

**Quarterly Corporate Performance Management Report
Summary for
Select Committee on
Regeneration, Culture and Adult Education
Quarter 3 (October to December 2010)**



Quarterly Corporate Performance Management Report

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Section 1

Introduction

This Summary is taken from the third Quarterly Corporate Performance Management Report of 2010/11 highlighting performance for the period October to December 2010.

The report continues to be presented using the traditional performance framework while the Chief Executive's directorate work with colleagues across the Authority to undertake a review of the current arrangements, taking into account the changing national requirements.

Following consideration by Corporate Board, the Cabinet Performance Management Sub-Group and Cabinet, the full report will be made available to the public via the internet.

The main body of the report focuses on the seven priorities contained in the Council Plan and progress against the key performance indicators and activities used to determine our delivery of these priorities is included in **Section 3**.

A performance summary, incorporating the key service achievements and issues affecting Dudley MBC during quarter 3, is included in **Section 2**.

To view copies of all Quarterly Corporate Performance Management Reports please use the link below:

<http://www.dudley.gov.uk/council--democracy/performance-matters-in-dudley/performance-reporting>

Section 2

Performance Summary

Quarter 3 2010/11

This section summarises the performance information and key achievements and issues affecting regeneration, culture and adult education in Dudley that are addressed in detail in the main body of the report.

During quarter 3, the critical Joint Core Strategy has been found sound and is now in the process of adoption.

The Audit Commission have also reported on their review of the role of culture in reducing health inequalities. One of the highlights of the report was that good use is being made of cultural activities such as arts, libraries, exercise and sport to make an impact on health and fitness and wider community benefits.

There follows a brief summary of performance for each Council Plan priority, including significant achievements and challenges and updates on the Major Projects Programme. The detail behind these headlines is included in Section 3 of the report.

Jobs and Prosperity

Performance Review – Quarter 3

Highlights

- The critical Joint Core Strategy has been found sound and is in the process of adoption (see page 11).
- Dudley MBC has signed up to West Midlands Procurement Framework for Jobs and Skills. 20 new projects have been administered through the new business portal and work has commenced on the “business to business” element of the portal. “Business to business” (B2B) will enable Black Country businesses to advertise tending opportunities and invite other businesses to tender and obtain contracts. The Economic Development Team will be leading the project, supported by Procurement and ICT (see page 11).

Progress on the Major Projects

Town Centre Regeneration

Dudley Town Centre

- Preparations are advanced for Merlins, Holloway Hall, and Carvers Café as additional Council THI projects plus negotiations are underway at varying stages with a further 24 private sector THI applicants.
- A revised funding package of European Regional Development Fund (ERDF), Heritage Lottery Fund (HLF), Council, Growth Points and English Heritage funding is currently being assembled.
- Market testing is underway for the proposed foodstore at Tower Street East and feasibility work is nearing completion for the Market Place project, for which a further ERDF funding bid is in preparation.
- Planning applications have been approved for 3 of the 4 planning applications for the Dudley College town centre developments, with work due to commence on the first in January 2011.

Brierley Hill Town Centre

- Construction of Stourbridge College Brierley Hill project has started on site with completion due September 2011.
- Harts Hill master plan completed.
- A European Regional Development Fund (ERDF) application is in preparation for the High Street enhancement project.

Stourbridge Town Centre

- The planning application in respect of the redevelopment of the Crown Centre was received in October 2010 and is currently being considered prior to determination.

Halesowen Town Centre

- Environmental improvements under the Halesowen In Bloom scheme are continuing with the completion of the Husky Dog island enhancements and the preparation of a partnership-driven package of public realm enhancements in the town centre.
- The Area Action Plan for the town centre is currently in its Options Appraisal stage.

Castle Hill Regeneration

- An ERDF funding bid has been submitted for the infrastructure required for the Castle Hill project. Detailed design is underway for the infrastructure elements of the bid (access, circulation and development plots). Strategic land acquisitions have been completed at the Portexcept and Gala Bingo sites.

Heritage, Culture and Leisure

Performance Review – Quarter 3

Highlights

- The Audit Commission reported on their review of the role of culture in reducing health inequalities during the quarter. One of the highlights of the report was that good use is being made of cultural activities such as arts, libraries, exercise and sport to make an impact on health and fitness and wider community benefits.

