

Workforce of the Future –Skills Education and Training

UK Vocational Skills System: The Benefits of an Employer-led Structure

Jane Rexworthy

Executive Director People 1st

Federation for
Industry Sector 
Skills & Standards

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Agenda

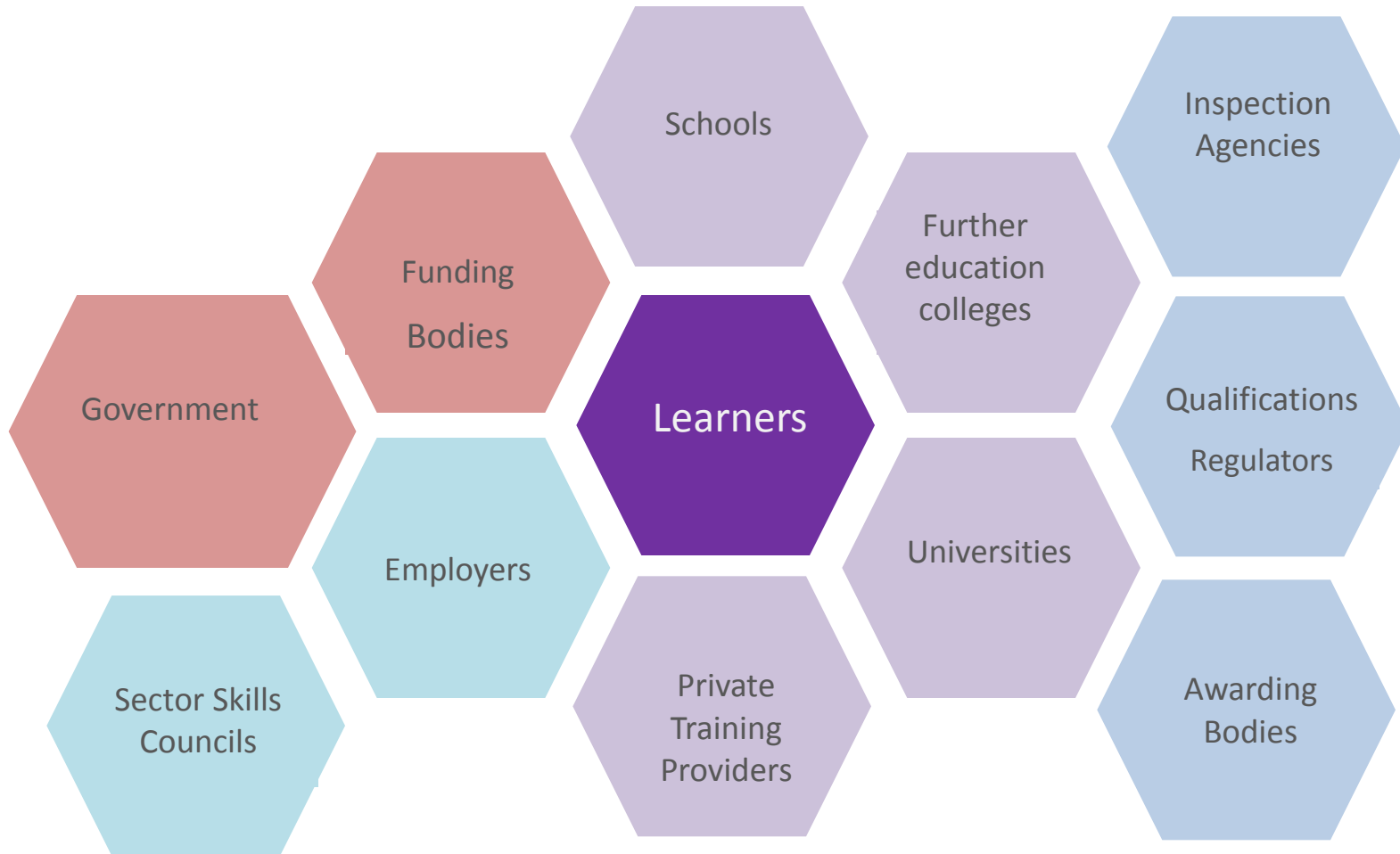
UK Vocational Skills System: The Benefits of an Employer-led Structure

