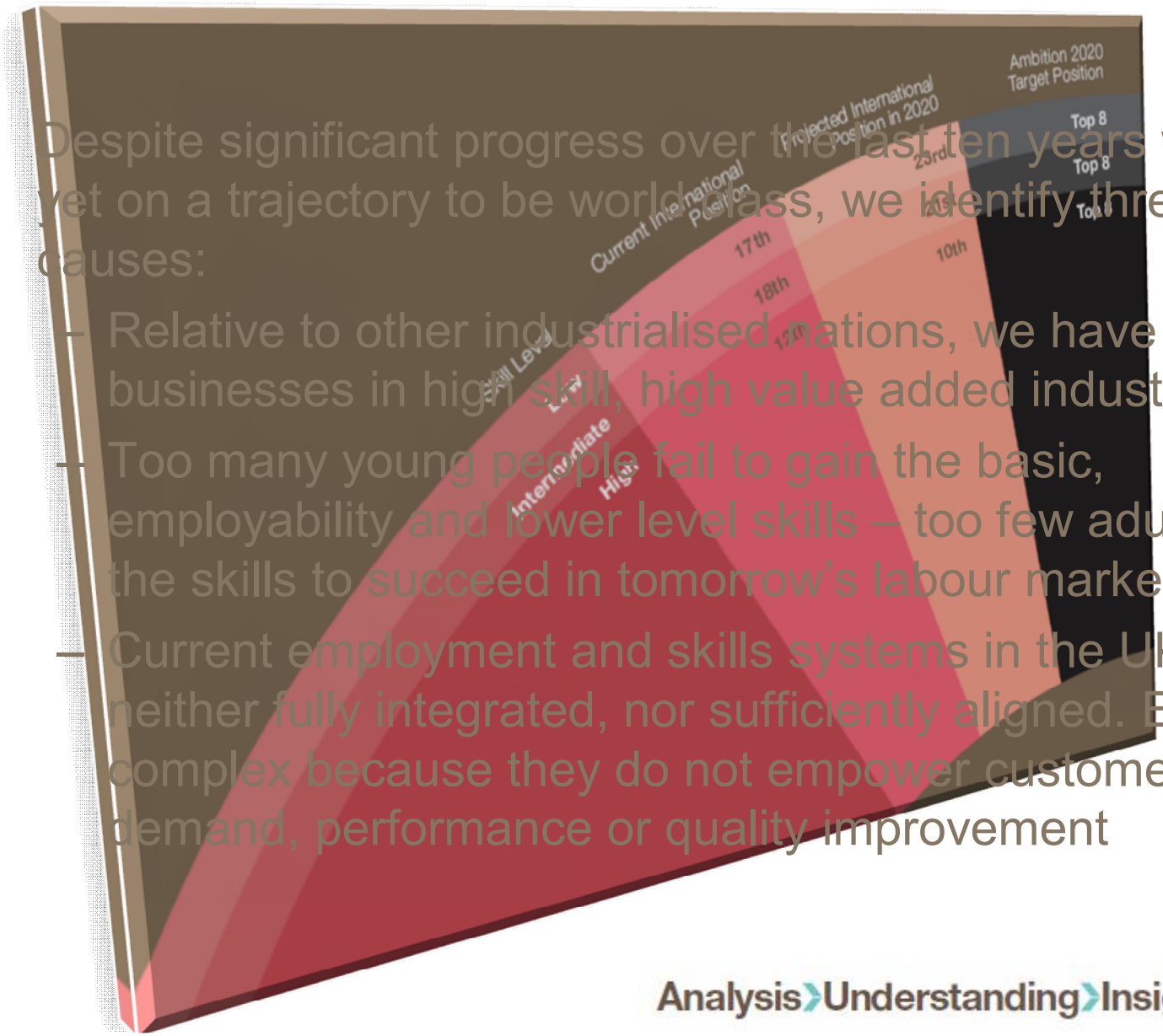
Towards Ambition 2020: skills, jobs, growth

Expert advice from the UK Commission for Employment and Skills

Analysis › Understanding › Insight › Expert advice

Analysis Understanding Insight Expert advice

What are the challenges to be addressed?



