individuals lived in the Southern Arc of the city
        b. 81% were from an Ethnic Minority background
        c. 70% of respondents that attended training were aged 35 or under.

It is pleasing to note that the consultation reached these groups of people who can sometimes be underrepresented.

Service Delivery of Courses

27.   For learners that had attended Learning for Work courses, the most popular were First Aid, Manual Handling and Food Safety. These courses are held over one or two days. These results are encouraging as it demonstrates that people prefer these shorter work skills courses. This reflects our proposal for providing these shorter courses rather than over the traditional 10-week period.

28.   70% of those that had attended training had only attended between 1 and 3 courses and 2.5% had attended more than 5 courses. The low number of learners carrying out several courses is also encouraging. These courses are helping people to get the right skills for the job they want, more quickly.

29. 47.3% of respondents wanted to access learning face-to-face, while 36.2% and 30.9% respectively wanted to access learning in a hybrid model or online. These results also support the new proposal, whereby the option of learning online or in a hybrid model will be offered to learners who would prefer this.

30. The most popular time that respondents wanted to attend courses was on a Saturday morning and in the evenings. Again, this reflects our proposal which would allow the team to expand the times and days of training to better suit the needs of the learners.

Location of Classes

31. As part of the change to provision, it is proposed that the delivery would be city wide and that Severn Road Adult Learning Centre would be repurposed and retained by the Council's Education department for alternative future use. Respondents were asked how they felt about this proposal 83% were favourable, 7% were not favourable and the remaining 10% were indifferent. Therefore, an overwhelming majority of respondents agreed that funds should be utilised for direct service delivery and not on buildings wherever possible.

32. 43% of respondents had previously attended training at Severn Road, of which 73% of those that had attended used public transport or their own vehicle to access this training. 15.9% had walked. This demonstrates that the majority of learners are having to travel some distance to access the training at Severn Road, and therefore courses would be more accessible if they were held within more community settings.

33. 94.4% of respondents would like to see Adult Learning provision provided in their local area. The most popular wards where respondents would like to attend training were Canton, Grangetown, Ely and Cathays. This also aligns with the proposal where training could be provided in more locations to ensure that there is provision right across the city.

34. Overall, the survey was supportive of the proposed way forward, although some changes have been made to respond to the comments received.

Proposed Way Forward

35. To increase community-based learning available in local areas using existing community buildings across the city This will improve accessibility and will focus the use of the reduced Community Learning Grant funding on direct service delivery, rather than buildings. Severn Road Learning Centre will be retained within the Councils Education department.

36. To replace the Learning for Work Tutor posts with new specialist Trainer posts that would be more reactive to the changing needs of the job market and 21st Century digital knowledge.

37. To continue to provide virtual learning, as well as online tutorials, alongside

face-to-face courses so learners can access training in the way that best suits their needs.

38.   Course delivery will be expanded to include Saturday and evening learning.

Local Member consultation

39.   Local Ward Members for Canton and Riverside wards were invited to attend a consultation in March 2021 with Officers and the Cabinet Member for Education Employment and Skills. Ward Members were disappointed with the proposal o repurpose the use of Severn Road Adult Learning Centre. However, it was understood that in order to keep more of the reduced funding aimed at direct service delivery, costs needed to be reduced elsewhere across the service. Eight other community locations and six schools were suggested where courses could be provided in the Riverside / Canton wards. Ward members were advised that refurbishment work had recently been carried out in Canton Library to enhance and expand existing facilities. This created two new training spaces and upgraded the existing training room, providing an additional twenty public access computers. Ward Members requested the exploration of the possibility of using space in Canton Library, occupied by the Police. Officers met with the Police, but unfortunately due to accessibility issues, this space was not a conducive location for learning. Ward Members were keen for the Adult Learning Centre building to be utilised and not to be left empty and requested Officers to contact the Estates and Schools team to ensure the building was put to best use, should the proposals be agreed.

Reason for Recommendation

40.   To put in place new arrangements to meet the changing requirements of Adult Community Learning, ensuring that the reduced funding from the Community Learning Grant is used for direct service delivery across the city.

41.   To continue to work with other Local Authorities to bid for funding for employability services post European Social Funding; ensuring that Cardiff can continue to support those that need help to look for work.

Financial Implications

42.   As illustrated in Paragraph 6, the distribution allocation of the Community Learning grant will reduce available funding by 20% each year through to 2025/26 when grant funding levels will be at 36% of the 2019/20 allocation. Continued, careful consideration needs to be given to the resource required in order to ensure costs remain within the funding provided.

43.   Looking forward, consideration would need to be given to the impact on future funding for local authorities in the event of any future proposals in respect to a national strategic body for community based adult learning by 2025.

44.   The report also outlines the service response to uncertain grant arrangements such as European Social Fund. As these proposals are developed any financial

impacts need to be identified so that they can be managed within the overall funding available

Property Implications

45. Strategic Estates note the intent to declare Severn Road surplus to service requirements. SED will work with the service and will, subject to approval, review future options for the property through the established asset management governance. SED understands the intent to focus delivery of services in existing assets and will work with the service to understand any relevant investments or property improvements, aligned with Council's ongoing asset review process.

46. Education have indicated that they would wish to retain the Severn Road Adult Centre building to ensure the flexibility to reorganise education provision is retained to support the planning of school places. The adult centre is located at Severn Primary School which is a constrained urban school site. The release of the facilities would afford various opportunities that would support improved community focussed primary organisation and/or provide scope to develop further Additional Learning Needs provision through a Specialist Resource Base which is a key priority for the city currently. The building would need some investment in order to be utilised for these purposes in future.

HR Implications

47. Initial consultations with the trade unions and affected staff have taken place, and this will continue following Cabinet's decision. Any restructure proposals, including the deletion of current posts and creation of new posts will be carried out in line with all corporately agreed processes, and take due notice of any legislative requirements.

Legal Implications

48. These proposals have been subject to a consultation process. Therefore, members must ensure that they have considered the consultation responses, and taken them into account, before a decision is made.

49. The decision about these recommendations has to be made in the context of the Council's public sector equality duties. The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The Protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief If the recommendations in the report are accepted and statutory notices are published, the Council will have to consider further the equalities implications and an Equality Impact Assessment may need to be completed.

50. The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language.

51. The Council has to consider the Well-being of Future Generations (Wales) Act 2015 and how this strategy may improve the social, economic, environmental and cultural well-being of Wales.

RECOMMENDATIONS

Cabinet is recommended to:

1. Agree the approach to the future delivery of Adult Community Learning as set out in this report. This includes the repurposing of Severn Road Adult Learning Centre, which would be retained within the Councils Education department, allowing a greater provision of training in existing community settings across the city.

2. Endorse the principle of a regional approach of bidding for funds for the Into Work Advice Service, post-European Social Funding.

SENIOR RESPONSIBLE OFFICER	**Jane Thomas** Director Adults, Housing and Communities
	10 December 2021

The following appendix is attached:

Appendix 1 - Adult Learning Consultation Report Findings.

Adult Learning Consultation

REPORT **FINDINGS**

Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

"Delivering effective research and consultation and first class research and information services"

Cardiff Research Centre delivers key research, information and multimedia services for Cardiff Council and other key organisations in Cardiff and Wales.

Core services include:

- Collection, analysis, and interpretation of primary survey data.

- Analysis and interpretation of a wide range of secondary demographic and socio-economic statistical data.

- Specialised studies on a wide range of topics including social, economic and demographic subjects.

- Quantitative and qualitative research and consultation projects.

- Management Cardiff Citizens' Panel.

- Focus Group and meeting facilitation.

- Advice and support on all aspects of research and consultation.

- GIS mapping services

- Professional multimedia support in relation to presentations, conferences, meetings, graphic design services and internet development.

For further information please contact

Cardiff Research Centre

research@cardiff.gov.uk

consultation@cardiff.gov.uk

#gweithiogydangilydd
#workingtogether

Adult Learning Survey

Introduction

Cardiff Research Centre (CRC) were commissioned by the Schools and Education department of the Council to undertake a consultation around proposed changes to the way Adult Learning is delivered within local communities across the City.

The proposals set out were around reshaping the grant funded programmes along with gaining views on fee paid, recreational classes.

There are currently 4 different Adult Learning programmes:

1. Learning for Work; helping people to gain the skills they need to start work, as well as Digital courses. These courses are free to attend for eligible learners as they are funded by a Welsh Government grant.

2. Learning for Life; recreational courses which include art, music and pottery. A fee is charged to access these courses.

3. DICE (Disability Inclusion in Community Education); a mixture of courses where a fee is paid and some which are funded by a Welsh Government grant.

4. Youth courses; recreational courses for young people to attend in the evenings as well as school holidays. A fee is paid to access these courses.

The Welsh Government grant that funds Learning for Work and some of the DICE courses is facing significant budget cuts over the next 3 years. Despite this, Cardiff Council is committed to improving the service in a way that makes it more accessible and convenient, bringing learning closer to people in the community.

To achieve this whilst also making the required savings, by changing how we deliver our service, we will be able to:

- Use most of the funding on the direct delivery of courses, rather than on buildings or administration.
- Increase the number of venues and reduce cost by delivering learning in existing community buildings such as our Hubs. These will make courses more accessible to everyone.
- Increase the hours of the service, by delivering training in the evenings and weekends right throughout the year rather than on a mostly term time basis.
- Provide shorter courses that will help people get the right skills for the job they want, quicker.
- Providing a mixture of online and face to face learning.

Methodology

Adult Learning and the Cardiff Research Centre worked in collaboration to develop an online / paper survey, gathering people's views / opinions on each of the 4 Adult Learning programmes outlined above.

Both the online and paper versions of the surveys were available bilingually.

Paper versions of the survey were made available at each of the 19 Hubs / Libraries across the City.

Additionally, posters / flyers were left at each Hub / Library that contained a unique URL.

(www.cardiff.gov.uk/adultlearningsurvey) where residents could access the online version of the survey.

The survey was promoted on the 'Homepage Scrolls' of the Council website and also made available on the CRC 'Live Consultation' page.

There was a dedicated Social Media push using the Council's Facebook and Twitter accounts.

Responses to the survey were cleansed and validated, giving an overall sample of 1,312.

Research Findings

Have you attended an Adult Learning course previously?

Around three in four (73.3%) respondents had previously attended an Adult Learning Course.

	No.	%
Yes	959	73.3
No	349	26.7
Total Respondents	1,308	100.0

Respondents from an Ethnic Minority background were most likely to have previously attended an Adult Learning course (81.0%). This was followed by respondents aged 55+ (79.8%) and those residing in the Southern Arc (79.3%). Previous attendance drops to seven in ten (70.2%) when viewed by respondents aged under 35.

Have you attended an Adult Learning course previously?

