

PARTNERS FOR CHANGE

UK Sector Skills Councils & World Class Skills

Macedonian Qualifications Framework Conference

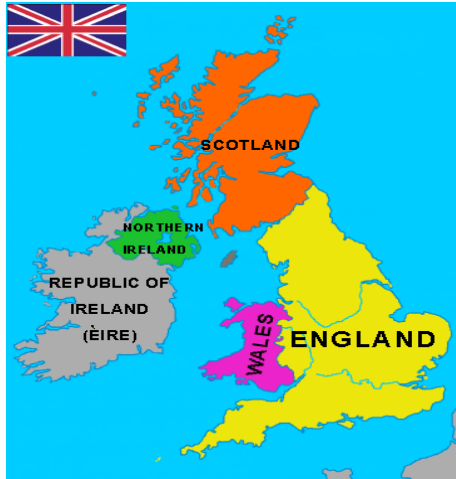
Opportunities and Challenges for Employers and Other Stakeholders
in the Development of MQF and Its Referencing to the EQF

18 March 2015 Economic Chambers of Macedonia, Skopje

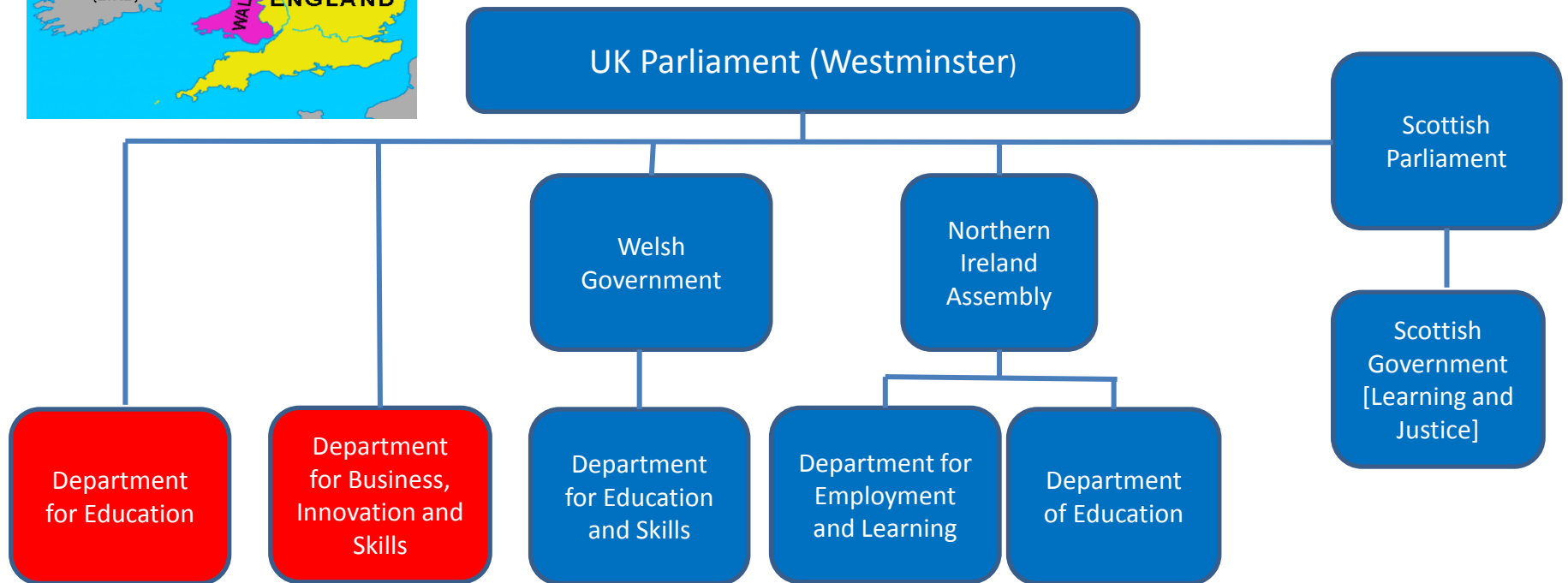
Outline

- **Background and key drivers for SSCs**
 - ✓ Responding to a challenge with a vision – UK Skills Ambition
 - ✓ Engaging employers for better results
 - ✓ Linking employers and qualifications frameworks
- **What is the SSC in the UK context?**
 - ✓ History, characteristics and stakeholders
 - ✓ Modus operandi and impact of SSCs
- **How do SSCs contribute?**
- **What benefits SSCs bring to employers?**
- **Lessons from the UK**