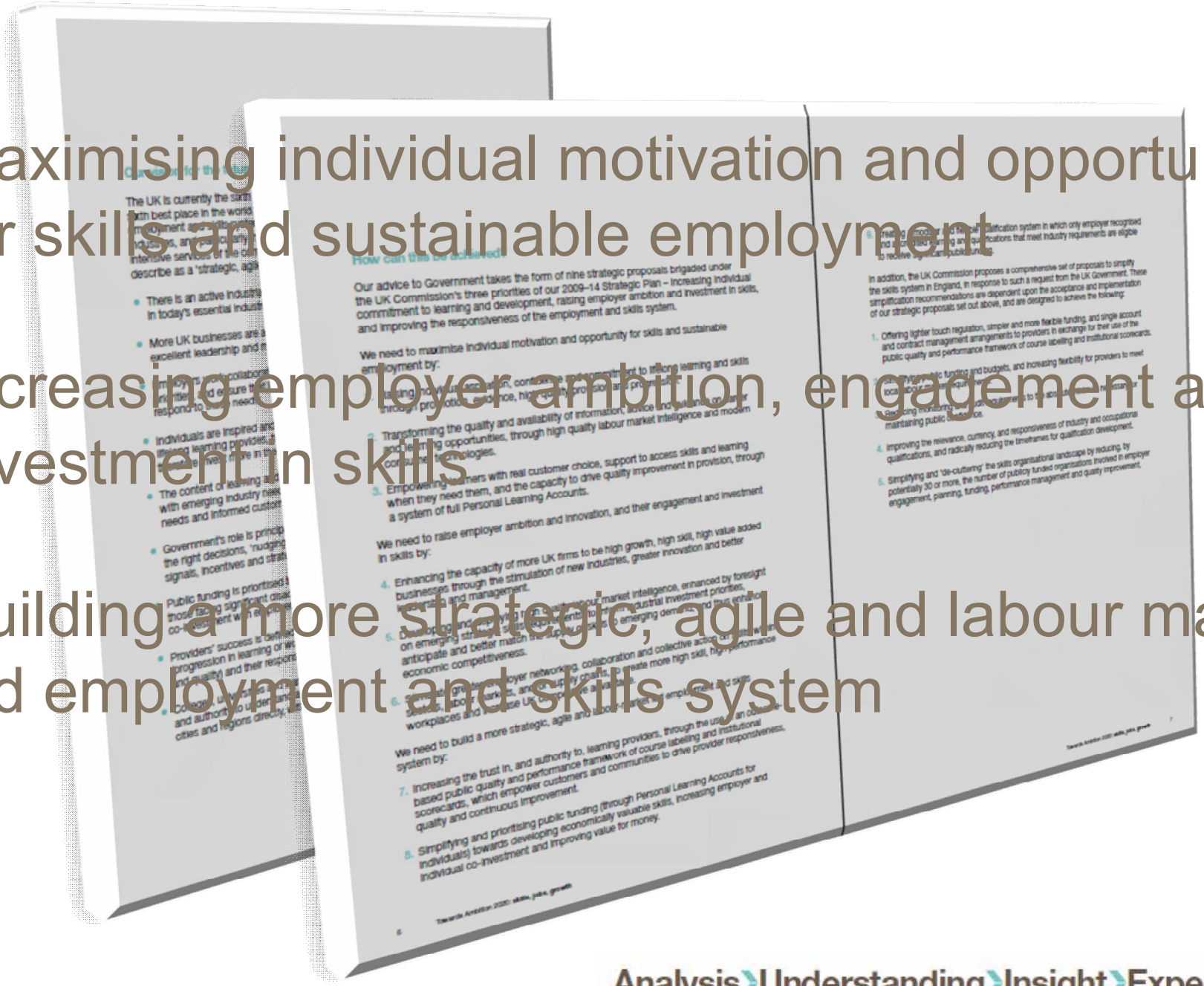
Despite significant progress over the last ten years we are not yet on a trajectory to be world class, we identify three root causes:

- Relative to other industrialised nations, we have too few businesses in high skill, high value added industries
- Too many young people fail to gain the basic, employability and lower level skills – too few adults have the skills to succeed in tomorrow's labour market
- Current employment and skills systems in the UK are neither fully integrated, nor sufficiently aligned. Excessively complex because they do not empower customers to drive demand, performance or quality improvement

And, the need to achieve more with less

- We need to strengthen – not diminish – the quality of our frontline services; we must, therefore find innovative approaches in achieving more with less and by getting more resources to the frontline by eliminating intermediary organisations and all processes that do not add value;

- We must leverage, over the medium term, significantly more investment from individuals and employers if we are to improve services in order to meet our world class ambitions.



Maximising individual motivation and opportunity for skills and sustainable employment

Increasing employer ambition, engagement and investment in skills

Building a more strategic, agile and labour market led employment and skills system

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Empower customers
Focus on outcomes
Trust providers

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UK population by age

0-15 (18.9%)	16-24 (12.1%)	25-34 (12.9%)	35-44 (15.2%)	45-59 (19.2%)	60-64 (6.3%)	65+ (16.0%)

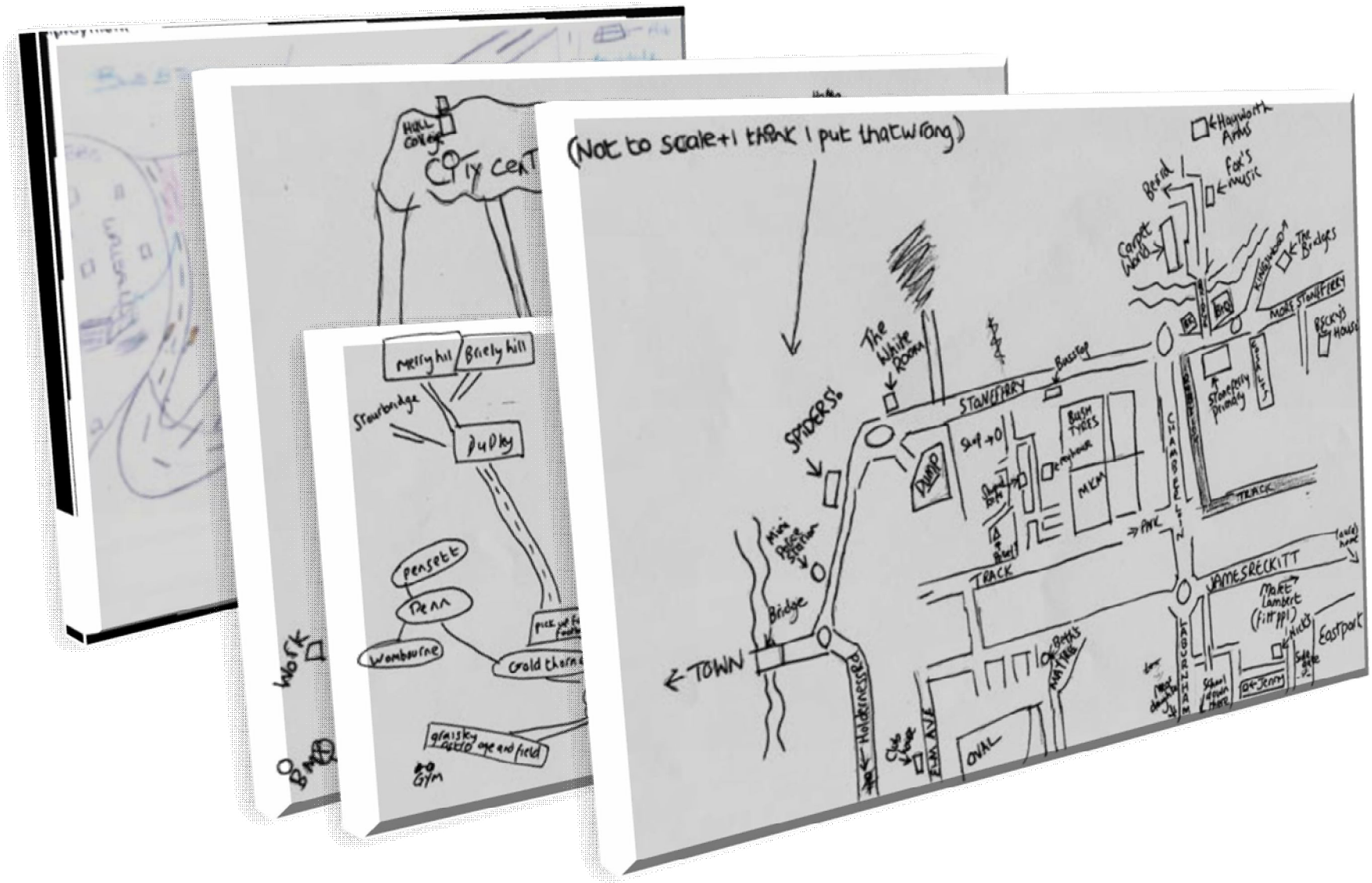
UK population by economic status

Unemployed	Economically inactive	Employed	Above/below working age
4%	4%	54%	38%

UK population by highest qualification

NQF 5	NQF 4	NQF 3	NQF 2	NQF 1	No quals.
8.3%	26.8%	19.0%	20.4%	16.5%	8.9%

Starting from the customer's perspective



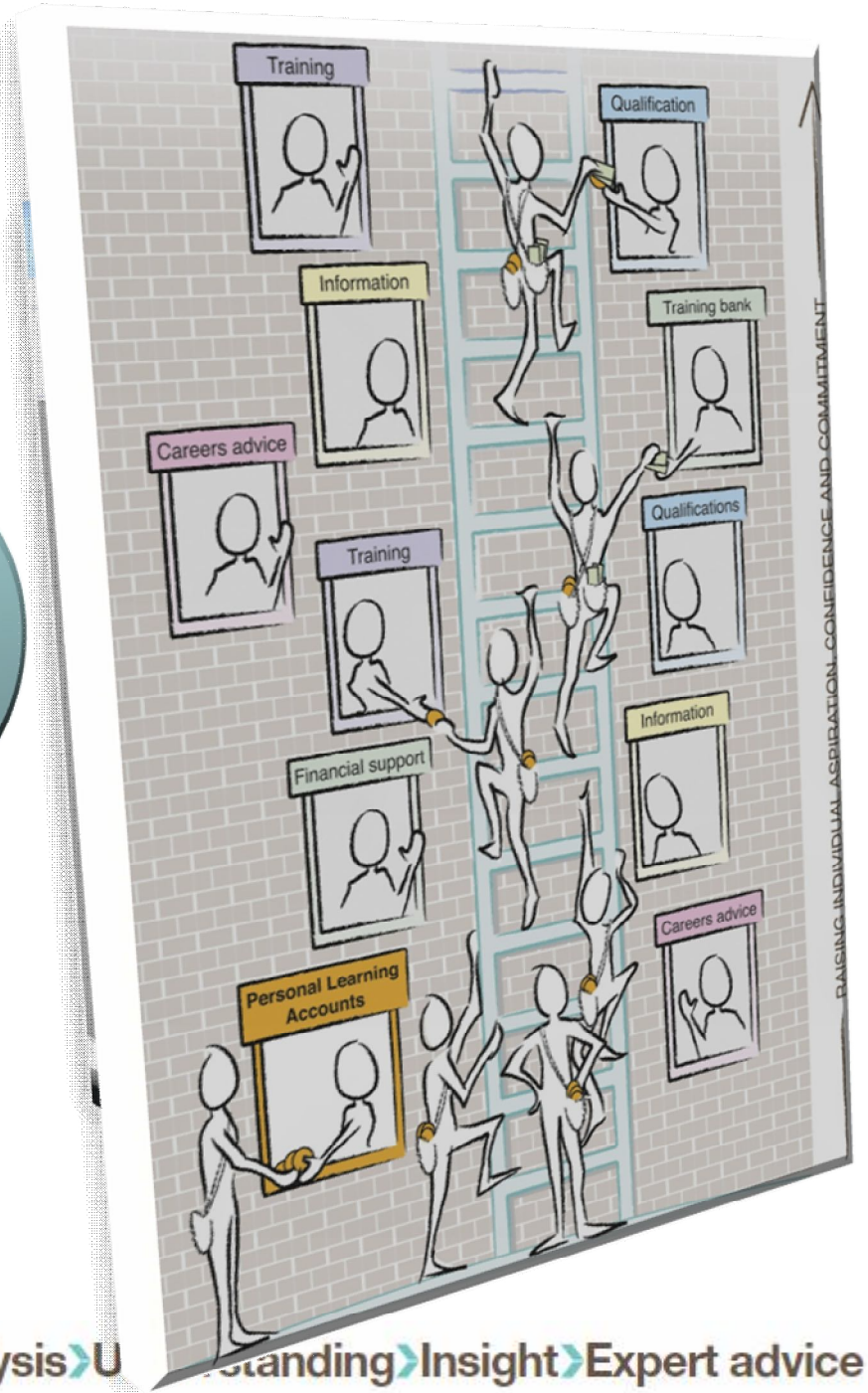
Geography matters: The importance of subnational perspectives on employment and skills
Anne E. Green, University of Warwick