Progress on the Major Projects

Wren's Nest Seven Sisters Stabilisation

Ripples Through Time – Heritage Lottery Fund project

- The project continues to be delivered on time and to budget. Majority of the capital works are complete, although some maintenance/repair work is still being undertaken due to incidents of vandalism.
- Interpretation of the site is the next phase of the implementation of the project.
- A series of walks and activities have now been developed through the work of the Learning & Community Development Officer.
- Snagging of capital works underway, design process for interpretive works started, 3rd claim to HLF submitted and approved.

Section 3




Reporting on Council Action Plan Priorities

The Council Plan 2013 sets out the Authority's priorities for the three-year period 2010 to 2013. It provides a focus on where we want to be over the next three years and outlines how we are planning to meet the aspirations of the Community Strategy and the challenges of the Next Generation Local Area Agreement.

This section provides a detailed review of the progress of the key performance indicators and activities contained within the Council Action Plan.




Traffic light status indicators are used to denote performance as follows:

In terms of the **key activities** they represent the following progress:

-  Good (ahead of schedule)
-  Fair (on schedule)
-  Poor (behind schedule)

NB: The Directorate of Children's Services provide narrative only and do not apply a performance alert.

For **key performance indicators** they represent performance as:

-  Better than target limits
-  Within target limits
-  Worse than target limits

Comments are included for key performance indicators where performance is below target limits or where additional, useful intelligence is available.






Select Committees receive a summary of this report based on their areas of interest. For clarity, key performance indicator scorecards include reference to the Select Committee monitoring its performance.

Use the link below to view the Council Action Plan 2013:

<http://www.dudley.gov.uk/council--democracy/plans-policies--strategies/councilplan>










Jobs and Prosperity

Priority 1 Provide employment opportunities for residents of the Borough, and ensure they possess the necessary range of skills

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	JP1.1a	Working with partners to reduce levels of worklessness in the Borough		<ul style="list-style-type: none"> The Neighbourhood Employment & Skills Partnerships (NESP)s continue to operate within the 5 City Strategy wards. The St James's and St Thomas's NESP)s now meet jointly. The NESP)s include cross-Directorate representation from Dudley MBC, private training providers, colleges and the voluntary sector. The Employment & Skills Management Group oversees the NESP)s, and monitors progress, as well as monitoring the performance of the major training providers operating in the Borough. The NESP)s continue to plan, and arrange, 'Community Information Days' or 'Showcase Events' that bring together training and support organisations and local residents, in a community setting. The most recent of these took place in Brierley Hill, (Hawbush) in November 2010. A further event will take place in Pensnett, in January 2011. In addition, where large, physical developments are taking place (for example the re-development of North Priory, and a major care centre development in St James's ward), the NESP)s are working with developers in order to ensure that local people have access to new opportunities. Major issues, looking ahead, are: <ul style="list-style-type: none"> Effective engagement with the approved 'prime' contractor for the Work Programme. Effective interventions for the large number of 'workless' 18-24 year olds in the Borough. Engagement with Connexions and the National Apprenticeship Service should help to move this agenda forward. 	Jean Brayshay
DUE	JP1.1b	To support local people into local jobs through the provision of employability skills and training		<ul style="list-style-type: none"> 486 people have been supported into employment between April and December 2010. 	Jean Brayshay
DACHS	JP1.1c	Strengthening communities through individual learning and job creation		<ul style="list-style-type: none"> Post 19 Learning and Skills Group is continuing to meet and is in the process of extending the ESOL (English as a Second Language) action plan to cover basic skills and numeracy. 	Kate Millin
DACHS	JP1.1d	Target engagement with priority groups and in priority neighbourhoods to support employability and reduction of worklessness		<ul style="list-style-type: none"> Adult Community Learning targeted work has improved, with an increase in BME (Black and Minority Ethnic) learners, older learners, learners with disabilities and those from targeted wards. 592 individuals have been supported through employability programmes and 104 have gained employment. 	Kate Millin
FIN	JP1.2a	Encourage those who are eligible, to claim the benefits to which they are entitled. Certain age ranges e.g. the over 60's will be specifically targeted through campaigns		<ul style="list-style-type: none"> The Benefits Shop is on target to raise over £2m in unclaimed benefits for the residents of Dudley for the year 2010/11, with the targeted campaigns progressing well. 	Mike Williams