UK context



Four country dimension & Approach to policy development



Source: People 1st

Background

- Vision and ambition of World Class Skills and Employment
- Employer leadership and influence

UK Skills Objective

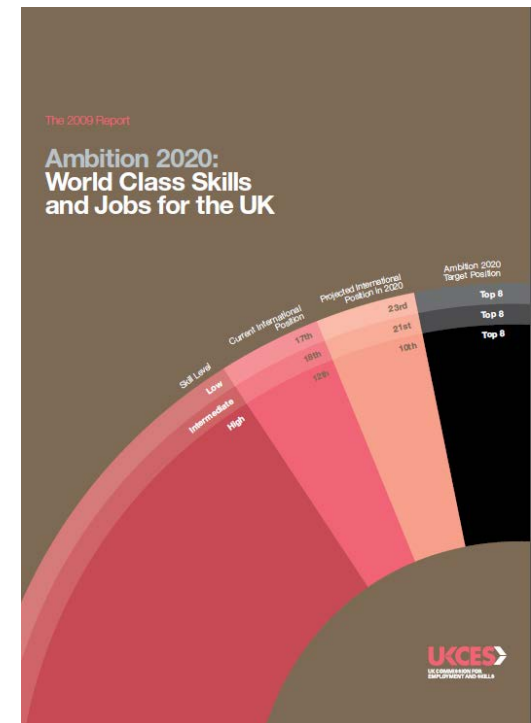
- To strengthen the employer voice, deliver greater leadership, and
- To achieve the best from the employment and skills systems