Customer - Individual

Information

Incentives

Learning accounts



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Customer – employer

Support ambition

Incentives

Co investment

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Invest in Intermediate Level Skills

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Outcomes

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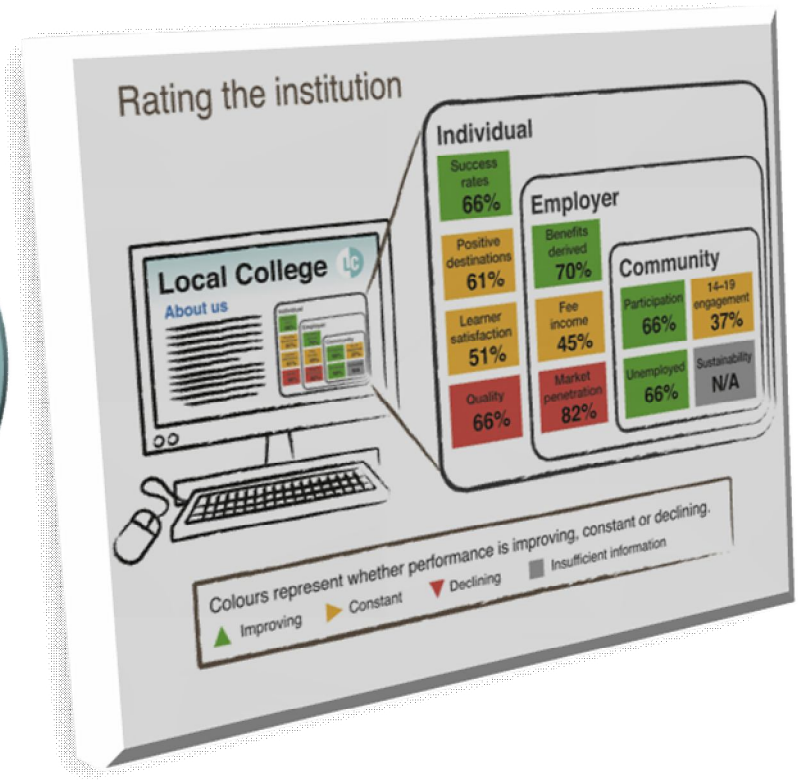
Trust providers

Community assets

Information, incentives

Transparency



What is the reward?

If you...