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
CEX	JP1.2b	Castle & Crystal Credit Union to provide efficient and cost effective financial services, offering loans through the Growth Fund		<ul style="list-style-type: none"> Bad debts under control, encouraging recovery via solicitors. Continuing to deliver Growth Fund (see Key Performance Indicators). 	Dharminder Dhaliwal

Key Performance Indicators										
Direct.	Ref.	Definition	08/09 Actual	09/10 Actual	10/11 Target	Q1 Actual	Q2 YTD Actual	Q3 YTD Target	Q3 YTD Actual	Select Committee
DACHS	DACHS ACL LPI 28	% qualifications achieved (level 1 & 2) against entries	92%	89%	90%	88% 	94% 	90%	78% (See comment)	Regeneration, Culture and Adult Education
Comment for DACHS ACL LPI 28:										
<ul style="list-style-type: none"> Decrease attributed to tutors waiting until the end of terms or end of academic year to input the learners' qualifications. 										
DACHS	DACHS ACL KPI 6	Number of employers supported in all programmes by Adult Community Learning	47	113	125	52 	78 	93	114 	Regeneration, Culture and Adult Education
DACHS	DACHS ACL 7	Number of individuals gaining employment (all programmes)	109	168	100	42 	85 	75	104 	Regeneration, Culture and Adult Education
DACHS	DACHS ACL KPI 3	Number of adults on Skills for Life courses	PI definition revised	524	450	119 	375 	365	671 	Regeneration, Culture and Adult Education
CEX	CEX CU 001	Credit Union membership	3,352	4,086	4,891	4,139 	4,165 	4,690	4,351 (See comment)	Regeneration, Culture and Adult Education
Comment for CEX CU 001:										
<ul style="list-style-type: none"> Membership increased by 186 for this quarter, compared to the 26 increase from quarter 1 to 2. The increase experienced is in line with previous year's seasonal demand for loans. During this quarter we utilised intelligence & research to run a targeted marketing programme distributing 11,000 leaflets to selected areas of the Borough. The objective is to attract quality membership, therefore we continue to: <ul style="list-style-type: none"> Clear out dormant accounts on a regular basis to reduce costs of running the account. Run targeted marketing campaigns to increase membership. 										

Key Performance Indicators										
Direct.	Ref.	Definition	08/09 Actual	09/10 Actual	10/11 Target	Q1 Actual	Q2 YTD Actual	Q3 YTD Target	Q3 YTD Actual	Select Committee
CEX	CEX CU 002	Credit Union share to loan ratio	65.4%	47.77%	85%	48.17% 	53.3% 	85%	64.51%  (See comment)	Regeneration, Culture and Adult Education
Comment for CEX CU 002: <ul style="list-style-type: none"> Ratio increased again this quarter by 11.21%. The loan to share ratio is below the target of 85% due to a high number of un- creditworthy applications for loans. The objective is to offer loans to low risk members. A total value of £387K has been granted via the Growth Fund to date for this financial year. This equates to 51% of all loans granted. 										
CEX	CEX SRI 003	Number of working age people in the Borough claiming Job Seeker's Allowance	9,971 @ Mar 2009	10,729 @ Mar 2010	Not targeted	9,420 @ Jun 2010	9,445 @ Sep 2010	Not targeted	9,179 @ Dec 2010	Regeneration, Culture and Adult Education
CEX	CEX SRI 004	% of working age people in the Borough claiming Job Seeker's Allowance (JSA)	5.2% @ Mar 2009	5.6% @ Mar 2010	Not targeted	4.9% @ Jun 2010	4.9% @ Sep 2010	Not targeted	4.8% @ Dec 2010	Regeneration, Culture and Adult Education
FIN	FIN BEN 002a	Level of previously unclaimed benefits raised	£2,373,518	£2,276,715	£2,100,000	£651,391 	£1,350,230 	£1,512,876	£1,851,838 	Regeneration, Culture and Adult Education
FIN	FIN BEN 002b	Number of successful new income support and attendance allowance claims	1,016	902	900	252 	532 	695	655 	Regeneration, Culture and Adult Education