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2. Role of Sector Skills Councils & support Internationally
3. Example of a Sector Skills Council – Solutions
4. Skills Planning for the Future
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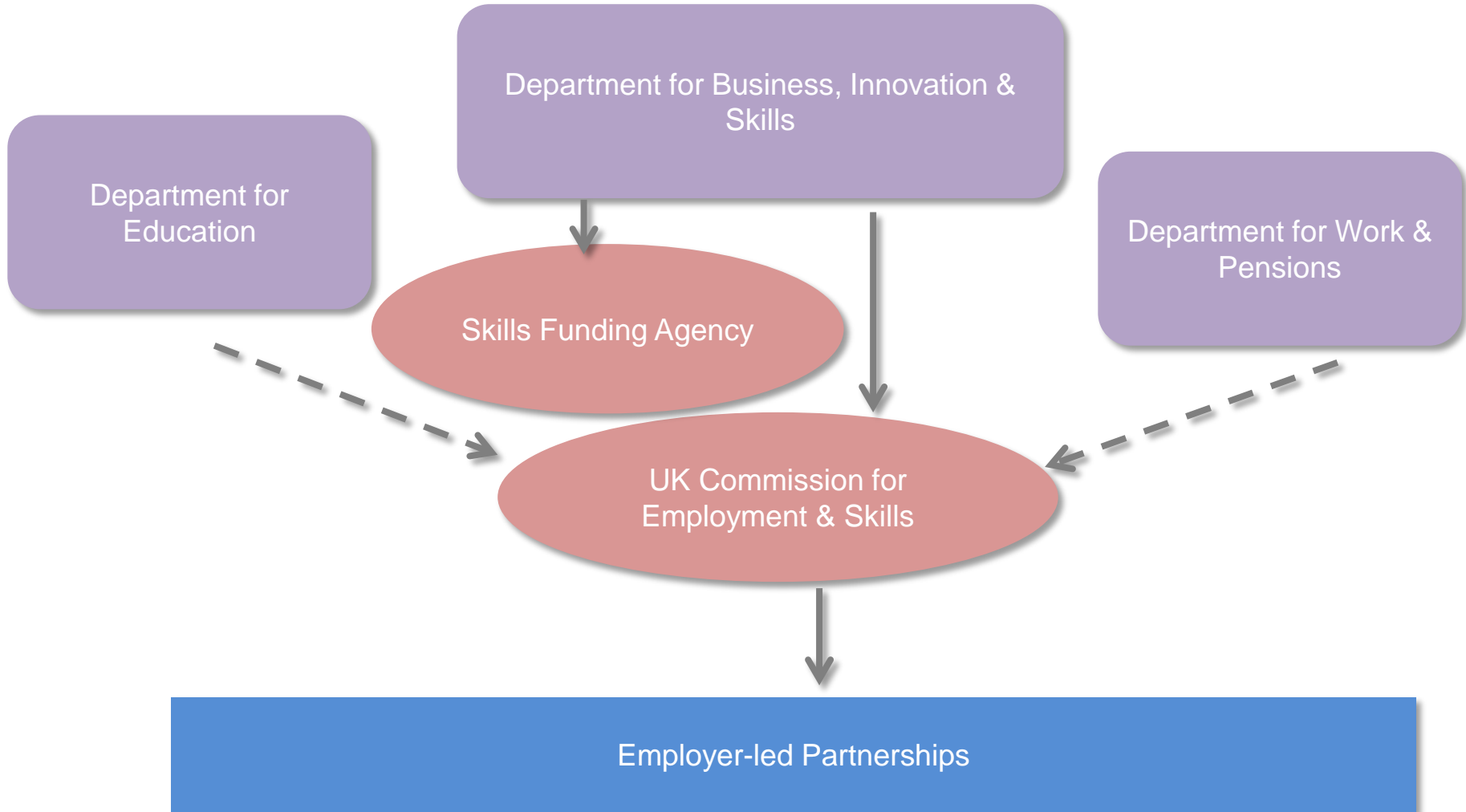
UK Vocational Skills System