	Yes	No
Ethnic Minority (Base: 641)	81.0	19.0
Over 55 (Base: 302)	79.8	20.2
Southern Arc (Base: 643)	79.3	20.7
Female (Base: 740)	78.0	22.0
Disability (Base: 268)	78.0	22.0
Male (Base: 492)	71.5	28.5
Under 35 (Base: 507)	70.2	29.8
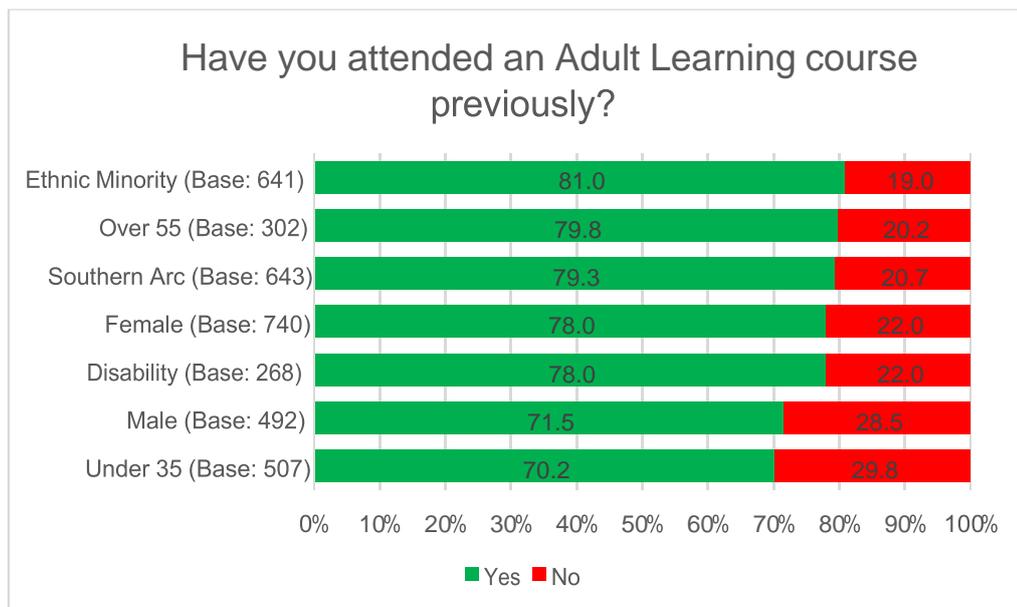
If yes, which Adult Learning Programme have you attended?

'Learning for work' was viewed as the most popular Adult Learning programme attended by respondents with over two in five (45.8%) citing this option, this was followed by 'Learning for life' (37.1%).
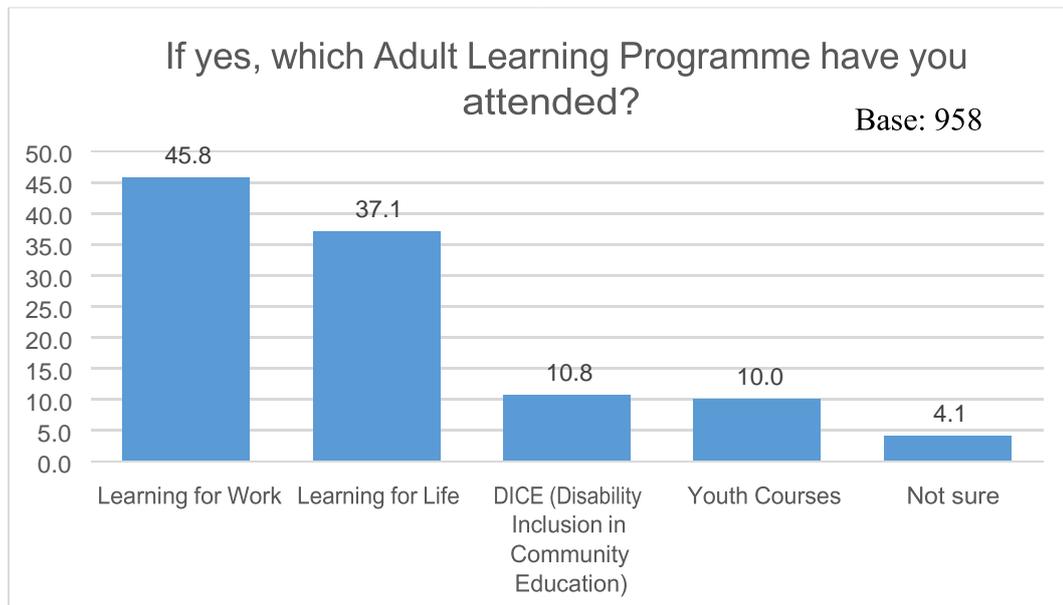
NB. Percentages do not total 100% as respondents could select multiple options.

Those aged under 35 were most likely to attend a 'Learning for Work' Programme (53.0%), this falls to three in ten (29.5%) when viewed by those aged 55+

Respondents aged 55+ were almost three times as likely to have attended a 'Learning for Life' Programme as those aged under 35 (64.3% and 22.3% respectively).

One in seven (14.5%) male respondents have attended a DICE Learning Programme, this was followed by those with a disability (13.9%).

Respondents aged under 35 and those from a Minority Ethnic background were most likely to have attended a Youth Course Programme (16.9% and 11.6% respectively).

	Male (Base: 351)	Female (Base: 577)	Under 35 (Base: 355)	Over 55 (Base: 241)	Southern Arc (Base:509)	Disability (Base: 209)	Ethnic Minority (Base: 518)
Learning for Work	47.3	45.4	53.0	29.5	46.0	44.0	49.2
Learning for Life	30.5	41.1	22.3	64.3	35.4	40.2	34.9
DICE (Disability Inclusion in	14.5	8.5	9.6	8.3	13.4	13.9	11.0

Community Education)							
Youth Courses	8.8	10.9	16.9	1.7	10.0	6.2	11.6
Not sure	4.0	3.6	4.5	3.3	2.8	7.2	1.9

Learning For Work

How many Learning for Work courses have you attended in the past 3 years?

438 respondents left a response to this question. Of these, seven in ten (70.8%) had attended 1-2 courses, whilst a further one in four (25.3%) had attended at least 3 courses.
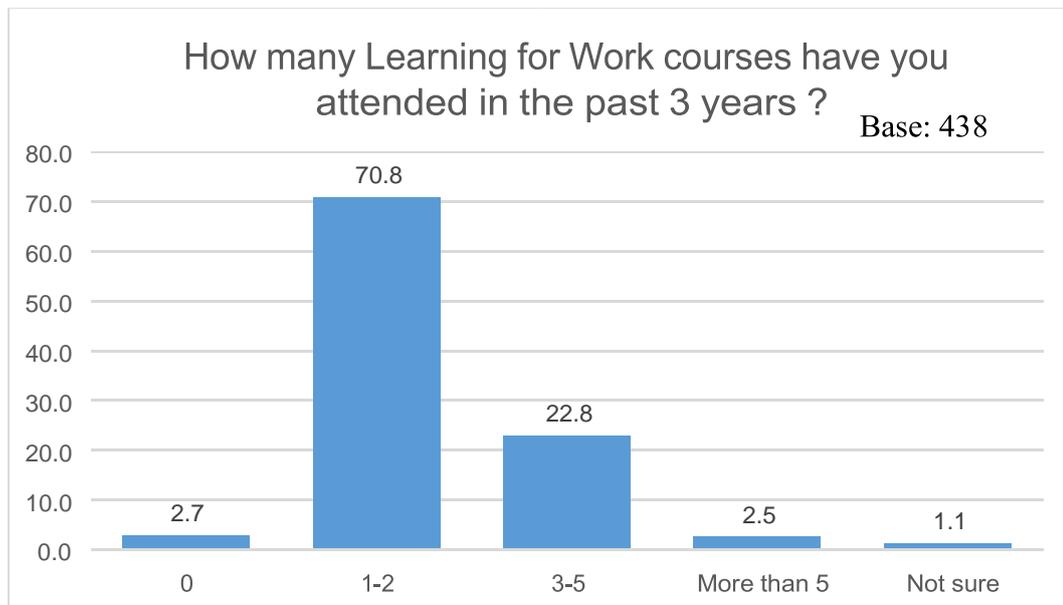
If you have attended a Learning for Work course, please tick all of the courses you have attended:

'First Aid' was viewed as the most popular 'Learning for work' course attended by respondents, with around one in six (16.4%) selecting this option. This was followed by 'Manual Handling' (16.2%), 'Food Safety' (15.0%) and 'Interview Skills' (13.8%).

	No.	%
First Aid	69	16.4
Manual Handling	68	16.2
Food Safety	63	15.0
Interview Skills	58	13.8

Health & Safety in the Workplace	56	13.3
Customer Service	56	13.3
Get into Care	43	10.2
Mental Health & Wellbeing	41	9.8
Get into Hospitality	38	9.0
Counselling Skills	36	8.6
Safeguarding Level 1 / 2	31	7.4
Digital Employability Skills	28	6.7
BT Skills for tomorrow	28	6.7
Dementia Awareness	27	6.4
Digital Skills – beginners/intermediate	27	6.4
Photography / Film making	27	6.4
ECDL	26	6.2
Smartphone/tablet help	24	5.7
Introduction to Heath & Social care	23	5.5
Microsoft applications for beginners	23	5.5
Managing Children's Behaviour	21	5.0
Child Psychology	20	4.8
Animation	20	4.8
Role of the receptionist	20	4.8
Introduction to Childcare	18	4.3
Supporting Teaching and Learning in Schools	14	3.3
Improving Conversational English	12	2.9
Sewing	12	2.9
Managing Conflict	11	2.6
Buying & Selling online	8	1.9
Using PIXLR	6	1.4
Not sure	1	0.2
Other	4	1.0
Total Respondents	420	-

NB. Percentages do not total 100% as respondents could select multiple options.

How satisfied were you with the following:

Over nine tenths of respondents were 'Satisfied' (Very and Fairly combined) with each of the 3 course elements listed below.