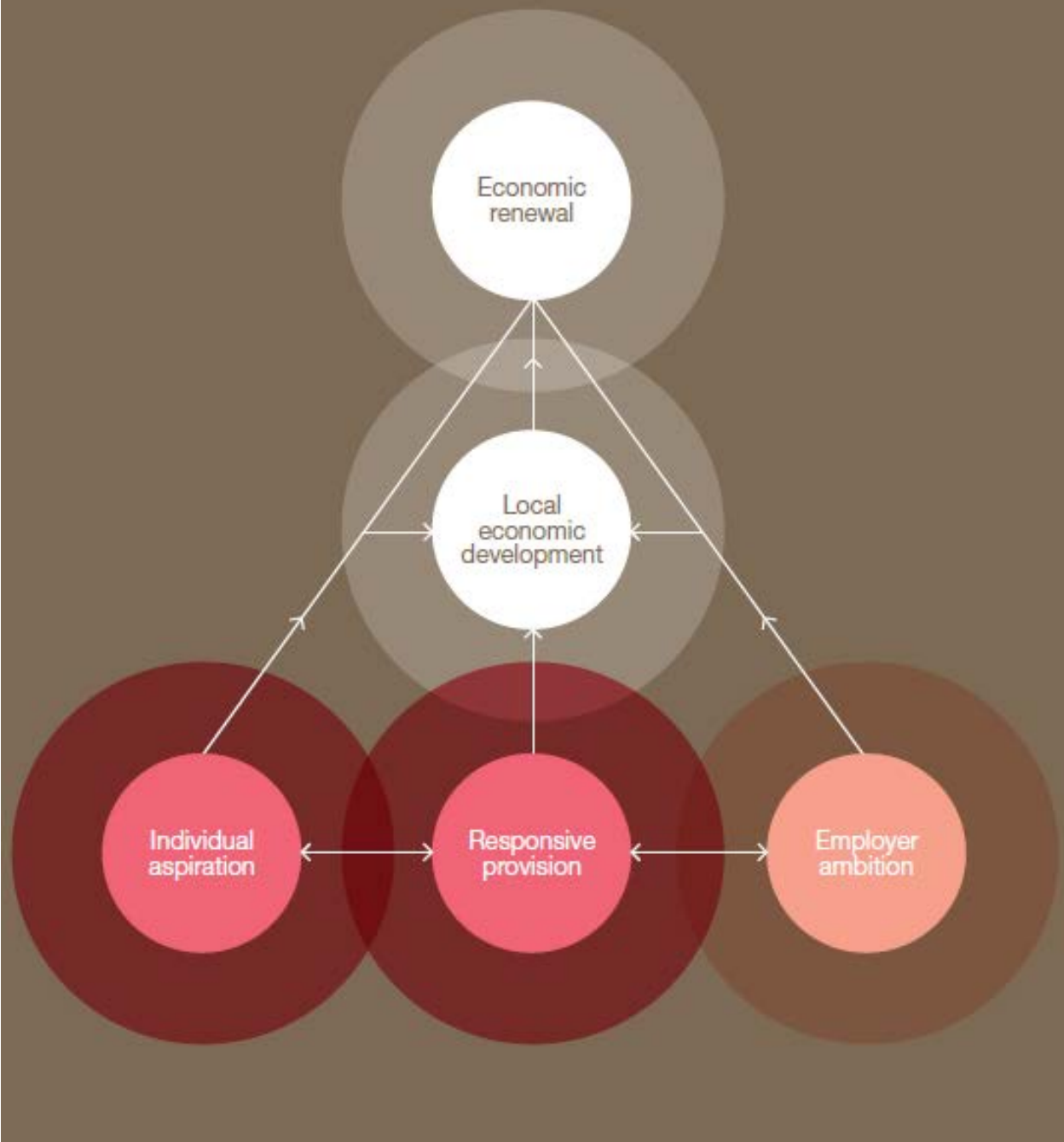
UK Skills Ambition

Making the UK a world leader in skills, employment and productivity by 2020.

By 2020, to be among the 8 best performing countries in the world

- 95% of adults to have functional literacy and numeracy;
- exceeding 90% of population qualified to Level 2;
- shifting the balance of intermediate skills from EQF Level 3 to Level 4;
- world class high skills, exceeding 40% of the adult population qualified to Level 5 and above.





Supporting economic renewal of the country ensuring that local economic development takes place and key stakeholders' interests are part of the agenda.

Key features of successful vocational systems based on the UK model

- A functional National Qualifications Framework
- All vocational qualifications supported by industry
- Quality assurance system based on self-assessment, external inspection and focusing on continuous improvement
- Colleges are autonomous corporate bodies with employer links
- Learning in real or simulated workplace settings
- Vocational qualifications: unitised and credit based
- Funding of education and training linked to quality and outcomes

Role of Employers & SSCs?

- 1. Sector Skills Councils (SSCs) are employer-led bodies licensed by the UK Government to develop occupational standards and skills solutions for their industry sectors.**
- 2. UK Commission for Employment and Skills (UKCES) offers advice on UK skills and employment issues and labour market intelligence.**
- 3. Employers involved in designing and delivering vocational qualifications and learning programmes, such as Apprenticeships.**

Sector Skills Councils in outline

Key features

Independent

UK-wide

Industry led

Goals

- Improve productivity, business and public service performance
- Improve learning supply including apprenticeships, higher education and National Occupational Standards
- To reduce skills gaps and shortages
- Increase opportunities to boost the skills and contribution of everyone in the sector's workforce

18 SSCs and 4 Sector Skills Bodies, covering private, public and voluntary employment, and 90% of UK workforce occupations

With Boards drawn from employers and unions.

Sector Skills Councils in the UK



Skills for Care & Development



Source: <http://fiss.org/sector-skills-council-body/directory-of-sscs/>

Why Sector Skills Councils?

