

Number	Commitment	Lead dept	2011-12	2012-13	2013-16	Progress to Date
	CHAPTER 1: Growth and sustainable jobs					
	Refocus resources on the most effective interventions, following a review of activities designed to help people not in education, training or employment.	DfES	PW	PW	I	<p>The 2011-2015 Youth Engagement and Employment Action Plan sets out some of the key measures that will be implemented to prevent young people from disengaging from learning and support them in entering the labour market.</p> <p>The review and rationalisation of funding streams to support those young people who are, or are in danger of being, not in education, employment or training (NEET) will help to refocus resources on the most successful interventions, including more preventative programmes earlier in the individual's life. A new Young People Engagement and Employment Division has been formed within the Welsh Government from 2012-13 to bring together policy areas that are key to reducing the percentage of young people who are, or are likely to be, not in education, employment or training. The review will be carried out by this new Division once it is fully established, as part of a wider framework.</p>
	Provide robust labour market intelligence (LMI) to help individuals make informed choices about education provision.	DfES	PW	PW	I	<p>The Employer Skills Survey UK Nation report was disseminated to stakeholders in May. Further regional reports will be disseminated as they become available.</p> <p>The Welsh Government's Labour Market Intelligence Unit is now trialling putting all education course and job vacancy information on-line in a single place through the Careers Wales website.</p> <p>A scoping study looking at a system to give information about job opportunities for individuals seeking a particular education or career path is underway to produce concise indicators for the likelihood of employment, organised by occupational group. Data is currently being evaluated for suitability with the intention of running a pilot from September 2012.</p>

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	Evaluate current post-16 basic skills activity and define policy to influence future delivery.	DfES	PW	PW	AD	Research has been commissioned to evaluate post -16 basic skills during 2012. The research will feed into a wider policy, framing our approach to basic skills throughout education, and take into account potential links to under-achievement and unemployment later in life.
1/002	We will tackle youth unemployment by creating a young people's jobs and training fund and extend apprenticeship opportunities for young people. Establish a Welsh Jobs Fund offering employment or training for our young people.	DfES	PW	I	I/C	<p>The Welsh Government announced the creation of Jobs Growth Wales in October 2011 and the initial pilot created 110 jobs. The full Jobs Growth Wales programme was launched on 3rd April 2012 and it is planned to create 4,000 job opportunities annually for unemployed young people across Wales, aged 16-24, giving them work experience for a 6-month period.</p> <p>For Apprenticeships see 1/038 below.</p>
1/006	Continue to build strong links with our anchor companies and develop strategic, mutually supportive/beneficial relationships with these key companies, embedding them in the Welsh economy through developing close links with our further and higher educational institutional and maximising supply and chain opportunities.	BETS and DfES	I	I	I/C	<p>The Welsh Government Departments for Education and Skills and Business, Enterprise and Transport are working closely together to develop linkages between education and industry. Engagement with businesses and industry is now a requirement of both Higher Education and Further Education providers in Wales. The Welsh Government is benefitting from the support, and expertise of individuals from Welsh anchor companies in various Welsh Government educational review groups so that future educational developments meet the needs of Welsh business and industry.</p> <p>Welsh Government is continuing to ensure support mechanisms are aligned to the needs of anchor companies through our Workforce Development Programme which funds training that will support business development plans and growth. The level of funding provided is aligned to the potential return on investment and likely economic impact at either a local, regional or national level. In 2011-2012 122 Welsh companies have been supported under the Workforce Development Programme.</p>

