Deloitte.

Deloitte Employability Skills Initiative

3rd Annual Conference
Employability for Scotland

29 October 2009

Deloitte
Who we are

- One of the world's **largest** professional services firms
- **UK profile**: 11,000 people in 23 offices - £2 billion turnover, one of the highest graduate recruiters in the UK
- Long and well established commitment to **Corporate Responsibility**
- A particular focus on **skills and education** and **employability**
- Contributed **36,000** hours of professional services and more than **£0.5m** cash to the agenda each year

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Why employability skills?
The issue

- Our **clients** and our **contacts** have raised the issue of a lack of employability skills in recruits for many years

- An **increasing** problem at all levels in all businesses

- At **least as important as technical skills**, if not more so particularly at entry level

- **Lack of understanding of**:
  - What these skills are (not just employment skills)
  - How to deliver, accredit and assess them
  - The importance of these skills: students, teachers, government and employers

- We use the power of our **brand**, the **skills** of our people and our **connections** to business to **maximise** our impact

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Overview

Employability Skills Initiative

- A **£2m** investment through the Deloitte Foundation over 5 years to build the **employability skills** of young college leavers
- Delivering courses that develop in learners the **attitudes and behaviours** that employers say are lacking and which are essential for **securing and sustaining employment**
- Investing in a new generation of **800 specialist employability skills trainers**
- 800 trainers have the potential to teach up to **40,000 students** over a 5 year period
- Building **sustainability** and **ownership** within the sector

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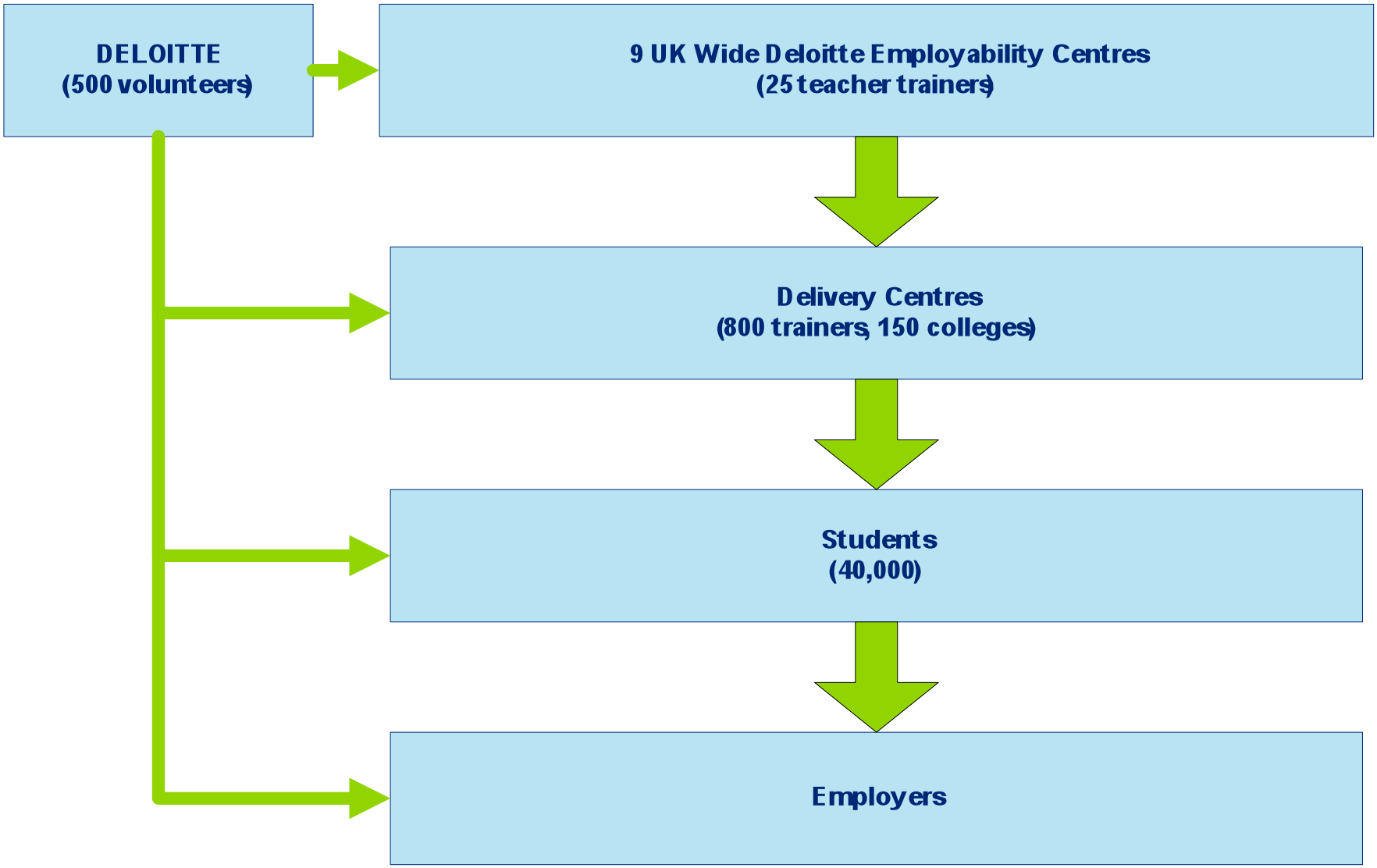
Structure