Jobs and Prosperity

Priority 2 Develop and diversify the local business base

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	JP2.1a	To work proactively with property owners and agents to promote premium employment locations and higher value businesses	●	<ul style="list-style-type: none"> The Employment Sites Identification Study is now complete and work remains ongoing with Marketing and Communications to inform the development of promotional material. 	Jean Brayshay
DUE	JP2.2a	Facilitate delivery of major development schemes in the Borough	●	<ul style="list-style-type: none"> Dudley Town Centre See JP3.1c Brierley Hill Town Centre Brierley Hill LIFT Health & Social Care Centre opened May 2010. Construction of Stourbridge College Brierley Hill project has started on site with completion due September 2011. Harts Hill master plan completed. A European Regional Development Fund (ERDF) application is in preparation for the High Street enhancement project. Stourbridge Town Centre The planning application in respect of the redevelopment of the Crown Centre was received in October 2010 and is currently being considered prior to determination. Halesowen Town Centre Environmental improvements under the Halesowen In Bloom scheme are continuing with the completion of the Husky Dog island enhancements and the preparation of a partnership-driven package of public realm enhancements in the town centre. The Area Action Plan for the town centre is currently in its Options Appraisal stage. 	Rupert Dugdale
DUE	JP2.2b	To ensure, through adoption of the Joint Core Strategy, that there is a balanced portfolio of employment land to meet economic needs of the Borough	●	<ul style="list-style-type: none"> The critical Joint Core Strategy has been found sound and is in the process of adoption (March 2011). This has been supported by a robust evidence base and survey work to ensure that there is sufficient supply and quality of employment sites available. 	Helen Martin
DUE	JP2.3a	To work proactively with Business Link West Midlands, Princes Trust, Chamber of Commerce and the Federation of Small Businesses in order to stimulate local enterprise activity	●	<ul style="list-style-type: none"> Regular update meetings held with Prince's Trust, Business Link and Black Country Chamber of Commerce. Quarterly performance meetings held with Black Country Enterprise, holder of Business Link business start-up contract. 	Jean Brayshay
DUE	JP2.3b	To support a thriving local enterprise economy through effective regulation	●	<ul style="list-style-type: none"> 98% of food safety, health and safety, food standards and pollution control inspections for high and medium risk premises that were due were carried out. 	Nick Powell
FIN	JP2.3c	To develop contractual arrangements to support local businesses and jobs	●	<ul style="list-style-type: none"> Dudley MBC has signed up to West Midlands Procurement Framework for Jobs and Skills. 20 new projects have been administered through the new business portal and work commenced on the "business to business" element of the portal. Number of "hits" on the Procurement / Tenders pages on the Internet is on target to increase by 20% this financial year compared with 2009/10. 	Ian Clarke

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
CEX	JP2.4a	Provide information and guidance to local businesses, agencies and residents regarding the impact of the economic downturn	●	<ul style="list-style-type: none"> Scheduled quarterly meeting ongoing with council service areas and businesses. 	Geoff Thomas
CEX	JP2.4b	In partnership, develop a Next Steps to Recovery Action Plan to focus on support to business and local communities and to promote regeneration	●	<ul style="list-style-type: none"> Action completed and implemented, however we will continue to monitor progress and develop strategies due to any changes in the business environment. 	Diane Shenton

Jobs and Prosperity

Priority 3 Create an attractive environment for people to live, work and invest in

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	JP3.1a	To deliver the regeneration framework for the Borough in the Joint Core Strategy and other Local Development Framework documents	●	<ul style="list-style-type: none"> The critical Joint Core Strategy has been found sound and is in the process of adoption (March 2011). The other LDF documents are on schedule in accordance with the approved Local Development Scheme. 	Helen Martin
DUE	JP3.1b	To deliver Area Action Plans for the town centres of Brierley Hill, Halesowen and Stourbridge in accordance with approved Local Development Scheme	●	<ul style="list-style-type: none"> Brierley Hill Area Action Plan examination commenced. The Inspector's report is expected in March 2011. Halesowen Area Action Plan is currently on track to meet the Local Development Scheme timetable. Will be publishing a draft in early 2011. Stourbridge Area Action Plan is currently on track to meet the Local Development Scheme timetable. 	Helen Martin
DUE	JP3.1c	To deliver actions against Dudley's Area Development Framework	●	<ul style="list-style-type: none"> Preparations are advanced for Merlins, Holloway Hall, and Carvers Café as additional Council THI projects plus negotiations are underway at varying stages with a further 24 private sector THI applicants. A revised funding package of European Regional Development Fund (ERDF), Heritage Lottery Fund (HLF), Council, Growth Points and English Heritage funding is currently being assembled. An ERDF funding bid has been submitted for the infrastructure required for the Castle Hill project. Detailed design is underway for the infrastructure elements of the bid (access, circulation and development plots). Strategic land acquisitions have been completed at the Portexcept and Gala Bingo sites. Market testing is underway for the proposed foodstore at Tower Street East and feasibility work is nearing completion for the Market Place project, for which a further ERDF funding bid is in preparation. Planning applications have been approved for 3 of the 4 planning applications for the Dudley College town centre developments, with work due to commence on the first in January 2011. 	Rupert Dugdale