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1/015	Support investment in staff training and management to support a high quality [tourism] industry.	BETS and DfES	I	I	I/C	<p>Welsh Government support is provided to employees and employers via the Developing Excellence Network for Hospitality provision. 460 out of a total 528 participants have gained a qualification, exceeding Welsh Government expectations for 2011-12. However the number of employers supported (67) was lower than originally expected as towards the end of the project the majority of the take up of the scheme was by larger employers.</p> <p>An external workshop on Sector Priorities Fund Pilot has been recently held and the Sector Advocate is working with People 1st to develop a skills project to address Tourism skills and training. Discussions are underway with the employer panel of People 1st to identify key priorities. The BETS sector panel is focusing on refreshing their Tourism Strategy for Wales with specific skills issues being covered in Autumn.</p> <p>Tourism has now been designated a 'priority sector', and we have encouraged the Human Resource Development Advisor network to seek out businesses in this sector that would benefit from staff development and training support.</p>
1/033	Introduce a successor to the Skill Build programme that will offer enhanced support, including entry-level 'engagement' training for young people facing the worst barriers to employment.	DfES	PW/I	I	I/C	<p>The introduction of the Welsh Government Traineeships Programme was implemented in Wales on 1 August 2011 and is aimed at unemployed young people aged 16 to 18. The programme offers three defined pathways or strands:</p> <ul style="list-style-type: none"> • an entry level 'Engagement' training option for learners who need to confirm an occupational focus or address learning barriers that prohibit the learner from participating immediately in vocational or other learning at levels 1, 2 or 3; • a Level 1 training option for those learners who are occupationally focused and able to follow a learning programme at National Qualification Level (NVQ) 1 or equivalent; and

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						<ul style="list-style-type: none"> a Level 2 training option (known as the Bridge-to-Employment) which aims to link employment ready young people who have completed the Level 1 strand but have not secured employment or further learning at a higher level. <p>The introduction of the Welsh Government Steps to Employment Programme was implemented on 1 August 2011 and is aimed at unemployed adults aged 18 plus. The programme offers:</p> <ul style="list-style-type: none"> Work Focused Training where learners undertake vocationally focused learning at Levels 1, 2 and 3, which addresses barriers to learning and helps gain the breadth and flexibility of skills required to enter employment, further learning or Route-ways to Work. Route-ways to Work which links 'job ready' participants with recruiting employers or equips individuals to meet a specific local labour market need through bespoke training for up to eight weeks duration. <p>DfES intend to produce quarterly statistics on a 'rolling' basis, as well as an annual measure which will be included in Learner Outcomes Reports. This will help the Welsh Government to monitor the outcomes of the new programmes more effectively and set realistic targets for providers.</p>

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1/034	Help employers tackle the costs and wasted potential arising from low levels of literacy and numeracy in the workforce through the Basic Skills Employer Pledge. This will be supported by European funds through the new Basic Skills in the Workplace projects operating across Wales from October 2010 to September 2013. The projects plan to support over 1,000 employers and 30,000 employed individuals.	DfES	I	I	I/C	The Welsh Government launched the 'Essential Skills in the Workplace' programme on the 8 February 2012. This revised model for Basic Skills in the Workplace has been developed to simplify the process and reward training providers for achieving outcome targets as well as extending delivery to include Level 2 qualifications.
1/037	Help for people who have been made redundant – building on the successful ReAct programme.	DfES	I	I	I/C	<p>Participation in the Welsh Government ReAct Programme has been steadily falling since its peak during the recession with current activity only slightly higher than pre-recession levels. A forecast peak in redundancies in the private and third sector resulting from cuts to public sector funding has yet to materialise, however the worst of these cuts are not forecast until 2012-13 and beyond.</p> <p>The ReAct package of support has been proven to significantly improve the chances of a redundant worker returning to work quickly. A destination survey of ReAct leavers confirms this and shows that around 76% of programme participants are in new employment at the time surveyed.</p> <p>Adapt activity at the start of the year remains low despite several awareness raising events. Many public sector redundancies to date have been done on a voluntary basis and the training package has not been required.</p>

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1/038	Continue our commitment to increase apprenticeship opportunities through the Pathways to Apprenticeship (PtA) programme, with a special focus on youth engagement and employment, and tackling long term unemployment.	DfES	I	I	I/C	<p>During 2011-2012, Welsh Government commissioned 2,000 places on Pathways to Apprenticeship (37% South Wales, 33% North Wales and 30% South West and Mid Wales). The number of learners who completed the Pathways to Apprenticeship programme and entered a full apprenticeship programme will be available later in the year when the relevant data is available. The PtA sectors for 2012-13 are :</p> <ul style="list-style-type: none"> • Lantra - Environmental & Land-based sector including land management & production, animal health & welfare, environmental industries • Construction Skills & Insulation - all parts of the construction industry, from architects to bricklayers • E-skills - IT & Telecoms plus contact centres • Skills Active - active leisure and learning industry including sport & fitness, outdoors & adventure, playwork, camping & caravanning. • People 1st - Hospitality, leisure, travel & tourism • SEMTA - science, engineering & manufacturing technologies sector • Summit Skills - building services engineering including heating, ventilation, air conditioning, refrigeration & plumbing • IMI - automotive sector • Cogent - chemicals & pharmaceuticals, oil & gas, nuclear, petroleum & polymer industries • Improve - food & drink manufacturing & processing • Creative & Cultural - advertising, crafts, music, performance, cultural heritage, design, literary & visual arts <p>We have prioritised PtA learners within the Work Based Learning contracts to improve progression rates.</p>

