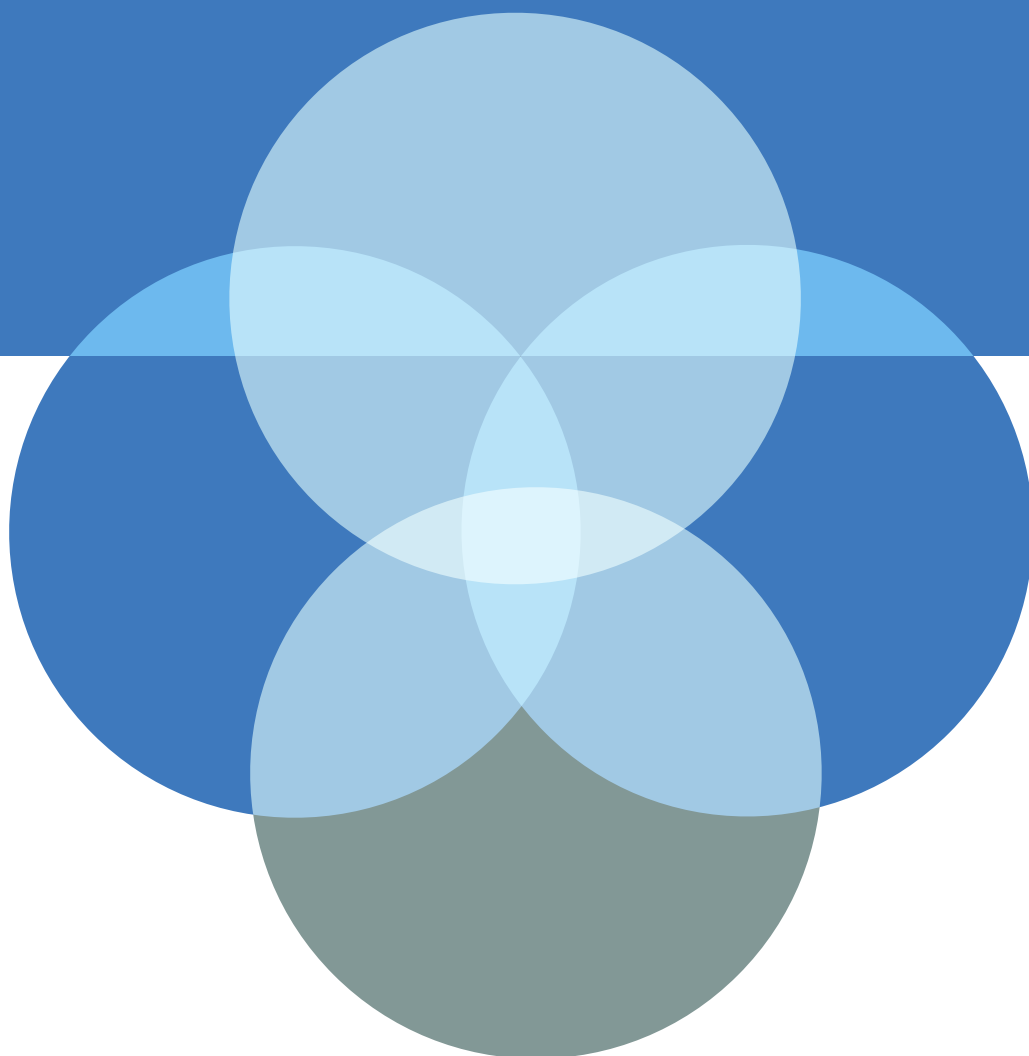


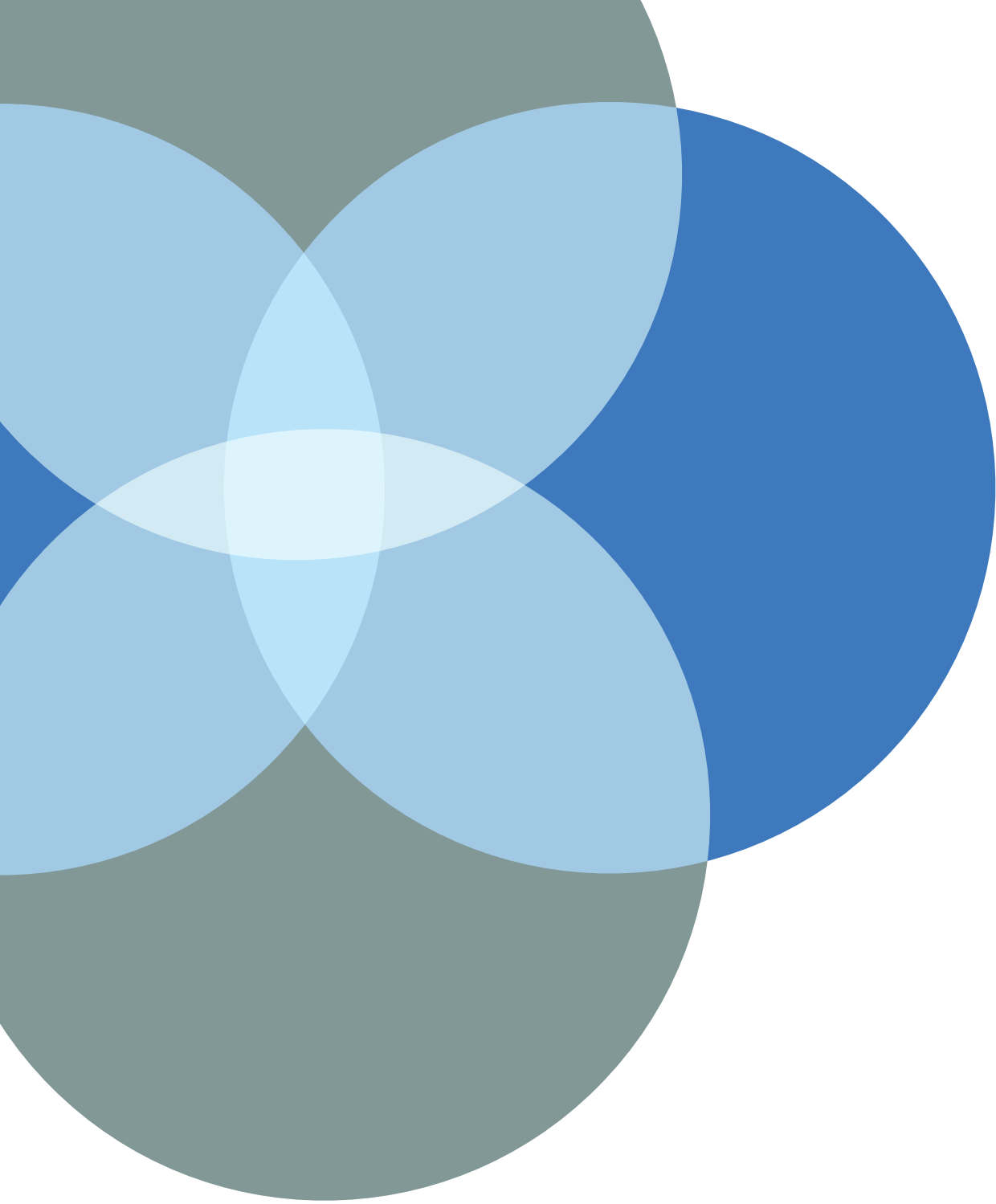
UK Sector Skills Councils Annual Report

April 2011 - March 2012



UKCES 

UK COMMISSION FOR
EMPLOYMENT AND SKILLS



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Foreword by Simon Perryman: Executive Director, UK Commission for Employment and Skills



Simon Perryman
Executive Director
UK Commission for
Employment and Skills

There has been a substantial change in the role of the UK Commission for Employment and Skills and the Sector Skills Councils (SSCs) since the formation of the coalition government in May 2010. Both the UK Commission and the SSCs are now primarily tasked with encouraging employers to take increasing ownership to stimulate greater and more effective employer investment in skills.

In this third annual review of SSCs, we provide an account of their work in producing Sector Skills Assessments on standards and apprenticeships. We also provide an opportunity for SSCs to summarise their wider achievements in their own words, particularly their work in supporting employers.

This report marks the end of the period when SSCs received strategic grant funding from Government, managed through the Commission.

Two competitive investment funds, the Employer Investment Fund and the Growth and Innovation fund, have replaced this grant funding. They are designed to create the conditions which support employer ownership and investment in skills. In addition, we now purchase standards and LMI work through separate competitive bidding arrangements.

I am pleased to say that, at October 2012, Commissioners had chosen to make 112 investments worth £94m, with 20 SSCs and ten other organisations. These investments are expected to attract over £80m of matched employer investment. The move to competitive funding has inevitably led to changes in the SSC network with a reduction to 20 SSCs, but has considerably enhanced the government support available to employers in those sectors that have shown the greatest leadership in taking on an employer-led approach to skills issues.

Going forward, we will be publishing an Investment Journal, summarising progress with the Commission's GIF & EIF investments and the Employer Ownership Pilots as they come on stream. The first edition is already on our website.

About Sector Skills Councils

SSCs are employer-led, UK-wide organisations whose role is to encourage collective employer ownership and investment to address the most critical skills needs of each sector of the economy. They operate under licence to the UK governments and in 2011/12 supported the four key priorities to:

1. Make and win the economic argument for greater investment in skills
2. Enhance the value and accessibility of vocational training, especially Apprenticeships
3. Galvanise industries and sectors to improve the skills and productivity of their workforces
4. Work with sectors to ensure the creation of more and better jobs, maximising opportunities for unemployed people

SSCs are responsible for: engaging employers in raising the skills of a defined industry sector; supporting efficiency and productivity improvements; and helping to ensure that the sectors remain globally competitive. In much the same way as the sectors of the economy vary from one to another, so do the size, make-up and activities of SSCs.

National Skills Academies are employer led organisations that manage the delivery of training within specific sectors. NSAs are often owned by SSCs or have close relationships with SSCs.

Appendix 1 shows the proportion of NSA learners that undertake and receive funding from the UK Commission, with 2011/12 seeing the extension of two existing National Skills Academies (NSAs) through the Growth and Innovation Fund (GIF). In 2011/12, SSCs and other organisations began piloting new approaches to investment from the Department of Business, Innovation and Skills, managed through the UK Commission. In addition to this the government launched an ambitious £250m Employer ownership pilot in December 2011 which is already backing over 30 employers (large and small), to test the Commission's vision for employer ownership.

2011/12 was the last year of grant aid to the Sector Skills Councils. A breakdown of this funding is given at Appendix 2. During 2011/12 the following changes took place to the SSC network:

People 1st took over the responsibility for Passenger Transport in July 2011. Go Skills formally ceased trading as a separate business in January 2012.

The Proskills Board agreed in February 2012 that it should no longer retain an SSC Licence. The Licence was subsequently withdrawn by Ministers in June 2012.

This means that licensed SSC numbers fell in 2011/12 from 22 to 21 with a further reduction to 20 SSCs in 2012.

Appendix 3 gives a summary of key achievements by each SSC in their own words.

Working in the Devolved Nations

SSCs have the remit to operate on a UK-wide basis, to address employer skills needs. They work closely with the Devolved Administrations in Northern Ireland, Scotland and Wales, recognising their particular and varied responsibilities. While some of the policies in this paper are specific to England, the challenge of skills development is common across the four countries of the United Kingdom. Each nation expects SSCs to be sensitive to the specific political context and policy framework in which they operate and to work closely with government in developing appropriate skills solutions. To this end each SSC has agreed an action plan with each devolved nation which is monitored closely by the governments in Northern Ireland, Scotland and Wales.

SSC Key Achievements in 2011/2012

Produced:

15 Sector Skills Assessments

144 NOS suites

56 apprenticeship frameworks

Achieved:

40,000 learners starts on National Skills Academy programmes

Engaged:

555 employers & 2,507 participants through Women & Work

Government invested:

£79m through EIF and GIF

Sector Skills Assessments (SSA)

In the past, SSCs have produced assessments of their sector's skills needs on an annual basis. Reports were provided for the UK and four separate nations.

In 2011-12 a different approach was taken to secure efficiencies whilst ensuring quality in the production of the reports. This was developed by the UK Commission and agreed with the four governments of the UK. It represented a stopping point on the path to achieving an investment based relationship with SSCs.

The new model departed from separate reports for each SSC footprint in favour of 15 sector assessments*. The 15 sectors preserve the distinction between primary, manufacturing and service industries. Each report considers: current economic and employment performance; the nature of the workforce; the demand for and use of skills; the extent of mismatch between supply and demand; drivers of change in the sector; and future trends. National benchmarks are used throughout to contextualise results for the sector along with international comparisons.

SSCs worked in collaboration to produce the reports for the UK and summaries for each devolved administration. Each sector report was led by a SSC that managed the contribution of others. A clear specification was issued for the production of the SSAs and 'top down', comparable data issued to the SSCs by the UK Commission to include in the reports. To complement this, SSCs were required to add their own sector specific 'bottom-up' information and intelligence. As a result of blending and interpreting the data in this way it enables the identification of skills priorities for the sector. The reports were independently quality assured against clear criteria and the lead SSCs provided with the opportunity to improve the reports in line with the criteria.

SSAs are an important first step in the logic chain of understanding whether national occupational standards and qualifications frameworks are meeting the needs of the labour market or whether new standards and frameworks are required to keep pace with developments.

The priorities from each report will be considered in aggregate to shape further research on common themes which emerge. Under the new investment relationship SSCs may bid through the open market to deliver this work.

* These publications are available to view at <http://www.ukces.org.uk/publications>

15 Sector Skills Assessments:

- Accommodation, Food & Tourism
- Agriculture, Forestry & Fishing
- Care
- Construction, Building Services, Engineering and Planning
- Creative Media & Entertainment
- Education
- Energy Production & Utilities
- Financial, Insurance & Other Professional Services
- Government
- Health
- Information & Communication
- Manufacturing
- Real Estate & Facilities Management
- Transportation & Storage
- Wholesale & Retail

Standards and Apprenticeships 2011 - 12

SSCs continued to receive core funding for the development and review of NOS and Apprenticeships in 2011-12.

High value, high quality National Occupational Standards (NOS) and Apprenticeship Frameworks are critical tools which underpin employers' ambition to raise skills levels and support individuals' career aspirations. They provide an internationally acknowledged and UK industry-recognised benchmark for competence in the workplace, support essential recruitment demands and underpin transformational skills solutions. The UK Commission has changed its approach to providing funding for these products and will now only buy NOS and Apprenticeship Frameworks which meet the demand of economically valuable skills solutions, buying NOS and Apprenticeship frameworks at a fair price whilst maintaining and improving quality outputs. The Commission's research capabilities will respond quickly to innovation and emergent demands in priority sectors for NOS, working through an agile and responsive supplier network.

During 2011-12, the UK Commission invited SSCs to collaborate and bid to be a preferred supplier for this work over a three-year period starting in April 2012. Collaboration was encouraged to allow SSCs to respond more quickly to emerging strategic priorities across a broader sector and create cost efficiencies. Nine preferred suppliers have now been agreed and work for 2012-13 has been contracted.*

By adopting this commissioning role, the UK Commission will be able to make intelligent commissioning decisions on the basis of clearly articulated evidence of demand for NOS, Apprenticeships and qualification-related outcomes on behalf of the four nations.

