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taking further education forward

Economic Climate

Opportunities and Challenges for Workforce Development

15th October 2009

Alan Clarke

Sector Engagement Manager

Lifelong Learning UK

Developing capability, unlocking potential

LIFELONG LEARNING UK

Skills for Learning Professionals

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Content

- Lifelong Learning UK
- The Workforce Strategy for England
- National Occupational Standards
- Economic Climate
- Employer engagement
- Employee engagement
- The Catalyst Programme

Lifelong Learning UK

4 countries – 6 areas of work

Sector Skills Agreement

Sector Qualifications Strategy

Influence Government Policy

Test Workforce Development Programmes

- **Careers Advice & Guidance**
- **Community learning and development**
- **Further education**
- **Higher education**
- **Libraries, archives and information services**
- **Work based learning**

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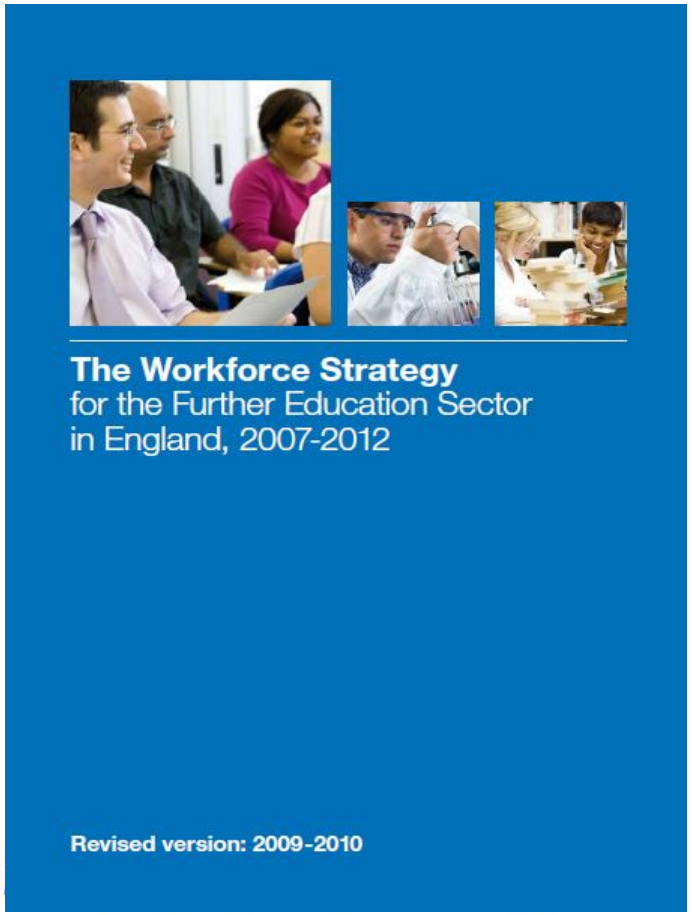
Further Education Workforce Strategy

(2007-2012 England)



Priority 1 Understanding the nature of the workforce

Priority 2 Attracting and recruiting the best people and improving the sector image

Priority 3 Retaining and developing the modern, professionalised workforce

Priority 4 Ensuring equality and diversity is at the heart of the strategy, policy making, planning and training