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1/039	Continue to extend the Young Recruits' programme to respond to continued demand from employers and from young people, and it is hoped that 1000 young people will benefit over the next year.	DfES	PW	I	I/C	The Welsh Government Young Recruits Programme (YRP) was extended in 2011-12 as the original expectation of 1000 applications has almost doubled, with 1,995 direct employer applications. The Government Economic Stimulus Package included additional funding for the YRP Programme to support the increase in applications.
1/040	Roll out the Apprenticeship Matching Service across Wales later this year. This web-based service will enable potential apprentices to register, search for apprenticeship vacancies and apply for apprenticeships. Employers will be able to register their companies, link to local training providers and post apprenticeship vacancies.	DfES	PW/I	I	I/C	Welsh Government has successfully rolled out the Apprenticeship Matching Service across Wales. This service enables employers to have a convenient online method for finding exactly the right person to fill an apprenticeship post. This is a free online service through which employers can post their requirements, and Careers Wales can help them find the right person from a database of young people's CVs, characteristics and career aspirations. 1182 opportunities have been advertised through the Service from the launch until June 2012.
1/041	Continue to strengthen and build the Wales Union Learning Fund (WULF) to support the trade union movement's efforts to encourage both employers and employees to participate in training. WULF has helped more than 10,000 employees across Wales access learning and gain new skills.	DfES	I	I	I/C	<p>Welsh Government continues to support the trade union movement's efforts to encourage both employers and employees to participate in training through the Wales Union Learning Fund (WULF) and 14,587 employees have been supported in 2011-12.</p> <p>The Welsh Government has asked unions to focus WULF delivery on improving essential skills within the workplace in the latest round of WULF projects which were agreed in February 2011. Each project has a maximum life of up to 3 years and aims to support unions in developing learning solutions within the workplace. The 3 year timeframe for these projects has helped unions, and their representatives, sustain the learning impetus that has been created by the projects to date.</p>

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1/042	Work with all partners to identify skills needs by industry and to ensure that training provision will be available to deliver the low-carbon agenda in Wales.	DfES	PW	I	I/C	<p>The Welsh Government Department for Education and Skills is working with the Wales Employment and Skills Board, key Welsh companies (anchor companies), Sector Panels, Sector Skills Councils and our own Labour Market Intelligence Unit to identify gaps in the skills of the current and future Welsh workforce. This information is shared with our delivery partners to aid their planning. In addition, recognising the future demands of the green economy and of programmes such as Arbed 2, Welsh Government subsidises training provided through the Delivering Low Carbon Skills project, with participant figures expected to be 660 for 2011-12. With the project concluding in July 2012, further discussions will take place regarding the provision of training for the low carbon agenda.</p> <p>A Skills for Greener Wales workshop has been held with key stakeholders to map out existing policy commitments for 'green' skills, scope likely outcomes and focus of any new policy work.</p>