To take responsibility for:

- **Influencing the demand for and supply of training**
- **Raising employer engagement and investment in training**
- **Increasing work based learning**
- **Reforming and approving qualifications for employers**
- **Approving vocational qualifications for funding**

Sector Skills Councils - Today

- **Introduced from 2002; charities or social enterprises**
- **Employer owned and employer driven**
- **Licensed by Government but not funded by Government**
- **18 SSCs and related organisations undertaking analysis and workforce skills development**
- **Responsible for National Occupational Standards**
- **Responsible for Apprenticeship Frameworks**
- **Represented by the Federation for Industry Sector Skills and Standards**
- **Working with UK Commission for Employment and Skills**

Sector Skills Councils – Membership

- Large Employers
- Small and medium sized employers
- Professional bodies
- Trade Associations
- Unions

**INDUSTRY
OWNERSHIP**

Sector Skills Councils - History

1998 – to present day

NTOs introduced from 1998

- Employer owned but approved by Government with some core funding
- 72 NTOs
- Responsible for National Occupational Standards
- Responsible for Foundation and Modern Apprenticeship Frameworks
- Focus on Labour Market Information leading to clear skills strategies for each industry
- Came together under the NTO National Council

SSCs introduced from 2002

- Employer owned but licensed by Government
- 16 SSCs and several related organisations undertaking similar work
- Responsible for National Occupational Standards
- Responsible for Apprenticeship Frameworks
- Initially core funding available to support work
- Project funding available through UKCES

Source: Kate Tetley, People 1st

Sector Skills Council financing

Until 2012

- Comprehensive system of grant funding from government

From 2012 –

- Offering services to government
- Offering products and services to industry
- Facilitating new Industrial Partnerships

Highlights:

- Only firms that can afford it, pay membership fees
- SSCs, however, provide services and advice to all firms from a given sector (sector-wide approach)

Impact and Results of SSCs

- **550,000 businesses worked with SSCs**
- **£52m additional invested in skills**
- **Improving delivery of training**
- **Reducing unemployment among young people, women and ethnic groups in training**
- **Providing high quality careers advice**
- **Saving employers money**

Source: Kate Tetley, People 1st

How Sector Skills Councils help employers - what keeps them in?