The UK Commission will also develop a robust evidence base to underpin our buying decisions from 2013 onwards. This will provide rich data on the usage of NOS and Apprenticeships.

Page 9 showcases two examples of employers using the Apprenticeship frameworks and NOS that were previously developed.

* This excludes Engineering Construction Industry Training Board (ECITB), CfA and Learning and Skills Improvement Service (LSIS) (where there are separate arrangements).

Achievements in 2011/12

SSCs were funded to develop and review:

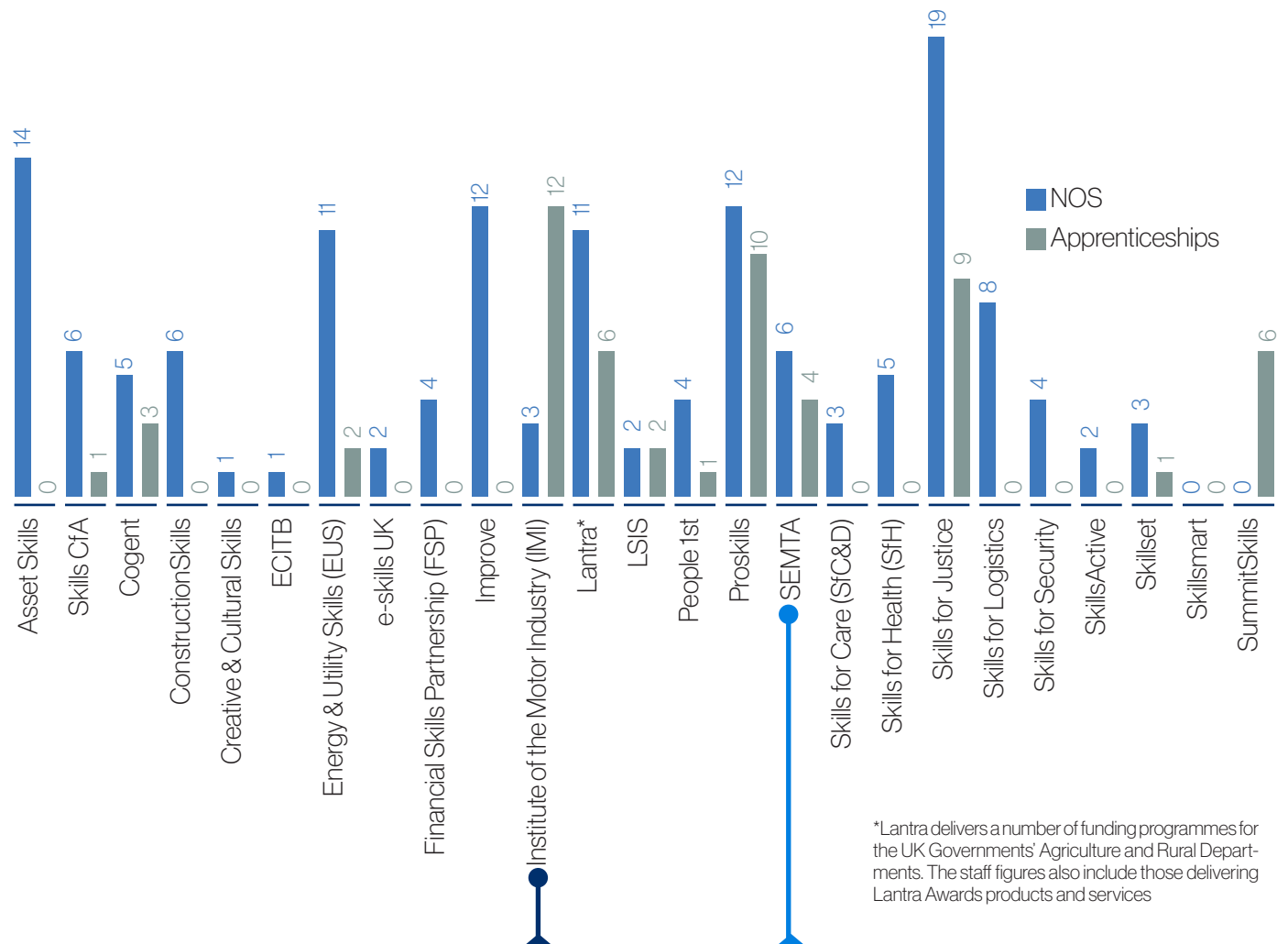
- 144 NOS suites including Advertising, Publishing, Energy Assessment and Advice, Sustainable Business Practice, Management and Leadership, and Health and Safety
- 28 Modern Apprenticeship frameworks (Scotland)
- 5 Apprenticeship frameworks (England, Wales)
- 23 Apprenticeships frameworks (N. Ireland)
- Apprenticeship frameworks included Contact Centres, Water Industry, Fisheries, Game Keeping, and MOD

Expected Achievements for 2012/13

SSCs are expected to deliver the achievements detailed below by February 2013

- 153 NOS Suites including Customer Service, Business Administration, Marketing, Maritime Operations for the Royal Navy, Cybercrime and Counter Terrorism Functions
- 47 Modern Apprenticeship Frameworks (Scotland)
- 41 SASE Apprenticeship Frameworks (England)
- 49 SASW Apprenticeship Frameworks (Wales)
- 81 NI Apprenticeship Frameworks (Northern Ireland)

Apprenticeship Frameworks include Contact Centre operations Management, Nuclear Working, Hospitality Management, HM Forces MoD (Royal Navy, Royal Marines, Army and Royal Air Force) and Banking.



Case Study: IMI

National Occupational Standards

Kwik Fit use the NOS developed through IMI to help maintain their status as a brand leader.

They have most recently been involved in the review of the NOS for the fast-fit sector of the motor industry to ensure that the standards align to industry requirements. Having an influence on designing the industry NOS has meant that their assessments are aligned to industry best practice. Bringing NOS into the training programme has given the company more focus in terms of understanding the bigger picture – not just in terms of Kwik Fit but getting involved in designing the NOS with other organisations and training providers that operate in the same industry, including ATS Euromaster, National Tyres and the Sector Skills Council with IMI.

“One of the reasons why Kwik Fit is going through the qualification and NOS route with its employees is so that we, as a company, can demonstrate that our staff are trained to the highest possible level and that we can stand up and defend ourselves if we are required to do so. The fact that our staff are trained to national standards sends out a very powerful message to the market.”

Paul Binks,
Head of Training, Kwik Fit

Case Study: Semta

Engineering Manufacture (Craft and Technician)

The Engineering Manufacturing Apprenticeship framework was developed by SEMTA to enable new entrants to be recruited into the sector at the craft technician level and develop their skills to address skills gaps across the various industries highlighted. UPM has used this framework as the basis for their company Apprenticeship programme, which they developed as they were finding it difficult to find the quality of crafts people they needed for their company. They therefore decided to develop their Apprenticeship programme so they can “grow their own” Apprentices and encourage young people to work for them.

“We are an ageing workforce and, as our staff retire, we need young people to keep UPM at the forefront of our industry. The company is continuing to progress and evolve and, as our technology changes, so our workforce is becoming more multi-skilled. We have found that our Apprentices embrace change and new technology with great ease.”

John Frodsham, Technical Training Engineer at UPM Shotton Paper

Women & Work Projects

SSCs have led the Women and Work project, which aim to build new recruitment and career pathways for women in sectors, sub-sectors or occupations where they are under-represented and/or where there are skills shortages. This should result in increased entry and retention levels; increased career progression opportunities; and increased short and long-term earning potential. The project also engages employers to overcome barriers faced by women in the labour market and encourage a long-term culture change.

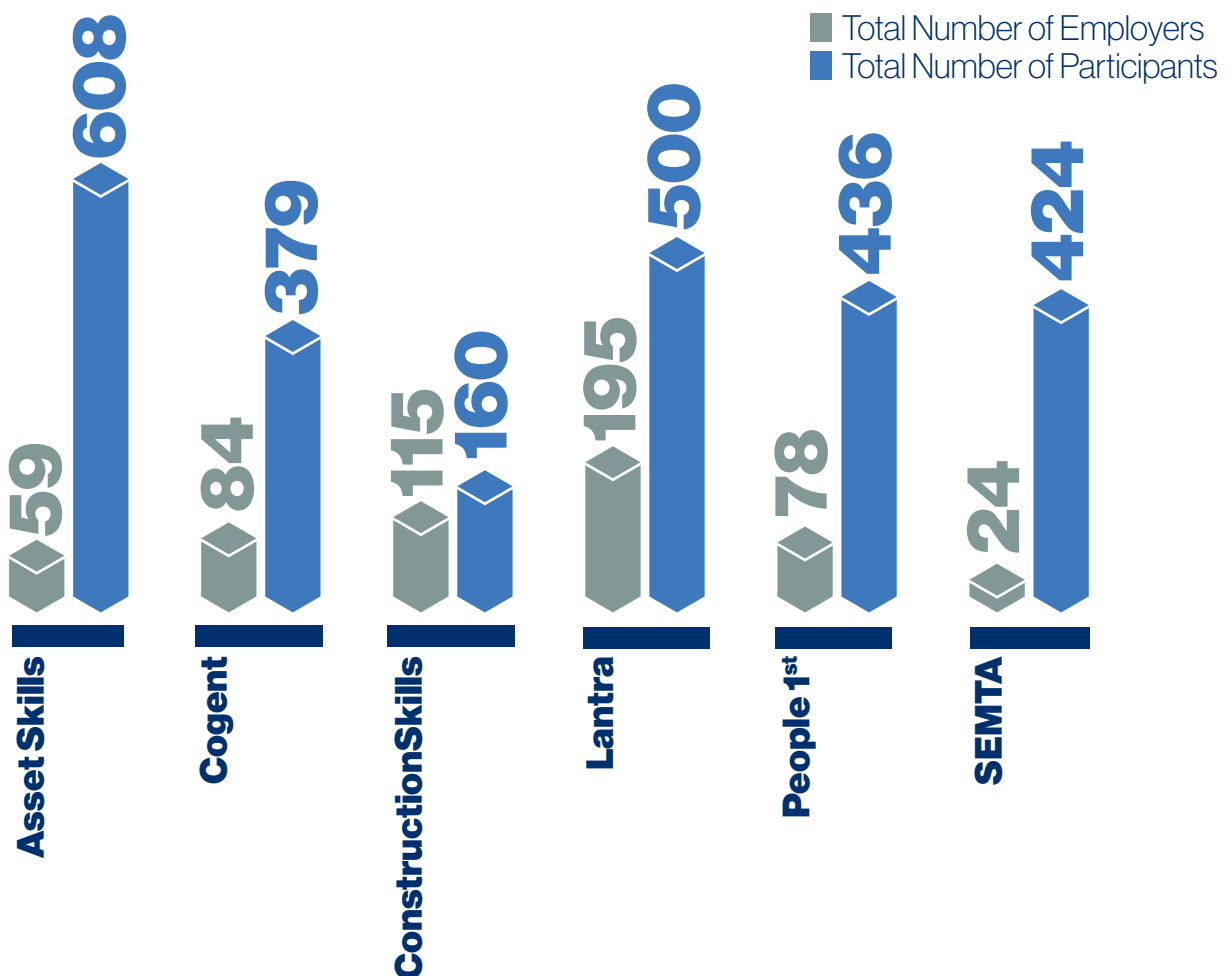
Following the decision to make the transition from grant to challenge-based investment funding for SSCs from April 2011, it was agreed to incorporate the final year of Women and Work funding as a strand of the first round of the new EIF. The programme was not fundamentally changed for this final year, but the EIF prospectus gave particular emphasis to the need for SSCs to compete for this element of funding. This was on the basis that SSCs would strengthen employer contributions and seek routes to sustainability beyond April 2012. The programme was also piloted across the nations and gave participants the opportunity to return in the final year for secondary funding.

It has been encouraging that the programme has continued to be successful in this final year, with more women being trained than planned (2,507 women against a target of 2,297) - a substantial increase in employer contribution and positive career development and employment outcomes being identified in each of the six sectors which successfully gained funding.

Independent evaluation evidence shows that 46% of learners felt that the project improved their confidence, 23% believe it has enabled them to progress in their work and 20% believe it has led to increased responsibilities. 4% have gained a level 3 qualification and 3% have progressed to higher level technical roles.

The next six months will be critical in recruiting sufficient employers to ensure the projects become self-sustaining. As employers sign up for projects, the UK Commission will then begin to explore the impact of the projects on addressing skills shortages, skills gaps and increasing employer willingness to invest in training.

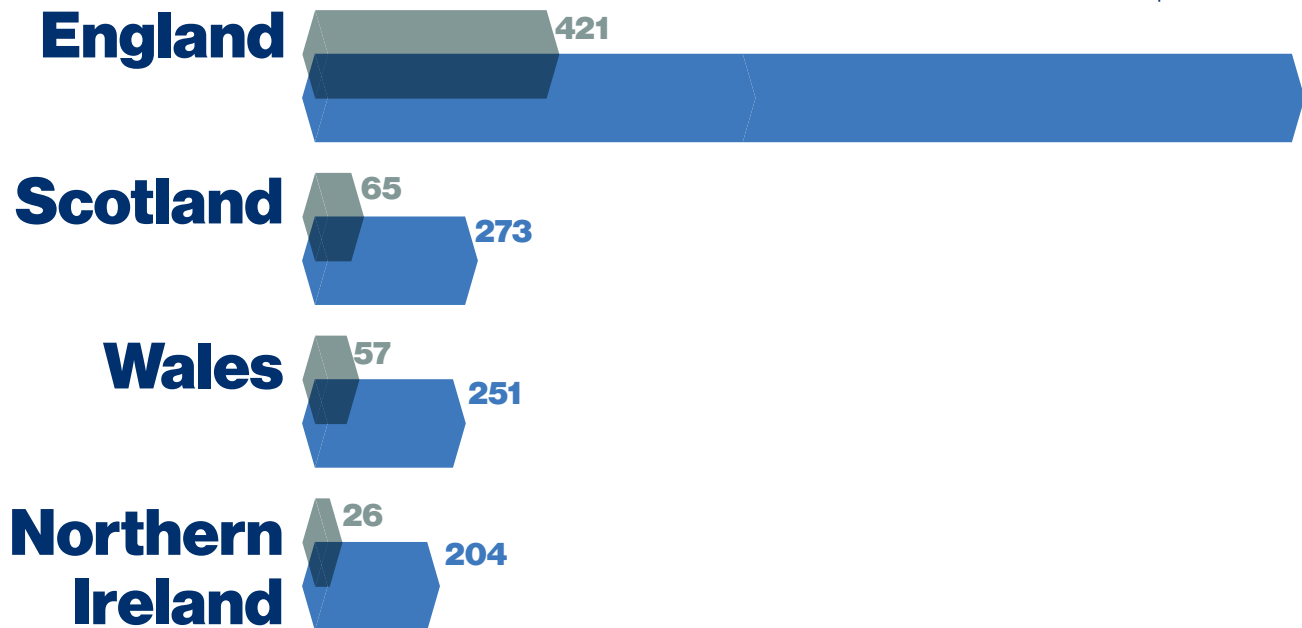
Number of participants and employers 2011/12



Women and Work Projects - Number of employers and participants across the nations

The project was introduced across the Scotland, Wales, Northern Ireland during 2011 - 12

■ Number of Employers
■ Number of Participants



Examples of training undertaken to upskill women

- Health & Safety at work
- Infection control and safe use of chemicals
- Presentational skills
- Website design
- Employment law
- ILM Level 3 Management and Leadership
- Coach and bus driving
- Project management
- Chemical engineering for scientists
- Basic nutrition management planning
- Safe use of veterinary medicines
- Chef's programme
- Green roof design
- Supervisory skills
- Trailer training

EIF 1 project summaries and achievements

The first phase of Employer Investment Funding (EIF1) was introduced in April 2011 and ran concurrently with the final year of SSC strategic funding to March 2012. The eight Projects awarded EIF1 are described below:

ConstructionSkills – Green Deal Competency Framework

The Green Deal is a new Government initiative to provide flexible loans for people to fund home improvements that reduce energy consumption. It is estimated to create 100,000 jobs in the sector by 2013 and 250,000 by 2030. This project was about ensuring sufficient skills provision is available so that workers in the sector are able to access high quality training to help them take advantage of the new jobs in the sector and support the successful implementation of the Green Deal. The project was delivered by ConstructionSkills in partnership with Asset Skills and SummitSkills.