How satisfied were you with the following:

	Very Satisfied	Fairly Satisfied	Neither	Fairly Dissatisfied	Very Dissatisfied
Course Content (Base:416)	83.2	15.1			
Tutor (Base:414)	84.5	13.0			
Location (Base:413)	82.6	13.3			
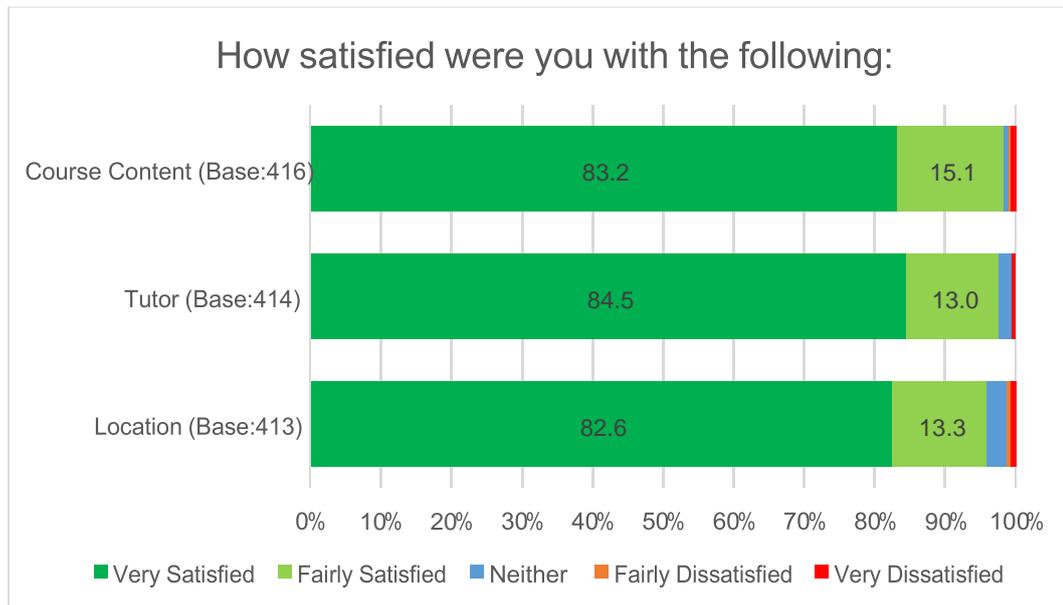
Learning For Life

How many Learning for Life courses have you attended in the past 3 years?

354 respondents left a response to this question. Of these, around two in three (65.0%) had attended 1-2 courses, whilst just over one in four (26.8%) had attended at least 3 courses.

How many Learning for LIFE courses have you attended in the past 3 years?

Base: 354

0	1-2	3-5	More than 5	Not sure
6.2	65.0	23.4	3.4	2.0
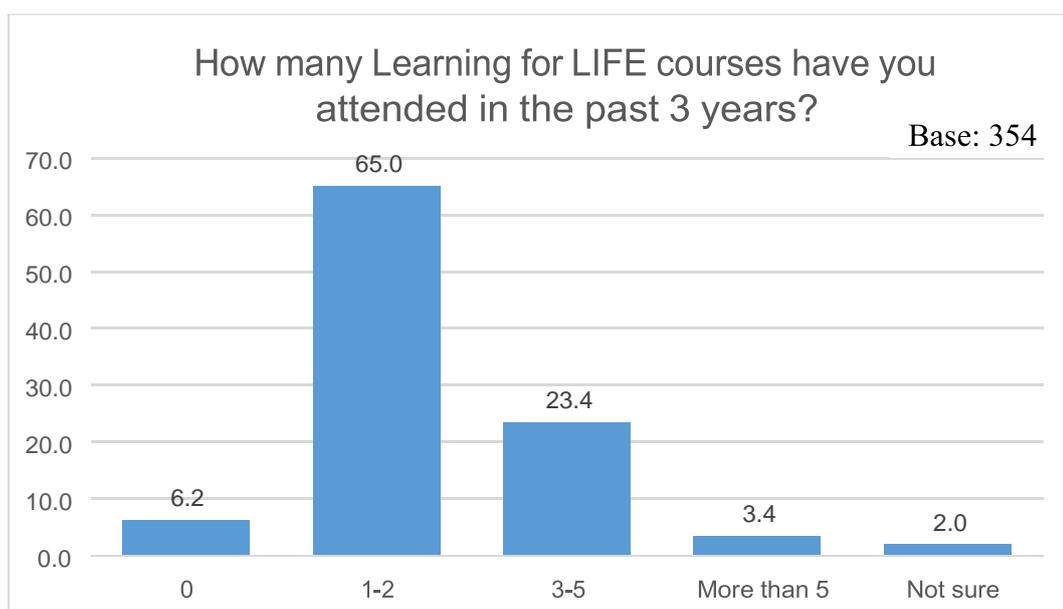
If you have attended a Learning for Life course, please tick all of the courses you have attended:

'Painting' was viewed as the most popular 'Learning for Life' course attended by respondents, with around one in six (17.6%) selecting this option. This was followed by 'Watercolour' (16.4%), 'Basket Making' (13.9%) and 'Gardening' (13.9%).

	No.	%
Painting	57	17.6
Watercolour	53	16.4
Basket Making	45	13.9
Gardening	45	13.9
Dressmaking/Soft Furnishing/Upholstery	44	13.6
French	43	13.3
Floristry	42	13.0
Drawing	41	12.7
Cake Decorating/Sugar Craft	38	11.7
Sculpting/Pottery	36	11.1
Cooking	36	11.1
Writing	34	10.5
Jewellery/Silversmithing	29	9.0
Yoga	29	9.0
Italian	24	7.4
Stained Glass	23	7.1
Ukulele	21	6.5
Spanish	21	6.5
Photoshop	21	6.5
British Sign Language	20	6.2
Piano/Keyboard	19	5.9
Guitar	15	4.6
Not sure	5	1.5
Other	7	2.2
Total Respondents	324	-

NB. Percentages do not total 100% as respondents could select multiple options.

How satisfied were you with the following:

Over nine tenths of respondents were 'Satisfied' (Very and Fairly combined) with each of the 3 course elements listed below.
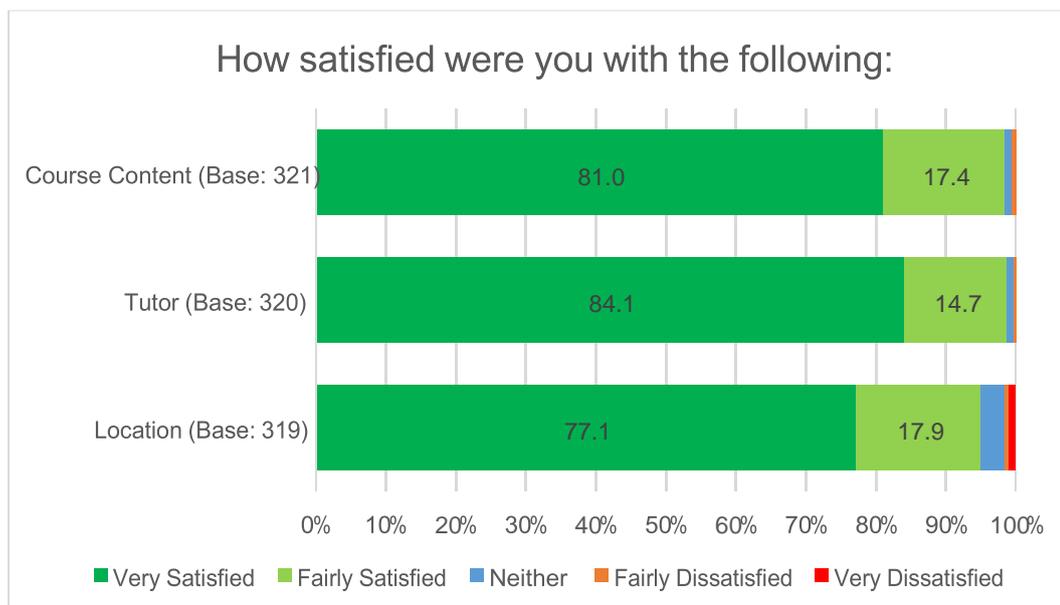
DICE

How many DICE courses have you attended in the past 3 years?

103 respondents left a response to this question. Of these, over four in five (84.5%) had attended 1-2 courses, whilst a further one in eight (12.6%) had attended at least 3 courses.

How many DICE courses have you attended in the past 3 years ?

Base: 103
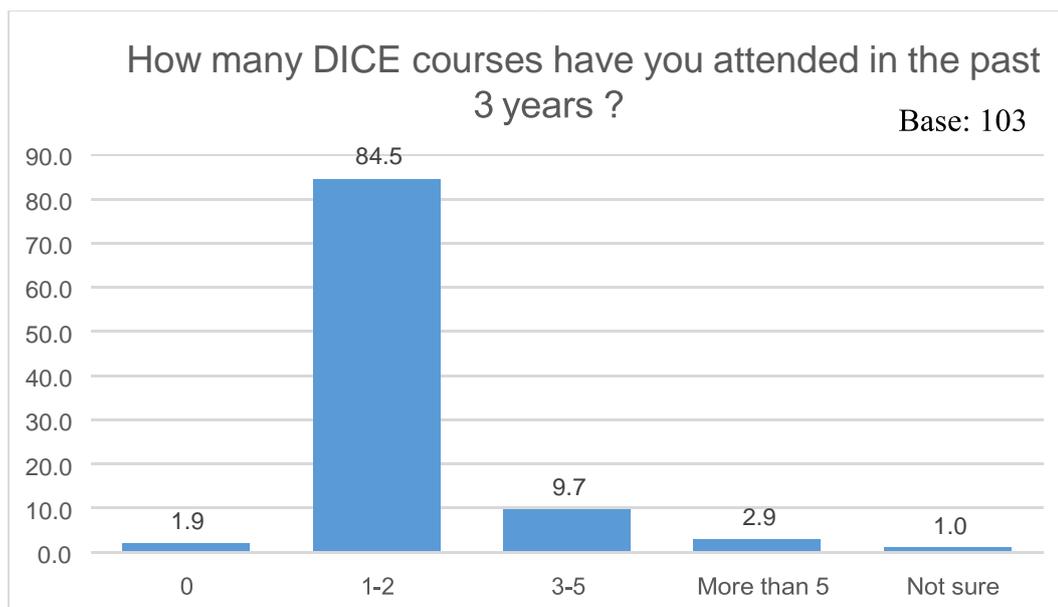
If you have attended a DICE course, please tick all of the courses you have attended:

'Woodworking skills' was viewed as the most popular 'DICE' course attended by respondents, with over one in three (37.0%) selecting this option. This was followed by 'DIY' (31.0%), 'Literacy' (21.0%) and 'Creative writing' (20.0%).

	No.	%
Woodworking Skills	37	37.0
DIY	31	31.0
Literacy	21	21.0
Creative writing	20	20.0
Digital Skills	17	17.0
Craft Pottery	14	14.0
Wellbeing	12	12.0
African hand Drumming	9	9.0
Dance	6	6.0
Other	2	2.0
Total Respondents	100	-

NB. Percentages do not total 100% as respondents could select multiple options.

How satisfied were you with the following:

Over nine tenths of respondents were 'Satisfied' (Very and Fairly combined) with each of the 3 course elements listed below.