1. They give them voice:

Putting views to government and educators

2. Provide advice on access and use of funding:

Not all employers are paying members, for instance

3. Set occupational standards:

As a foundation for development of the right qualifications

4. Provide information:

Research for better decision making

5. Provide training:

Defining best practice courses and providers

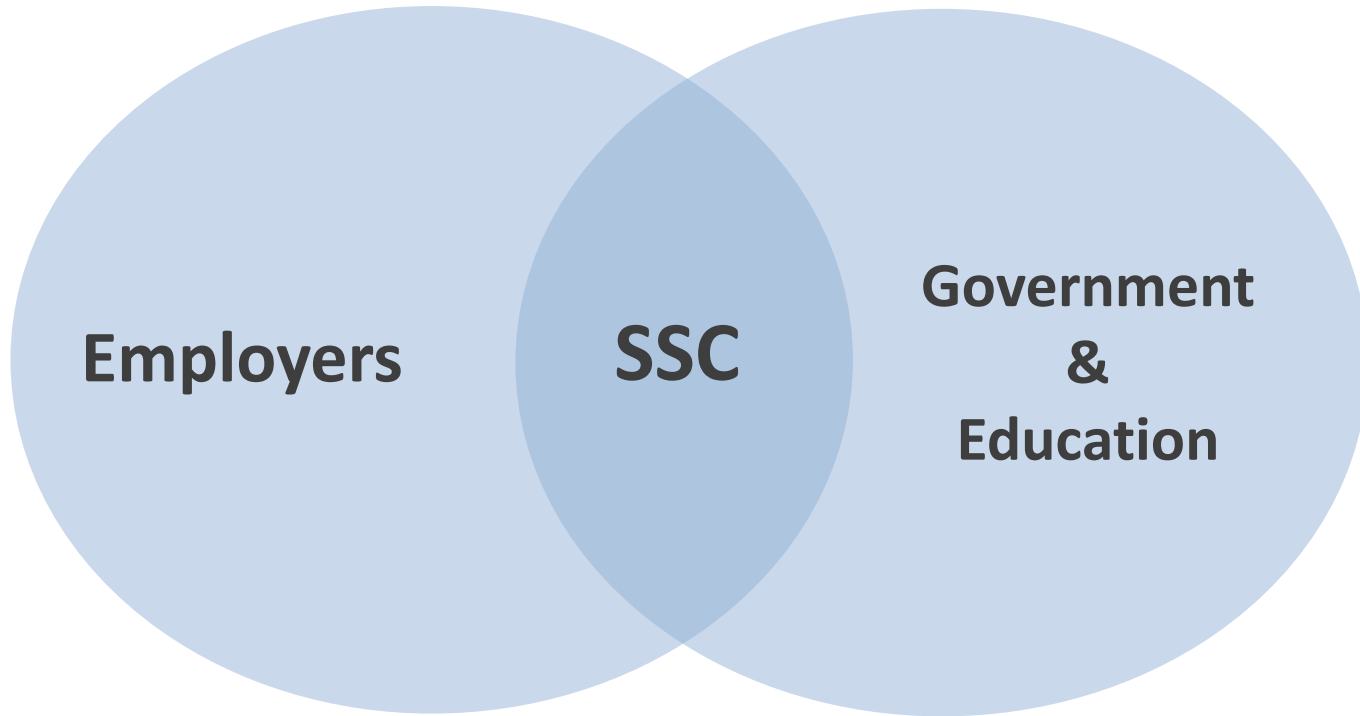
Employers' Benefits

SSCs provide employers with a unique forum to express the skills and productivity needs that are pertinent to their sector.

By coming together as SSCs employers have:

- **Greater dialogue with government and devolved administration departments across the UK**
- **Greater impact on policies affecting skills and productivity**
- **Increased influence with education and training partners**
- **Substantial public investment**

Influencing Education and Skills



Owning the interface between government and education on the one hand as well as industry & the workforce on the other.

What can employers do through the SSCs?

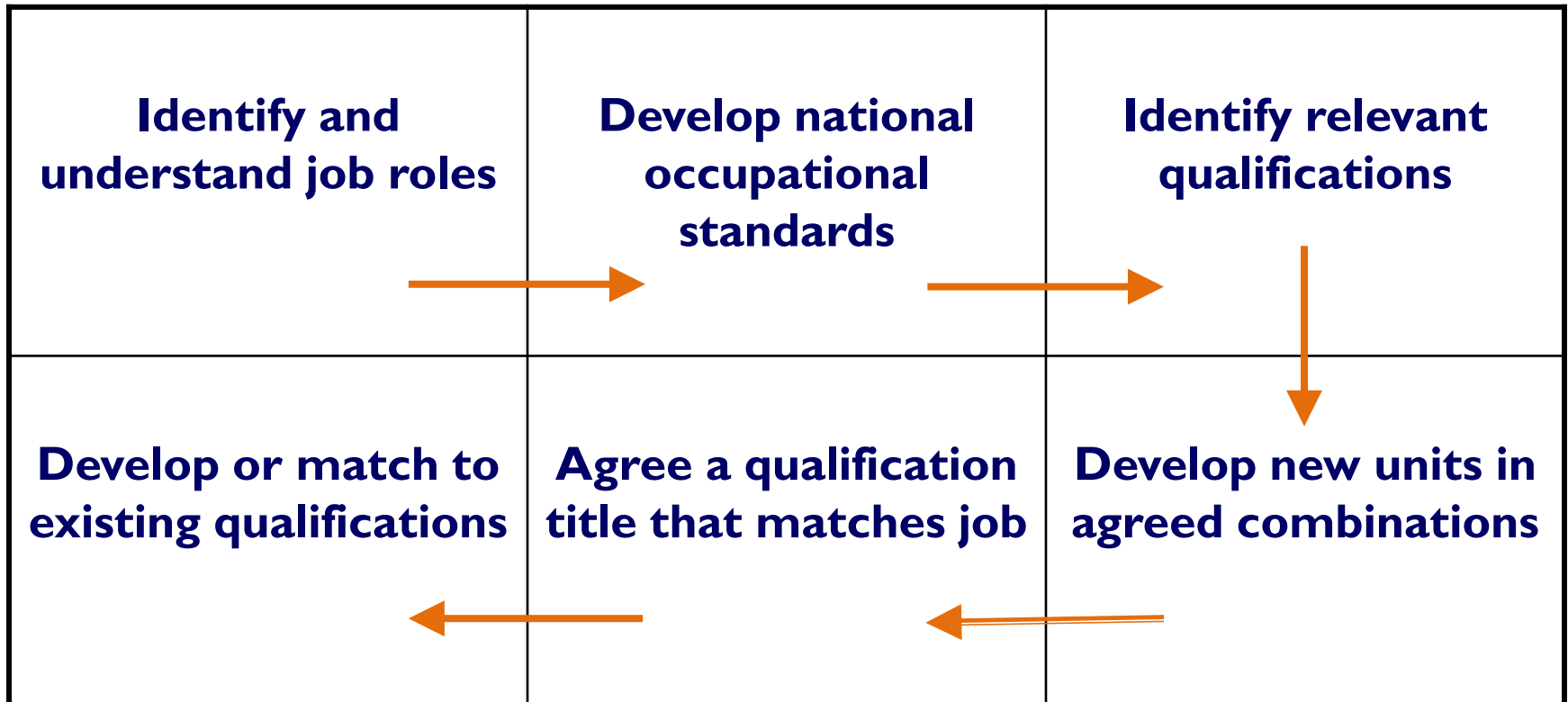
- **Use research to identify skills and training issues for employers**
- **Use the Sector Qualification Strategy to set out a clear statement of:**
 - **what skills and qualifications are required by industry**
 - **which qualifications currently meet those needs**
 - **intent to put in place those qualifications required to meet the needs of the sector**