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	JP3.2a	To work with local businesses and the community in the improvement and maintenance of local town centres	●	<ul style="list-style-type: none"> Heart of England in Bloom preparations were made with local businesses, schools and voluntary groups from Stourbridge ready for 9th July judging. In September a Gold Award was presented to the Stourbridge in Bloom coordinator. 	Garry Dean
DUE	JP3.3a	Delivery of transport initiatives	●	<ul style="list-style-type: none"> Burnt Tree ongoing. Brierley Hill Sustainability Access Network awaiting completion and results of ERDF bid. Development of Area Action Plans, Local Transport Plan and Local Enterprise Partnership Governance issues. 	Martyn Holloway
DUE	JP3.4a	To ensure that the Joint Core Strategy supports the aim of providing quality housing at all levels and affordability in the Borough	●	<ul style="list-style-type: none"> The critical Joint Core Strategy has been found sound and is in the process of adoption (March 2011). This has been supported by a robust evidence base and a Strategic Housing Land Availability Assessment, and is supported by the Supplementary Planning Document on Affordable Housing. 	Helen Martin

Heritage, Culture and Leisure

Priority 1 Ensuring that heritage and culture is preserved, developed and promoted for all and celebrated and used by all

Key Activities					
Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	CL 1.1a	Provision of a range of cultural and leisure facilities and services	●	<ul style="list-style-type: none"> Range of facilities, programmes and partnership activities offer a wide range of opportunities for all ages, abilities and interests. 	Andy Webb/ Sally Orton
DUE	CL1.1b	Development and enhancement of new/additional cultural and leisure facilities	●	<ul style="list-style-type: none"> Capacity in the health and fitness suite increased at Crystal Leisure Centre from January 2011. Investment in pool plant and other aspects of leisure centres programmed for the remainder of winter 2011. 	Andy Webb/ Sally Orton
DUE	CL1.1c	Work with other agencies and partners on a range of initiatives to develop participation	●	<ul style="list-style-type: none"> Ongoing. Working closely with PCT on Healthy Towns, also many other directorates, to increase the number of people taking exercise. 	Andy Webb/ Sally Orton
DUE	CL1.2a	Provision of information on leisure/cultural activities, events and services	●	<ul style="list-style-type: none"> Ongoing production of information leaflets, brochures and press releases. 	Duncan Lowndes
DUE	CL1.3a	Establish and maintain community engagement across all cultural and leisure services	●	<ul style="list-style-type: none"> Continuing support to user groups, Friends Groups and other engagement activities with partners. 	Duncan Lowndes

Key Activities

Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	CL1.4a	Conservation and management of the Borough's green spaces	●	<ul style="list-style-type: none"> Ongoing. Priory Park Heritage Lottery Fund (HLF) bid Project Manager appointment completed. Mary Stevens Park HLF bid approved by HLF on 20th Dec ember 2010. Final phase of Liveability works on the ground. 	Sally Orton
DUE	CL1.4b	Preserve and promote the unique historic assets, glass and geological heritage of the Borough	●	<ul style="list-style-type: none"> The policies in the Unitary Development Plan and emerging Local Development Framework underpin and support the Local Authorities statutory duty to protect heritage assets. Conservation Area appraisals have been produced for 9 of the 22 designated Conservation Areas. Historic Landscape Characterisation studies were carried out to provide an evidence base for the now adopted Glass Quarter Supplementary Planning Document (SPD) and the emerging Brierley Hill Area Action Plan. Historic Environment SPD adopted 2006. With negotiations complete, the Council are now owners of the former Stuart shop and associated buildings at Red House Glass Cone (RHGC). Feasibility of amalgamating the glass heritage at RHGC is ongoing. 	Helen Martin/ Sally Orton
DUE	CL1.4c	To protect, support and enhance the uniqueness of the historic environment within the Borough	●	<ul style="list-style-type: none"> See CL1.4b. 	Sally Orton/ Penny Russell
DACHS	CL1.4d	Progress new building for archives and local history service (New archives building to open December 2012)	●	<ul style="list-style-type: none"> Return sent to The National Archives biannual self assessment for 2010 and still awaiting scores and comparators with other authorities. Design of the new building is progressing. 	Kate Millin
DUE	CL1.5a	Support the provision of a Borough-wide programme of cultural events and celebrations	●	<ul style="list-style-type: none"> A range of specific events operated in quarter 3 as part of the annual programme. 	Duncan Lowndes
DUE	CL1.6a	Implementation of the Borough Visitor Economy Strategy	●	<ul style="list-style-type: none"> The actions within the Strategy are being implemented according to the agreed timetable. Review of Visitor Economy Framework being undertaken during the first part of 2011 in light of changes to tourism structures nationally and locally. 	Penny Russell
DUE	CL1.6b	Seek to develop/provide affordable studio space in the Borough for creative industries	●	<ul style="list-style-type: none"> Ruskin Glass Centre opened officially in December 2010, with a number of start up and incubation units available to creative industries. 	Duncan Lowndes
DUE	CL1.7a	Support the implementation of national and regional plans for the London 2012 Olympiad through a local programme of activities and other initiatives	●	<ul style="list-style-type: none"> A 2012 sub group of the Heritage, Culture and Leisure Partnership has been established. Reported to the Select Committee for Regeneration and Culture, leading to an ongoing programme of activity to increase awareness of 2012 opportunities and benefits within the Borough. 	Duncan Lowndes