National Occupational Standards

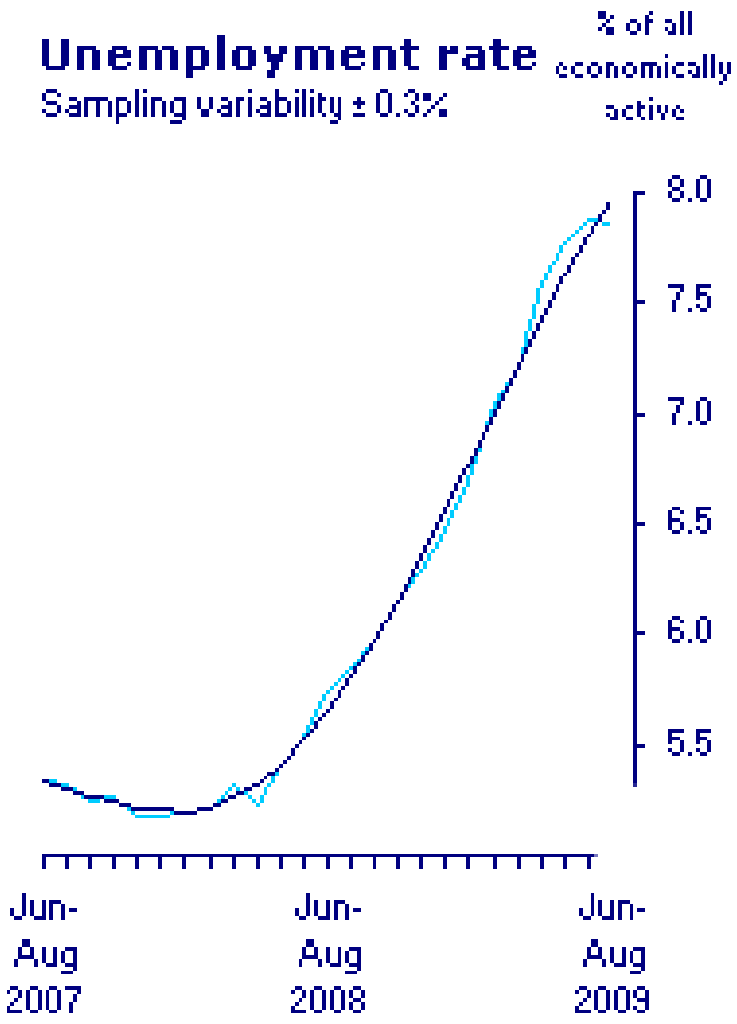
- **National Occupational Standards for Business Development / Employer Engagement**
- **New National Occupational Standards for Employer Engagement**
- **Consultation late October / November 2009**
- **Participate alanclarke@lluk.org**

Economic Climate

The number of unemployed people, the unemployment rate and the claimant count have all increased this year, the current unemployment rate of 7.9% for the 3 months to Aug 2009.

Redundancies level for the quarter at Aug 2009 was 233,000, down 68,000 over the quarter but up 85,000 over the year.

There were 434,000 job vacancies in the three months to September 2009, unchanged over the previous quarter but down 163,000 over the year.