1. National Occupational Standards

- National Occupational Standards describe what an individual needs to do, know, and understand in order to carry out a particular job or function.
 - Therefore employers and industry are integral to development and use of occupational standards.
- They also form the basis of all vocational qualifications:
 - ✓ Describe good practice in a particular area of work
 - ✓ Set out a statement of job competence
 - ✓ Provide managers with a tool for workforce management and quality control
 - ✓ Offer a framework for training and development

Process of Qualifications Development



The Skills Development Cycle



NQF and Skills Development: Building skills for Workplace

Two examples with different categories of training providers:

1. **Private firms:**

<http://scqf.org.uk/videos/scqf-bam-nuttal/>

2. **Professional associations:**

<http://scqf.org.uk/videos/scottish-federation-of-meat-traders/>

Back to key features of successful vocational systems

- **A functional National Qualifications Framework**
- **All vocational qualifications supported by industry**
- **Quality assurance system based on self-assessment, external inspection and focusing on continuous improvement**
- **Learning in real or simulated workplace settings**
- **Vocational qualifications: unitised and credit based**

2. Research and Labour Market Information

Research that underpins both the strategic and operational work of Sector Skills Councils and ensures that decisions are employer-led.

- Recruitment trends
- Labour force changes
- Productivity calculations
- Employment relationships
- Training needs
- Trends