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	CHAPTER 3: Education					
	Introduce the Structures, Governance and Special Needs Bill.	DfES	PW	PW	I/C	This Bill is superseded by the Further and Higher Education (Wales) Bill and the Education (Wales) Bill. Legislation is progressing to timetable for introduction in 2013.
3/019	Ensure that all our schools, colleges and universities operate fully as community institutions.	DfES	PW	I	C	<p>School Effectiveness Grant plans included actions relating to one of the Welsh Government Education and Skills Minister's priorities of reducing the impact of poverty on educational attainment by increasing the use of schools as community institutions.</p> <p>The Humphreys report on the governance of colleges recommended the introduction of a Membership Body at each college, made up of community representatives to ensure that the college meets the needs of the local community. The Welsh Government's agreed remit of both the Further Education and Higher Education organisations in Wales requires that the institutions fully consider their local communities and economy.</p>
3/025	Encourage further mergers of FE colleges where these provide increased learning opportunities for learners. We will also require closer collaboration between providers of FE and providers of HE where this will result in increased efficiency and widening access.	DfES	I	I	I/C	<p>As of 1 April 2012 there are 14 Further Education Corporations in Wales. However, the future is likely to see a further reduction in the number of educational organisations. Llandrillo College and Coleg Menai merged on the 1 April 2012 to form Coleg Llandrillo Grwp, this new organisation already has strong links with Bangor University and are looking to develop these links further. Yale and Deeside Colleges have announced their intention to merge by August 2013 and Ystrad Mynach and Coleg Morgannwg have expressed their intention to merge. Coleg Powys has started its feasibility study on the options for the future. Coleg Sir Gar is planning to develop a strategic outline case with options for a dual sector university (Further and Higher Education) for South West Wales. Pembrokeshire College is also keen to engage in discussions around a dual sector university as is Ceredigion College, who are conducting their own feasibility study into their own options.</p>

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3/026	Work with providers of FE to establish three year funding arrangements that will allow for better strategic planning and a more coherent approach to course provision. These arrangements will be driven by the quality of provision made by each college.	DfES	PW	AD	I/C	The Welsh Government has put three year indicative funding allocations in place for 2011/12 to 2013/14. The frequency of future funding allocations has been incorporated into the Post-16 Planning and Funding Review, which is expected to provide an interim report to the Welsh Government Minister for Education and Skills during November 2012 to help inform future funding arrangements.
3/028	Ensure parity of esteem between college lecturers and school teaching staff by maintaining the current link between their pay and conditions.	DfES	I	I	I/C	The Welsh Government has ensured equality between college lecturers and school teaching staff by maintaining the current link between their pay and conditions in the terms of the core grant funding for colleges.
3/029	Introduce All Wales contract for FE lecturers.	DfES	PW	PW	I/C	Welsh Ministers do not have express powers to impose pay and conditions on the staff of Further Education institutions, but are keen to see a common contract across all institutions. Such a contract will support the modernisation of the Further Education sector and aid the merger process as staff would be on the same terms and conditions. ColegauCymru and Unions are currently in negotiations.
3/030	Continue our support for the development of community and adult learning including through the Wales Union Learning Fund, and improve progression routes by requiring effective regional collaboration between FE and HE institutions.	DfES	PW	I	C	<p>The Welsh Government Adult Community Learning Implementation Plan has been completed and service delivery plans have been analysed and reflect the commitments as required.</p> <p>For WULF see 1/041 above.</p> <p>A number of potential Higher Education and Further Education collaboration partnerships are currently being progressed or developed including a strategic alliance between Coleg Llandrillo Grwp and Bangor University; a review of Higher Education in North East Wales; land based provision between Coleg Llandrillo Grwp, Deeside College and Aberystwyth University and the development of a dual higher and further education university in South West Wales.</p>

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3/031	Reform the governance of FE in Wales along not for profit or social enterprise lines in order to give a wider range of stakeholders a say on how colleges are run.	DfES	PW	PW	PW/I/C	<p>The Welsh Government Minister for Education and Skills accepted 40 of the 41 recommendations in the Humphreys report to reform Further Education Governance in Wales. Recommendations from this review included the establishment of Membership Bodies for each college made up of a range of stakeholders from across the community to challenge the governing bodies.</p> <p>Welsh Government is continuing to work in partnership with ColegauCymru, the sector representative body, to promote governance reforms.</p>
3/032	Ensure that learner voice is central to strategic decision making in colleges of FE.	DfES	PW	I	I/C	The Welsh Government is committed to ensuring that the learner voice is central to strategic decision making in Further Education colleges and a provider led learner voice survey will take place in 2013. Contractors have been appointed to carry out a review of survey questions and cognitive testing with learners during the autumn term.
3/033	Maintain Educational Maintenance Allowances for learners aged 16-19 throughout the period of this administration.	DfES	I	I	I/C	Welsh Government Educational maintenance allowances have been maintained throughout 2011-12.
3/034	Through legislation where necessary bring coherence and efficiency to HE education in Wales through the establishment of a single strategic planning and funding body.	DfES	PW	PW	I/C	It had been intended that the governance reforms resulting from the McCormick review, including proposals to establish a single strategic planning and funding body and new national code of institutional governance, would be taken forward as part of a wider pre-legislative consultation exercise for the Further and Higher Education (Wales) Bill. However, a staged approach to HE reforms will be implemented with an initial consultation focussing on the necessary legislative change to ensure appropriate regulatory oversight of higher education provision in Wales under new funding arrangements. Governance reforms will be reconsidered at a later date and will be taken forward as part of a separate consultation exercise in 2013/14.