Key Stakeholders

Key Stakeholders in UK Skills System



UK Government Support for Vocational Skills

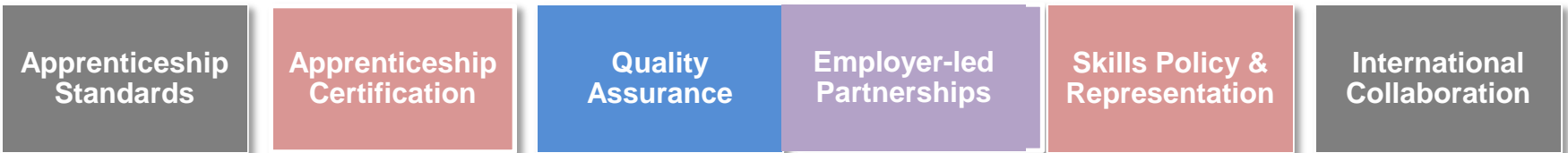


UK Vocational Skills System

The Role of Sector Skills Councils

Federation for Industry Sector Skills & Standards

- **Independent, not-for-profit organisation, remit from Dept for Business**
- **National certification and quality assurance** body for Apprenticeships
- Promotes **professional practice** for employer-led bodies setting skills standards
- **Promotes the case for skills development** through Apprenticeships and Traineeships to enhance productivity
- **UK Skills Federation** – international collaboration on TVET



Sector Skills Councils

- 21 Sector Skills Councils
- 16 National Skills Academies
- Independent, not-for-profit organisations
- Licensed by Government
- Bid for contracts – LMI, NOS
- Work with international partners
- Innovation around employer engagement and investment

Sector Skills Councils



Skills for Care & Development



e-skills uk



Sector Skills Bodies:



National Skills Academies

The National Skills Academy
CONSTRUCTION

The National Skills Academy
CREATIVE & CULTURAL

The National Skills Academy
HEALTH

The National Skills Academy
POWER

The National Skills Academy
FINANCIAL SERVICES

The National Skills Academy
NUCLEAR

The National Skills Academy
FOOD & DRINK

The National Skills Academy
RETAIL

The National Skills Academy
SOCIAL CARE

The National Skills Academy
MATERIALS, PRODUCTION & SUPPLY

The National Skills Academy
PROCESS INDUSTRIES

The National Skills Academy
HOSPITALITY

The National Skills Academy
RAILWAY ENGINEERING

The National Skills Academy
IT

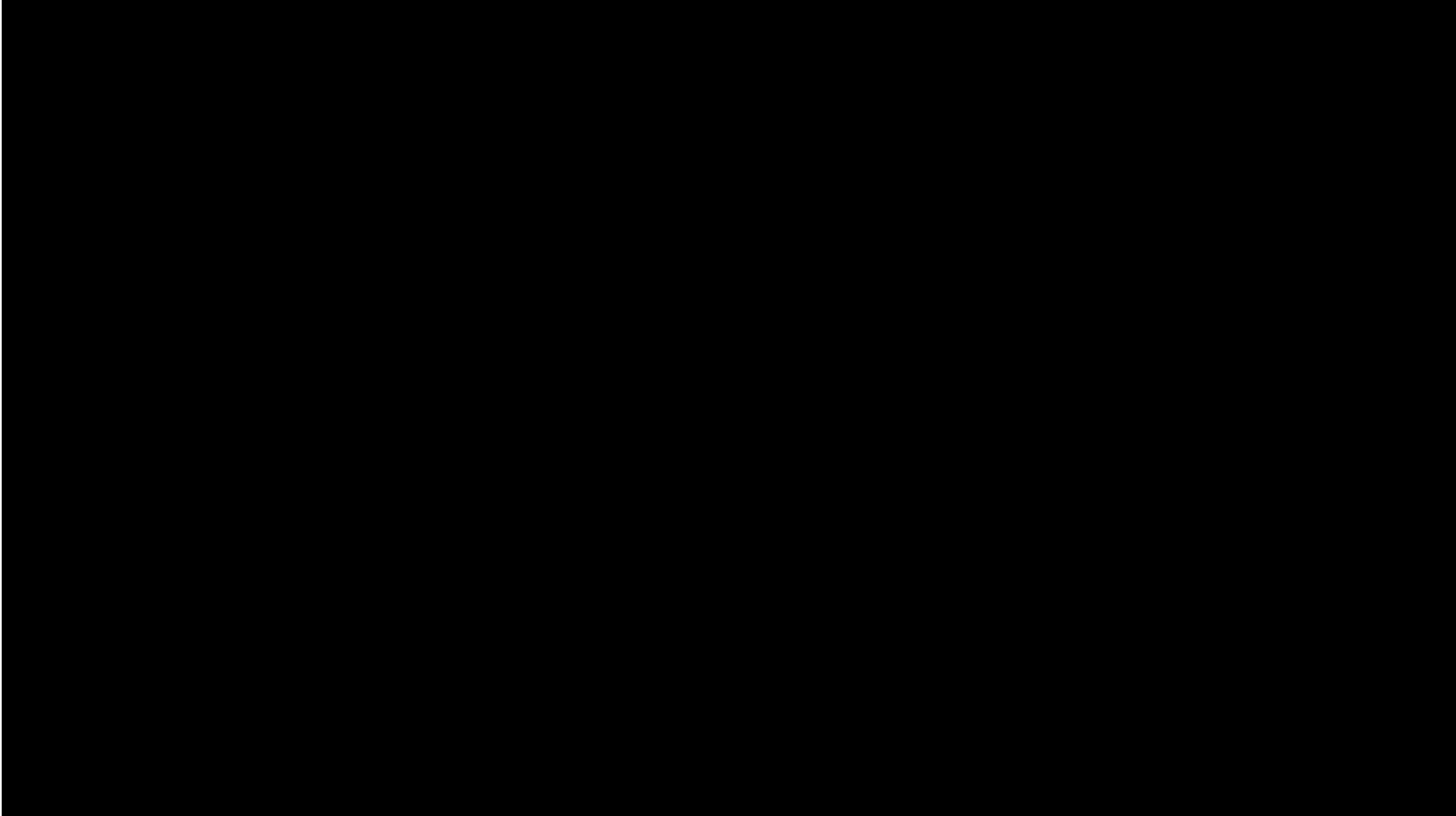
The National Skills Academy
SPORT & ACTIVE LEISURE

