

CAMIS - Workforce development group

Area of expertise	Target Group	
		United Kingdom
How are training needs identified and by whom?	WSSC - Current workforce	Nationally, policies that are developed (e.g. Skills for Growth) include a focus on skills gaps and growth sectors. Regionally, regional development agencies (SEEDA for the South East until 31/3/12) identified sectors of regional importance and developed regional skills strategies to address these. Locally, employers / employees identify skills needs; training providers map local / regional / national priorities and identify provision to meet needs, and work through employer engagement teams to identify skills needs of local employers (if provision is to be employer-funded the fit with business needs is obviously essential); skills brokers can conduct skills audits within an organisation and identify training needs and solutions.
	WSSC - Potential workforce	As above - training needs are also identified through Jobcentre Plus (JCP) assessments, with a particular focus on employability skills.
	Marine SE - Current and Potential workforce	<p>The UK's Skills for Business network comprises 25 Sector Skills Councils (SSC). Overseen by the UK Commission for Employment and Skills (UKCES) the SSCs lead the process and look after their relevant sectors. As part of this, Sector Skills Agreements (SSA) have been developed. These are a government initiative designed to deliver the priority skills that will improve business performance.</p> <p>SEMTA is the SSC for Science, Engineering and Manufacturing technologies in the UK and the Marine Sector falls within its remit (www.semta.org.uk). It is employer-led and works with businesses, trade organisations, training providers and government agencies to maintain the relevance of the SSA. Through this the National Occupational Standards and priority skills are identified and placed on the 'Learning Aims Database'. Training courses meeting these requirements are funded through the government agencies.</p>

	<p>The SSA for the Marine Sector covers shipbuilding, ship repair, boat building, boat repair and marine equipment. SEMTA's current priorities are to match the skills supply and demand to suit the local economy; upskill those with no qualifications; improve management and leadership skills and tackle issues relating to an ageing workforce.</p> <p>Employers can also work directly with training providers to develop courses meeting their specific needs. These are be delivered by the provider on a 'full cost recovery' basis.</p>
WSSC - Future workforce	As above - training needs are also identified through a young person's school / college, or by their employer if they are in work-based training, or by the young person themselves.
KCC Apprenticeship - Future workforce	Kent County Council is responsible for the planning and commissioning and training needs and gaps in provision are identified by local steering groups to a strategic commissioning group which agrees the training provision with the Young Peoples Learning Agency and National Apprenticeship Service.
KCC 14-19 - Future workforce	As above - Kent County Council is developing a skills strategy which is identifying gaps in the provision of skills for the future growth of the economy of Kent. In particular sustainable technologies sub sector has been identified as a growth area. In addition the following sectors are seen as having potential for growth: health & social care; construction; retail; land based; creative/media. We are organising master classes for young people in order to promote these sectors.
Marine SE - Future Workforce	SEMTA also works with schools, colleges and universities to ensure that the SSA provides an integrated approach. Examples of this are the 'diploma qualifications for 14 to 19 year olds for engineering and a forthcoming one for science. SEMTA is also involved in the development of foundation degrees and apprenticeship training frameworks.