How satisfied were you with the following:

	Very Satisfied	Fairly Satisfied	Neither	Fairly Dissatisfied	Very Dissatisfied
Course Content (Base: 100)	79.0	20.0			
Tutor (Base: 100)	84.0	15.0			
Location (Base: 100)	75.0	23.0			
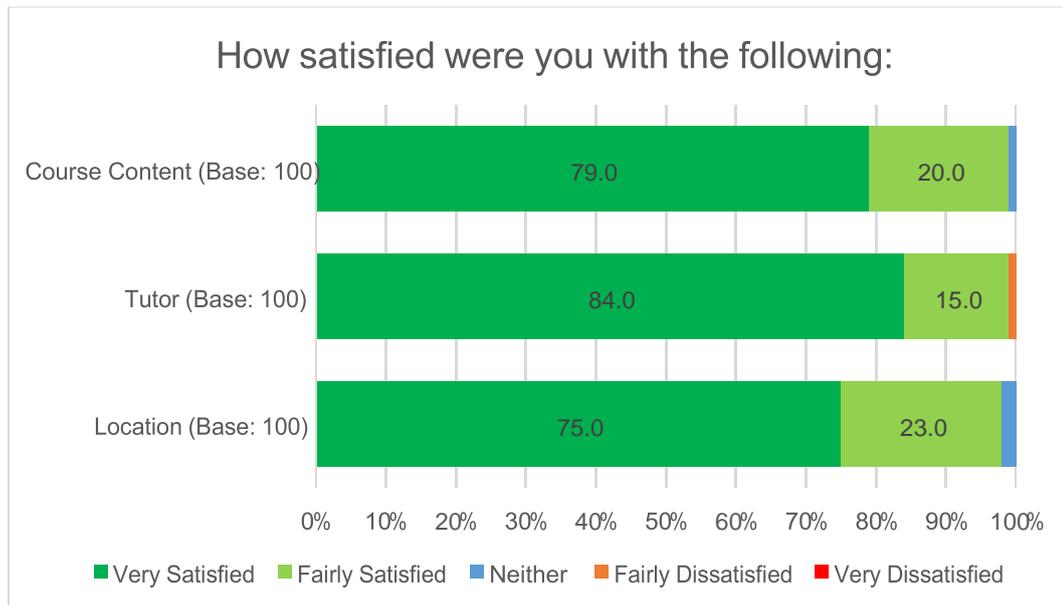
Youth Courses

How many Youth courses have you attended in the past 3 years?

96 respondents left a response to this question. Of these, over four in five (86.5%) had attended 1-2 courses, whilst a further one in eight (12.5%) had attended at least 3 courses.

How many Youth courses have you attended in the past 3 years?

Base: 96

	0	1-2	3-5	More than 5	Not sure
		86.5	10.4	2.1	1.0
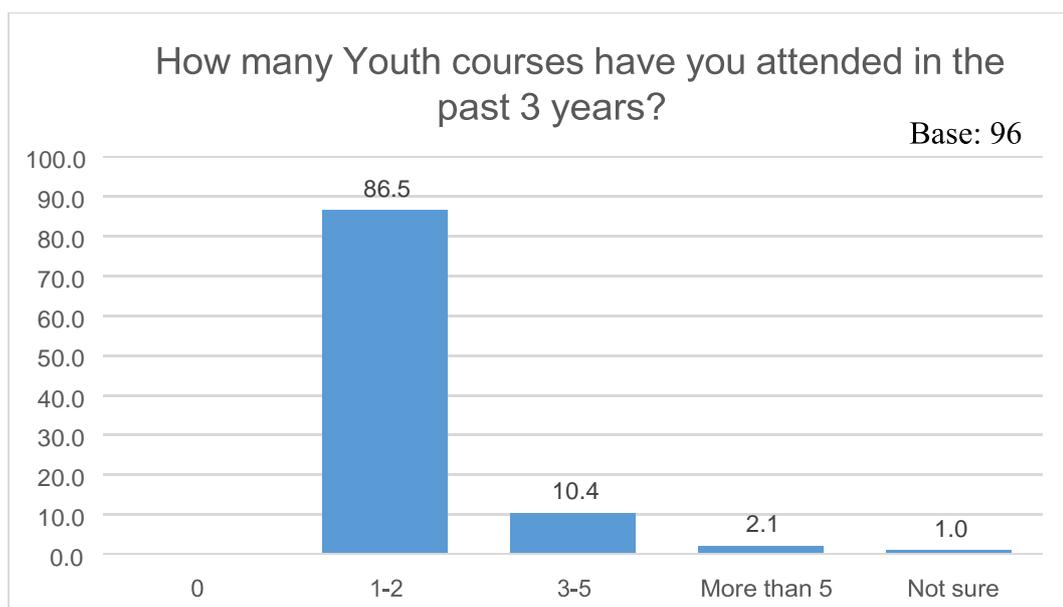
If you have attended a Youth course, please tick all of the courses you have attended:

'Visual Arts' was viewed as the most popular 'Youth' course attended by respondents, with around one in five (21.1%) selecting this option. This was followed by 'Little Potters' (12.6%), 'Harry Potters' (12.6%) and 'Mini Pottery Throwdown / 'Get Set Sew' / 'Lets Act (each 10.5%).

	No.	%
Visual Arts	20	21.1
Little Potters	12	12.6
Harry Pottery	12	12.6
Mini Pottery Throwdown	10	10.5
Get Set Sew	10	10.5
Let's Act	10	10.5
Fashion & Style	9	9.5
A Play in a Day	9	9.5
Clay Club	8	8.4
Creative Illustration	8	8.4
Batik	8	8.4
Actors Workshop	8	8.4
Lights, Camera, Action	8	8.4
Fun with Felt	7	7.4
Clay Dinosaurs	6	6.3
Throwing on the wheel	6	6.3
Anime Drawing	6	6.3
Around the world crafts	6	6.3
Teatime Pottery	5	5.3
Puppets	5	5.3
Watercolours	5	5.3
Ukulele	5	5.3
Glee Club	4	4.2
Treasure boxes	3	3.2
Total Respondents	95	-

NB. Percentages do not total 100% as respondents could select multiple options.

How satisfied were you with the following:

Over nine tenths of respondents were 'Satisfied' (Very and Fairly combined) with each of the 3 course elements listed below.

There were no respondents that were dissatisfied with any elements of the Youth courses.

How satisfied were you with the following:

	Very Satisfied	Fairly Satisfied	Neither
Course Content (Base: 94)	74.5	23.4	
Tutor (Base: 94)	81.9	17.0	
Location (Base: 94)	74.5	20.2	5.3
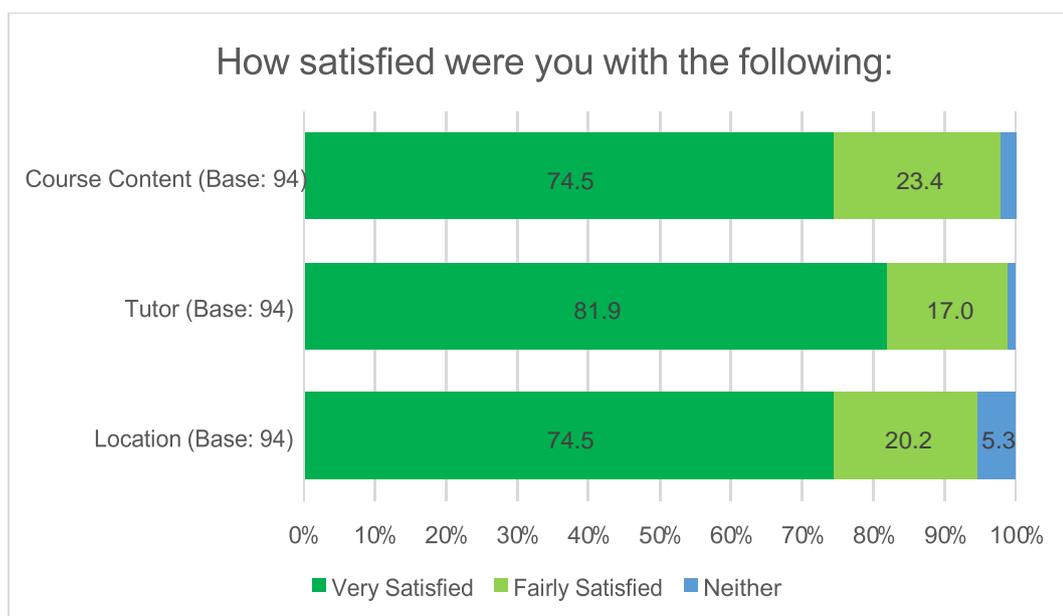
Have you attended training in the Severn Road Learning Centre, in Canton?

The amount of respondents that had / hadn't previously attended training in Severn Road Learning Centre in Canton was split (43.0% and 43.5% respectively).

Have you attended training in the Severn Road Learning Centre, in Canton?

Base: 1,302

43.0	13.4	43.5

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Yes ■ Not sure ■ No
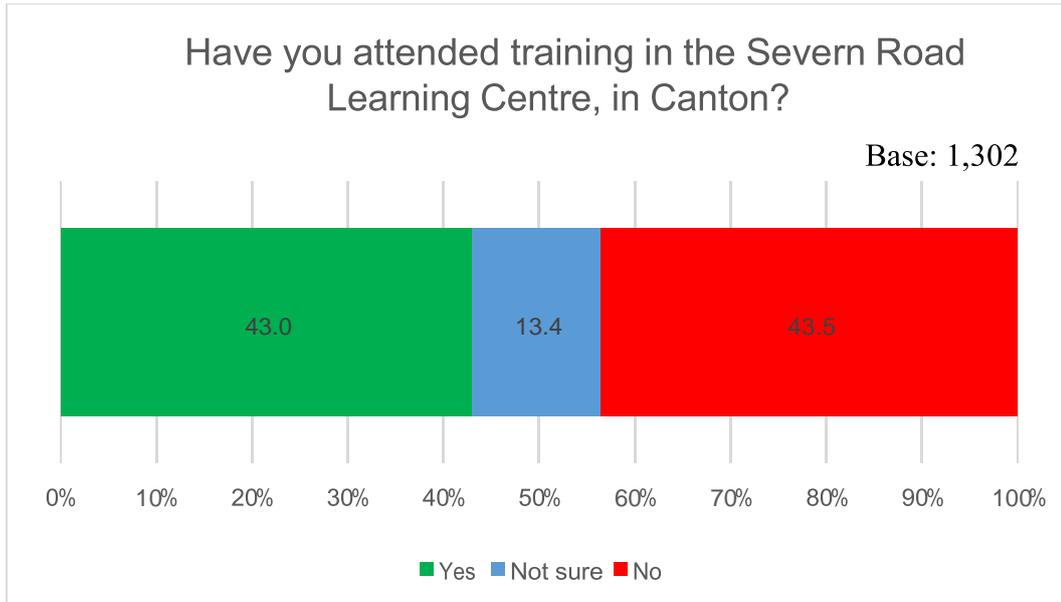
Respondents residing in the Southern Arc and those from an Ethnic Minority background were most likely to have attended training previously (48.4% and 47.6% respectively).