Employers attended regular meetings to discuss the skills required and appraise the training modules to support the Green Deal. This provided a good understanding of the current supply and demand issues in the sector and identified the training necessary to meet gaps in the sector. ConstructionSkills were awarded EIF Phase 2 funding to further develop the capacity of the sector and ensure that sufficient supply of training is available.

Creative Skillset - Extending the Tick – A skills Sat Nav

In the creative media sector there is a complex and confusing training landscape and an oversupply of provision. The complexity of the landscape means that many employers have a negative perception of training. The Creative Skillset Tick is a voluntary kitemark which aims to provide a quality standard for training provision which employers can trust.

The standards for the Tick assessment process were developed by Creative Skillset. These were then tested on providers from a range of sectors and included those that were largely recognised as already delivering high quality provision. The applications were assessed by Creative Skillset and independent industry experts, and then the standards were modified where appropriate.

To date, 132 Higher Education courses, 31 short courses and 9 Apprenticeships have achieved the Creative Skillset Tick standard, giving employers the opportunity to choose training that has achieved a quality assured standard. Further work on marketing and promoting the Creative Skillset Tick is taking place, including through EIF Phase 3 and the Growth and Innovation fund.

Semta – The Talent Retention Solution (TRS)

The TRS is an online tool designed to match the highly skilled employees displaced following the Strategic Defence and Security Review with vacancies in the growing advanced manufacturing and engineering sector. It supports engineers looking for work, companies looking to recruit and the UK in retaining vital skills in growing sectors such as aerospace, automotive, renewables, marine and nuclear. It supports employers with recruitment needs as well as individuals looking for work.

The project made a successfully transition from EIF funded development to employer-funded continuation. By the end of the EIF funded period, six regional sponsors had each committed £25,000 for further support of the TRS throughout 2012.

From 1st January 2012, the system has been wholly funded by employers – a £0.7m budget for 2012. To date 576 UK companies have registered, the number of registered vacancies is growing quickly with 988 live vacancies and the details of over 2,400 people. The service is free for SMEs.

The Institute of the Motor industry - Supporting the Move to Professional Registration and Voluntary Licence to Practise

There is an on-going drive to professionalise the Automotive Retail sector in order to address key skills challenges in the sector, most notably: a lack of consumer confidence; a shortage of workers in skilled trades and; the need for existing workers to keep pace with technological change in the sector.

The project provided employers with flexible qualifications and new accreditation approaches to support the implementation of a professional register for the sector. The project developed and brought to market 50 new CPD modules, developed a new accreditation approach for the accident repair and light vehicle sector and developed higher level apprenticeships. Employers were engaged to lead in the development of the new qualifications to provide them with higher-quality new entrants and also provide a range of flexible CPD modules to enable them to up-skill their existing staff. This is expected to increase employers' investment in training, improve the skills of staff which will enable them to become more productive, open new market opportunities and instil greater employer confidence in the sector.

EIF 1 project summaries and achievements

e-skills UK - AmbITion

This project was to help address sector concerns about the lack of new talent entering the industry by supporting the mainstreaming of a range of existing e-skills activities, including: Computer Club for Girls (to encourage more women to enter the sector); the Big Ambitions careers website (to provide employer-developed careers information for potential entrants); the IT Management for Business (ITMB) degree, and; professional work placements. These activities were expected to increase individuals' understanding of the sector and the different jobs available, making them more likely to consider IT-related careers.

The projects were effective in engaging with a high volume of participants and student surveys found that for each activity 70 to 95 per cent were more likely to consider IT-related education or careers. e-skills UK is further developing the Big Ambitions website, the ITMB and professional work placements through EIF Phase 2 projects. The Computer Club for Girls is continuing through a self-sustaining employer funded model.

Skills for Health - Skills Passport for Health

The healthcare sector in the UK is under significant strain. Demand is expected to rise significantly and the sector faces immediate financial pressures which will continue. The sector needs to respond to new market conditions by developing new ways of working.

The Skills Passport for Health will reduce the needless duplication of training, improve productivity and increase quality of services. It will enable employers to make more robust assessments of existing skills, and the skills needs, of their employees and therefore target training more effectively and efficiently. This will mean employers investing in more relevant training, which will bring productivity and efficiency savings and a better skilled workforce.

After significant employer consultation, interim modules of the Passport are in use in two regions. The full Passport is being developed and will be rolled out on a region by region basis starting in 2013. Ultimately a three year licensing model is to be agreed with a significant number of employers to ensure Passport usage will endure and spread.

Skills for Logistics - UK Modern Logistics Guild

The logistics workforce currently has a shortage of basic, intermediate and technician class skills. Employers in the sector also experience difficulty recruiting appropriately skilled staff due to the poor image of the sector. Prior to this project, Skills for Logistics held consultations with 32 employers and stakeholders. This yielded overwhelming support for the development of a Guild for the sector. These responses gave rise to this project to undertake a detailed feasibility study to scope the potential of developing a new logistics Guild in order to increase new entrants and employer investment in skills.

Through a combination of employer surveys and employer and stakeholder focus groups, universal support was identified for the Guild. Skills for Logistics obtained funding through EIF Phase 2 to further develop the Guild.

Cogent - Life Sciences SMEs and license to practise

This project was to explore the applicability of a 'Licence to Practise' model for SMEs in the Life Sciences sector, based on the Gold Standard. The Cogent Gold Standard is a national competency framework that sets the skills benchmark for world class performance. Future growth in jobs and investment in Life Sciences will depend on the ability of SMEs to be successful, both commercially and technically, and this bid was critical in enabling and ensuring their success.

This project was to tailor the Gold Standard to meet the needs of Life Sciences SMEs. Cogent ran a series of workshops to identify the range of training available that meets SMEs requirements. Together with the NSA Process Industries they then mapped this training to the Gold Standard. Mapping these courses against a national competency framework improves access and take-up of high quality training, expedites the delivery of best practice across the sector and gives SMEs external national recognition of their training, as well as helping to make their investment in skills more 'visible'.

Following the recommendations from the study Cogent is undertaking further work through GIF funding to tailor the Gold Standard to meet the needs of SMEs. Ultimately, it is expected that employers will pay to sign up for the Gold Standard.

Appendix 1

National Skills Academies (NSAs) (England only)

In April 2012 the GIF Board recommended the extension of two existing NSAs. The NSA for Nuclear expanded into Manufacturing for Nuclear and the NSA for Creative and Cultural, which currently covers Live Music and Theatre, extended to cover Jewellery, Heritage & Craft and Design.

NSA	SSC	In Learning 2011/12 (up to 23 May 2012)	Learner Starts 2011/12 (up to 23 May 2012)	Is the NSA wholly owned by the SSC?
Construction	Construction-Skills	11,150	2,798	Yes
Creative and Cultural	Creative and Cultural	7,882	3,834	Yes
Environmental Technologies	SummitSkills	177	37	Yes
Financial Services	Financial Skills Partnership	9,073	1,347	No
Food and Drink	Improve	5,419	1,631	Yes
Hospitality	People 1st	10,240	4,718	Yes
IT	e-skills UK	2,954	906	Yes
Logistics	Skills for Logistics	313	215	Yes
Manufacturing	Semta	8,192	3,270	Yes
Materials, Production, Supply	Proskills	9,280	2,987	Yes
Nuclear	Cogent	1,583	521	Yes
Power	Energy and Utility Skills	437	56	Yes
Process Industries	Cogent	431	93	Yes
Rail Engineering		n/a	n/a	No
Retail	Skillsmart Retail	17,158	6,134	Yes
Social Care	Skills for Care & Development	14,699	9,672	Yes
Sport and Active Leisure	SkillsActive	9,599	2,454	Yes
	Total	107,919	40,673	

This data only records the proportion of NSA learners that undertake and receive funding for publicly funded courses at levels 2 and 3. There are significant numbers of learners undertaking full cost and other learning through NSAs that are not recorded in this data.

Public funding to the SSCs from the UK Commission for Employment and Skills

SSC	Strategic core funding received from UKCES 2011/12 £000	Total funding received from UKCES 2011/12 £000
Asset Skills	£1,615	£2,294
Cogent	£1,583	£3,224
ConstructionSkills ¹	£1,723	£2,520
Creative and Cultural Skills	£1,643	£1,780
Energy and Utility Skills	£1,578	£1,996
e-skills UK	£1,744	£3,071
Financial Skills Partnership	£1,529	£1,738
GoSkills ²	£423	£423
Improve Ltd	£1,607	£1,747
Institute of the Motor Industry	£1,593	£2,180
Lantra	£1,670	£2,307
People 1st	£2,696	£4,107
Proskills	£1,588	£1,947
Semta	£1,615	£2,760
SkillsActive	£1,658	£2,429
Skills for Care and Development ³	£1,575	£1,697
Skills for Health ⁴	£1,638	£2,217
Skills for Justice	£1,527	£1,989
Skills for Logistics	£1,703	£1,975
Creative Skillset	£2,085	£3,133
Skillsmart Retail	£1,672	£1,813
SummitSkills	£1,626	£1,737
Total	£36,090	£49,085

¹ ConstructionSkills is a partnership between CITB-ConstructionSkills, CITB-ConstructionSkills Northern Ireland and the Construction Industry Council. The remit of the three organisations is wider than that of an SSC and therefore the SSC funding is just a contribution towards the overall costs of supporting the sector.

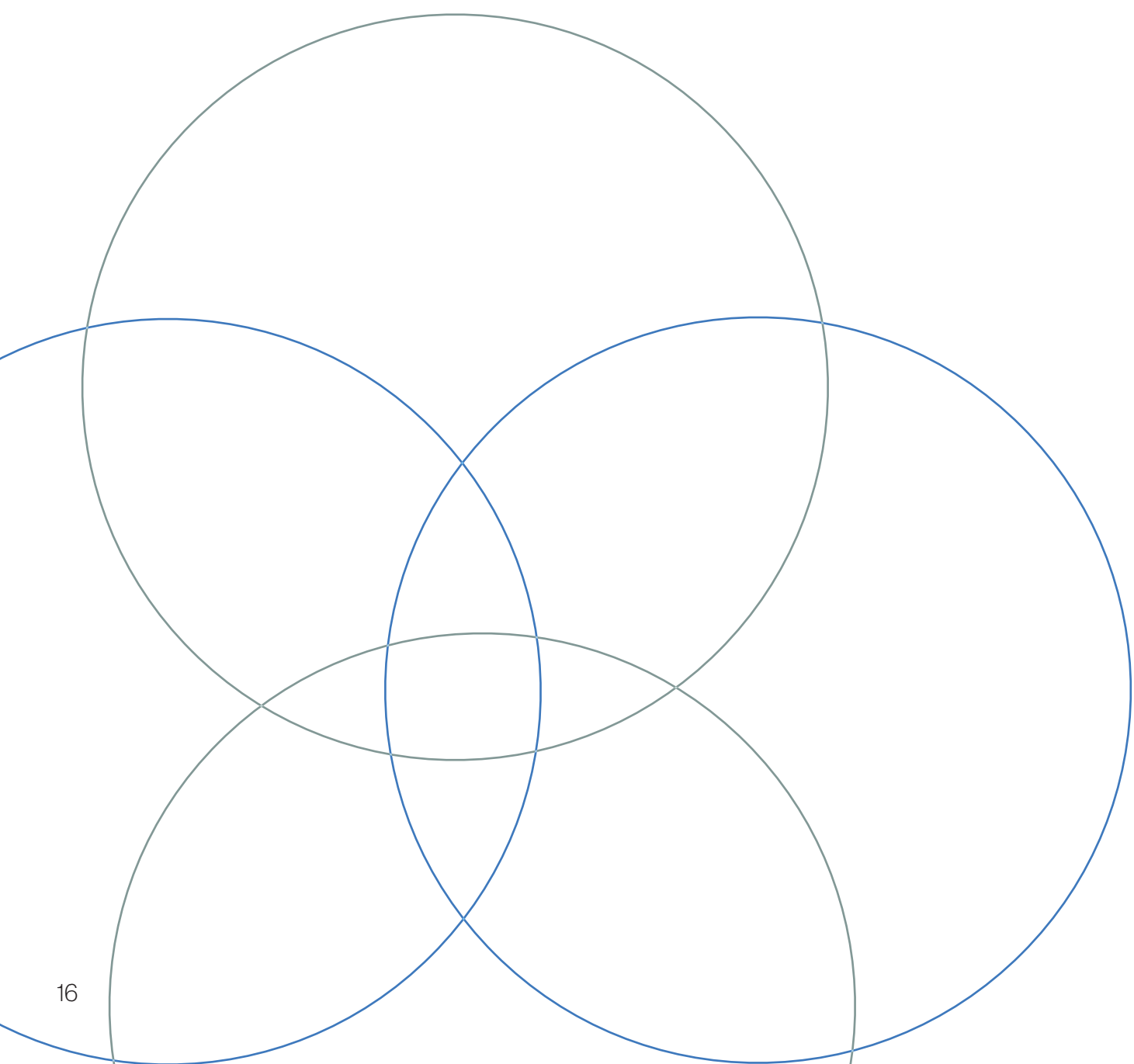
² Goskills ceased business on the 30/06/11.

³ Skills for Care and Development is a partnership of six organisations.

⁴ Skills for Health had extensive projects funded by the Department of Health.

Sector Skills Councils

The next section of the report will highlight some of the key achievements of SSCs to date, focusing on key areas such as research and standards, apprenticeships and working with young people, innovative programmes to meet employer's needs, working across the UK and delivery and impact. These are summaries written by SSCs in their own words. They are provided to offer a summary of progress made sector by sector. They do not represent a formal analysis of SSC performance by the UK Commission.