	Devon CC - Current Workforce	This is done in a variety of ways. Training providers are conducting TNAs with businesses and delivering training and qualifications as required. Sector skills councils have their national strategies which impact on businesses in Devon. There have been some good comprehensive audits done in the past 5 or so years, especially with larger businesses and their supply chains. Any development of this would need to address the needs of the SMEs. There have also been a number of projects such as the Devon Tourism Skills Network (part of a regional project) and Artsmatrix for the creative sector.
	Devon CC - Potential Workforce	Jobcentre Plus deals with the majority of this work with the designated delivery partners through the Work Programme. DCC has also delivered projects in the past to support people to gain employment (particularly in response to the recession) and to provide different approaches to 'employability' training.
	Devon CC - Future Workforce	DCC economic development team is working with the county's 14-19 team to commission support services to enable young people to make informed career choices, including work experience. This does include providing teachers and other staff in schools with information about future infrastructure and employment development. The biggest priority as always is to develop generic employability skills among young people.
Who provides Information, Advice and Guidance?	WSSCC - Current workforce	The <i>nextstep</i> service provides adult information, advice and guidance (IAG). There is a process of transition about to commence to a new adult advancement and careers service, the details of which are not yet finalised. Implications of this transfer are as yet unclear. There is additional local provision, for example the Learning Opportunities programme, which provides web based IAG around specific sectors. There is also some IAG provision from learning providers (although there is some potential cross over into marketing and so this is not always an impartial service).
	WSSCC - Potential workforce	As above - unemployed adults are referred by JCP to <i>nextstep</i> .
	WSSCC - Future workforce	The Connexions service provides IAG for young people, and additional careers advice is provided by schools / colleges. Much advice is provided by parents / carers / peers, and strategies need to be mindful of this.

KCC Apprenticeship	As above, further advice and guidance for young people is available on the National Apprenticeship website and through the National Vacancy Matching Website.
KCC 14-19	<p data-bbox="869 288 1852 794">KCC has the largest 14-19 online area prospectus and common application process (CAP) in the UK. In 2009/10 15252 Yr 11 students had accounts created on the CAP. By April 30th 2010 10,692 learners had made an on line application and 12,990 Learners had used their accounts. To support this process KCC has created a careers education, information, advice and guidance (CEIAG) framework group consisting of Connexions staff and lead careers co-ordinators from schools and colleges. This Group has developed since its creation in Feb 09. A curriculum framework / briefing events for teachers / 9 Network groups meeting 6 times a year to share good practice. The CEIAG group will next begin to develop a process for monitoring, reviewing and evaluating CEIAG provision in Kent. KCC is also developing a range of other on line software solutions to support CEIAG. These include an on line individual learning plan ("Plan-It") which has approximately 3000 learners involved. We are developing an on line diary tool to facilitate students recording both in school and out of school activities as part of a mentoring process.</p> <p data-bbox="869 794 1852 1046">The intention is to produce an on line CV that then can be used at points of transition. This work is in conjunction with the Institute of Education and the awarding body AQA. We are also piloting software to support enterprise education through the use of video based material - U-Xplore. KCC is developing a strategy for the 6 Partnership areas to be allocated funding to develop area careers fairs and sector specific careers fairs. The intention would to raise learners aspiration and support learners at points of transition.</p>
Devon CC	A particular concern for the future workforce is the provision of IAG for young people and the responsibility that will placed with schools for this as stated above. The aim will be to create IAG for all options for further education and apprenticeships.

Who are the funders and what criteria / constraints exist?	WSSC - Current workforce	Much provision is employer funded or jointly funded. Some is funded by the individual. College funding supports training primarily for those without a level 2 or level 3 qualification. Higher Education Funding Council for England (HEFCE) funding supports training at higher education (university) level.
	WSSC - Potential workforce	Jobcentre Plus funds a number of training programmes, for example relating to job search, presentation, interview and CV etc.) Skills Funding Agency supports much of the provision for this client group through colleges. Some provision has been funded from other sources, e.g. ESF. A number of national programmes are emerging as a result of the recession for this client group, funded via the Department for Work and Pensions (DWP) with JCP as the local delivery arm. These include the Future Jobs Fund (see other references below).
	WSSC - Future workforce	Funding for Apprenticeships is through the SFA, via the National Apprenticeships Service (NAS). Constraints affect different ages, with the priority being 16-18 year olds. There has been a range of local initiatives for students, for example around employability and enterprise in schools, some previously aided by the county's education business partnership, County Council and partners.
	KCC 14-19 - Future workforce	Funding for the CEIAG Project and other projects has come from KCC Base Budget and 14-19 development grant funding. There are few formal constraints on the funding other than it should be used to develop activities in Kent as part of the 2010 Agenda that KCC established. Following the general election in May 2010 there are now serious budget pressures. We are faced with the challenge of raising revenue in order to fund the elements of our work, whilst funding from central government has been severely restricted.
	Devon CC	The services are the same as WSSC, above. The leadership and management programme continues to offer support to SMEs but only certain apprenticeships come with full funding for training. Otherwise the success of the Future Jobs Fund cannot be repeated as there is no successor programme to it.
What programmes have been put in place and by whom	WSSC - Current workforce	University Centres and Centres for Work and Learning (national (HEFCE) with local implementation)
	WSSC - Potential workforce	There has been a variety of programmes such as Economic Challenge Innovation Fund (ECIF) programmes (locally determined by universities, funded by HEFCE and partners); Backing Young Britain campaign (DWP) including the Future Jobs Fund (locally determined between JCP and County Council); local projects led by the third sector; local initiatives e.g. training in local libraries etc.