Almost a half of both under 35s and those with a disability claimed not to have attended any training at the Severn Road Learning Centre (48.4% and 48.1% respectively).

Have you attended training in the Severn Road Learning Centre, in Canton?

	Yes	Not Sure	No
Southern Arc (Base: 642)	48.4	13.7	37.9
Ethnic Minority (Base: 641)	47.6	12.0	40.4
Over 55 (Base: 300)	45.3	12.3	42.3
Female (Base: 736)	45.1	11.3	43.6
Disability (Base: 266)	44.0	7.9	48.1
Male (Base: 491)	43.8	12.8	43.4
Under 35 (Base: 506)	38.9	12.6	48.4

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Yes ■ Not Sure ■ No
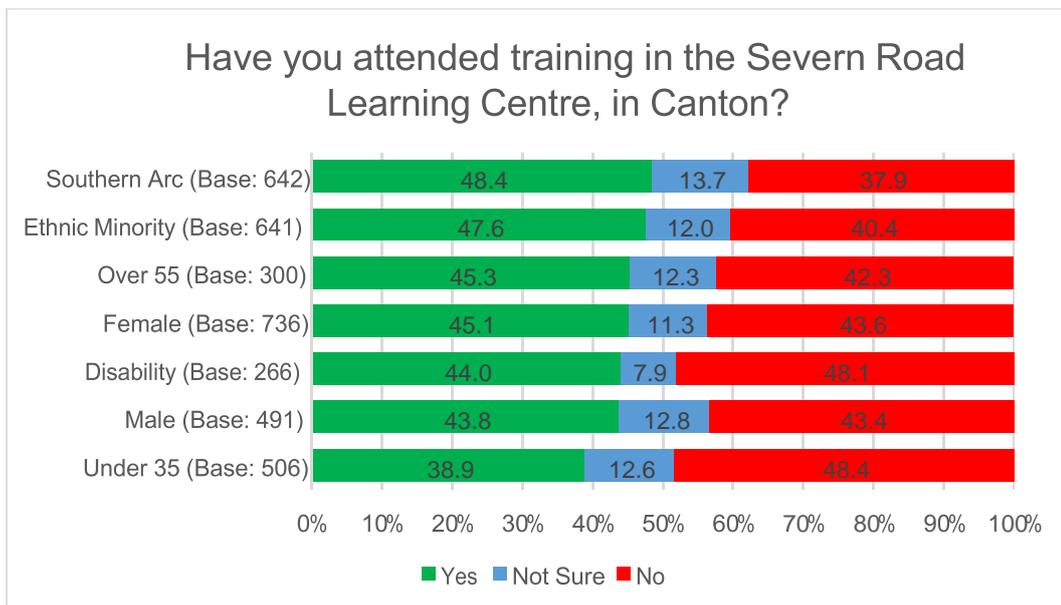
If yes, how did you travel to the centre?

Two in five (41.8%) respondents that had previously attended training in Severn Road travelled to the centre by Car, this was followed by three in ten (30.6%) that got a bus. A further one in eight (12.5%), got there by cycling.

	No.	%
Car	233	41.8
Bus	171	30.6
Walk	89	15.9
Cycle	70	12.5
Other	27	4.8
Total Respondents	558	-

NB. Percentages do not total 100% as respondents could select multiple options.

If yes, what other services did you use in the centre?

'Internet Access' was viewed as the most popular other service used by people attending Severn Road Centre for training, with over two in five (45.4%) using this service whilst there, this was followed by 'Free wifi (43.7%) and 'Café' (38.5%).

	No	%
Internet Access	229	45.4
Free Wifi	220	43.7
Café	194	38.5
Digital Support	156	31.0
Other	9	1.8
Total Respondents	504	-

NB. Percentages do not total 100% as respondents could select multiple options.

Would you like Adult Learning to be provided in your local area?

Over nine in ten (94.4%) respondents would like to see Adult Learning provide in their local area.

Would you like Adult Learning to be provided in your local area?

Base: 1,302

94.4   5.6

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Yes ■ No
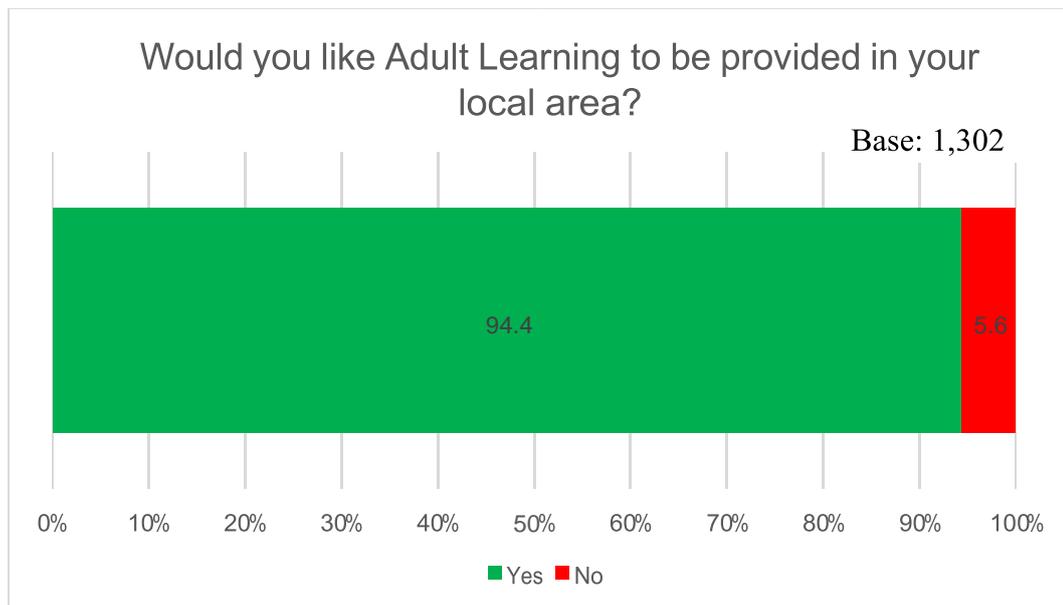
If yes, which area?

Respondents that had indicated they'd like Adult Learning to be provided in their area were asked to identify which of the 29 Wards in Cardiff where they'd like to see this provided.

Canton (28.4%) was cited as the most popular Ward where respondents would like to see Adult Learning provided, this was followed by Grangetown (17.5%), Ely (16.8%) and Cathays (12.1%).

	No.	%
Canton	341	28.4
Grangetown	210	17.5
Ely	201	16.8
Cathays	145	12.1
Fairwater	143	11.9

Caerau	142	11.8
Butetown	135	11.3
Adamsdown	130	10.8
Riverside	124	10.3
Splott	118	9.8
Gabalfa	117	9.8
Llandaff	111	9.3
Heath	108	9.0
Lisvane	106	8.8
Llandaff North	102	8.5
Pentwyn	101	8.4
Rhiwbina	100	8.3
Creigiau/St. Fagans	96	8.0
Whitchurch and Tongwynlais	95	7.9
Pontprennau/Old St. Mellons	94	7.8
Cyncoed	91	7.6
Llanishen	91	7.6
Llanrumney	89	7.4
Penylan	87	7.3
Radyr	83	6.9
Plasnewydd	79	6.6
Rumney	78	6.5
Pentyrch	73	6.1
Trowbridge	71	5.9
Total Respondents	1,199	-

NB. Percentages do not total 100% as respondents could select multiple options.

Percentage of Respondents That Would Like Adult Learning Provided in a Ward
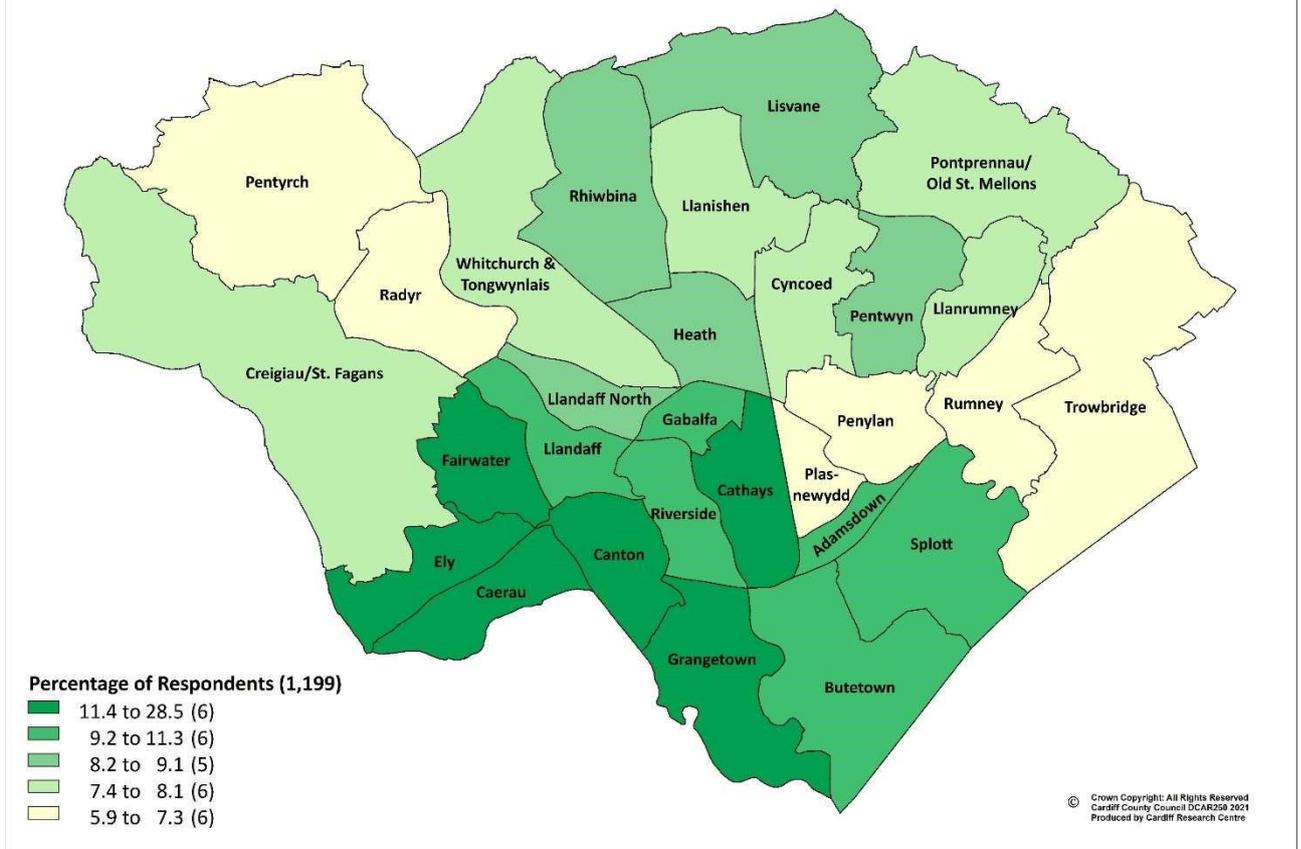
As part of this change we are moving away from standalone buildings, as part of this Severn Road would close, this would protect courses and reduce costs. Do you have comments on this change?

| Theme	No.	%	Example Comments
Don't Mind if Severn Road Closes	164	29.7	• If needs to close so courses can be funded then let it be sacrificed. We lose something, we win something. • Don't mind, but building should be used in some way that benefits community. • I'm local to canton so would be ok if somewhere that's still easy to access is opened. • Needs to be done so I don't mind. • This isn't a problem as there are lots of other places for courses to be held.