- Empower customers
- Focus on outcomes; and
- Trust providers

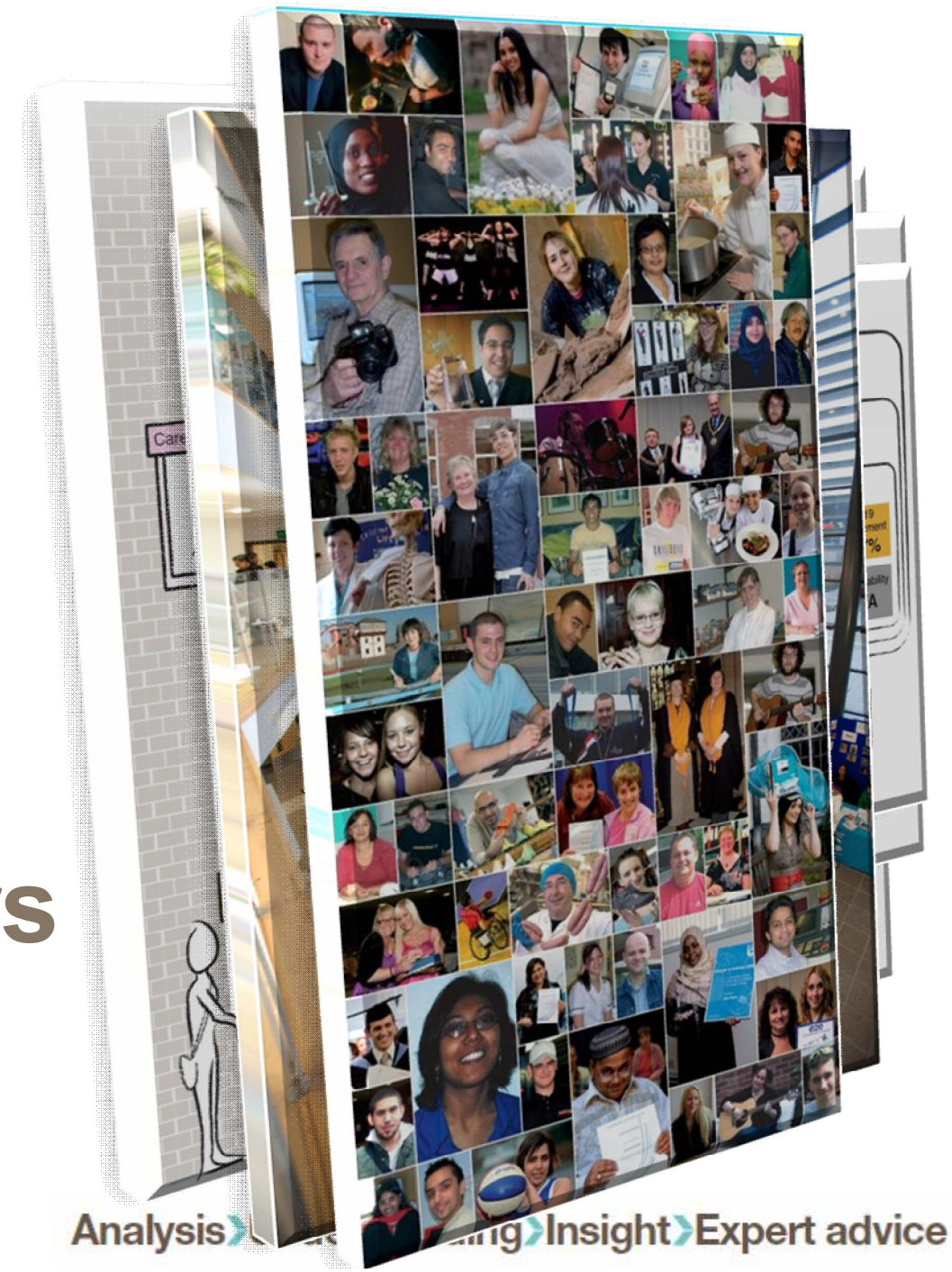
You can simplify...

- Processes
- Organisations

And the reward

- Greater value for money
- Greater transparency
- Sustainable market

empower
customers

focus on
outcomes

trust **providers**