Facilities Management, Housing, Property, Cleaning and Parking

Core Work: research, standards and qualifications

- Major review of all Housing NOS to ensure they are fit for purpose and represent current work structures
- Development of a wide range of energy assessment and advice NOS commissioned by DECC covering domestic and non-domestic work roles
- Development of National Occupational Standards for senior managers in Facilities Management
- Development of Specialist Cleaning NOS
- Review of all Apprenticeship Frameworks to ensure they meet new compliance standards
- Feasibility study for Energy Assessor and Advisor Apprenticeship Framework
- Development of a new knowledge certificate for Property Level 3 apprenticeship

Innovative Programmes and Solutions to meet Employers Needs

- In the cleaning industry, new qualifications have lifted a sector that has typically struggled to attract skilled staff. There are now solid career paths in cleaning with progression routes clear at the outset. The successful Women and Work programmes over the last four years has supported 4,710 beneficiaries
- The development of the UK Skills Academy, which is employer led and self-funding. To date there have been 1231 employer enquiries resulting in 450 employer referrals to training providers and the enrolment of more than 650 candidates. It has leveraged over £2m funding for employers through project awards
- Leading and participating in a range of collaborative projects with other SSCs in key areas of carbon reduction and energy conservation, as part of the Green Deal Skills Alliance
- Asset Skills leads a consortium of four SSCs as part of the pan-European Build Up Skills initiative, in preparing to meet the EU's 20-20-20 energy efficiency and carbon reduction targets.

Delivery and Impact

- High levels of social return on investment as evaluated and audited by Baker Tilly on specific high profile projects amounting to £58.6 million. As these represent approximately 20% of our activities Baker Tilly independently states that there are total gains to the Asset Skills footprint of some £293 million per annum from all areas of our work
- A substantial reduction in the workforce with no qualifications and an increase in those with Level 2 qualifications and major increases in Level 4 qualifications
- Increased employer investment in learning and development, resulting in a 30% increase in Gross Value Added (GVA) per employee

Raising Standards through Skills Development

- The qualifications and Apprenticeships Asset Skills has developed are helping more young people gain access to our sector and are making it easier for employers to train their existing employees
- Suites of NOS forming the basis of Qualification and Credit Framework (QCF) units and qualifications

Working with the Four Nations

- Asset Skills has delivered several successful skills projects across Scotland, Wales and Northern Ireland, including:
- Development of brand new SVQs and Apprenticeship frameworks in Facilities Management at Levels 2 and 3
- Raising the profile of skills in the Scottish cleaning sector through the organisation of a hugely successful Skills Competition and the recognition of expertise at a national awards ceremony
- Participation in two Welsh government and EU-funded sector-priority pilot projects that resulted in the delivery of training to around 500 participants including Apprenticeships at level 2 and 3 in facilities management, housing, cleaning and surveying as well as green and energy efficiency qualifications and level 3 property qualifications
- In Northern Ireland, employers have looked to build on the existing skills within their workforces as a way of lifting them out of the economic downturn. They have done this through the take up of new training programmes and Apprenticeships. More businesses are now recognising the benefits such programmes offer by way of flexibility and effectiveness
- Skills projects in Scotland, Wales and Northern Ireland that have resulted in projects to deliver re-entry into employment for the long-term unemployed; a project to manage the procurement of training delivery resulting in a 30% reduction in costs to employers

Research

- Asset Skills has a comprehensive research programme, the outputs of which are produced to determine how new vocational qualifications are shaped to meet anticipated industry needs. It also helps influence the direction of funding support for employers by producing the evidence we need for funding bids. In 2011/2012 the research team was highly productive, publishing a number of different papers on a wide variety of topics
- Delivered higher level qualifications (Apprenticeships, NVQs and certificates) to over 800 candidates working through over 100 employers

For more information visit - <http://www.assetskills.org/>

Core Work: research, standards and qualifications

- Cogent works with awarding bodies to produce new NVQs for Nuclear Decommissioning and Radiation protection, reflecting employer demand for the new qualifications
- Cogent has developed the Gold Standard and Job Contexts which take key job roles in the Process/ Nuclear Industries and define a framework of training and qualifications to achieve 'world class' performance
- National Skills Academy Process Industry extension for Composites and Biotechnology, the first extension of its type
- Nuclear Island, a nationally available New Build experience for STEM students
- A groundbreaking agreement sees European Union take up of the Cogent Gold Standard in the Chemicals industry
- Energy Skills pre-apprentice Foundation Programme which now being rolled out nationally
- During 2011/2012 the NSA for Process Industries introduced the Process Safety Leadership for Senior Executives course, the first in a suite of courses designed to provide delegates with the fundamental knowledge and understanding of the principles of process safety management across the entire organisation

The enthusiastic take up by industry of this course has seen nearly 360 business leaders from over 100 employers undertake the training in the first 9 months of delivery. A second course designed for operational managers and supervisors is being launched in the summer of 2012
- Cogent's Technical Apprenticeship Service has become one of the first ATAs in the country approved by the National Apprenticeship Service and has made significant progress in engaging SME employers, stimulating Higher Apprenticeship demand and driving up training provision for the polymer sector
- 75 science-sector employer vacancies have already been generated, with over 120 more currently under discussion

Apprenticeships and work to support initial training of young people.

- Launched a new community Apprenticeship programme with sponsorship provided by polymer employers based in the East Midlands, which is still going strong
- Launched "one-stop-shop" web-based careers information advice and guidance centre. The portal features over 200 key manufacturing roles and over 1500 careers advisers use the site every month

Innovative programmes and solutions to meet employers needs

- NSA Nuclear now has over 100 employer members and this generates a cash investment of circa £900k/ annum, additionally the employers contribute circa £300k/annum in kind contribution, Membership is from across the nuclear industry including all the Site Licence Companies and Operators and a large number of the supply chain that supports the industry
- Secured a £50 million training fund for employers in the Cogent Sector as part of a three year deal which allows the funding of second level two and three qualifications as part of the Learning and Skills Council's (LSC) Train to Gain initiative. Based on performance in years 1 and 2 we estimate that by the end of March 2012 approximately 27,000 learners will have benefitted from government funded training
- HEFCE funded Working Higher: initiative to develop a suite of flexible, work-based foundation degrees that tackle real skills issues
- Baker Tilly's audit shows Cogent are achieving around twenty times the amount of funding it receives. Evaluating Economic Impact Report (January 2010) Baker Tilly - the private sector-serving SSCs show gains of between £100m and £130m a year from government and Industry funding of £5m a year
- Cogent has developed the Gold Standard and Job Contexts which take key roles in operations through to management in the Process/Nuclear Industries and define a framework of training and qualifications to achieve 'world class' performance
- 39 employers have signed up to The Gold Standard and are on Cogent's Roll of Honour

Construction Skills

| Construction



Core work including research, standards and qualifications

- Our Construction Skills Network labour market intelligence has become an important forecasting tool for a wide range of industry stakeholders. We also carry out an extensive and well respected programme of research, which is recognised for its quality and insight
- We have developed the Construction and the Built Environment Diploma (C&BE) to help young people secure a career in construction. Since it was established, approximately 2000 young people have achieved a C&BE Diploma
- We continue to develop and maintain the construction industry NOS covering 164 occupations

Apprenticeships and work to support initial training of young people

- Even during the downturn, we have worked with employers and training providers to ensure that over 17,000 apprentices are in training – with the levy directly supporting 13,500 at a cost of £80m. CITB-ConstructionSkills directly manage programmes of just under 6,000 new recruits each year on behalf of the industry, including in excess of 600 who are currently on specialist apprenticeships
- 5,000 undergraduates or graduates are supported either via grants to employers, the Inspire Scholarship Programme, the Undergraduate Development Programme in Northern Ireland or the Constructionarium, which offers a five day field experience for students at university, helping them to gain hands on experience. This latter initiative involves 15-20 universities and up to 1,100 students each year
- Working in partnership with employers, Walsall College and the University of Wolverhampton, we are establishing a construction University Technical College (UTC) in the West Midlands. This will see an investment by the DfE of approximately £8 million to develop the new facility and provide a new industry developed curriculum for 14 to 19 year olds. The new UTC will deliver a contextualised learning experience which provides opportunities for young people to develop both academic and vocational skills which are aligned to the needs of the Construction industry
- The UTC will enrol 600 young people of which 300 will be 14 to 16 years and 300 will be 16 plus

Innovative programmes and solutions to meet employer needs

- By launching the 'Cut the Carbon campaign' with federations we've been helping employers take advantage of the low carbon economy and, through working with our partners in the Green Deal Skills Alliance, we have successfully delivered phase 1 of an EIF project to support the introduction of the Green Deal and are now progressing with phase 2
- A skills diagnostic – delivered in association with employers, to respond to their needs has been introduced. In 2010, 1,047 diagnostics were delivered, exceeding the introductory target of 800
- We are working with Local Authorities to roll out the Client Based Approach, which provides a toolkit to deliver employment, apprenticeships and training through construction projects. Initially taken forward in England, we have received support in extending this approach in Scotland.

Delivery and impact

- Through the Positive Image campaign, we are challenging perceptions of the construction sector and promoting construction as a career choice. A new website, bconstructive, has been rolled out and more than 300,000 young people have expressed an interest in joining the industry
- The NSA for Construction has been highly successful – with the Olympic build being amongst the most high profile projects. So far, the NSA programme has engaged with over 3,000 employers and delivered over 1,500 apprenticeship starts, 2,000 work experience placements, 3,000 NVQ completions, and 10,000 school, HE and FE visits, with 300 graduates having worked on site and 5,000 jobs offered to the local community

Working across the UK

- Through our Construction Ambassadors, we have worked to widen the pool of talent. SkillBuild competitions have grown over the years, with over 2,000 young people from across the UK competing to be the best
- We have rolled out a series of Shared Apprenticeships Schemes that allow employers to take on an apprentice with reduced risk. The schemes have been successful in Wales and Scotland, with further programmes being introduced across England throughout 2012
- Joint investment strategies to deliver projects and business support have been agreed in Scotland and Wales and we hope to work in partnership with the Core Cities in England to deliver investment strategies which promote growth in the sector

For more information visit - <http://www.cskills.org/>

Creative & Cultural Skills

creative
& cultural
skills

The National
Skills Academy

CREATIVE
& CULTURAL



Craft, Cultural Heritage, Design,
Literature, Music Performing
Arts and Visual Arts

Core work including research, standards and qualifications

- Worked closely with employers to develop 21 new suites of National Occupational Standards from scratch since 2008. This has helped to underpin the development of truly occupationally-related qualifications
- Creative & Cultural Skills has provided detailed labour market intelligence and research on the sector, and are strengthening the quality of this through a number of partnerships
- The launch of www.creative-blueprint.co.uk in 2011 has acted as a portal to LMI and industry research publications, policy updates and think pieces on the creative sector

Apprenticeships and work to support initial training of young people

- Worked closely with employers to develop 19 Creative Apprenticeship frameworks across a number of subjects at levels 2 and 3. Creative & Cultural Skills are now working to develop further frameworks and higher level apprenticeships. These qualifications products provide clear vocational routes (both for new entrants to the sector and established practitioners)
- Pioneered the Creative Apprenticeships programme in order to create employer-endorsed pathways into the sector. From a standing start of zero in 2008, over 1800 people have either completed, or are undertaking a Creative Apprenticeship. This has included setting up successful pilots in Scotland, Wales and Northern Ireland and innovating new methods of delivery through our Apprenticeship Training Service (ATS) and other collaborative models

Innovative programmes and solutions to meet employer needs

- Creative & Cultural Skills is developing new ways to deliver Apprenticeships for micro-businesses and freelancers, including establishing Group Training Associations, utilising the Apprenticeship Training Service to support micro-businesses by employing apprentices directly, and exploring models to support apprenticeships in industries where portfolio working, seasonal working and short term contracts are all common

Delivery and impact

- Created a National Skills Academy for Creative & Cultural as a delivery network for our programmes. The network now holds over 230 employer members in theatre and live music, and 20 further education Founder College members. In 2012/13 the Skills Academy will extend its reach to jewellery, cultural heritage and design and begin to operate in Scotland, Northern Ireland and Wales
- Employers have invested over £7 million in Apprenticeship wages for staff since 2008, and have contributed in membership fees and in-kind investments to the success of the Skills Academy
- Twenty Founder Colleges have committed over £400,000 per annum to the Skills Academy, since its inception. In 2012/13 there will be an increased commitment from further associate colleges and associate higher education institutions
- The NSA for Creative & Cultural achieved Arts Council England National Portfolio Organisation status for 2012/13
- Raised £13.5 million for The Backstage Centre, co-located with the Royal Opera House at Thurrock, completed in 2012. This will provide training for backstage and off-stage technical staff in a unique production facility.

Working across the UK

- In 2012 we are setting up new skills Academy initiatives in Scotland, Northern Ireland and Wales.
- We have provided over 1 million people with careers information and advice through our Creative Choices programme of online resources and live events
- The Creative Choices website now receives over 80,000 visits a month, providing detailed industry-led advice and guidance on how to get into and get ahead in the creative sector

For more information visit - <http://ccskills.org.uk/>

Creative Skillset

Entertainment media,
Fashion and Textiles,
Publishing and Advertising



Developing world class talent

Skillset is the only SSC in the Stonewall Top 100 list, now placed in 67th, up nine places from the previous year.

Core work: research, standards and qualifications

Creative Industries Council Skillset Skills Group

Chaired by Chief Executive, Dinah Caine, the CIC Skillset Skills Group pooled 17 of the sector's top leaders. The Group identified the key skills and talent issues facing the sector and how to address them. The Council fully endorsed the report's 17 recommendations, setting the parameters for a huge amount of future Creative Skillset work.

Apprenticeships and work to support initial training of young people

Skillset accreditation

The Skillset Tick is the industry kitemark of quality in provision of education and training for creative disciplines. Seven new HE courses were accredited this year bringing the total number of accredited courses to 33. The Tick, hitherto only awarded to higher education, was extended to short courses and Apprenticeships. 30 courses and nine Apprenticeships were accredited. A new website for accreditation application was developed, making the process paperless and more efficient. Work also began on a pilot for universal accreditation for HE courses across the Creative Industries.

Apprenticeships

The number of Skillset Apprenticeships in the UK rose to 943, breaking down as England: 713, Scotland: 197, Wales: 18 and Northern Ireland: 15 (this cohort in the first Aim High scheme). Skillset worked with a group of knitwear and textile employers in the Scottish Borders to plug a potentially crippling skills gap resulting in 85 Modern Apprenticeship in Fashion and Textiles registrations.

Funding for training

The voluntary film levy the Skills Investment Fund (SIF) raised over £620K this year taking the total investment over £8m. The Film Skills Fund, which draws on the SIF and BFI Lottery money funded training for just under 2,000 people. The TV Skills Fund contributed almost £450K on a range of training schemes, with a particular focus on funding for individuals.

Innovative programmes and solutions to meet employers needs

Skills for Digital Economy

The Skills for the Digital Economy programme aims to ensure the Creative Industries in West Wales and the valleys have the skills to build a dynamic, enterprising sector. This year's £275K investment provided training for 102 individuals in priority areas identified by research, including entrepreneurial skills, leadership and management and monetising content through multiplatform.

National Occupational Standards

In response to industry need, National Occupational Standards for Publishing (Book and Journal), Advertising, Camera and Props were developed and reviewed in close consultation with industry.

These NOS have fed qualification and Apprenticeship development. Members of the industry steering groups included the CEO of Random House, and COOs of Addiction and Digitas.