Good Idea	132	23.9	☐ Not a bad idea there are other places for me to do a course.
			☐ I agree, utilising local hubs and community buildings would be beneficial. ☐ It makes sense as long as similar courses are offered elsewhere. ☐ It is a good idea - make it more local - people can then walk there so also helping with our carbon footprint.
Saves Money	103	18.7	This is ok as costs need to be reduced. ☐ Anything that reduces cost must surely be ☐ beneficial. ☐ Great way to save money.
Prefer to learn in a classroom environment or another location within Cardiff	90	16.3	☐ There are better places near me for courses to ☐ be held. ☐ It's ok as lots of venues closer to me. Other places near me that I could go to.
The Money saved should be reinvested into course material and / or lower course fee	59	10.7	Can use money to improve quality of ☐ courses. This can be a good thing as if ☐ money isn't wasted it could improve quality of adult learning services. ☐ Don't mind as it could reduce prices of courses.
N/A or indifferent	52	9.4	☐ Never been but been told it's not the best location so not bothered. ☐ I do not mind as i have never attended any training or courses there.
Bad Idea	48	8.7	☐ I don't think that's a good idea as place like this are a lot better for people who suffer from social anxiety as going into town for the main colleges can be very hard. So unless you're going to offer more course in the Hub I think you're making a mistake. ☐ Huge mistake great centre, accessible transport links, great stuff, the biggest mistake you made was removing the childcare facilities, I know many parents doing the courses myself included would've paid a small fee to use them!

Accessibility Issues, Parking, Disabled Facilities & Childcare	39	7.1	Not the most accessible so don't mind. ☐ I think a lot more people may take part in the ☐ courses if they are more available in the community. A childcare offer so adults can learn would also be a great help. I hope by moving away from standalone buildings that people will not lose their jobs.
Courses online	19	3.4	☐ Travelling can be difficult so if this happened it would be ideal if courses then went online. ☐ I would prefer courses online as it works around me and childcare.
Misc.	17	3.1	I am not quite sure what you mean by this ☐ question. ☐ Where will I attend all future courses?
Total Respondents	552	-	

NB. Percentages do not total 100% as respondents' comments could fall into multiple themes.

Do you have barriers to access learning delivered by Adult Learning?

Three in ten (30.7%) respondents claimed to have some form of barrier to accessing learning delivered by Adult Learning.

Do you have barriers to access learning delivered by Adult Learning?

Base: 1,255

30.7 | 69.3

■ Yes ■ No
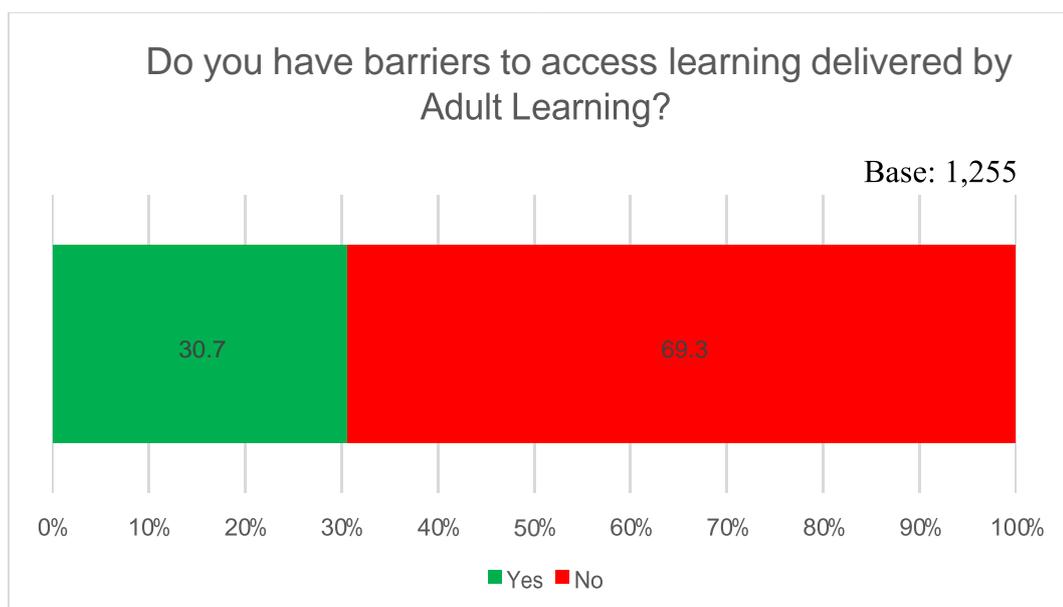
Almost two fifths (38.0%) of respondents that identified as disabled / had a health condition stated they have barriers to access learning delivered by Adult Learning. This was followed by Southern Arc respondents (34.7%) and Ethnic Minority respondents (34.4%).

One in three (33.5%) female respondents claimed to have barriers to access, this is 4.7 percentage points higher than that of male respondents (28.8%).

Do you have barriers to access learning delivered by Adult Learning?

	Yes	No
Disability (Base: 255)	38.0	62.0
Southern Arc (Base: 628)	34.7	65.3
Ethnic Minority (Base: 622)	34.4	65.6
Female (Base:720)	33.5	66.5
Under 35 (Base: 491)	31.2	68.8
Over 55 (Base: 287)	30.7	69.3
Male (Base: 468)	28.8	71.2
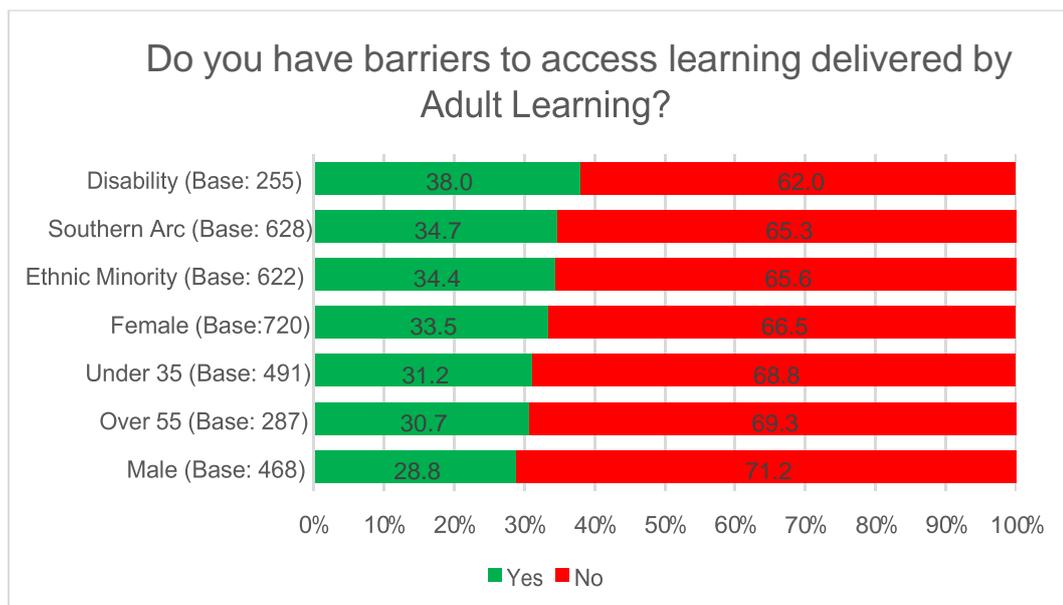
If yes, please tick all that apply to you:

Respondents that had indicated a barrier to accessing learning delivered by Adult Learning were invited to explain what the barrier/s were.

'Childcare / Caring responsibilities' was viewed as the biggest barrier with over one in three (36.2%) citing this option, this was followed by 'Travel' (25.2%) and 'Employment (22.3%). A further one in 20 (5.2%) highlighted 'Language Skills' as a barrier to accessing Adult Learning.

	No.	%
Childcare/Caring responsibilities	138	36.2
Travel	96	25.2
Employment	85	22.3
Hours of delivery	56	14.7
Location of courses	42	11.0
Financial	40	10.5
Digital Skills	31	8.1
Language Skills	20	5.2
Total Respondents	381	-

NB. Percentages do not total 100% as respondents could select multiple options.

Would you prefer to learn digitally / online, face to face, or a mixture of both?

Just under a half (47.3%) would prefer to learn face to face, this was followed by over one in three (36.2%) that would prefer a mixture of online / face to face. Just under one in five (18.2%) stated they'd be happy with a Tutorial (such as YouTube).

Would you prefer to learn digitally / online, face to face, or a mixture of both?