Sector Skills Councils – supporting the workforce of the future

Help improve skills gaps, training standards, employer investment in skills by:

- Publishing Labour Market Intelligence
- Supporting Workforce Planning
- Developing National Occupational Standards,
- Apprenticeship Frameworks/Standards
- Working with Awarding Organisations on Qualifications
- Collaborating with Training Providers to ensure alignment of Qualifications
- Assessment and Certification
- Establishing National Skills Academies

Workforce of the Future Skills Education and Training



UK Support for the Philippines

Sector Skills Councils – International Work



Sector Skills Councils – International Work

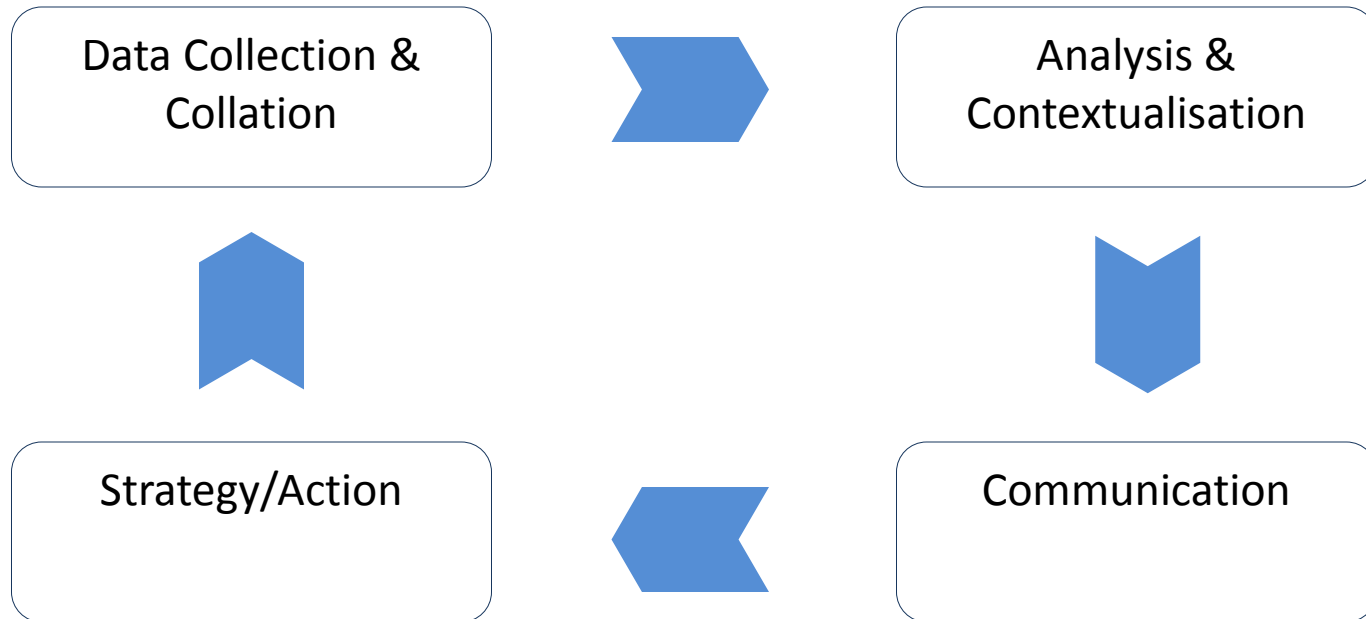
Sector Skills Councils have direct involvement in the UK skills ecosystem at all stages from establishing need, using labour market intelligence, and developing skills standards, through to employer engagement and designing and delivering solutions. Consequently, SSCs have a unique oversight of all aspects of the processes involved in delivering TVET and work with overseas Governments and other stakeholders on:

- Design and development of VET policy frameworks and systems
- Establishment and governance of Sector Skills Councils and National Skills Academies
- Labour Market Intelligence and Workforce Planning
- Development and application of National Occupational Standards
- Qualification frameworks and qualification structures
- Regulation of standards and qualifications, and regulation of provision
- Workplace and classroom-based provision of training
- Assessment and verification of value and processes
- Employer engagement, support for learners and employers
- Incorporation of basic, key and cores skills

UK Vocational Skills System

Skills Planning for the future

The Labour Market Intelligence 'Cycle'



National Occupational Standards

NOS are used to:

- Inform the content of qualifications
- Inform the content of training programmes

NOS can also be used for a range of HR tools:

- Workforce planning
- Performance appraisal and development systems
- Workplace coaching
- Continuing Professional Development (CPD)

Qualifications & Accreditation

- Awarding bodies are approved by UK governments to offer qualifications/certifications, through training providers.
- Awarding bodies are regulated by Government authorities, such as Ofqual in England and Scottish Qualification Authority (SQA) in Scotland.
- Provides external guarantee of quality & relevance, through awarding body audits of training provider delivery and assessment process and procedure.
- Must meet quality threshold set by the awarding body, that meets governments' regulatory authority standards.

Qualifications and Accreditation

Sector Skills Councils provide:

- the National Occupational Standards (NOS) on which vocational qualifications are based
- the NVQ qualifications structures and rules of combination that awarding bodies use to build the qualifications
- build the Apprenticeship frameworks that utilise qualifications offered by awarding bodies.

UK Vocational Skills System

Example and Overview of the Apprenticeship Model

About Apprenticeships in the UK

- A job with training – 'earn while you learn'
- Paid work
- For all ages
- Across all sectors
- On- and off-the job training
- Across a range of skills / qualifications level

Apprenticeships in the UK – Key Facts 2014/15

2Million+
Apprenticeship
starts in England since May 2010

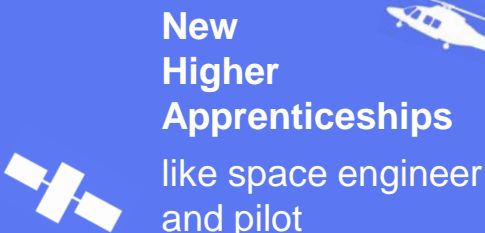
170+ industries
offer Apprenticeships

25,000 Apprenticeships
in Scotland

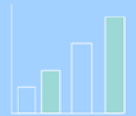
27, 455 Apprenticeships in
in Wales

240,000+
Workplaces in England
offer Apprenticeships

**New
Higher
Apprenticeships**
like space engineer
and pilot



3 X Number of full-time
Apprenticeships
since 2009/10



96,400
Apprenticeships in smaller
businesses supported by a
£1,500 Grant for Employers

Apprenticeships in the UK – Key Benefits

- **Government** invests £1.5bn p.a – £28 for every £1 invested
- **Employers** see 70% increase in productivity, 95% of employers report business benefits
- **Apprentices** earn £117k more, 90% satisfaction rate
- **Wider economy benefits**
 - More highly skilled workforce
 - Increased productivity
 - Innovation
 - Reduced costs

UK Vocational Skills System

Key Challenges & Solutions

Key Challenges

- Employer engagement; small- and medium-sized enterprises.
- Funding of research, NOS development, and Apprenticeships – Government vs Employer funding.
- Maintaining common standards.
- Parity of esteem – Academic vs Vocational Education at compulsory and post-compulsory education.
- Supply-side or demand-side driven?