<p>Marine SE - Current and Potential workforce</p>	<p>National Skills Academies have been established covering key sectors. They are employer-led centres of training excellence enabling business, government and other stakeholders to work together to deliver world-class skills. SEMTA is the parent company of the National Skills Academy for Manufacturing.</p> <p>Other training programmes are provided through government funding & ESF for 'bite-size' courses such as the PERA managed 'Skills for Technology' programme.</p> <p>When required, short-term programmes are also used to skill/re-skill people. Examples of this within the SE region marine sector include aluminium welding training. A specialised 20 week course to re-skill redundant workers was developed and delivered with funding provided through the Learning and Skills Council, JCP and the Career Development Group (EU funding). The course was undertaken through a college/business partnership.</p> <p>Trade organisations such as the British Marine Federation also develop and run specialist marine training. The Solent Local Enterprise Partnership has identified advanced engineering and marine as key sectors and the LEP has the potential to work with neighbouring LEPs to promote these sectors. Marine South East has established a marine board comprised of key professionals from the industry to assist LEPs in formulating their policies. The marine sector has a high percentage of SMEs with many employing fewer than 10 staff. To increase the use of apprentice training by these businesses Marine South East is working with other organisations to pilot an apprentice business model.</p>
<p>WSSC - Future workforce</p>	<p>Apprenticeships (national) and local programmes (e.g. enterprise in schools) are in place to complement the national curriculum. STEM Sussex helps schools to demonstrate the value to the labour market of science, technology, engineering and maths curriculum subjects. The main service from STEM Sussex is STEM Ambassadors. The ambassadors are current or retired business professionals and they help with events, visits, in the classroom, etc.</p>

KCC Apprenticeship - Future workforce	The apprenticeship programme through a number of Colleges and private training providers deliver apprenticeship programmes across all sectors to all parts of the county. Over the years specialist provision have been found to match learners to desired training aims. KCC have helped in identifying provision requirements through its Young Apprenticeship programmes in schools and through work based initiatives.
KCC 14-19 - Future workforce	KCC has a number of programmes / pilots in place to support the 14-19 Agenda. Skill Force is a project run by a social enterprise organisation. The focus is on students at risk of disengagement. The staff are all ex military forces personnel and they offer students a personal development curriculum one day a week. With support from SSAT we have established enterprise learning partnerships. There are on 10 partnerships across Kent and Medway led by the schools with a business and enterprise specialism. The focus is to increase the quantity and quality of enterprise education among 5 to 19 year olds. The ELPs use enterprise events to demonstrate to other teachers how to deliver enterprise education. The funding ended in March 2011 but we developed the means by which these activities could be carried on beyond that date.
Marine SE - Future Workforce	Within the Solent area an urgent need for marine apprentices is being met through the Apprentice Expansion Programme. Established as a pilot scheme to encourage the use of apprenticeships the example in the Southampton/Lymington area has been very successful. This pilot project was completed in early 2011 and has been evaluated by the funding body. Managed by a marine company it has encouraged several other marine SMEs to use apprentice training to develop their workforces for the first time and has provided 65 advanced apprenticeships over two years. It has achieved a retention rate of 100%. Marine South East is building upon the work it has undertaken in previous skills/workforce development projects for apprenticeships and training to develop an integrated business model. The model is named SW21 (Strategic Workforce in the 21st Century) and is particularly aimed at encouraging micro businesses to recruit apprentices.
Devon CC	A number of programmes have been put in place and have been mentioned above. Clearly all the national programmes apply to Devon as elsewhere. The providers for the Work Programme will become fully functional this year.