Base: 1,289
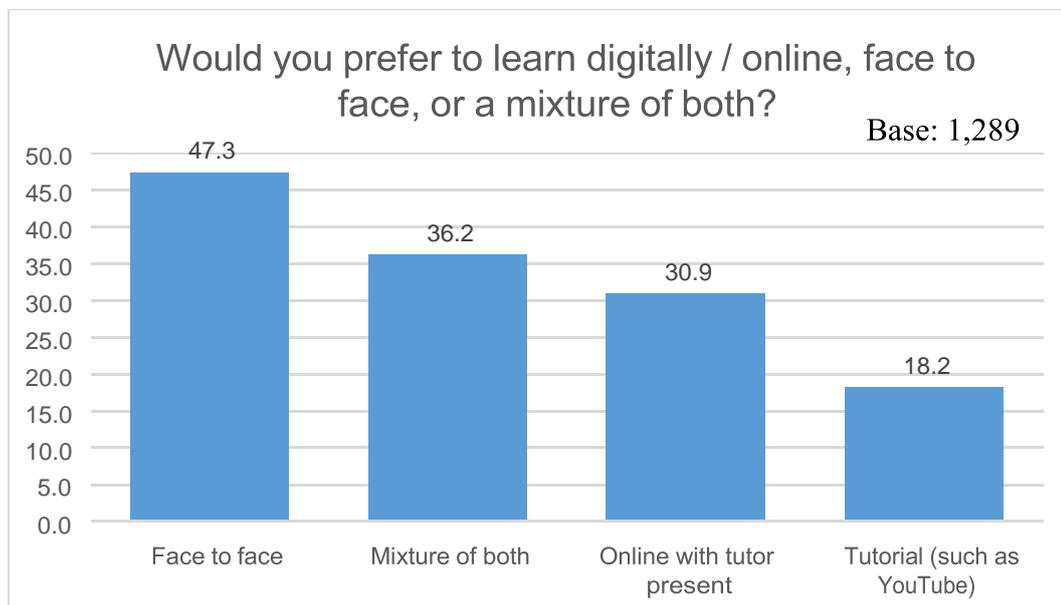
NB. Percentages do not total 100% as respondents could select multiple options.

All demographic groups analysed indicated a preference for face to face learning. This was most prevalent in those aged 55+ with over a half (54.5%) from this age group citing this option, this was 10.3 percentage points higher than that of respondents aged under 35 (44.2%).

Female respondents were most likely to prefer a mixture of both (39.2%), this figure drops to around three in ten (31.3%) when viewed by male respondents.

Around two in five (38.4%) of under 35's would like on-line trainer with a tutor, this is almost double of that of the findings reported by over 55's (21.3%)

Respondents residing in the Southern Arc were most likely to want learning done via a tutorial, with one in five (21.2%) choosing this option.

	Face to face	Mixture of both	On-line with tutor present	Tutorial (such as YouTube
Male (Base: 485)	47.6	31.3	31.1	19.0
Female (Base: 733)	45.6	39.2	31.4	17.3
Under 35 (Base: 500)	44.2	33.8	38.4	19.0
Over 55 (Base: 301)	54.5	34.2	21.3	16.9
Southern Arc (Base: 638)	44.2	37.1	29.9	21.2
Disability (Base: 266)	46.6	38.7	32.7	15.4
Ethnic Minority (Base: 635)	41.1	32.9	31.8	19.2

NB. Percentages do not total 100% as respondents could select multiple options.

What days of the week / times of the day would you prefer to attend training?

Respondents were provided with a set of pre coded responses and asked which day / time of the week they would prefer to attend training.

Slight preference was for Saturdays between 9:30am and 2pm (51.4%), this was followed by Saturdays between 11am and 5pm.

Weekdays between 4pm and 8pm was viewed as the least popular but this option was still selected by two in five respondents (40.6%).

What days of the week / times of the day would you prefer to attend training?

Base: 1,265
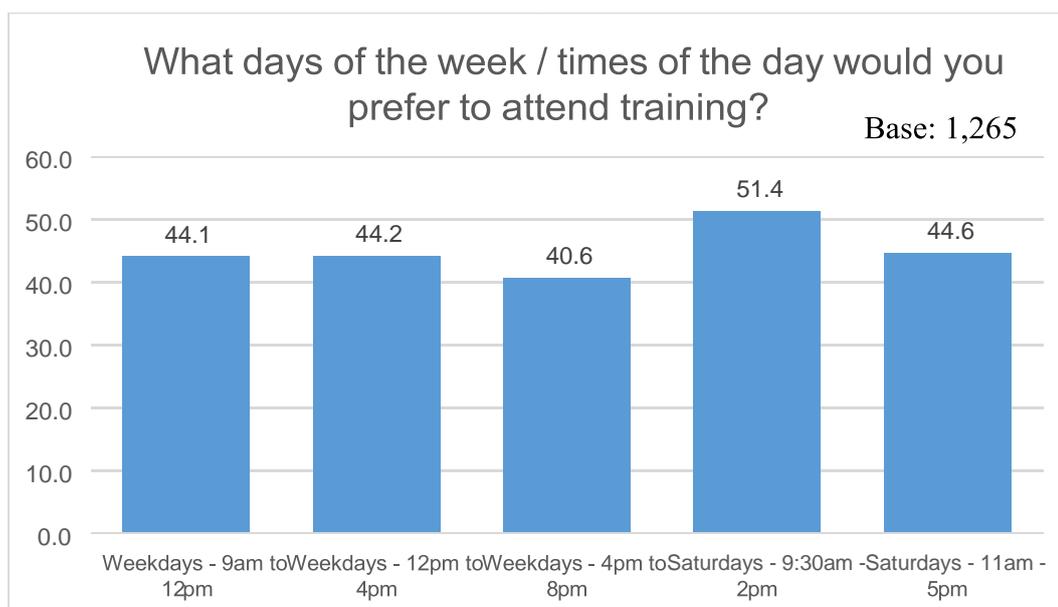
NB. Percentages do not total 100% as respondents could select multiple options.

Preference for weekday training was highest amongst respondents aged 55+ for each of the three midweek options; Weekdays 9am to 12pm (55.9%), Weekdays 12pm to 4pm (56.3%) and Weekdays 4pm to 8pm (45.4%).

Saturday training between 9:30am to 2pm was favoured most by Southern Arc respondents with over a half (54.1%) citing this option, this falls to around two in five (41.5%) when viewed by those with a disability / health condition.

A half (49.3%) of under 35s would prefer training on a Saturday between 11am to 5pm, this is 7.9 percentage points higher than that of the findings from those aged over 55 (41.4%).

	Weekdays - 9am to 12pm	Weekdays - 12pm to 4pm	Weekdays 4pm to 8pm	Saturdays 9:30am to 2pm	Saturdays 11am to 5pm
Male (Base: 472)	40.5	41.5	43.2	51.3	46.0
Female (Base: 723)	47.0	47.4	40.0	51.3	43.3
Under 35 (Base: 487)	37.4	39.6	38.2	53.2	49.3
Over 55 (Base: 295)	55.9	56.3	45.4	51.2	41.4
Southern Arc (Base: 627)	44.7	46.6	40.5	54.1	47.5
Disability (Base: 258)	45.3	49.2	37.2	41.5	40.7
Ethnic Minority (Base: 623)	42.9	42.4	40.8	50.1	40.4

Do you have childcare responsibilities

Around one in five (21.4%) respondents indicated that they have childcare responsibilities.

	No.	%
Yes	278	21.4
No	1,022	78.6
Total Respondents	1,300	100.0

If yes, do you have support with childcare?

Of those that do have childcare responsibilities, three fifths (61.9%) reported that they have support with childcare.
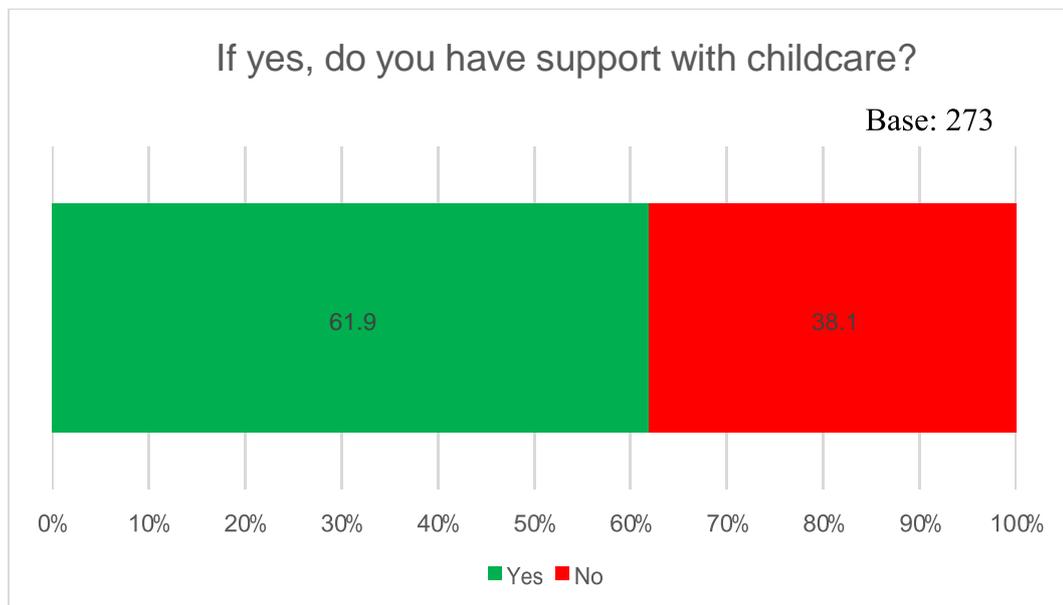
Would you access Adult Learning training if childcare was available as part of the course?

Over two in five (45.2%) respondents claimed they would access Adult Learning if childcare was available as part of the course.

	No.	%
Yes	440	45.2
No	533	54.8
Total Respondents	973	100.0

Is there any specific training you would like to see Adult Learning deliver that is not currently offered?

Respondents were provided with a list of pre coded training courses that are not currently offered and asked to indicate which of the courses they would like to see delivered by Adult Learning.

'Basic Skills' was viewed as the most popular course respondents would like to see offered with two in five.

(39.8%) respondents citing this option. This was followed by 'Teaching Assistant' (29.3%), Accounting / Bookkeeping (23.8%) and HGV Drivers Licence / other driving qualifications (20.2%)

	No.	%
Basic Skills	299	39.8
Teaching Assistant	220	29.3
Accounting/Bookkeeping	179	23.8
HGV Drivers Licence / other driving qualifications	152	20.2
Personal Trainer	147	19.6
SIA Training	143	19.0
CSCS Construction Card / other construction qualifications	133	17.7
Moving & Handling (All Wales Passport)	96	12.8
Other	69	9.2
Total Respondents	751	-

NB. Percentages do not total 100% as respondents could select multiple options.

Of the 69 people that chose 'Other', 38 of these specified the course they'd like to see offered. These 38 comments have been coded into themes, which can be viewed below:

Theme	No.
Digital / IT Skills	8
Language Skills	8
Caring Skills	6
Arts / Craft	3
History	3
Catering / Cookery	3
First Aid	2
Music / Drama	2
Counselling	2
Flower Arranging / Florist	2
Electrical Skills	1
Health & Beauty	1
Dental Nurse	1
Law / Criminology	1
Driving	1
Balloon Artist / Face Painting	1
Misc.	6
Total Respondents	38

NB. Combined figure is higher than Total Respondents as respondents' comments could fall into multiple themes.

Basic Skills training was viewed as the most popular type of training that people would like to see offered across each of the demographic breakdowns.

Females were more likely that males to want Teaching Assistant training (34.9% and 22.8% respectively).

