Workforce Development – understanding and meeting employers' skill needs

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What employers seek

- *"….devise new funding incentives for higher education programmes that deliver the higher level skills needed." Lord Mandelson Dec 2009*
- UK needs more educated people in all walks of life.
- Many employers want more with STEM.
- But: employers stress deficit is less in specific skills than generic competencies.

What employers seek

- Hence: focus, support and rewards should be more on the PROCESS OF LEARNING not on the subject studied.
- The competencies that employers seek.
- Competency models evolving; more emphasis on global awareness & enterprise.

Developing competencies

- Teamworking, communication, presentation.
- Global & ethical awareness.
- Business awareness.
- Enterprise.

There needs to be more interaction between institutions teaching STEM and those developing creativity.

Developing competencies

- Cooperation will be increasingly important.
- As will new forms of learning and delivery, including via digital media.

  "*The age of the lecture theatre has past; that of the team learning pod has arrived." Discuss!*

Rewarding excellence

- Place more emphasis on the PROCESS of learning and on COOPERATION between learning providers.
- Reward those who lead and develop the learning experiences of the future.

Thank you. *randsbrown@btinternet.com*