nationalstatistics.gov.uk

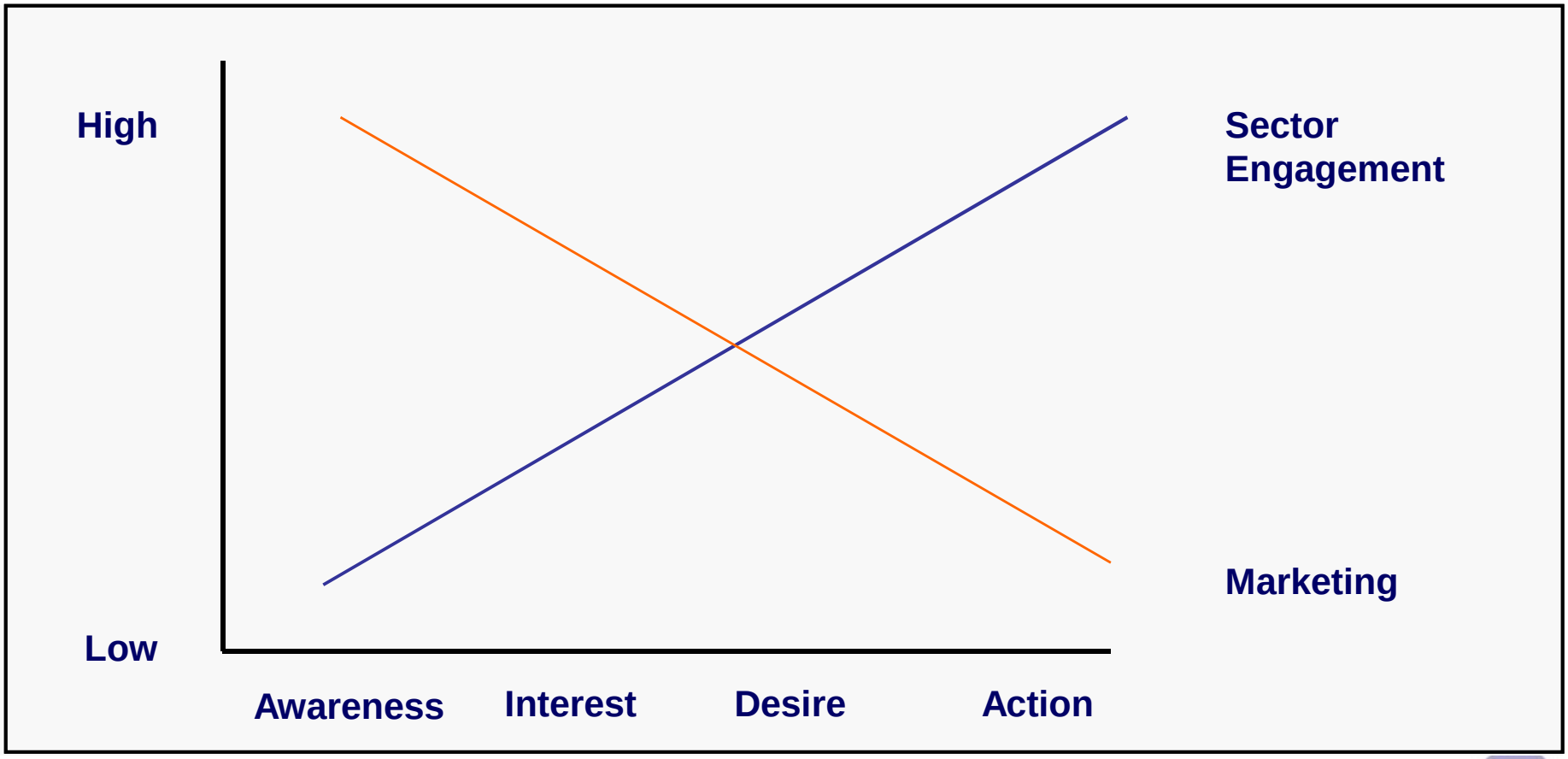
Models for successful engagement

- What is your offer?
- Price / Quality / Time
- Needs analysis for employers – specialist trainers
- Business networking
- Employer support of work placements and visits
- Use of local market information to anticipate training needs.

Models for successful engagement

- Awareness
- Interest
- Desire
- Action

Models for successful engagement



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Engagement in the Learning Sector

- Training Quality Standard
- What are you known for?
- Bespoke and accredited training and learning
- Skills needs - Collaborative working
- Sector Skills Councils
- Trade Associations

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Quality and Employer Engagement

Quality in a service or product is not what you put into it. It is what the client or customer gets out of it.
Peter Drucker

The quality of our work depends on the quality of our people.
Unknown

Employee Engagement

The goal of increased employee engagement is improved organisational performance – rather than an end in itself.

Put customers second?
Put your **staff first** – they will put their **customers first.**