Working with the Four Nations

Research

Working as lead SSC for producing the Creative Media and Entertainment Sector Skills Assessment (SSA) with CCS, Skillset's Research Team successfully submitted one full and four summary nation reports to UKCES.

Trend analysis and impact research was also undertaken in the film sector. The Film Research Programme consolidated the latest available trend data with gathering film industry opinion on current and future skills needs.

In Wales Skillset research identified skills gaps and future skills needs, including the delivery of research into future skills needs of the Digital and Creative sector in Wales over next 5-10 years.

Gas, Power, Waste Management and Water Industries

Our success to date evidences a wide portfolio of products and services that meet our employers' needs, on an individual company, industry-specific or sector wide level. All of these products and services have been developed in collaboration with employers and their value is evidenced by their use and impact across the sector.

Joined up Skills Approach – understanding the issues

Workforce Planning Model

We have built a Workforce Planning Model (WPM) to enable companies to assess their future labour and skills requirements up to 15 years ahead and to plan appropriate recruitment options. More than 60 major gas, power, waste management and water employers actively use the model, including; National Grid, Scotia Gas, Scottish Power and Severn Trent Water. Company data can then be aggregated to form an industry-wide picture of demand. The model has been used to provide compelling foresight data for gas and power distribution companies which resulted in the industry regulator, Ofgem, allocating £285m of ring fenced skills investment in the current regulatory price control periods. The WPM focuses mainly on the core technical and engineering occupations in each industry and contains data on approximately 80,000 employees.

The WPM has considerable development potential and a number of activities will be undertaken as part of the Employer Investment Funding to build in additional functionality including:

- Building in capital investment plans into the model to better enable companies to articulate their future skills needs by shifting their planning focus from short to long term requirements
- More engagement with Tier 1 contractor companies to provide greater sector coverage
- Supporting the implementation of the model in other sectors of the UK economy

Apprenticeships and work to support initial training of young people.

To ensure that we are addressing the problems arising from the skills gaps faced by our sector, we are exploring the attractiveness of the sector, and through Employer Investment Funding of £724k a portfolio of careers information leading to developing the attractiveness of the sector is underway. Part of this project is to produce a suite of interactive tools and e-learning materials aimed at potential new entrants and careers advisors/ influencers along with a Green Ambassadors programme to stimulate interest in careers in the sector. The programme will influence 200 public and private front-line careers staff, engage 50 schools and 10,000 pupils and offer a Career Planning Tool to 15,000 schools and further education colleges by 2014.

Talent Bank

Building on the attractiveness of the sector, it is then important to ensure the recruitment mechanisms are in place to support employers. We have developed Talent Bank, a recruitment and training hub, developed in collaboration with sector employers and other stakeholders. It will provide a responsive and flexible, regionally focused service to match recruitment and training needs, delivering 1,700 Apprentices and higher skills learners into jobs by 2015. Talent Bank has been created because of the clear need to address the latent skills gap that has become apparent through the sector intelligence gathered by our Workforce Planning Model.

Innovative programmes and solutions to meet employer needs

Supporting Quality Training and Health and Safety

Energy and Utility Skills Register (EUSR) supports 37 voluntary industry skills recognition schemes delivered via traditional training routes. EUSR holds the registrations of 140,000 individuals (over 23% of the sector workforce) recognising over 290,000 skills endorsements. By 2015, EUSR will hold registrations of over 150,000 sector employees, which is 37% of the sector.

New Entrant Training in Renewable Energy

An enhanced group purchasing scheme is being created to accelerate training and development of new recruits into the offshore wind industry. It will quality assure 20 learning programmes and 30 Education and Skills Providers supporting the creation of 3,000 new jobs, 2015.

Working through the Supply Chain – collaboration in action

A strategic skills planning tool is being developed to support major contractors and consulting engineers fills skills shortages through better planning and improved routes to competence. The programme will formally recognise the skills of 20,000 employees, deliver 10,000 skills outputs and create up to 2,000 jobs, by 2015.

Working in the SME Market

SMEs form a significant part of the gas utilisation and waste management industries; we are extending our products and services to making them applicable to SMEs and micro-businesses in relation to new technologies, triggering growth and increased economic performance. This offer will enable 120 SMEs to access our full range of products and services, train 40 skills mentors, quality assure 36 providers, train and offer recognition to 1,200 employees and engage 36 individuals in work placement opportunities.

The National Skills Academy for Power

The NSA for Power was established in 2010 to raise the profile of the industry and deliver the industry's skills needs. Recognising the need to collaborate, employers have contributed around £1million of cash and in kind investment each year over the Skills Academy's life span. The Skills Academy has reached an agreement with over 28 employers and stakeholders, securing their time and resources, to develop a competency scheme to improve the governance of the competency assessment. The competency accord is designed to enhance the safety, health and environmental security performance of businesses within the Power Sector.

For more information visit - <http://www.euskills.co.uk/>

e-skills UK works with employers and partners in industry, education and government to make sure the UK has the technology-related skills it needs to thrive in the global digital economy.

Core work: research, standards and qualifications

Informing Decision Making

More than 45,000 people stay up-to-date with the latest developments in IT and Telecoms thanks to e-skills UK's rigorous Labour Market Information.

Standards to underpin qualifications

e-skills UK produces and maintains the National Occupational Standards for IT and Telecoms professionals, and for IT users.

Qualifying IT professionals

We work with awarding bodies, educators and training providers to make sure qualifications deliver maximum value to learners and employers.

Certifying employability skills

In 2011/12, 123,000 people completed an ITQ, the IT user qualification devised by e-skills UK that embeds important employability skills.

Apprenticeships and work to support initial training of young people

Creating new jobs

The new Apprenticeship service has caused 150 small businesses to recruit 225 apprentices in the last year, by working with employers to aggregate demand and create new provision where the sector needs it most. More than 6,500 people completed an IT and Telecoms Apprenticeship in 2011. A sector-managed Apprenticeship programme is underway to raise standards.

Raising standards and quality

Among e-skills UK's Apprenticeship projects is a sector-managed programme, designed to raise standards and quality for employers and apprentices alike.

Addressing the gender imbalance

Fewer than 20% of IT professionals are female, so encouraging more girls into IT is one of e-skills UK's priorities. Our after-school computer clubs for girls aged 10-14 have changed the attitudes of more than 135,000 girls in over 6,800 schools. 88% say they are more likely to pursue IT-related education or careers as a result.

Raising aspirations

More than 30,000 people a year use the BigAmbition websites for 14 to 19-year-olds, to see for themselves the excitement and rewards of a career in technology. 93% say they are more likely to pursue IT-related education or careers.

Improving employability

More than 1000 students at 14 universities are now undertaking the sector-backed ITMB degree, supported by over 60 employers. Graduates secure high quality IT jobs in top companies - 100% of 2011 graduates went straight into work or further study.

Innovative programmes and solutions to meet employer needs

Improving access to learning and development

3,000 IT professionals have benefited from the NSA for IT's skills development and training services, since it was launched by e-skills UK in 2011. The Skills Academy is developing a network of high quality training providers, offering Apprenticeship training and expertise in strategically important areas like cyber security.

Developing new routes to IT careers

Four other specific apprenticeship development programmes are in development, providing employer-backed pathways for entrants of different levels of prior attainment. In Wales, the Developing a Programming Pathway project used the expertise of a local university to train unemployed people for work in technology.

Maintaining a healthy pipeline

Future plans include work to encourage talented young people into IT, with particular focus on under-represented groups and those who are NEET (not in education, employment or training). e-skills UK is also creating a new school curriculum in IT and expanding the work of the NSA for IT.

Delivery and impact

During 2011, e-skills UK's work directly impacted 141,000 individuals and 10,700 companies, and made more than 33,000 young people more likely to consider IT related education and careers.

Working across the UK

Many of the projects outlined on this page benefit all the nations of the UK. In addition, with dedicated employer boards in Wales, Scotland and Northern Ireland, e-skills UK works to boost IT skills and capability through interventions that meet specific national requirements.

Projects include:

Scotland

Piloting the Business IT Guide to help small companies in the Highlands and Islands make the most of technology.

Wales

Curriculum development for the Welsh Baccalaureate, and broadening access to IT careers through the Pathways to Apprenticeship Programme.

Northern Ireland

Development of the NI specific careers website Bring IT On.

For more information visit - <http://www.e-skills.com/>

Financial Skills Partnership

Finance, Accountancy and Financial Services



Core work: research, standards and qualifications

As well as a Board representing senior individuals from across the sector, the Financial Skills Partnership established sector panels for each of the subsectors and support nation panels in Scotland, Wales and Northern Ireland. Membership of the sector panels consists of senior employer representatives, some 70 organisations currently, including major banks, insurers and accountants. The sector panels consider the main challenges facing the sector to inform the work of the FSP, its priorities and the alliances necessary to deliver the needs of employers.

- The Financial Skills Partnership support and provide resource to the Skills Gateway in Scotland. This has a core purpose of taking Scotland's financial services talent to 'world class' levels by directly matching skills provision to the needs and priorities of Scotland's financial services sector, and by inspiring an improvement in talent at all levels of the existing and emerging workforce. An important initiative to advance the Strategy for the Financial Services Industry in Scotland, the activities of the Skills Gateway form part of the over arching remit of FiSAB and the Chair of the Employer Council regularly updates FiSAB on Gateway progress.
- We launched our careers service 'Directions' in October 2011, which has been received with overwhelming success. Directions enhance the talent pipeline for our sector and break down any negative or incorrect perceptions.

Direction operates in three ways:

1. Directions online informs future talent about the breadth of opportunities in finance, accountancy and financial services. Directions provides access to careers information, work placement programmes and careers opportunities, such as apprenticeships and school leaver schemes, offered by employers in our industry for those just starting to explore the world of work.
2. Directions events service hosts on average 15 events per academic year across the UK, bringing together employers, students and careers advisers/teachers.
3. Directions outreach service delivers workshops in schools and colleges. These workshops raise awareness of careers in finance, accountancy and financial services.
4. Directions is an entirely employer-led initiative and is financially

supported through organisation in the industry – employers, professional bodies, trade bodies and training providers.

Apprenticeships and work to support initial training of young people

We have developed a network of over 3500 schools, colleges and universities who come along to events, receive workshops and use Directions online. We also work closely with Skills Development Scotland and the Scottish Gateway to ensure that the information is promoted to young people in Scotland through their websites.

- UK-wide employer investment through a 'partnership scheme' with a cross section of employers having joined the scheme, totalling £134,000 with new members coming on stream. Financial Skills Partnership's successful partnership approach is also evident in the level of engagement from trade associations. SMEs form the largest group of employers in all the areas covered by the Financial Skills Partnership and in the Financial Services sector this figure is well over 90%. Following extensive investment and development in July of 2012 the FSP will launch a new website aimed at all employers and containing a password-protected paid-for section aimed specifically at SMEs which contains support for the development of their business. This will start with a Training and Competence toolkit but will over the coming months include toolkits on work experience, apprenticeships and internships.
- Worked with HSBC to launch their 1000 place Apprenticeship scheme and their national work experience scheme, with huge success which saw over 2000 applications from 14-19 year olds for 130 placements.
- Our research 'Routes to Success', undertaken in conjunction with Career Academies UK during 2011, will be launched in June 2012 at a policy roundtable with representatives from Deputy Prime Ministers Office, UKCES, the Department for Business, Innovation and Skills, Association of School and College Leaders, the Bridge Group and a range of professional and trade bodies across the sector.
- The development of Apprenticeship frameworks to address skills deficiencies across the four nations of the UK. Our frameworks are at levels 2 to 4, with our level 4 framework in Accountancy being the most widely used of all level 4 frameworks. We were also successful in our Higher Apprenticeship Fund bids starting in April 2012 to develop a Level 4 Apprenticeship in Banking and a Level 4 Apprenticeship in Insurance. Our reputation has enabled us to galvanise large and small employers across the sector to participate in the development of these frameworks which

Financial Skills Partnership



will see over 150 new learners start by March 2013. We have continued to act as the Issuing Authority and supported firms in our sector in developing their own apprenticeship frameworks.

Innovative programmes and solutions to meet employer needs

Successful bids for two EIF projects, which will start April 2012 and most of 2011/2012, was spent galvanising the support and involvement of employers. The employer-led, sector panels contributed much of the background to the bids, based on employer skills needs. The projects are the Hidden Powerhouse and Leadership 21C. The first looks to support the development of SME businesses through a series of toolkits and for advisory firms in Financial Services, a Graduate Foundation College. The college is a new concept developed by the industry with the Financial Skills Partnership. It looks to address two issues, the number of unemployed graduates who need to gain valuable employability skills and the needs of the sector for new talent due to an ageing population and the impact of regulatory change caused by the Retail Distribution Review. The first 150 graduate will start the programme in September 2012 and they will receive 10 weeks of training provided by major employers and also gain the first regulatory module of the appropriate qualification. They will then commence a 6 month paid internship with an SME advisory firm. For some this may result in full time employment but even if this is not the outcome they will have gained valuable skills and knowledge to help them into a career. The SME advisory firms will be able to recruit pre-screened, part qualified graduates who have

completed basic industry training and grow their business. The 6 pilot areas for this project are Edinburgh, Cardiff, Birmingham, Leeds, London and Manchester.

Delivery and Impact

Leadership 21C is focused on Boards within the Financial Services Sector. The Financial Services sector has suffered from a poor external image for some time and in recent months this has become much more of a serious reputational issue for the sector. Government and the regulator have increasingly focussed on the culture of Boards and we still have the issue of diversity at board level on the table. In the background there is always the threat of a more interventionist approach on a pan-European level. Working with the industry we now have a window of opportunity in which together we can resolve these issues and start to restore reputation. We are working with the regulators, trade associations and employers to create a set of voluntary standards for boardroom practice and behaviour that can be used by boards to measure their own performance and hopefully improve board effectiveness and diversity.

- Building on our previous Training and Competence guidance document we have developed a "build your own" toolkit, which explains the concepts behind a practical scheme and requires specific input about their business so that the scheme truly meets their needs and supports them in meeting the regulatory requirements of our industry's regulator, the FSA, in this skills area. This will be launched in Summer 2012.
- Building on the successful 'Through the Glass Ceiling' programme for senior women in finance, the Financial Skills Partnership have launched an updated programme on a commercial basis that is now open to applicants from the whole of the UK. This programme will commence in September 2012 and is designed specifically for women managers looking to develop their personal leadership capability in order to move up the career ladder. We are also looking to develop a programme for women who make it to board level to ensure they are as effective as possible.