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3/035	Use the full range of our powers including legislative powers to ensure that by 2013 no university in Wales is operating on a turnover that is less than 75% of the UK average.	DfES	PW	I	I/C	The Education and Skills Minister's response to Higher Education Funding Council for Wales' reconfiguration proposals, set out in its report "Future Structure of Universities in Wales", was announced in November 2011. A Welsh Government panel has been established to review the pattern of Higher Education provision in North East Wales, with a view to reporting, with recommendations, to the Minister by April 2013. The Minister has held discussions with the institutions affected by HEFCW's proposals for reconfiguration in South East Wales. Full achievement of this target is dependent on the implementation of the reconfiguration agenda over the next 2 years.
3/036	Strengthen the governance of HEIs by introducing more external challenge at Council level and by ensuring that the learner experience and the learner voice is central to the good governance of HE in Wales.	DfES	PW	PW	I/C	It had been intended that the governance reforms resulting from the McCormick review, including proposals to establish a single strategic planning and funding body and new national code of institutional governance, would be taken forward as part of a wider pre-legislative consultation exercise for the Further and Higher Education (Wales) Bill. However, a staged approach to HE reforms will be implemented with an initial consultation focussing on the necessary legislative change to ensure appropriate regulatory oversight of higher education provision in Wales under new funding arrangements. Governance reforms will be reconsidered at a later date and will be taken forward as part of a separate consultation exercise in 2013/14.
3/037	Continue to drive the transformation and rationalisation process that is beginning to take shape in Wales creating a smaller number of stronger universities. We do not intend to see the closure of any of Wales HE campuses.	DfES	PW	I	I/C	The Welsh Government Minister for Education and Skills has appointed a panel to review Higher Education provision in North East Wales to report with recommendations in April 2013. The Minister has held discussions with University of Glamorgan, University of Wales Newport and Cardiff Metropolitan University, together with unions, on a proposed merger.

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3/038	Ensure that all HEIs in Wales have properly funded Student Unions able to represent their members effectively and that HEIs deliver meaningful student charters in collaboration with their student bodies.	DfES	I	C	C	All Higher Education Institutions in Wales are working towards, or already have in place, a Student Charter. It is expected that all will have a Charter in place by August 2012. HEFCW issued final guidance to higher education institutions in March 2012 on the funding of effective, democratic student unions, and student representation. Institutions are required to undertake the actions outlined in the guidance by 1 August 2012.
3/039	Only allow fees at Welsh Universities to rise above £4000 where institutions are able to demonstrate that they are improving the student experience and widening access.	DfES	I	I	C	All Welsh University fee plans have been scrutinised by the Welsh Government and agreed.
3/040	Implement our pledge that no [full time undergraduate] student ordinarily resident in Wales will pay higher fees in real terms during the lifetime of this administration than if they had been students in 2010/11. This will apply no matter where the student chooses to study, in Wales or elsewhere.	DfES	PW	I	I/C	<p>Legislation came into force on 12 April 2011 to implement the Tuition Fee grant for Academic Year 2012/13, with technical amending regulations coming into force from February 2012.</p> <p>Feedback from the consultation on part time fees informed the Ministerial statement in November 2011 to delay implementation of the part-time tuition fees and support package until the 2013/14 academic year. Amending regulations are to be made to ensure that the current support arrangements continue to apply in 2012/13. The legislation required to provide support for part-time study from 2013/14 is currently being progressed and will be in force in time for students to apply for their support.</p>