What support exists to enable engagement with the training?	WSSC - Current workforce	Employees have the right to request work time to be allocated for training. Support at employer's discretion may include time off for study, travel costs etc.
	WSSC - Potential workforce	JCP Advisers' Discretionary Fund (ADF) can cover travel etc. On programmes such as Future Jobs Fund a significant amount was built into the budget for support (use of the budget was determined locally). The Government has launched the Work Programme for unemployed residents and JCP has regional contractors in place to deliver this. Each contractor will award contracts to sub contractors who have knowledge of the sub regional labour markets.
	KCC Apprenticeship - Future workforce	Apprentices can get extra support if required from providers and employers for numeracy and literacy or if they are disabled they can receive support to access the programme.
	KCC 14-19 - Future workforce	The target audience for these activities are in full time education.
	Marine SE - Future Workforce	As noted by WSSC, local authorities and businesses have been working with the education business partnerships (EBP) to run enterprise and other events. Additionally 'skills festivals' are held in Southampton, Portsmouth and Kent. These attract between 1000 - 1500 pupils and students each and show the various routes to employment. The British Marine Federation in conjunction with 'Engineering your Future' organises the 'Schools Marine Challenge'. This links curricular activities with careers in the marine sector through the design, manufacture and testing of solar, electric and IC powered boats. Pupils work on these projects as a team and meet on race day to test their craft against other schools. Factors such as innovation, engineering methods and performance are judged to decide the awards. In 2010 the competition was extended to enable primary and secondary schools within the UK to construct solar powered craft for a race day at the London International Boat Show in January 2011.

		<p>This was very successful with the regular teams from secondary schools attending but also attracting 50 primary school pupils who had never before built or raced a solar powered boat. This interest was maintained when a further group attended the regional race day held at Bluewater, Kent, in June 2011.</p> <p>Seavision UK (www.seavisionuk.org) is the national campaign to promote careers in the marine sector to schools children. It does this through its website, publications, events and materials that can be downloaded by computer.</p>
	Devon CC	Training providers are very active in engaging businesses and individuals in skills development. It is the independent support to signpost and direct businesses and residents towards the help available which is often not as clear and as comprehensive as it could be.
How to assess the impact of the training policies (evaluation)	WSSC - Current workforce	Evaluation of impact is very difficult as much of it will be long term. Business productivity levels, personal progression, skills levels (measured nationally but dependent on a measurement of qualifications gained rather than skills developed); funded programmes are generally evaluated at a local and national level.
	WSSC - Potential workforce	As above; numbers of people into work or achieving a 'positive outcome' - generally defined as progression to work related training, paid or unpaid work.
	WSSC - Future workforce	As above; qualitative evaluation of young people's experience; number of young people achieving Apprenticeship; employer perceptions of young people's employability (e.g. gauged through work experience placements.)
	KCC Apprenticeship - Future workforce	Apprenticeship success is based on the number of young people obtaining a full framework. Government targets exist and providers must meet a set level (percentage). An independent inspection authority (OfSTED) ensure that the delivery of the provision meet minimum standards.
	KCC 14-19 - Future workforce	There are a number of methods to assess the impact of these activities; Evaluation of pilots by stakeholders /'learner voice' / OfSTED / other agencies e.g. Institute of Education. We have conducted a 'learner voice' survey among young people to obtain their views of IAG.

	Devon CC	DCC is very much in line with WSCC. There are some interventions and training programmes that can be monitored and evaluated on their completion. For example, our employability project was measured on the number of people getting back to work with some follow up evaluation to establish how many of these actually remained in employment.
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