Individual and Community Learning

Priority 1 Widen participation in adult and family learning to enhance personal and social development, knowledge and skills, employability, health and wellbeing

Key Activities

Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
DUE	ICL1.1a	To provide a comprehensive range of sports, arts and cultural courses and learning opportunities	●	<ul style="list-style-type: none"> Ongoing from quarter 2. Activity programmes in venues and operated by sports/arts development services available to all members on request. 	Duncan Lowndes
DACHS	ICL1.3a	Implement Post-19 Learning and Skills Strategy for Dudley	●	<ul style="list-style-type: none"> Regular meeting with Borough providers and partners. Agendas have focussed on the ESOL (English as a Second Language) Action Plan, Dudley Skills for Life, performance management and data sharing protocol and data being developed and shared with the group, Consultation on Skills for Sustainable Growth, Learning and Employability, and the voluntary sector Take Part Programme. 	Kate Millin

Key Performance Indicators

Direct.	Ref.	Definition	08/09 Actual	09/10 Actual	10/11 Target	Q1 Actual	Q2 YTD Actual	Q3 YTD Target	Q3 YTD Actual	Select Committee
DACHS	DACHS ACL KP 1	Number of learners engaged in Adult Community Learning	2,500	2,890	2,700	669 ●	1,659 ★	2,025	1,981 ●	Regeneration, Culture and Adult Education
DACHS	DACHS ACL KPI 2	Individual adult learners 19+ in Adult Community Learning team programmes	7,236	6,537	6,000	2,118 ★	3,321 ★	3,000	5,366 ★	Regeneration, Culture and Adult Education
DACHS	DACHS ACL KPI 8.5	% of adult learners engaged in Adult Community who are male	24%	29%	30%	26% ●	29% ●	30%	28% ●	Regeneration, Culture and Adult Education
DACHS	DACHS LAAL 002	Number of issues of archives materials	New PI	18,254	18,254	3,924	7,486	Not profiled	11,393	Regeneration, Culture and Adult Education
DACHS	DACHS LAAL 003	Number of visits to Local History and Archive Service	New PI	3,617	3,617	735	1,524	Not profiled	2,232	Regeneration, Culture and Adult Education

Quality Service

Priority 2 Resource efficiency

Key Activities

Direct.	Ref.	Description	Q3 Status	Update	Lead Officer
L&P	QS2.1a	Implement the Work Plan of the Human Resource Strategy to focus on: <ul style="list-style-type: none"> • People & performance management • Leadership • Skills development, flexibility & organisational change • Pay & reward • Recruitment, retention & diversity 	●	<ul style="list-style-type: none"> • Ongoing implementation of year 2 workplan, however this will be impacted upon by the grading and pay review. 	Teresa Reilly
CEX	QS2.1c	Promote equality & diversity in service delivery, employment and training across the Council	●	<ul style="list-style-type: none"> • Ongoing e.g. on equality impact assessment of budget proposals; development of equality e-learning package. 	Simon Manson