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Scotland Profile

How has the initiative taken off in Scotland?

- The **University of Aberdeen** is the Deloitte Employability Centre for Scotland
- Already we have trained **24 teachers at 11 FE colleges in Scotland** and have an estimated **500 students** on Deloitte Employability Courses in Scotland
- Worked with **SQA** to accredit and in discussion with the **More Choice, More Chances** team in the Scottish government to develop the programme further
- Currently working towards a **launch event** this year to engage business and invite employers to sign the "**pledge**"
- Further free places on the **Train the Trainer course** available in Spring 2010

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Deloitte Employability Course
Overview

- Designed with **employers**, sector skills councils and colleges
- Focus on developing skills, **attitudes** and **behaviours** for securing and sustaining long term employment
- Delivered by **Deloitte trained** college teachers
- Full set of detailed learning and delivery **material provided**
- Supported by **SQA** Units over the course of a year
- Innovative **experiential** delivery model
- Learning delivered alongside a core vocational programme and **contextualised** to the relevant sector
- Deloitte **volunteers** support course through delivery of expert classes

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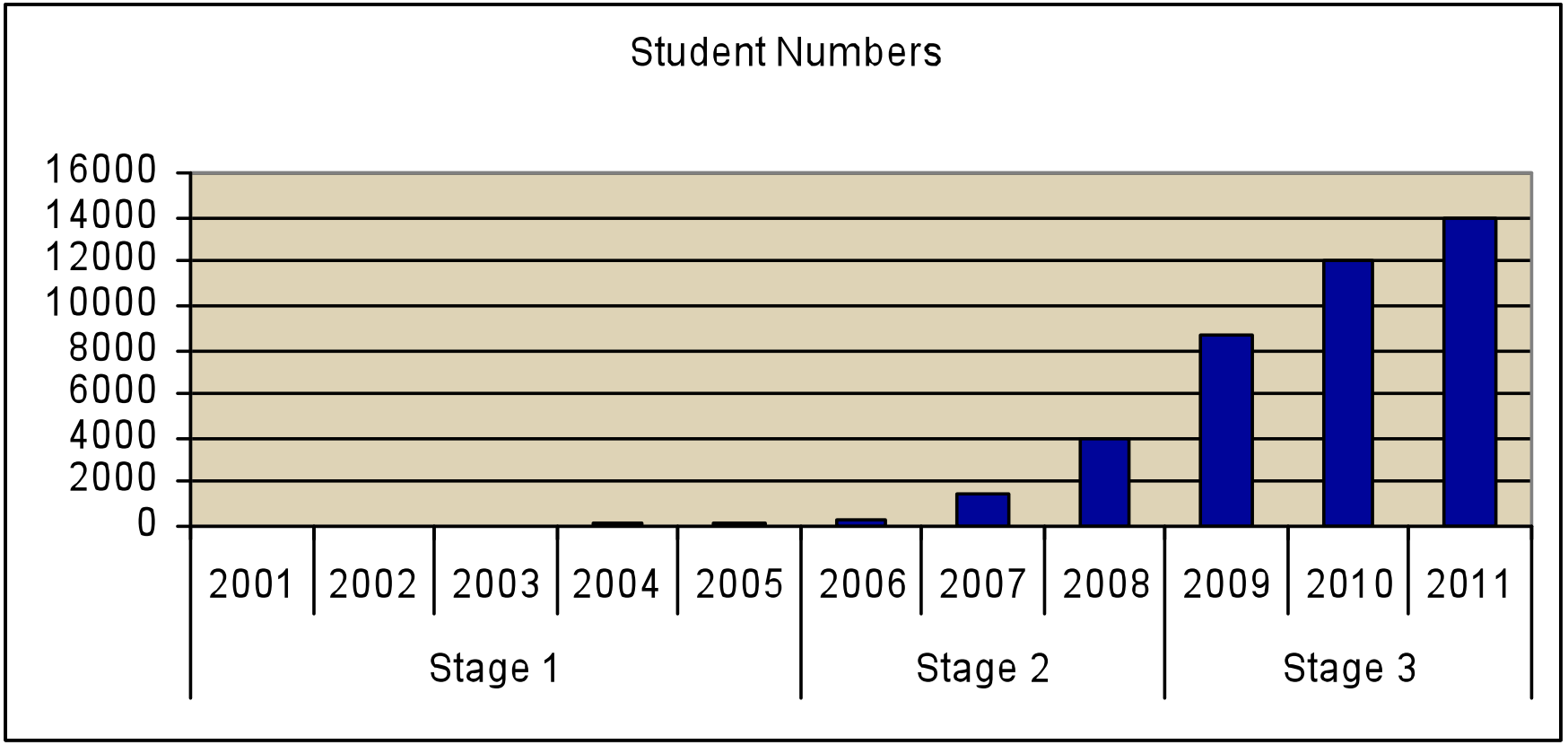
Growth



- Stage 1: Pilot
- Stage 2: Deloitte branding, training, partner engagement and roll-out
- Stage 3: Employer engagement and sustainability

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Key Impact Measures