Accountancy / Bookkeeping was most popular with female respondents (27.8%). This type of training falls to one in five (19.5%) when viewed by male respondents.

Over a quarter (27.2%) of male respondents would like to see HGV / Driving Qualifications offered, this is 11.4 percentage points higher than that of female respondents (15.8%).

Under 35's were almost twice as likely to want to see Personal Training offered than that of those aged 55+ (23.4% and 12.0% respectively).

SIA Training was most popular amongst male respondents (26.5%), this falls to around one in seven (13.9%) when viewed by those with a disability / health condition.

Males (29.9%) were around three times as likely to want CSCS training offered that that of both females and those with a disability / health condition (9.8% and 9.4% respectively).

One in twelve (8.3%) of those with a disability / health condition would like to see Moving & handling courses offered, this rises to one in seven (14.1%) when viewed by male respondent.

	Basic Skills	Teaching Assistant	Accounting/ Bookkeeping	HGV Drivers Licence / other driving qualifications	Personal Trainer	SIA Training	CSCS Construction Card / other construction qualifications	Moving & Handling (All Wales Passport)	Other
Male (Base: 298)	36.2	22.8	19.5	27.2	23.2	26.5	29.9	14.1	5.4
Female (Base: 418)	44.7	34.9	27.8	15.8	17.0	14.1	9.8	11.7	9.8
Under 35 (Base: 299)	35.1	32.1	24.4	18.1	22.4	20.7	20.1	10.4	10.0
Over 55 (Base: 142)	50.0	21.8	21.8	21.8	12.0	14.1	19.0	17.6	11.3
Southern Arc (Base: 376)	41.2	29.5	25.0	19.7	19.1	21.3	17.0	10.4	7.2
Disability (Base: 180)	40.0	27.2	21.1	17.2	13.9	13.9	9.4	8.3	21.1
Ethnic Minority (Base: 381)	41.5	24.4	24.7	21.3	18.6	18.1	18.4	11.5	5.5

What other services would you like to access whilst you are in the building to attend training?

Respondents were again presented with a list of pre coded options, this time with a view to determine what other services they'd like to access whilst in the building attending training.

Over one in three (37.4) stated that they'd like nothing additional and were just happy with the training. Over one in four (27.9%) would like to access 'Self-service', whilst a further one in five (20.4%) would like to access 'Library services'.

	No.	%
Nothing additional, just training	475	37.4
Self-service; free wifi, free internet access, free phone, waste/recycling bags	354	27.9
Library services; storytime, borrow books, quiet place to learn/work, newspapers/magazines	259	20.4
Digital Support: access to digital devices (Tablet Gifting Scheme), Digital drop in surgeries, coding, Video Editing, Cyber Security, Web Design, Google Digital Garage, Microsfot Azure	230	18.1
Advice/information services; housing advice, consumer advice, benefit advice, health advice, advice about other council services, advice from other organisations such as Citizens Advice, budgeting and debt advice, advice about fuel/water bills.	229	18.0
Employment support; job club, CV workshop, jobsearch / applying for work	224	17.7
Youth services; Learning coach support, junior youth club, senior youth club etc.	119	9.4
Other facilities/events; community events, support group meetings, community meetings	235	18.5
Total Respondents	1,269	100.0

Would you like to volunteer to work within the Adult Learning team?

43 Respondents indicated that they'd like to volunteer to work within Adult Learning. Where respondents left valid contact details, this information has been passed onto the relevant department within the Council.

	No.	%
Yes	43	3.4
No	1,205	96.6
Total Respondents	1,248	100.0

About You

Please provide your postcode below to allow us to more accurately pinpoint respondents' views and needs by area:

Location of Respondents by Postcode
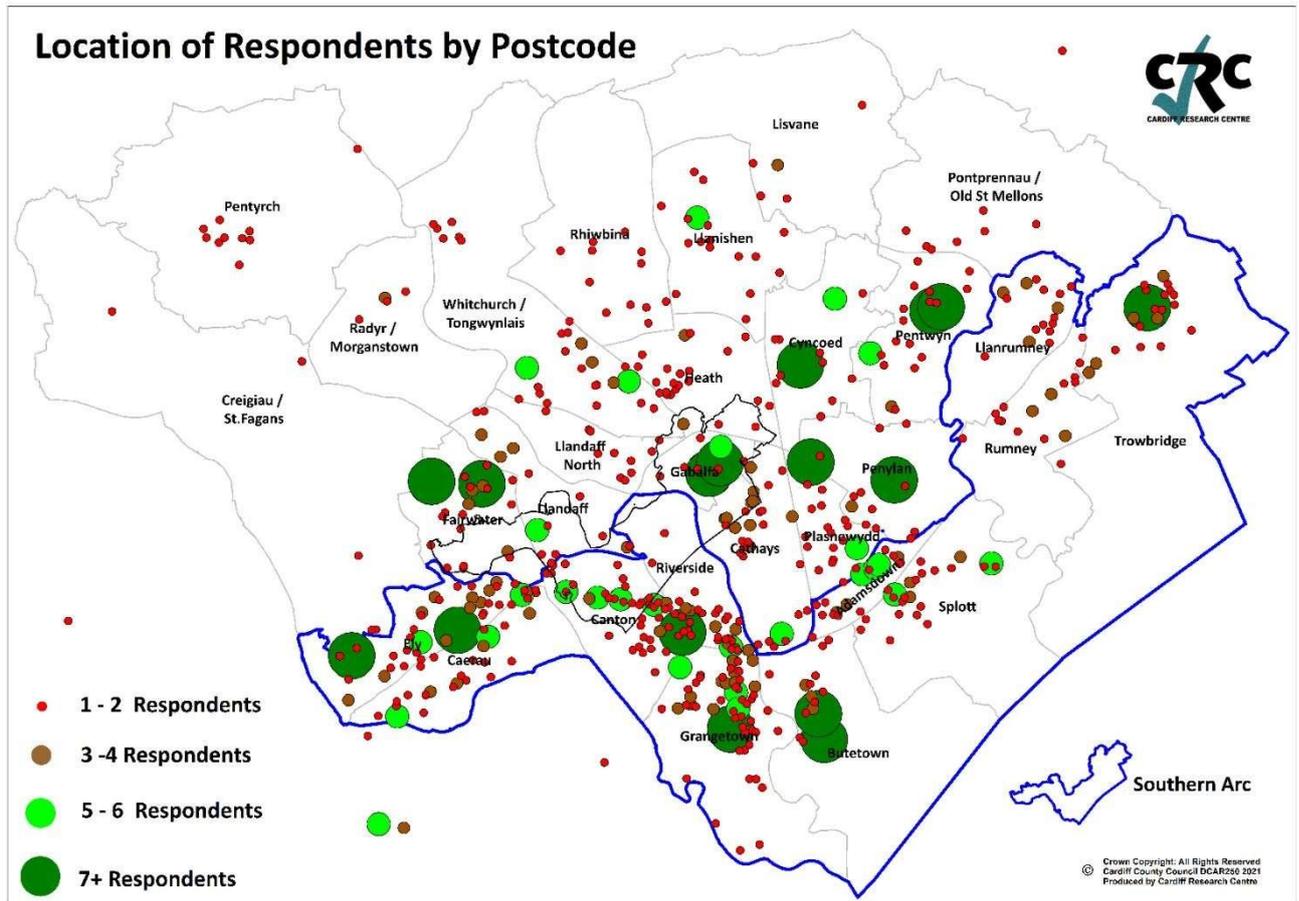
What was your age on your last birthday?

	No.	%
Under 16	8	0.6
16-24	193	14.9
25-34	307	23.7
35-44	262	20.2
45-54	202	15.6
55-64	150	11.6
65-74	123	9.5
75+	29	2.2
Prefer not to say	22	1.7

	No.	%
Total Respondents	1,296	100.0

Are you…?

	No.	%
Female	741	57.1
Male	492	37.9
Other	16	1.2
Prefer not to say	48	3.7
Total Respondents	1,297	100.0

Do you identify as Trans?

	No.	%
Yes	23	1.8
No	1,144	91.7
Prefer to self-describe	6	0.5
Prefer not to say	75	6.0
Total Respondents	1,248	100.0

Which of the following best describes what you are doing at present?

	No.	%
Working part time (less than 30 hours per week)	298	23.0
Working full time (30+ hours per week)	258	19.9
Wholly retired from work	140	10.8
Caring for a child or adult	136	10.5
Unemployed - Registered Job Seeker	103	8.0
On a zero hour contract	87	6.7
Looking after home	86	6.6
Unemployed - Unregistered but seeking work	55	4.3
In full time education	48	3.7
Permanently sick or disabled person	33	2.6
On a government training scheme	25	1.9
Other	25	1.9

	No.	%
Total Respondents	1,294	100.0

Do you identify as a disabled person?

	No.	%
Yes	183	14.3
No	1,037	81.1
Prefer not to say	59	4.6
Total Respondents	1,279	100.0

Please tick any of the following that apply to you:

	No.	%
Mental health difficulties	70	25.3
Mobility impairment	49	17.7
Long-standing illness or health condition (e.g. cancer, diabetes, or asthma)	49	17.7
Learning impairment / difficulties	45	16.2
Deaf / Deafened / Hard of hearing	30	10.8
Wheelchair user	16	5.8
Visual impairment	12	4.3
Prefer not to say	64	23.1
Other	31	11.2
Total Respondents	277	-

Do you consider yourself to be Welsh?

	No.	%
Yes	782	62.8
No	463	37.2
Total Respondents	1,245	100.0

What is your ethnic group?
(Where the term 'British' is used, this refers to any of the four home nations of Wales, England, Northern Ireland and Scotland, or any combination of these).

	No.	%
White - Welsh/English/Scottish/Northern Irish/British	564	43.9
Asian/Asian Welsh/British - Indian	106	8.3
Asian/Asian Welsh/British - Bangladeshi	79	6.2
Black/African/Caribbean/Black Welsh/British - African	69	5.4
Asian/Asian Welsh/British – Pakistani	62	4.8
Black/African/Caribbean/Black Welsh/British – Caribbean	59	4.6
Arab	49	3.8
Mixed/Multiple Ethnic Groups - White and Black Caribbean	44	3.4
Asian/Asian Welsh/British - Chinese	40	3.1
Mixed/Multiple Ethnic Groups - White & Asian	32	2.5
Mixed/Multiple Ethnic Groups - White and Black African	29	2.3
White - Any other white background	27	2.1
White - Irish	20	1.6
White - Gypsy or Irish Traveller	10	0.8
Asian/Asian Welsh/British - Any other	5	0.4
Black/African/Caribbean/Black Welsh/British - Any other	5	0.4
Prefer not to say	78	6.1
Any other ethnic group (please specify)	6	0.5
Total Respondents	1,284	100.0

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