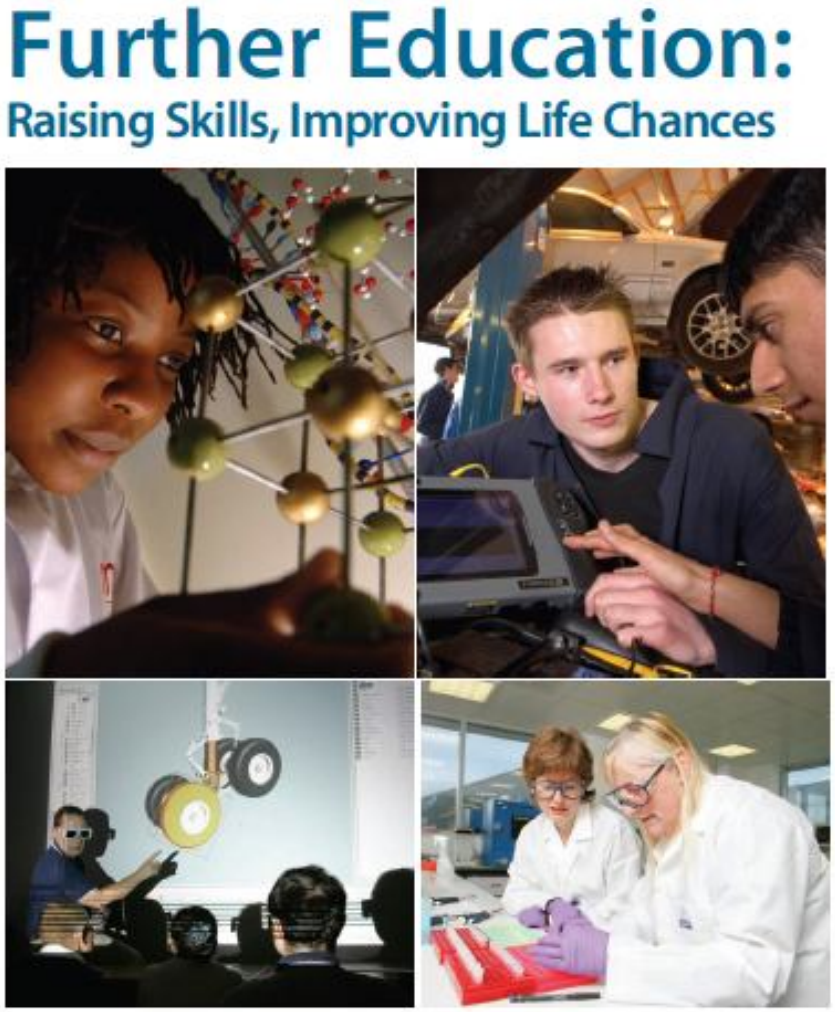
Dan Bazinet – Overland Trading

FE White Paper

April 2006

The White Paper Vision is to ensure that the UK is equipped with “the skills we need for an economy that will sustain our quality of life and our international standing.”

This FE White Paper Programme seeks to develop world class management across FE, and ensure that the FE system has teachers, tutors and trainers with the right levels of skill and expertise to deliver effectively to the sectors they serve



Catalyst Strategic Overview

DIUS / BIS funded programme September 2007 - March 2010

Outputs:-

1,400 teachers, trainers & tutors complete vocational up- skilling programme – **Business Interchange**

300 teachers, trainers, tutors & assessors recruited into hard to fill vacancies in the sector – **Pass On Your Skills**

210 Managers recruited and fast tracked through leadership and management development programme – **Make a Difference**

Recruitment resource for providers recruiting senior leaders into the sector **– Business Talent**

FE SECTOR - ENGLAND
(Colleges, adult and community learning, and work based learning providers in receipt of Learning and Skills Council funding)

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Business interchange

Enables teachers, tutors and trainers in the FE sector to update their industry related skills through a variety of learning experiences.

We work in partnership with Sector Skills Councils, Institute for Learning (IfL) and the Learning Skills Improvement Service (LSIS).

Have developed best practice guides and provide support with locating high quality hosts.

Target 1,400 successful business interchanges by March 2010. To date 1,015 placements have taken place with 196 placement applications currently being assessed.

Aim to leave a sustainable model which contributes to FE reforms of continually professionalising the workforce.

Assisting to build closer relationships between employers and the FE sector.

Make a Difference

National campaign to attract, recruit and develop 210 graduate calibre individuals into management positions into the FE sector.

Supports each provider's recruitment methods with HR and assessment support.

Currently 200+ Vacancies registered from FE providers.

Each successfully recruited candidate participates in a leadership development programme endorsed by the Institute of Leadership and Management.

Aims to inject new managers into the sector who wish to pursue a long term career to be the leaders of the future

Pass on Your Skills

Assists FE sector employers to recruit teachers, trainers, tutors and assessors into hard to fill vacancies.

Target is to fill 300 hard to fill vacancies in the sector by March 2010.

Vacancies: construction and the built environment, health and social care, engineering and manufacturing technologies, science and maths, retail and commercial services, and literacy and numeracy.

New campaign launched June 2009.

600+ vacancies in hard to fill areas.

3,000 candidates registered.

Providing support to candidates to understandi the FE Sector and the Application process.

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Business Talent

We have developed in partnership with LSIS a web based recruitment resource to identify best practice procedures when recruiting to senior posts within the FE sector.

This includes the benefits of attracting suitable candidates from outside of the sector as well as from inside the sector.

This will be available on the Catalyst and LSIS websites from October 2009

In Practice - Business interchange

"Losing the currency of my knowledge has been a great concern to me. How can we possibly teach students who have greater current knowledge than ourselves? It was such a concern that I considered leaving the sector and returning to industry. To a large extent the Business Interchange placement allayed my fears."

Yorkshire and the Humber, Engineering lecturer.

Developing capability, unlocking potential

In Practice - Make a Difference

I never realised that there are so many job roles in the sector, I got interviews for two management positions in the sector, the interview process was very different to that of the private sector, but the Make a Difference programme made me realise that my management skills were valuable and made sure that I knew what to expect.

Make a Difference Candidate

In Practice - Pass on Your Skills

"The Pass on Your Skills programme enabled me to further develop, by showing me how I can pass my work related skills onto others. This has made me think of a career teaching what I know, something I never thought I could ever make a career out of."

Pass on Your Skills Candidate

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Opportunities to engage

- Pass on Your Skills PTTLS www.passonyourskills.com
- Make a Difference www.changeyourfuture.org
- Business Interchange www.businessinterchange.org
- Business Talent www.catalystbusinesstalent.com

www.catalystprogramme.org

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