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3/041	Deliver on our commitment to bring HE to some of our most disadvantaged communities by ensuring the establishment of the University of the Heads of the Valleys initiative. This commitment is not only about bringing HE nearer to those who might benefit most it is also about re-generating the heart and soul of the community.	DfES	I	C	C	<p>The Heads of the Valley Programme has been established with 1,476 learners recruited in the 2011/12 academic year and 79,225 credits delivered by the end of May.</p> <p>The Welsh Government has also invested heavily in the new Ebbw Vale Learning Zone and Merthyr Tydfil Learning Quarter, two new tertiary campuses designed to bring the best of post-16 education to the Heads of the Valleys and maximise the opportunities for learners to progress to higher education. In achieving this, the Welsh Government has worked side by side with Blaenau Gwent and Merthyr Tydfil Borough Councils, Coleg Gwent and Merthyr College, the University of Glamorgan Group, Newport University and the Higher Education Funding Council for Wales.</p>
3/042	Maintain our commitment to provide real financial support to students from the lowest income households to at least current levels throughout this administration.	DfES	I	I	C	All eligible applicants for Assembly Learning Grants have received appropriate support in the year.
3/043	Continue to support the Y Coleg Ffederal [renamed Y Coleg Cymraeg Cenedlaethol] in its mission to provide independent oversight, management and development of Welsh medium higher education across Wales.	DfES	I	I	C	Funding has continued to Y Coleg Cymraeg Cenedlaethol through HEFCW. This was the first year of operation of their scholarship scheme. Applications were less than expected. The Coleg will review its promotion of the scholarship scheme for 2012/13 academic year and explore further ways to work with individual higher education institutions to promote the scheme to their prospective students.

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	CHAPTER 9: Tackling poverty					
	We will aim to mitigate the impact of the changes to the benefits system proposed by the UK Government in the Welfare Reform Bill, and ensure that the associated resources are used to target out priorities for reducing poverty	LGC DfES	PW	PW	I	<p>The UK Welfare Reform Bill has now received Royal Assent. To tackle the challenges posed by the UK Government's changes to the benefits system, a Welsh Government Ministerial Task and Finish Group for Welfare Reform has been established. This group, led by the Minister for Education and Skills, is now responsible for assessing and monitoring the cumulative impact of all the welfare changes to help ensure a joined-up, cross-government response.</p> <p>The Ministerial Task and Finish Group has commissioned a comprehensive assessment of the cumulative effects of the UK Government's benefit changes in Wales. Stage One of this assessment was published in February 2012 and justified many of the Welsh Government's grave concerns about the scope and scale of the changes that the UK Government is driving through within their wider Welfare Reform agenda. As further findings become available, the Welsh Government will use the results of this assessment to help target our efforts to mitigate the negative implications of Welfare Reform, and continue to prioritise resources to reduce poverty. In addition to this, Ministers and officials are now working through a number of DWP fora to identify the impact of the changes for Wales and to represent Welsh Government views and concerns.</p> <p>DfES ensures that Welsh Government views are represented at DWP stakeholders Boards and at Universal Credit demonstration project. Work with DWP/Ministry of Justice on the arrangements for the Work Programme pilot activity in Wales for prison leavers is ongoing and further work has been completed with DWP to address issues on skills conditionality to inform advice to Ministers.</p>

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	CHAPTER 12: The culture & heritage of Wales					
12/017	Focus on post-16 provision to ensure that students can continue to study and learn through the medium of Welsh outside of the school environment.	DfES	I	I	I	The analysis of courses on offer at September 2011 shows that there has been an increase in the number of courses delivered in Further Education or in partnership with schools through the medium of Welsh or bilingually since September 2010. In 2011-12 the ring-fenced grant of £1.6m has been provided to the 14-19 networks, and a total of 181 (131 in 2010) Welsh-medium and bilingual courses are supported, with 74 at Level 3. Welsh Government will continue to work closely with the Director of Bilingualism at ColegauCymru to increase use of Welsh in Further Education.