	2006/07	2007/08	2008/09	2009/10
Students	311	1,536	3,536	c. 8,000
Courses	21	106	248	c. 600
Deloitte Employability Centres	5	9	9	9
Colleges	12	34	58	99
Trainers	16	80	226	312
Number of sector areas	5	15	c.20	c.20
Course retention Rate	89%	88% (benchmark 84%)	Awaiting info	Course not complete
Qualification Achievement Rate	82%	82% (benchmark 74%)	Awaiting info	Course not complete
Average rating of course by students	4 out of 5	4 out of 5	4 out of 5	Course not complete
Average rating of student progression by trainers	4 out of 5	4 out of 5	4 out of 5	Course not complete
Percentage of students to go on to further employment and full-time education at a higher level 6 months after course completion	93%	89%	Awaiting info	Course not complete

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What have we learnt?
Our view

- It takes **time** to deliver effective change in attitudes and behaviours
- **Training** is needed in delivery of these skills
- These skills need to be **recognised** by all as important
- It can be **assessed** and **accredited**
- When you get it right this has an enormous **impact** on an individual and their success across the board
- **Context** is vital
- **Employer** engagement and involvement makes all the difference

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Have our say
Your view

- Research project by the **UK Commission for Employment and Skills**

- Focus on **funding**, **assessment** and **training** of staff to deliver effective employability skills

- Across the **UK**, across **sectors**, across **age ranges**

- **Take part** in the survey and research:

employability@deloitte.co.uk

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