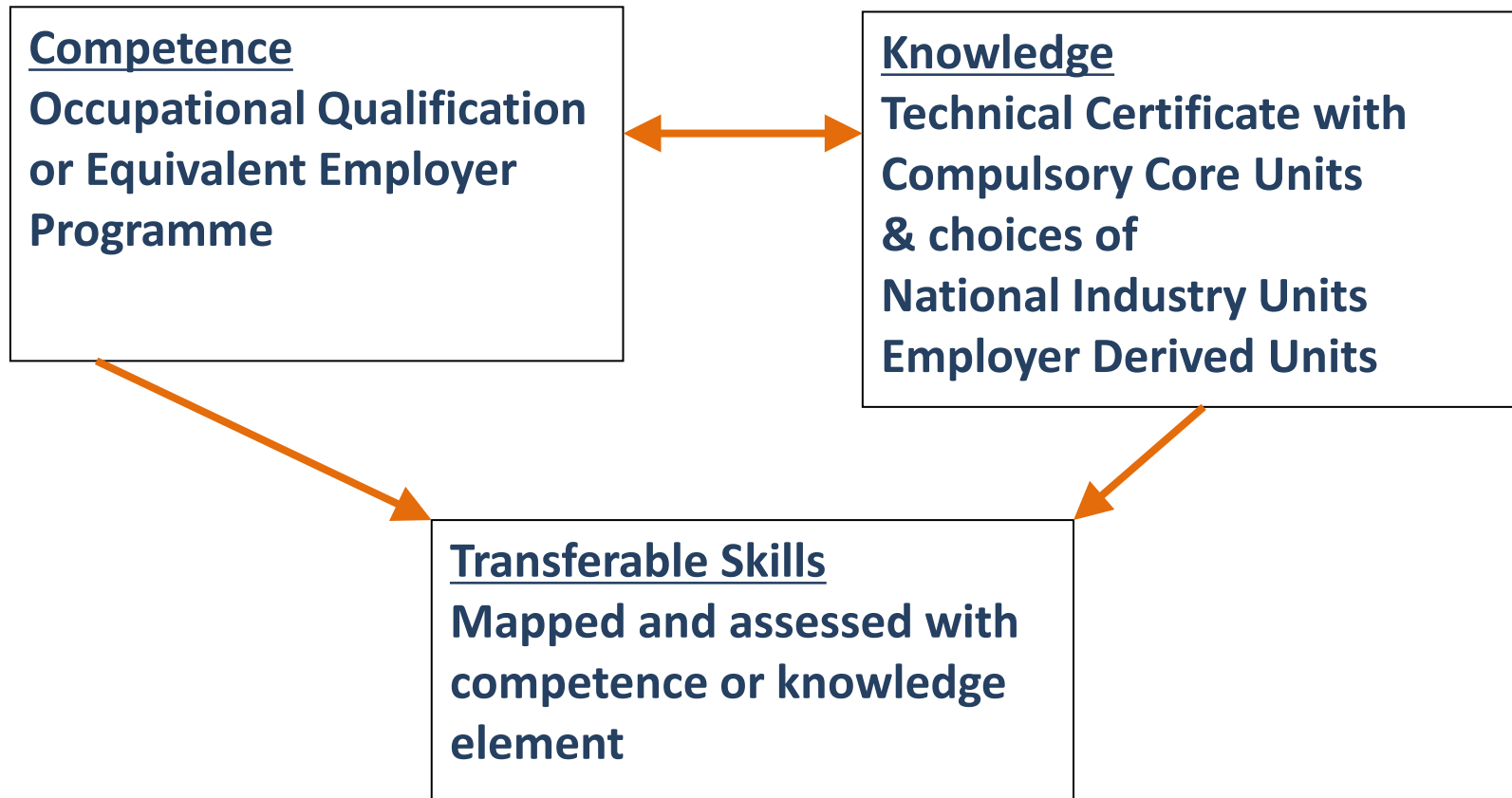
3. Work-based Learning: Apprenticeships

Apprenticeships are programmes of learning that include:

- **Competence in the workplace;**
- **knowledge and;**
- **transferable development for work, in work.**

Therefore demand comes from employers.