New Approaches to Skills Investment

Universal Services Funding

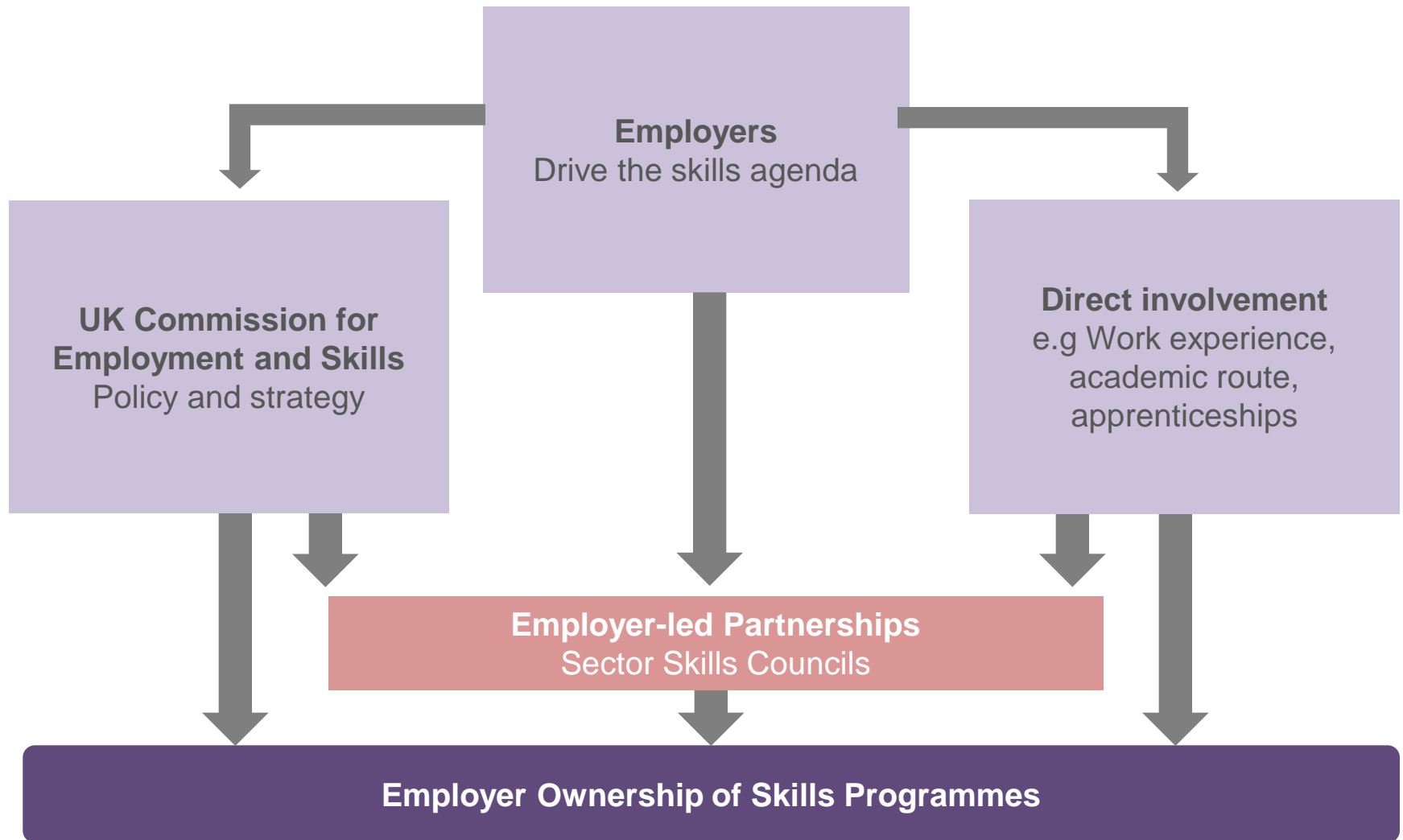
UKCES continues to commission from Sector Skills Councils:

- National Occupational Standards,
- Apprenticeship Frameworks / Standards
- Qualification Requirements

Employer Ownership of Skills

Public investment matched with employer incentives and investment

Key Mechanisms for Employer Engagement



Summary

Summary

- LMI is the starting point for all developments.
- Employer-led system is imperative if the nations skills-needs are going to be met.
- Employer engagement is key, but difficult to get comprehensive coverage.
- Sectors Skills Councils can build and maintain the system and can act as the independent and objective facilitator and enabler for governments and employers.

Thank you

Jane Rexworthy

Executive Director of People 1st

Jane.rexworthy@people1st.o.uk