

The Role of Sector Skills Councils in the UK Evolution and Roles in Industry Development

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Agenda

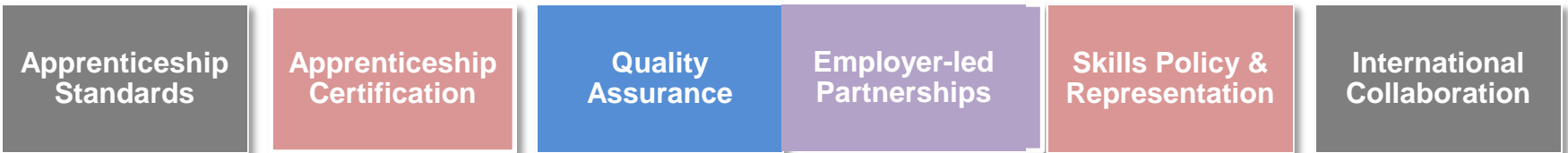
- Role of Sector Skills Councils & support Internationally
- Example of a Sector Skills Council – Solutions
- Summary

UK Vocational Skills System

The Role of Sector Skills Councils

Federation for Industry Sector Skills & Standards

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



Sector Skills Councils

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

Sector Skills Councils



Skills for Care & Development



e-skills uk



Sector Skills Bodies:



National Skills Academies

The National Skills Academy
CONSTRUCTION

The National Skills Academy
CREATIVE & CULTURAL

The National Skills Academy
HEALTH

The National Skills Academy
POWER

The National Skills Academy
FINANCIAL SERVICES

The National Skills Academy
NUCLEAR

The National Skills Academy
FOOD & DRINK

The National Skills Academy
RETAIL

The National Skills Academy
SOCIAL CARE

The National Skills Academy
MATERIALS, PRODUCTION & SUPPLY

The National Skills Academy
PROCESS INDUSTRIES

The National Skills Academy
HOSPITALITY

The National Skills Academy
RAILWAY ENGINEERING

The National Skills Academy
IT

The National Skills Academy
SPORT & ACTIVE LEISURE

Sector Skills Councils – role in skills development

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

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

Key Challenges

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

New Approaches to Skills Investment

Universal Services Funding

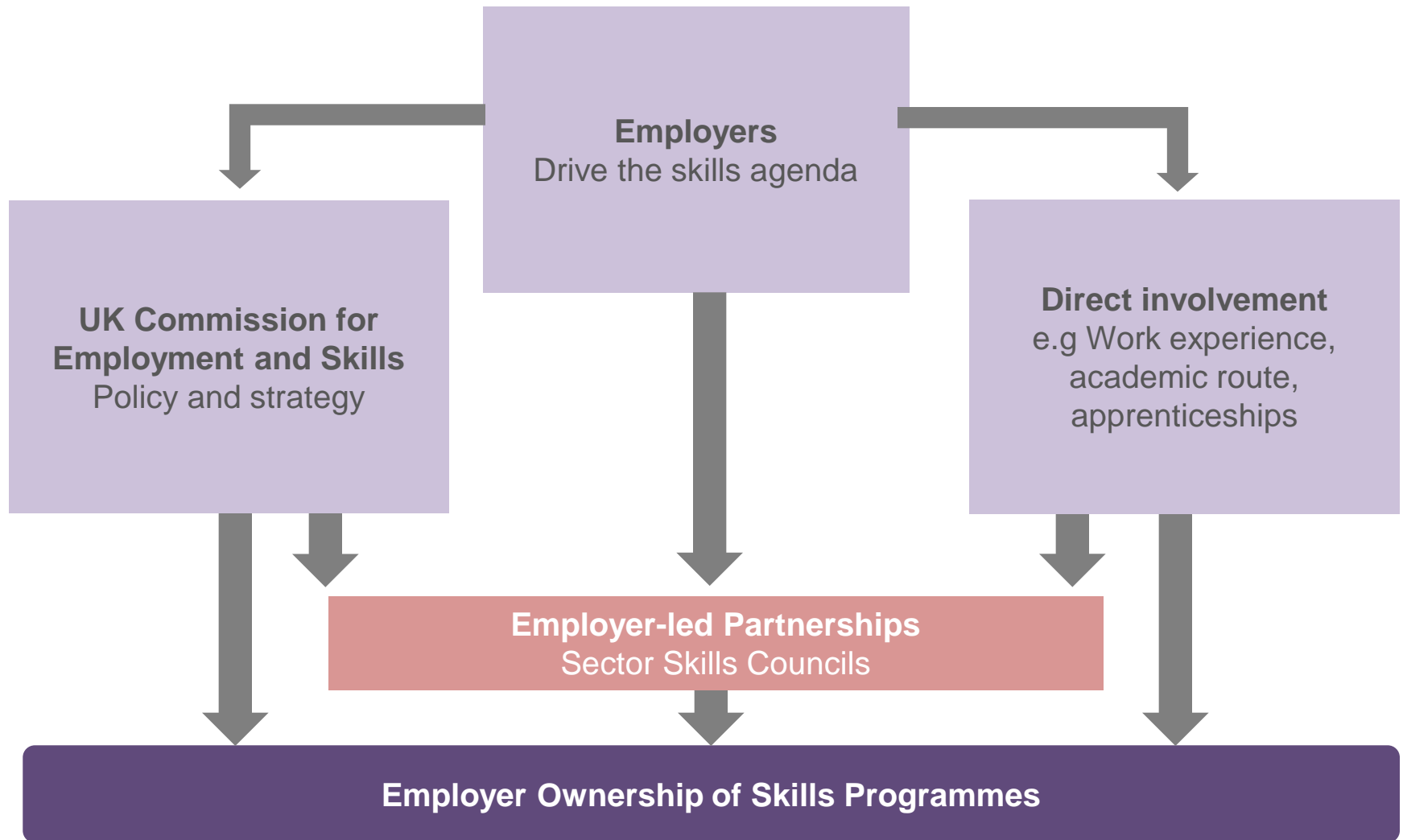
UKCES commissions from Sector Skills Councils:

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

Employer Ownership of Skills

Public investment matched with employer incentives and investment

Key Mechanisms for Employer Engagement



Sector Skills Councils – International Work

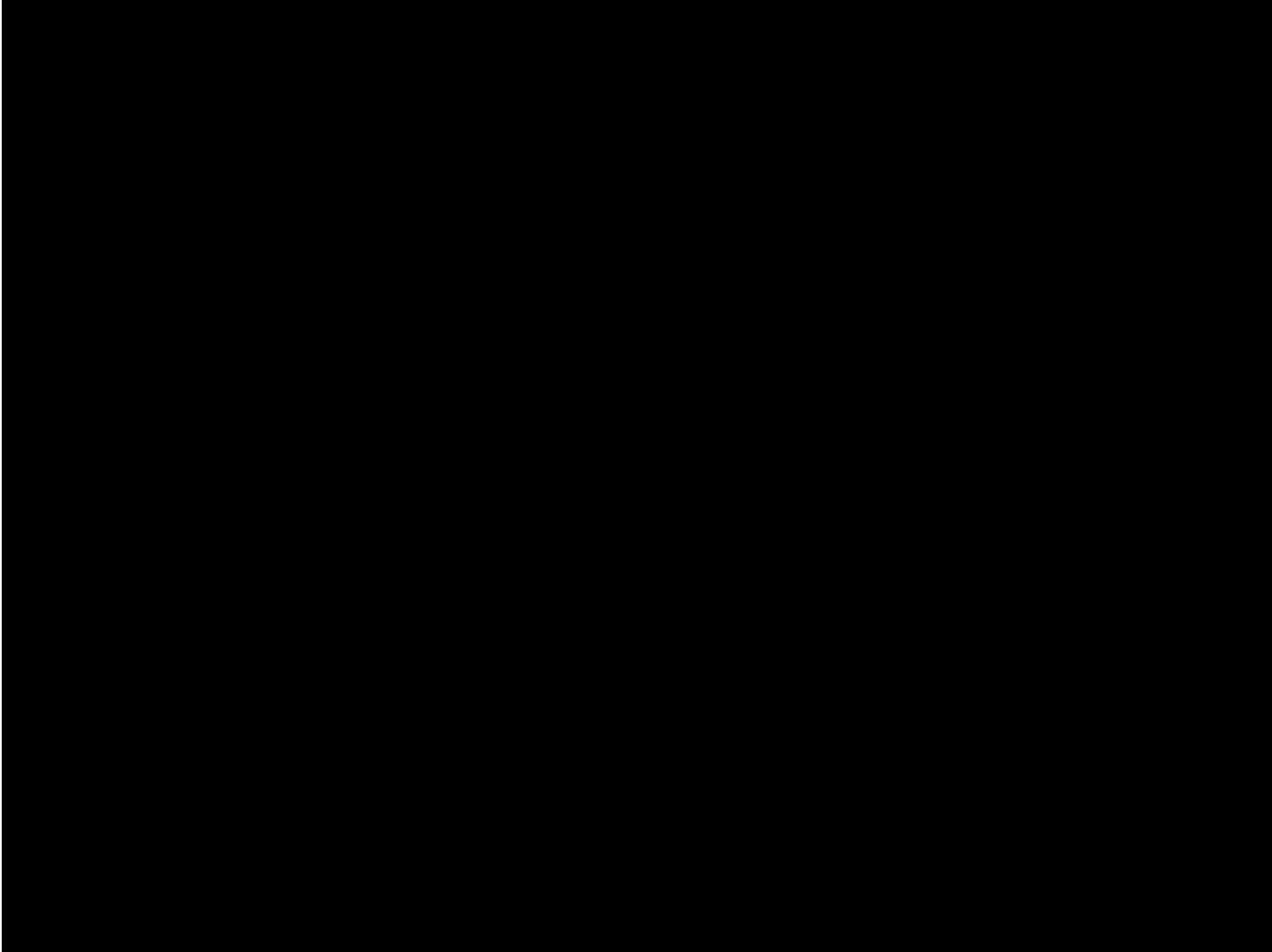


Sector Skills Councils – International Work

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

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

The Visit



Building a Skills Academy – Journey

National Skills Academy for Retail - Developing the skills of the retail sector

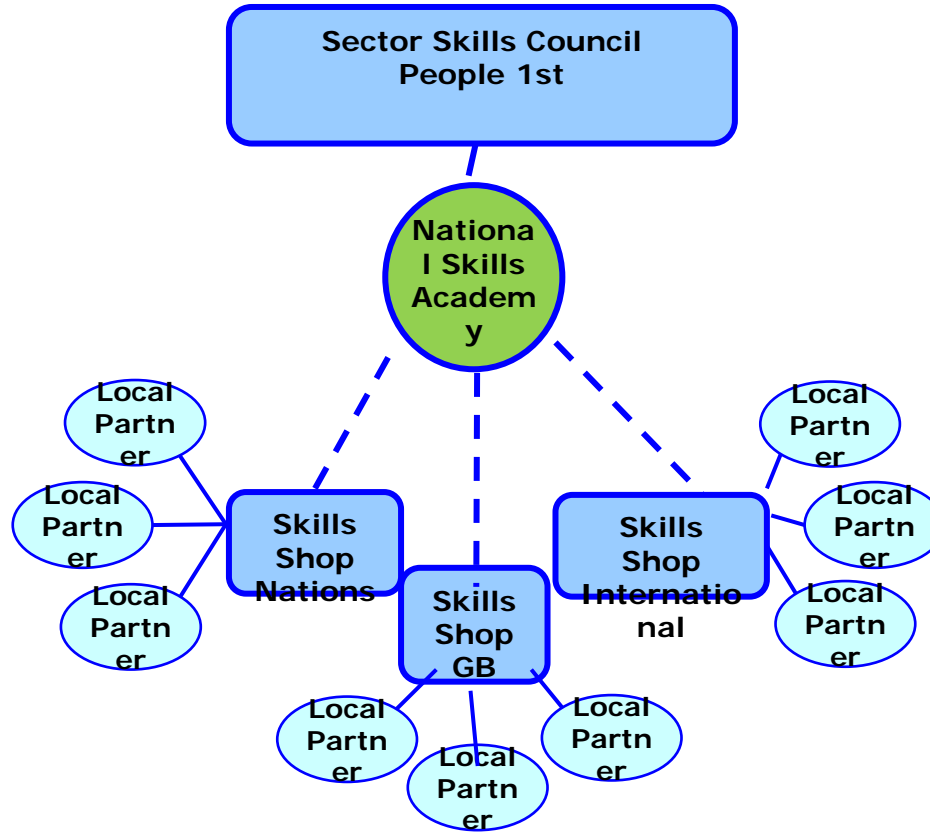
- The National Skills Academy for Retail (NSAR) was established in 2009, and has been part of People 1st since 2013. There are sixteen sector-based National Skills Academies in the UK
- Through our network of quality-marked skills shops and specialist trainers, we provide access to high quality training for retail business owners, employees and the future workforce.
 1. NSAR has a small central function delivering its offer through its accredited members
 2. Network of 50 Retail Skills Shops based in the UK
 3. Provides industry led and developed training programmes

Vision - Driving up skills in retail

Through a network of retail “skills shops”:

- **Provide** access to world-class skills and business support for retailers whatever their size, wherever they are located
- **Lead** the drive for professional rewarding careers and skills development for everyone who works in retail
- **Create** a consistent national approach for training and skills in the UK's largest private industry sector

Skills Academy Model



Skills Shop

Over 50 retail skills shops have achieved National Skills Academy for Retail membership and are located on high streets and in shopping centres throughout the UK. A small number operate virtually and can be accessed online. Although run individually by local shareholders such as developers, training providers, Jobcentre Plus and retailers, our skills shops work together nationally



Skills Academy case study

To support the expansion of the Mall of Arabia in Cairo – European Bank for Reconstruction and Development (EBRD) and Arabian Centres worked with People 1st to develop an Academy model

EBRD and Arabian Centres wanted to ensure that local people had the best chance of securing jobs in the centre. As a newly-developed destination with high unemployment, this presented a significant challenge and opportunity

Outcome

- People 1st held an open tendering process and appointed a local training provider to operate the academy.
- People 1st developed a bespoke pre-employment programme to train local people, ensuring that businesses within the shopping centre had access to people with the right skills to take up the new jobs.
- EFE – Egypt trainers were trained and licensed to deliver this programme.



Energy & Utility Skills Group (EU Skills)

The Sector Skills Council for Power,
Gas, Water and Waste Management
Industries

[Subtitle] / By [Name]

Energy & Utility Skills Group (EU Skills)

“Shaping the future of the sector’s workforce through collaboration, strategic leadership and skills expertise”

Employer-led membership organisation
- 80 members

- Helping ensure the power, gas, waste management, water, energy efficiency and renewables employers **have the skills they need - now and in the future**

National Skills Academy for Power (NSAP) – part of the EU Skills Group

- Through collaboration, NSAP is developing the **Capacity, Capability, Quality and Consistency** of training and education across the Power sector

Energy & Efficiency Industrial Partnership – a **partnership of 67 employers**

- A long term collaboration managed by EU Skills
- Co-investing with Government to deliver a £115.5 million change programme - **Transforming the skills system** for the sector

EU Skills Group offers a range of **high value products & services** - designed to help employers:

- **Attract** new talent
- **Develop** their workforces
- **Assure** a high level of competence across their businesses

Attract new talent

Sector Challenges

Attracting talent to the sector

Increasing the pipeline of **young people** entering the sector

Accessing diverse and **high quality** candidates

Addressing the **aging workforce**

EU Skills Solutions

Attraction campaigns e.g. youth, military service leavers

Talent development network – web based platform

Recruitment & selection services

Labour Market Intelligence and Workforce Planning services



TALENT
SOURCE
NETWORK

www.talentsourcenetwork.co.uk



Develop their workforces

Sector Challenges

Developing the **capacity and capability** of training

Maintaining **fit for purpose** and **consistent** training

Preparing **young people** to enter the sector

Supporting and retaining Apprentices

EU Skills Solutions

Tailored Training Needs Analysis, Training Design & Development

Standards and Apprenticeship development

Tailored Youth TVET & Employability programmes

Learner Management – support and mentoring for learners



Assure a high level of competence

Sector Challenges

Continual improvement to **safety and competence**

Managing and **demonstrating the competence** of the workforce

Maintaining **high quality** training provision

EU Skills Solutions

Industry approaches to Competence Assurance

Skills and registration schemes

Quality Assurance of training programmes and providers



www.eusr.co.uk



Aggreko case study

- Rapid expansion globally
- Required a practical solution to develop a competency matrix
- The matrix would measure and record the range of skills and authorisation levels of their technical engineering workforce

Solution

- Using best practice developed with the UK Power Sector, a competency matrix to allow both skills and authorisation levels to be recorded.
- EU Skills Introduced the principles of the competency matrix, to evaluate current levels of technical knowledge across the workforce
- Introduced a standardised assessment process of technical activities across the business units.
- The assessment process was supported by a global training programme - training technical authorising officers to assess and award levels of competence and authorisation across the business

Aggreko - Outcome

- Development and introduction of a new set of Electrical Safety Rules.
- Identification and standardisation of the levels of competence required for their technical workforce
- Implementation of a standardised process to carry out this assessment and authorisation.
- Trained team of Electrical Authorising Officers , responsible for assessing and awarding levels of competence and authorisation.
- Aggreko now assess and award levels of competence and authorisation across the business.
- Aggreko has clear visibility of their workforce competence and has a standardised approach to competence.



Summary

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

Thank you

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