Improve

Food and Drink
Manufacturing and
Associated Supply Chains

Improve

Core work: research, standards and qualifications

- Future success and sustainability will ultimately depend on the skills we have within our sector. And while capital investment may help increase productivity, it's the people and their skills that will drive it, whether that's through efficiency or innovation. At Improve we've pioneered practical, industry relevant training that's specifically tailored to individual roles within food and drink manufacturing and set new industry standards with our qualifications and training in Food Manufacturing Excellence. These qualifications ensure that what staff learn one day can be used to increase productivity the next. The qualifications have been created from real business needs and are in line with recognised industry standards.
- As the leading skills body for the UK food and drink manufacturing industry, the research team at Improve led on facilitating and authoring the Skills Action Plan for the Food Supply Chain. Improve worked closely with a range of partners that represent the industry to develop the plan. Under the new Action Plan, careers promotion across the Food Supply Chain is now welded together in common cause. Through collaboration and partnership, existing initiatives will be more visible and have more impact. A similar project involving the entire Food Supply Chain has also been undertaken in Wales.
- We've promoted flexibility in learning, creating new module-based units that can be mixed and matched to ensure qualifications are absolutely tailored to the needs of individual roles within a specific business Innovative programmes and solutions to meet employer needs

Apprenticeships and work to support initial training of young people

- Attracting a new generation – for the first time ever, businesses across the entire food supply chain are working together to promote the benefits of working within our sector. Working side by side with a host of businesses, organisations and trade bodies across the whole food supply chain, we have a series of initiatives to help attract new talent to our industry. Tasty Careers was launched in Northern Ireland in 2010 and has more recently been extended nationwide. The campaign involves training young people who work in the food manufacturing industry to act as ambassadors for the sector. Their role is to go into local schools and give their personal accounts of the opportunities available. Their positive experiences are now showcased as www.tastycareers.org.uk for everyone to see what it's really like and the variety of opportunities waiting for anyone interested in entering the sector.
- Throughout the food supply chain 50,000 apprenticeships have been pledged for new and existing staff over the next three years

Innovative programmes and solutions to meet employer needs

- Improve and its subsidiary the Nationals Skills Academy for Food & Drink have been instrumental in driving increased enterprise in individual businesses and across the sector through collaboration and supporting employers to make the right investment in skills for their business, examples range from leading the transformational Project Eden (dairy employers collective action which in 2 years elevated the UK from the lowest division to leading Europe in the provision of dairy training), to helping a small SME in Devon identify what units of qualifications their bakery apprentice should undertake.

Delivery and Impact

- Improve has established itself as not just the industry's voice on skills but its trusted advisor and active partner. Working with input from over 160 employers through steering groups across the UK, together with the National Skills Academy for Food & Drink it is looked to and trusted to lead the development of skills solutions that will drive greater levels of enterprise, jobs and growth for the businesses that make up our sector
- More than 15,000 staff embarked on work-related skills courses during 2010/11 through The National Skills Academy for Food & Drink
- Almost 300 food and drink businesses made us their first port of call for staff training options
- We've secured £4.5 million to offset training costs in the food and drink industry

For more information visit - <http://improveltd.co.uk/>

The Institute of the Motor Industry

I Retail Motor Industry



Core work including research, standards and qualifications

During 2011 the IMI undertook its largest ever research project. The purpose of the research was to identify skills and training needs within each key job role, within each 12 sub sectors, within our footprint. Engaging with over 1,500 employers and stakeholders we were able to prioritise training and skill needs over the next 18 months to 2 years. A summary report was produced supported by 12 individual sub sector reports.

NOS in Hybrid Technology, Vehicle Rental and Leasing and Vehicle Hire and Rental were developed.

As part of the sector-agreed approach, the IMI continued to develop units for awarding organisations to use in qualifications. This included to support the above NOS and also Valeting, Caravan & Motorhome Maintenance and Repair, Automotive Management. Work was also carried out on Vehicle Fitting, Mechanical, Electrical and Trim, Lift Truck Maintenance and Repair, Accident Repair – Paint.

Apprenticeships and work to support initial training of young people

Two higher Apprenticeships were developed and issued at the beginning of 2012. A level 4 Apprenticeship was added to our vehicle maintenance and repair framework, entitled 'Advanced Diagnostics and Management Principles' and is designed to prepare senior technicians for management posts. A level 5 framework entitled 'Automotive Management and Leadership' was issued to support individuals moving into management roles. Qualifications to support both frameworks were developed by Edexcel and IMI Awards.

Across the UK, working on data available at the time of writing, the sector recruited in excess of 11,000 Apprentices/Modern Apprentices across all our frameworks

A new vocational educational programme for 14 to 16-year-olds, 'AutoStart' was developed and launched early 2012 for first delivery September 2012. This UK-wide programme is designed to prevent participants from becoming NEETs by engaging them in high quality vocational education set in an automotive context. A core component is 10–20 days work experience and support for literacy and numeracy capability through the IMI's 'Headlight' project.

Innovative programmes and solutions to meet employer needs

Professional Register

The IMI's Professional Register launched in April 2011. This has transformed the traditional model for the Professional Association through mandatory continual personal development that ensures registrants maintain knowledge and skills directly pertinent to their job roles and are bound by a code of ethics. To this end the "licence" can be removed, unlike qualifications

Sector-wide Accreditation Programme

The IMI as the industry's Professional Body and SSC has championed a sector-wide accreditation programme based on National Occupational Standards. The Automotive Technician accreditation (ATA) has been built from a zero base in 2006, to 28,000 accredited individuals. The success has been achieved with no government funding, it is 80% funded by 2,600 progressive employers, who champion the benefits of a competency-based scheme - that has an ethical code built in. This has delivered more upskilling of individuals in the sector in the last five years, than in the previous decade. It has become the widely accepted industry standard

Automotive Management Accreditation (AMA)

The development of AMA in 2010 has followed the successful model used for the ATA. The AMA is a response to increase the number of managers qualified from a low base of 15% with level 4 qualifications and above

Skillmiles

Skillmiles has been a highly innovative method of capturing the sizeable contributions that employers and individuals make towards the nations skills agenda. Since its inception in 2008 £3,577,690 worth of in-kind support has been received

Autocity

Autocity is our comprehensive careers portal that includes the 'World of Work' detailing 150 different job roles within the sector as well as up to date industry news, events and forums.

1st Gear

1st Gear is our free, online community for students aged 13 – 16 and is designed to promote the different career paths within the automotive industry.

Accelerate

Accelerate is for 16 – 24 year olds who are in training to go into the motor industry, for £10 a year they gain access to many discounts, benefits, competitions and events as well as careers information.

Headlight

Headlight (Business & Enterprise) and Indicate (Maths) are part of our wider offering of free, downloadable teaching resources with the retail motor industry as the backdrop.

The Institute of the Motor Industry



Delivery and Impact

Management Team

The IMI has a strong management team experienced at consistently delivering sustainable strategic initiatives into the Automotive Retail Sector. The team are respected industry experts and are supported by an active Non-Executive Group Board drawn from employers including BMW, Scania, AutoLogic, Honda, VBRA, and CD Parts (NI).

Employer Engagement

The IMI has had significant success in developing commercial products and securing employer support (£3.58m in-kind). The IMI works closely with a range of employers covering all 12 sectors including Mercedes Benz, Ford Retail, Halfords, BMW, Jaguar Land Rover, Allparts, Honda, Volvo, John Clark (Scotland), Marshall and Synter

Memorandum of Understanding (MOU)

IMI has meaningful and measurable MOU with a number of key industry bodies and associations. Including Society of Motor Manufacturers and Traders, Retail Motor Industry Federation and Vehicle Body Repairers Association

Return on Investment studies (ROI)

This has been an exceptional example of proving the value of training, to dispel a widely held belief that training is a cost and not an investment. Recent studies have shown employers achieved a ROI of between +98% and +187%

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Working across the UK

Nations

The IMI has solid relationships in all devolved administrations and has invested in Nation Managers in Scotland (2), Wales (1) and Northern Ireland (1) to deliver in each. E.g Scotland's Colleges Project and John Clark Motor Group management scheme, our Skills Competitions in NI which have led 2 nominations for World Skills

For more information visit - <http://www.motor.org.uk/>

Land Management and Production, Animal Health and Welfare and Environmental Industries

Core work including research, standards and qualifications

- Five suites of revised and maintained NOS, incorporating business management and higher level technical skills delivered on time and to contract
- Sector Skills Assessment for Agriculture, Forestry & Fisheries including national summary documents for Wales, Northern Ireland and Scotland highly rated by UKCES. Primary research reports produced for Trees and Timber, Horticulture, Landscaping and Sportsturf and Environmental Conservation
- Preferred supplier of Universal Services (NOS, Apprenticeships and Qualifications), leading a consortium with SkillsActive, People 1st and Improve

Apprenticeships and work to support initial training of young people

- 13 SASE (Specification for Apprenticeship Standards in England) compliant apprenticeship frameworks implemented. Became the sector's Apprenticeship Issuing Authority. Completed Scottish Modern Apprenticeships (MA) in Aquaculture and Land-based Engineering together with first Level 2 MAs
- Partnered the horticultural industry which invested over £55,000 in the bespoke careers website Grow Careers resulting in an increased number and higher quality of applicants
- The 3,100 Apprenticeship completions in 2011-12 represented a 30% increase over the previous year. Despite the predominance of micro-businesses, Apprenticeship take-up per 1,000 employers was higher than the vast majority of sectors

Innovative programmes and solutions to meet employer needs

- Employers and their trade associations in agriculture, forestry, landscaping, horticulture and animal technology have committed to a transformational programme of professional development based on Lantra's new Professional Standards Frameworks which will reach 75% of their workforce over the next three years
- In the last four years 2,000 employers have invested over £3.5m in Women in Work programmes run by Lantra and supported more than 3,000 women learners. These learners were mainly in micro-businesses with Lantra achieving a minimum of 50% more business placements than any other sector in 2011-12
- Industry skills passports were first developed by Lantra for the poultry industry where employers have now made their use mandatory. Over 9,000 individual online training records have been created and this figure will double next year. Lantra's technology is being adopted by the "Agripass" scheme which is supported by the European Union to facilitate movement of skilled agriculture workers

Delivery and impact

- Lantra's bespoke learning programmes (with over 55,000 trainees per annum) support employer investment which is higher per trainee than any other sector and over twice the national average
- Over the last four years, through the England Rural Development Plan managed by Lantra, employers have invested over £22m in skills programmes supporting the delivery of 90,000 development days
- In response to business requests for a single online access point for training providers, Lantra's bespoke websites now lists over 9,500 courses and has 6,750 enquiries each month

Working across the UK

- Over the past two years 50% of eligible businesses in Wales have supported more than 3,000 individuals through the Lantra administered Farming Connect programme, investing some £350,000 in skills development on a matched funding basis
- Lantra is leading and supporting development of skills programmes for the Food Supply Chain in all four UK countries to ensure that producers invest profitably in skills development and can place added value products into the supply chain
- Employers increasingly require external validation of training. Lantra Awards is the niche awarding organisation of choice with qualifications such as Game Hunting (which supports Scotland's £200m wildlife tourism industry), Animals in Transit and Volunteer Management
- Welsh environmental bodies such as the National Parks and Wildlife Trusts working with Lantra invested over £100,000 on a co-funded basis to support skills development of 250 employees

Core work: research, standards and qualifications

- Informed by the largest sector survey ever conducted, over 305 qualifications that did not meet employers needs were removed, refreshed and developed to provide a clear pathway for 167 occupation-related programmes – saving government in excess of £10 million

Apprenticeship and work to support initial training of young people

- Professional Cookery Diploma – over half of UK chef students now undertake the programme, with 90% completion rate
- New sector-specific Apprenticeship frameworks – doubled Apprenticeship completions, and Modern Apprenticeship completion rates are at an all-time high (74%)
- Developed pathways to Apprenticeships programme in Wales – colleges sector such as Coleg Menai have had great success moving people into apprenticeships
- UKSP (www.uksp.co.uk) developed to give individuals, employers and training providers access to the latest information on sector career paths, jobs, training and qualifications. 50,000 registered users to date
- Recent successful government bids include Hospitality Guild (Growth and Innovation Fund)

Innovative programmes and solutions to meet employer needs

- People 1st Training Company established to ensure People 1st's future sustainability and upskill ability to their workforce

Delivery and Impact

- Women 1st initiative to reduce £2.8 billion associated costs of women leaving the sector
- Employment 1st – a national standard programme for pre-employment training. Trained thousands of unemployed people, awarded 2012 Inspired to Inspire by LOGOC
- WorldHost – customer service training, franchised by People 1st to four other SSCs. Awarded 2012 Inspire mark and secured an agreement to train between 30,000 and 100,000 Olympic staff

Awards

- Education and training awards – National Training Awards 2009 (winner), LCN awards (NI) 2009 (winner), Janus Awards (NI) 2009, (winner), Charity Awards 2010 (highly commended), Caterer Website of the Year 2011 for UKSP, Charity Awards 2011 (highly commended), Training Journal Awards 2011 (finalist – results TBA in Nov)
- Human resources awards: Best Places to Work in Hospitality 2009 (winner), Best Companies 2010 (2 star 'outstanding' rating), Sunday Times Top 100 Best Places to Work in the Public and Third Sector 2011 (listed in top 100 and finalist for training and development award).
- **Merger with GoSkills** - Leading the consolidation of SSCs, People 1st merged with GoSkills in 2011. This is a significant collaborative bid, representing a workforce of 2.85 million people, with projected growth of 270,000 brand new jobs over the next decade. In addition, replacement workers retiring and leaving the sector would generate approximately 1.3 million jobs in the same period

Building Products &
Refractories, Coatings,
Ceramics, Extractive &
Mineral Processing, Furniture,
Furnishings & Interiors, Glass
and Related Industries, Paper,
Printing and Wood

Core work: research, standards and qualifications

- Research - Proskills has generated robust and peer-reviewed primary research that underpins its activities through a number of projects, including data from various employer surveys including a survey of 1,200 employers focussing on the sectoral response to the recession in 2009. This intelligence has provided the basis for the development of the Sector Skills Agreement and Sector Skills Assessments in 2010 and 2011
- Standards and Qualifications – The research and depth of engagement achieved has also allowed us to develop more than 800 new NOS that reflect updated working practices and new occupational practices, and review a further 500 NOS to ensure they remain in line with employer needs. Alongside this, we have also developed or reviewed more than 50 Apprenticeship frameworks

Apprenticeships and work to support initial training of young people

- Careers and Young People – the Schools into Industry Programmes (SIIPs) have engaged hundreds of schools and over 120,000 students across the UK, showing them that manufacturing is an exciting and dynamic sector. The schemes have had a hugely positive effect on the students that have participated, improving knowledge of the sector and boosting interest in Apprenticeships
- Employers registered around 800 people on technical Apprenticeships and around 14,000 people on other qualifications in 2010

Innovative programmes and solutions to meet employer needs

- A Business Improvement Techniques Project in collaboration with Semta, Cogent and Improve with a value of £2m, engaging 200 companies in the sector and providing a support infrastructure to facilitate significant improvements in processes and demonstrate a £101m return on investment
- A Joint Investment Programme for the sector, currently being managed by Proskills, will generate more than £7m of training activity match-funded by employers in the sector. Still ongoing, Proskills has received praise from the Skills Funding Agency for its achievements in the face of recession and changed in skills funding policy

Delivery and Impact

- In June 2009, Proskills launched the NSA for Materials, Production and Supply in England. The Accredited Provider Network, developed through the Academy, currently consists of 32 accredited training providers offering quality assured courses. This resource provides a vital basis for training the sector, helping to engage employers through a Coursefinder website and telephone service that streamlines routes to training, removing barriers to participation