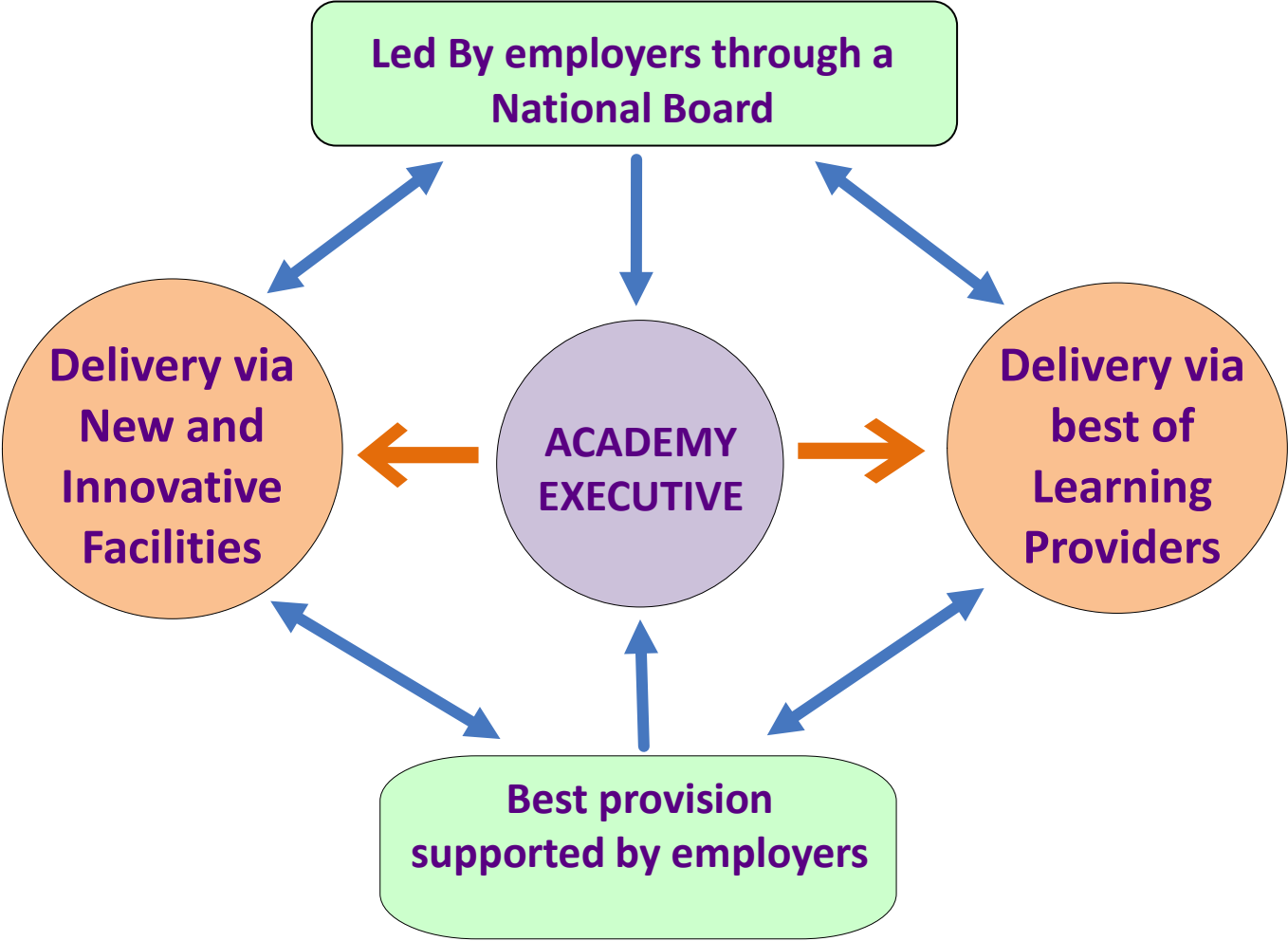
The Apprenticeship Model



4. National Skills Academies

- Led and supported by employers
- Excellent training, quality assured to the highest levels
- Hot house for new programmes and qualifications
- Unrivalled innovation - cutting edge solutions for industry employees
- Focus on current and future business needs

National Skills Academies



5. Curriculum Development

- **Experiential Learning**
- **Work based Learning**
- **Virtual Learning**
- **Entrepreneurial Learning**
- **Technology based Learning**

Employer Engagement: The Challenges

- **Business case for employers**
- **Time**
- **Shifting Government policy and economy**
- **Insufficient support from Agencies**
- **Developing standards and qualifications
for all employers**

Lessons learned from the UK

- **Comparatively, SSCs in the UK have enjoyed more public funding than similar models elsewhere in the world – but now survive on the employer match funding model.**
- **Countries wishing to establish similar models need to consider the governance, leadership, funding and operation of sector based organisations.**
- **In the UK, the vast majority of SSCs are formally independent of the state, i.e. they are employer-led.**
- **But they are regulated by a state-constituted-body (the UK Commission for Employment and Skills) which is directly accountable to Ministers.**

Sector Skills Councils in the UK



Skills for Care & Development



THE INSTITUTE OF THE MOTOR INDUSTRY



Source: <http://fiss.org/sector-skills-council-body/directory-of-sscs/>

Questions?

Thank You!

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