Working across the UK

- Proskills has also managed the preparation of research, careers, and promotional materials in Scotland, Wales and Northern Ireland, and these have supported Proskills' presence at a range of careers events across the UK. Proskills also runs and sponsors a range of skills competitions, including the annual MasterFitter final for the best windscreen fitters in the UK. In 2010, the final of this competition was held at the prestigious skills Cymru event in Wales, and this year, it will take place at World Skills in London

Note: The board of Proskills gave up their SSC Licence on 30/6/2012

Delivery and Impact

- Semta's Apprenticeship Ambition is on course to deliver double our number of advanced and high level engineering apprenticeship registrations from 8,000 to 16,000 by 2016. To date this year there have been 9,200 starts at Level 3 and 4, meeting our in-year target of a 25% increase
- Semta has developed and issued a new Higher Apprenticeship in Advanced Manufacturing Engineering at levels 4 and 6. The framework was designed in partnership with employers and currently has 14 occupational pathways
- Semta has worked with over 20,000 employers and completed 2,352 training plans of which 86% were with SMEs
- Semta has created, with leading awarding body EAL, a new Level 3 Award in Career Advancement and Progression (QCF)
- Launched the online Talent Retention Solution that matches skilled defence staff at risk of redundancy with vacancies in the Advanced Manufacturing Engineering sector
- Semta has raised the bar in WorldSkills UK engineering competitions helping to increase the number of entrants this year to 435 from 334 in 2010-11
- Delivered in Scotland an Accelerated Modern Apprenticeship in engineering, flexing and tailoring delivery and assessment for employers
- Delivering a Shared Apprenticeship service in Wales for 60 SMEs employing 75 apprentices
- The Higher Apprenticeship in Advanced Manufacturing Engineering has proved an immediate success with over 400 apprentice places agreed since its launch in March 2012

Working across the UK - Engaging Employers

- Supported employers to upskill 76,015 employees, many in technical science, technology, engineering, and mathematics (STEM) subjects and skills.
- Over 1,300 women have been helped to achieve individual career goals as engineering companies benefit from nurturing untapped talent and progressing workplace diversity through the Career Advancement and Progression Programme
- The Semta Apprenticeship Service was described in March 2012 by Ofsted inspectors as being 'outstanding in meeting the needs of employers and providing outstanding value for money'. Employers value the high level of skills apprentices acquire and the high standard of recruitment, training and assessment services provided
- Strengthening the employer voice through 600+ leading employer members on our seven key Sector Strategy Groups and through our twelve National/Regional Skills Alliances
- Semta, together with the Nuclear Advanced Manufacturing Research Centre and the NSA for Nuclear, will expand and support the maximisation of nuclear opportunities for UK manufacturing industry in both the UK and globally
- The Composites Skills Alliance, a partnership between Semta and the National Skills Academy for Process Industries (NSAPI), has to date trained 80 people through composites awareness courses
- Workshops developed in Wales to promote High Performance Company processes to employers and facilitators

Skills for Care and Development

Skills for Care & Development
Sgillau Gofal a Datblygu

Social Care, Children, Early Years and Young People's Workforces in the UK

Core Work – research, standards and qualifications

National Occupational Standards are in place for all key occupations in the sector, based on extensive engagement from employers and stakeholders.

Responding to the needs articulated by employers, through the qualifications reform programme, the number of qualifications were rationalised from 300 to 80, ensuring clearer targeting of funds to the qualification supported by the sector.

SfC&D recently published research report which shows that residential care homes with a higher proportion of qualified care staff provide better outcomes for residents. The study found that where a greater proportion of staff had, or were working towards Scottish/National Vocational Qualifications (S/NVQs), resident outcomes were better. Structural issues such as how homelike the environment was were also better where more staff had or were working towards an S/NVQ.

The sector supported by SfC&D includes 63,000 employers whom collectively employ over 1.87m people across the UK. SfC&D research has identified 70% of people have personal or immediate family experience of using sector services – the workforce will therefore have an impact upon the lives of every person in the UK at some point in their lives. The sector provides essential services to 5 million people in every community of the UK.

Apprenticeships and Support initiatives for young people

The care sector is still a growing and developing industry. For example spending on adult social care has nearly doubled since 1994. Responding to this increasing demand since 2002, the sector workforce has grown from 1.29 million to 1.87 million, with an increasing share of the workforce in the independent sector and small businesses. 60% of the workforce is now employed by commercial and charitable organisations and 93% of sector employers employ less than 50 people. There are a wide range of initiatives to support recruitment and retention into the sector, a small number of which are outlined below.

Apprenticeship numbers in social care have continued to increase. In April 2012 the total number of starts on the joint health and social care framework in England was 52,541. The majority of these 50,472, are in social care. This is over double the number of starts in the previous year.

A wide range of work to support careers choices and entry to the sector have been established. For example the 'Step up to social work' campaign had 120,781 hits, resulting in 2100 applications for 240 places.

Ambassador programmes have been established in England and Wales to encourage consideration of a career in the sector. This work will be further expanded following a co-investment from the UK Commission for Employment and Skills.

Innovative Programme

A range of solutions have been developed to support the development of the workforce including skills sets, minimum data sets, NOS navigators, careers information. For example a pilot project in Scotland to develop innovative solutions to work based learning, won a prestigious UK innovation award and is now being rolled out widely and tested with employers in a range of social care settings with co-investment from the UKCES.

Induction standards have been established in each part of the UK, meaning that all 1.87m workers begin from a common framework when they join the sector.

The SfC&D partnership was the first SSC to hold award ceremonies of this nature across the UK. Since the inception of these competitions, we have received over 2,000 nominations and presented hundreds of awards for excellent practice by the workforce. They are extremely well received, as are our follow up initiatives, such as workshops where the winners coach and guide those who need to improve in ways that make a real difference at the front line.

Delivery and Impact

The SfC&D partners supported the expansion of the social work degree across the UK, working with other 100 Higher Education Institutions to approve courses and support professionalism of the workforce. Employers have provided more than 14,000 placement opportunities every year with significant programmes in place to drive up quality and range of experiences during placements. 89% of graduates have registered to work in the sector. In addition over 7,000 skilled workers achieved accredited early years professional status since its launch in 2006, with a further 3,126 in training.

A minimum set of standards for practice have enabled 170,000 individuals working in social work, care and children's services to be registered through 'licence to practice' schemes. These schemes have support to expand in Wales, Scotland and Northern Ireland, and in England there is exploration of a voluntary licence to practice scheme.

Working across the UK

Employers across the UK have continued to work with the SfC&D alliance in pursuing workforce solutions through proactive networks and employer partnerships.

Skills for Care and Development remains committed to its ambition for a worldclass workforce, and are committed to supporting employers to lead an innovative, skills and sustainable workforce which provides profitable and high quality services.

For more information visit - <http://www.skillsforcareanddevelopment.org.uk/>

Skills for Health

| UK Health



Skills for Health offers health sector employers a wide range of expertise, products and services to support high quality skills development, skills identification and skills deployment.

Core work: research, standards and qualifications

Research and LMI:

Employers have used Skills for Health LMI services to plan services more effectively, identify priority areas for action to generate productivity gains, and get the right skills in the right place to deliver 'world class' services.

Research projects in 2011/12 included:

- Sector Skills Assessments for the United Kingdom, Scotland, Wales and Northern Ireland
- Urban and rural issues in Scotland
- Review of mental health Sector Skills in Wales
- Projections of retirements in key health occupations in Wales
- Rehearsing Uncertain Futures 2
- Review of independent health sector skills and employment needs

Standards:

NOS projects completed in 2011/ 12 were:

- Chemotherapy NOS review
- Infection Prevention and Control review
- Joint Health and Social Care NOS review with SfC&D

Qualifications:

A new QCF Level 2 qualification for Health Informatics developed with NHS Wales Informatics Service, Dept of Health (England) Informatics Directorate and City and Guilds. A level 3 qualification in Health Informatics is now being developed.

Apprenticeships and work to support initial training of young people

Apprenticeships:

SfH in England worked to drive up Apprenticeship engagement across the NHS workforce. Starts on SfH frameworks were 6139 an increase of over 200% on the number in 2009 - 10 across the sector. Completion rates on Skills for Health frameworks average 80.25%.

- 21 Specification of Apprenticeship Standards for England (SASE) and Specification of Apprenticeship Standards for Wales (SASW) frameworks issued
- Apprenticeship Certification England (ACE) introduced
- 200% increase in the number of starts on health occupation Apprenticeship frameworks between Aug 2010 and July 2011
- Skills for Health via its SFA contract targeted over £1m of direct investment in apprenticeship training across the sector of this £100k supported 16 to 18-year-old apprentices.

Training of young people:

Skills for Health plays a major role in introducing young people to a

career in the health sector. Over the year:

- 400 young people (14-16yrs) participated in our STEPS Young Apprenticeship Programme
- 700 young people (16-18yrs) completed our Health Cadet Programme of which 350 achieved a BTech (level 3) qualification
- 131 employed via Skills for Health's own ATA completed a level 2 apprenticeship.
- 85% successful progression of these participants into employment or further education.
- 124 young people on Skills for Health programmes undertook the Duke of Edinburgh Award Programme

Innovative programmes and solutions to meet employer needs

Investors in People

With support from UKCES, Skills for Health is working closely with several of the IIP Delivery Centres to promote and increase the adoption of Investors in People across the UK health sector as a driver for improving organisation performance.

Workforce planning:

Skills for Health's six-steps approach to workforce planning has become the gold standard for local health service workforce planning. Evaluations show effective deployment of staff and better targeted strategic investment in skills development.

Redesigning New and Extended Roles:

- The Allied Health Professional Advanced Practitioner role we developed improved both productivity and quality of service. Results include a reduced average time from admission to treatment (from 4.6 days to 1.8 days) and an increase in the number of patients directly discharged home without the need for further treatment (from 24% to 51%)
- The introduction of Emergency Care Practitioners resulted in up to 90% of cases being discharged without needing further emergency care,
- Fewer patients transferred to an emergency department and the cost of each ambulance attendance in rural areas reduced from £170 to £108
- An additional 16 operating lists each week were implemented through the introduction of the Surgical Care Practitioner
- Orthopaedic referrals to hospital were reduced by 70% after introducing a new Advanced Practitioner role
- We developed a myocardial perfusion stress testing supervision role that reduced diagnostic waiting times from 72 weeks to less than 6 weeks
- We introduced an extended role for a hand therapist which reduced consultant waiting times from 12 weeks to 2 weeks and the consultant time that was saved has been converted to more direct surgery time

Delivery and Impact

Skills for Health has developed an improved e-learning platform to provide the 300,000+ healthcare staff who access our core learning courses with a vastly improved user experience. The project has successfully migrated all users onto this platform along with all existing learning records.

Skills for Health has led the development of a National Core Skills Framework that will, for the first time, create an agreed framework of core skills that allows staff and organisations to demonstrate training compliance. This will save staff and organisations thousands of hours of repeated training allowing healthcare staff to benefit from high quality training and maximise their time spent in patient care.

Skills for Health's Doctors Rostering System allows the planning of medical staff rosters enabling 140 organisations to save £1.6m each in payments to Doctors. It has been enhanced to allow the planning of (and allocation of staff to) scheduled activities which take place over the course of the day, such as clinics, theatres & ward rounds. This powerful tool provides trusts with the ability to ensure events are adequately staffed with appropriate Doctors, reducing instances of cancelled clinics/theatres and reducing reliance on locums.

Skills for Health's web-based compliance reporting tool, WIRED has been implemented across a number of trusts, with the typical trust seeing an increase in compliance of 25-50%, significantly enhancing patient safety, reducing NHS Litigation Authority premiums and reducing costs by allowing more targeted investment in training and education.

Working across the UK

- Complementing a wide range of work with individual employers across the UK, Skills for Health secured a major partnership with Capita spanning 5 years to develop a new training infrastructure for health employees in the South West engaged in seven major clinical care pathways.
- Skills for Health has developed a highly successful employability toolkit. E.g. Cwm Taf Local Health Board, where turnover was reduced by 50%. 'Therapyworks', an SME in Wales, developed an operations manual incorporating clinical skills and business best practice. This enabled them to achieve a 178% growth in clients in two years and secure additional investment from their bank.
- The innovative Joint Investment Framework was negotiated by Skills for Health and led to an additional £100m per annum over three years being invested in skills development for support workers to increase the proportion of qualified staff at levels 2 and 3.

Skills for Justice

Community Justice, Courts Services, Custodial Care, Fire & Rescue, Forensic Science, Policing and Law Enforcement, Legal, Government, Armed Forces and Prosecution

Core work: research, standards and qualifications

Skills for Justice works to increase employer investment in skills to support a creative and talented workforce delivering 'a safe and fair service' to the public across the UK. Over the past two years we have expanded our reach to include armed forces, local and central government and we have supported more than 2 million exceptional people in exceptional workplaces to deliver optimum results.

- NOS are at the heart of the human resource systems for the justice and community safety sector. In addition to ensuring that these essential NOS keep pace with changing needs and legislation for our sector, we have developed NOSfinder, an online kit which comprises NOS-based tools for use by people managers in recruiting, training and developing their workforce with confidence
- NOSfinder is packaged alongside a funding finder, a workforce planning and an online evaluation tool within our membership scheme to which we now have more than 80% of the workforce subscribing
- Our Policing Professional Framework is our improved national competency framework. It has enabled forces across England and Wales to reduce bureaucracy and release up to £150K per force; £6M across England and Wales
- We have carried out detailed research to shape learning and workforce development within the UK fire and rescue sector. Building on work to maintain and develop NOS, awards and competence based solutions, we will develop their competence framework, Integrated Personal Development System (IPDS), to further support operational safety, and reduce risk now and into the future
- We provide Skillsmark at the request of our employers, who are in need of a kite mark to signal quality learning provision across the UK

Apprenticeships and work to support initial training of young people

- Apprenticeships are now becoming more commonplace across the sector as a means to recruit and develop people alongside the traditional academic route. Skills for Justice has developed the first groundbreaking commercial paralegal national apprentice scheme which



will create 750 level 4 apprentices by 2014; offering formal recognition to this often undervalued role in legal services; and further enhance the recent 10% rise in sector profit

- We have developed a combined Apprenticeship programme for administration roles across three key areas; courts, tribunals and prosecution - enabling them to work, train and deliver service more efficiently and effectively together
- The Career Pathways online resource, championed by organisations such as the Legal Services Board, has helped over 9,000 people in the past year to access over 150 genuine and employer-recognised job profiles

Delivery and Impact

- In Northern Ireland Skills for Justice is leading the development of a groundbreaking shared curriculum for Police, Fire and Prison services. In Scotland the Policing Professional Framework is helping to ensure the most significant reform programme for the Police Service in over a century delivers an integrated workforce. A two-year cross-sector leadership programme in Wales is ensuring managers have the necessary skills to lead delivery on a collaborative basis
- A commitment to equality and diversity, our Women and Work project provided training and development for over 400 women. Of these, 20% have since been promoted, 59% say that they have improved their career prospects and 23% have received a pay rise. An excellent example of increasing employer investment, the programme leveraged £2 from employers for every £1 of public grant
- Practicing what we preach, Skills for Justice has introduced coaching and appreciative inquiry as a strengths-based approach to support our own people and organisational development. We are developing the offer for wider use across the sectors
- Skills for Justice has expanded our research support offer to include Social Return on Investment (SROI) evaluation, providing employers with a framework to identify and quantify the case for investment in training and development, increasing productivity and determining the significant social value created

The Future

- The UK Commission Employer Investment Fund, awarded to Skills for Justice in March 2012, is set to benefit the economy to the tune of £968m per annum by 2020 through a range of innovative learning and skills activity to improve productivity. Innovative work in areas such as cybercrime and forensic science is receiving international interest and academic recognition
- Skills for Justice's high performance and optimal resource driven practices continue to generate and respond to growth across all sectors, both current and new. This is set to continue into the future as Skills for Justice reach further in terms of workforce and organisational development

For more information visit - <http://www.skillsforjustice.com/>

Skills for Logistics

| Freight Logistics and Wholesaling Industry

Skills for Logistics

Core work: research, standards and qualifications

- Ten qualifications reformed and placed on the Qualification and Credit Framework (QCF)
- Seven Apprenticeship frameworks reformed
- New over-arching logistics Apprenticeship established
- First vocational qualification dedicated to Wholesaling produced
- 25,000th logistics-based Apprentice graduated
- Skills for Logistics Intelligence used as the basis for the Logistics Growth Review
- Skills for Logistics solutions, including The Professional Development Stairway and the Logistics Guild, feature strongly in the Logistics Growth Review
- Skills for Logistics facilitated joint meeting of the Logistics and Skills Growth Review teams
- Close working relationship with Mike Penning MP, the Minister for Transport with a focus on placing military leavers into civilian jobs
- Louise Ellman MP, the Chair of the Transport Select Committee, has hosted on our behalf an event exploring the feasibility of a Logistics Guild
- Skills for Logistics co-hosted a Westminster event on the Driver Certificate of Professional Competence (DCPC) in June 2011 attended by key employers and policy makers

Apprenticeships and work to support initial training of young people

Created and produced Delivering your Future, an initiative led and fully funded by employers which provides:

- A careers website aimed at attracting and developing young people, which last year recorded 28,000 hits
- Made in China, a logistics-based suite of maths materials which supports teachers to deliver the curriculum in a contextualised and innovative way

Innovative programmes and solutions to meet employer needs

- Our well-regarded research paper 'The Looming Driver Shortage: Evidence Behind The Concerns' has been a key source of data for employers and the Department for Transport both domestically and within the European Commission. Since beginning our campaign, uptake of the Driving Goods Vehicles Apprenticeship has increased by 20%
- Producing and updating the key intelligence behind the uptake of Driver Certificate of Professional Competence and leading the debate on the consequences of a shortfall
- Our research team conducted a full evaluation of the feasibility of a Logistics Guild
- Skills for Logistics led on the development and production of the Transportation and Storage Sector Skills Assessment and was a partner in the production of the Wholesale and Retail sector skills agreement
- We mobilised employers such that they committed to invest at least a further £2.4 million in skills solutions over the next two years
- Our media messages reached 3.5 million people

Delivery and Impact

- The **Professional Development Stairway** recognised by leading Professional Institutes and Trade Bodies as the career and competency framework for the Logistics sector
- The NSA Logistics was established with significant backing from employers across England
- Apprenticeship starts in our sector increased by nearly 50% translating into approximately an extra £20 million being invested by employers

Establishing and managing the Joint Approval Unit for Periodic Training (JAUPT) in partnership with GoSkills (now People 1st). JAUPT has approved:

- 1,231 DCPC approved training centres
- 3,497 training courses approved

As well as completing:

- 343 centre audits
- 610 unannounced course audits

Core work: research, standards and qualifications

SkillsActive covers 100,139 businesses and 2.9m employees across seven industries that now make up the fast-growing Active Leisure and Well-being sector – sport; fitness; the outdoors; play; caravans; hair; and beauty. Youth employment is well served with 30% of the workforce aged 16-24 (against the national average of 13%).

In 2011-12, the industry began highly successful co-investment partnerships with UKCES in three flagship areas under the government's current skills agenda – Active Ambition (employer skills pledge); Active Professionals (B2C registration model); and Group Training Association (SME Apprenticeships).

Qualifications and Registration

- In response to leading fitness and leisure employers, simplified the standards and qualification structure to form the Single Qualification Framework (SQF) made up of 57 qualifications, now used in the sector by 19 awarding organisations
- Within its registration model, grew its Register of Exercise Professionals by 6% to circa 30,000 registered professionals, providing clear career progression routes, independent verification, and ongoing continuing personal development

Apprenticeships and work to support initial training of young people

- Established 4,912 new jobs through the Future Jobs Fund, brokering 1,115 additional apprenticeships in the last year
- Trained 2,345 tutors and assessors, and upskilled 7,620 coaches through bursaries
- Trained 11,867 young Londoners through the Mayor's Olympic Sports Legacy programme
- With the merger of SkillsActive and Habia, we have certified 22,040 apprentices, meaning our sector is now one of the largest deliverers of Apprenticeships across the UK economy

Innovative programmes and solutions to meet employer needs

- One in five employers in the sector reported a skills gap in the UK Commission Employer Skills Survey 2011. Through Active Ambition, continued to tackle the issue of skills gaps including the 70% of employers who currently can't find new recruits
- Via SkillsActive's new Group Training Association, increased the take up of Apprenticeships via 1,500 SMEs

Delivery and Impact

- Produced 31 athletes to represent Team GB in the London 2012 Olympic and Paralympics Games - including household names Rebecca Adlington, Tom Daley, and Sarah Stevenson – via our Advanced Apprenticeship in Sporting Excellence (AASE) programme
- Encouraged over 8,000 individuals to join our Personal Best volunteering programme – with 1,000 of them then going on to apply to be Games Makers. Personal Best also won the Gold Medal "Award for Invaluable Volunteering Project" at the London 2012 Podium Awards

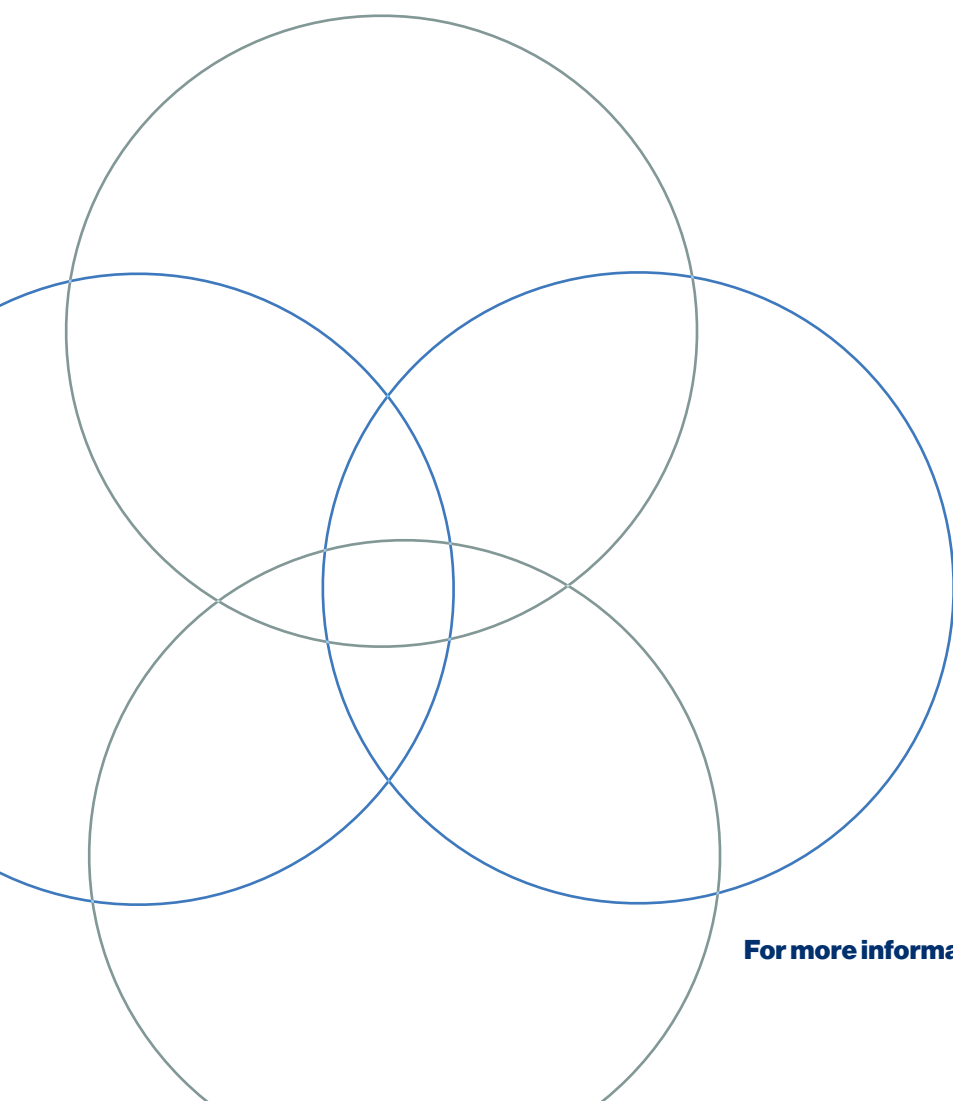
Core work: research, standards and qualifications

- 150 qualifications titles have been reduced to 10. In 2009/10 34% of the workforce were employed by retailers who mapped training to industry standards; 42% in 2010/11
- Skillsmart, with retailers, have developed skills solutions to improve performance that can be easily accessed through our wholly-owned subsidiary, the NSA for Retail
- The NSA for Retail skills shop network has over 50 members in shopping centres and high streets across the UK providing easy access to training for retailers of all sizes and individuals

Apprenticeships and work to support initial training of young people

- Through upskilling a greater proportion of the retail workforce, reduced absenteeism and staff turnover are being reported by those retailers that have mapped training to industry standards
- These are the foundations they have laid for creating the best conditions for further growth and higher performance working in the future
- The number of completions has grown to over 12,000 in 2011 - completion rate from 25% to 69% (2009/10)
- 11% of the retail workforce have no qualifications, cf 17% in 2002; the all-sector average shows a decrease of 4% points in the same period
- 31% of retail managers hold a Level 4 qualification, cf 20% in 2002; the all-sector average rose by 8% points in the same period

Note: Skillsmart Retail will cease trading by end of December 2012 and its operations will transfer to the National Skills Academy for Retail and Skillsmart Retail UK Limited



Core work: research, standards and qualifications

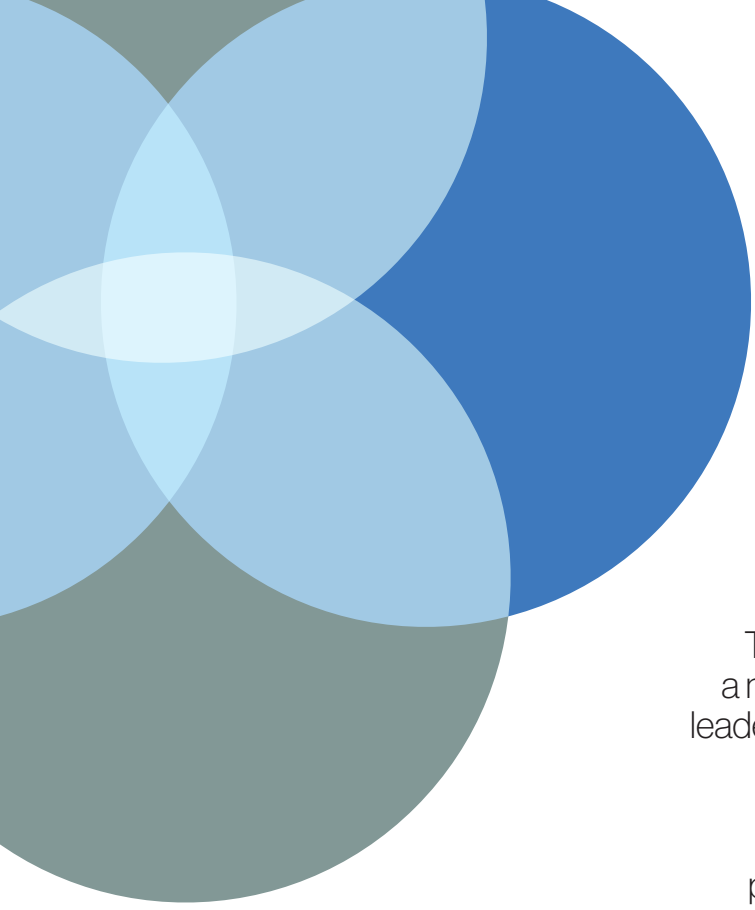
- Leading the skills and training action plan in the government's new Microgeneration Strategy, supporting Building Services Engineering (BSE) employers in this strategy to shape the development of small-scale energy generation and usage in the UK
- SummitSkills runs the skills competitions in the sector with winners of our national competitions moving on to the world stage. At World Skills 2011, the three SummitSkills competition winners went on to win gold (plumbing) bronze (refrigeration) and a medallion of excellence (electrotechnical)
- SummitSkills set up the NSA for Environmental Technologies, a network of 23 co-ordinating hubs with 100 further training providers giving access to accredited courses in energy efficiency and environmental technologies training
- SummitSkills has conducted and published research on the numbers requiring training and the skills needs of SMEs to support the low-carbon agenda. This is also a significant opportunity for growth out of the recession
- SummitSkills has worked with other SSCs on a European-funded project which has produced a comprehensive review of the existing skills and knowledge of the UK low carbon built environment workforce, and what training and qualifications are currently available to them. The next stage will identify future needs
- Jointly with the Zero Carbon Hub, we have produced 'Low Carbon Buildings and Homes – Skills and Opportunities' to assist companies in the sector move into this important future area
- Structures for specific environmental technology qualifications formed part of the first tranche submitted by SummitSkills on to the new Qualifications and Curriculum Framework. These cover installation and maintenance of heat pumps, water-harvesting and reuse systems, solar photo-voltaic systems and solar hot water systems and general environmental technologies awareness

Apprenticeships and work to support initial training of young people

- Summit Skills are working with the United Kingdom Resource Centre on its Diversity in Apprenticeships project to help address the under-representation of women in science, engineering, technology and the built environment
- By securing Joint Investment Programme (JIP) funding of £900,000 SummitSkills set up a programme to support employers in developing and delivering discounted training
- In March 2011, SummitSkills was appointed the Issuing Authority for BSE Apprenticeship frameworks
- SummitSkills exceeded the target of 10,000 Apprenticeship completion certificates for 2011 for the second year in a row

Working across the UK

- In Wales, SummitSkills is part of the Sector Priority Fund Project focusing on environmental technologies
- In Northern Ireland, SummitSkills has been working closely with employers to promote the benefits of expansion into environmental technologies
- In Scotland, SummitSkills helped to develop a new range of management, supervisory and leadership training to help sector employers fulfil their potential
- SummitSkills has been approved as a Submitting Organisation for units and qualification structures to the QCF for England and Northern Ireland. They have developed new qualifications to meet the requirements of the UK's various qualification frameworks



The UK Commission for Employment and Skills is a non-departmental public body providing strategic leadership on skills and employment issues in the four nations of the UK.

Together, our Commissioners comprise a social partnership that includes CEOs of large and small employers across a wide range of sectors; trade unions and representatives from the Devolved Administrations.

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