catalyst

taking further education forward

Skills and Employment for the Regions

21st October 2008

Alan Clarke
Sector Engagement Manager
Lifelong Learning UK

INVESTOR IN PEOPLE

skills FOR BUSINESS

Skills for Learning Professionals

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Introduction

How you can build capability and capacity in your organisation and strengthen links with local business?

- Employer engagement
- Employee engagement
- Lifelong Learning UK
- The Workforce Strategy for England
- What is Catalyst?

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Models for successful engagement

- Needs analysis for employers – specialist trainers
- Attending business network meetings
- Staff engaging with occupational networks
- Employers engaging with new curriculum developments
- Employer support of work placements and visits
- Use of local market information to anticipate training needs.

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Infrastructure for employer engagement

- “Train to Gain” contacts
- Role of skills brokers
- Enterprise and business units with central points of contact
- Training Quality Standard
- Employers working to inform curriculum
- Bespoke and accredited training and learning

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

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

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

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.**

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Lifelong Learning UK

4 countries – 5 areas of work - your employees

Sector Skills Agreement

Sector Qualifications Strategy

Influence Government Policy

Deliver Workforce Development Programmes

- Community learning and development
- Further education
- Higher education
- Libraries, archives and information services
- Work based learning

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Workforce Strategy for the FE sector in 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

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

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Catalyst programme

Catalyst comprises four major sub-programmes which will support further education (FE) providers in taking a structured approach to the development of leaders and managers and in ensuring teachers, tutors and trainers keep their vocational and subject specialist skills up-to-date. This will be achieved by building strong relationships between FE sector employers and businesses.

Further education sector

FE colleges, adult and community learning, work based learning)

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Programme Structure

Developing Teachers

Pass on Your Skills

Encourage practitioners to take up a career in FE

Assist learning providers to recruit traditionally "hard to fill" vacancies

Business Interchange

Offering structured work placement opportunities to update vocational skills

Placements in the pilot phase ranged from one day to 12 weeks

Leaders and Managers

Make a Difference

Recruit highly motivated graduate calibre individuals into management positions

Provide support for them to become future leaders in the FE sector

Business Talent

Attract exceptional talent from business and the public sector directly into senior leadership roles

Strategic review process
Recruitment toolkit
Individual support

Equality and Diversity

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Strategic overview

£30M DIUS funded programme
Pilot programme April 2007 - March 2010

Outputs

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

600 people qualified to PTLLS and gain employment 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**

50 senior leaders recruited into the sector **– Business Talent**

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Pass on Your Skills

- Assisting providers to recruit into “hard to fill” vacancies
- Priority skills areas:
  - engineering
  - health & social care
  - construction
  - STEM
- Further research to identify further skill shortage areas
- PTLLS courses currently filled with 332 participants being delivered by colleges, work based learning and adult and community learning providers across England

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Business Interchange

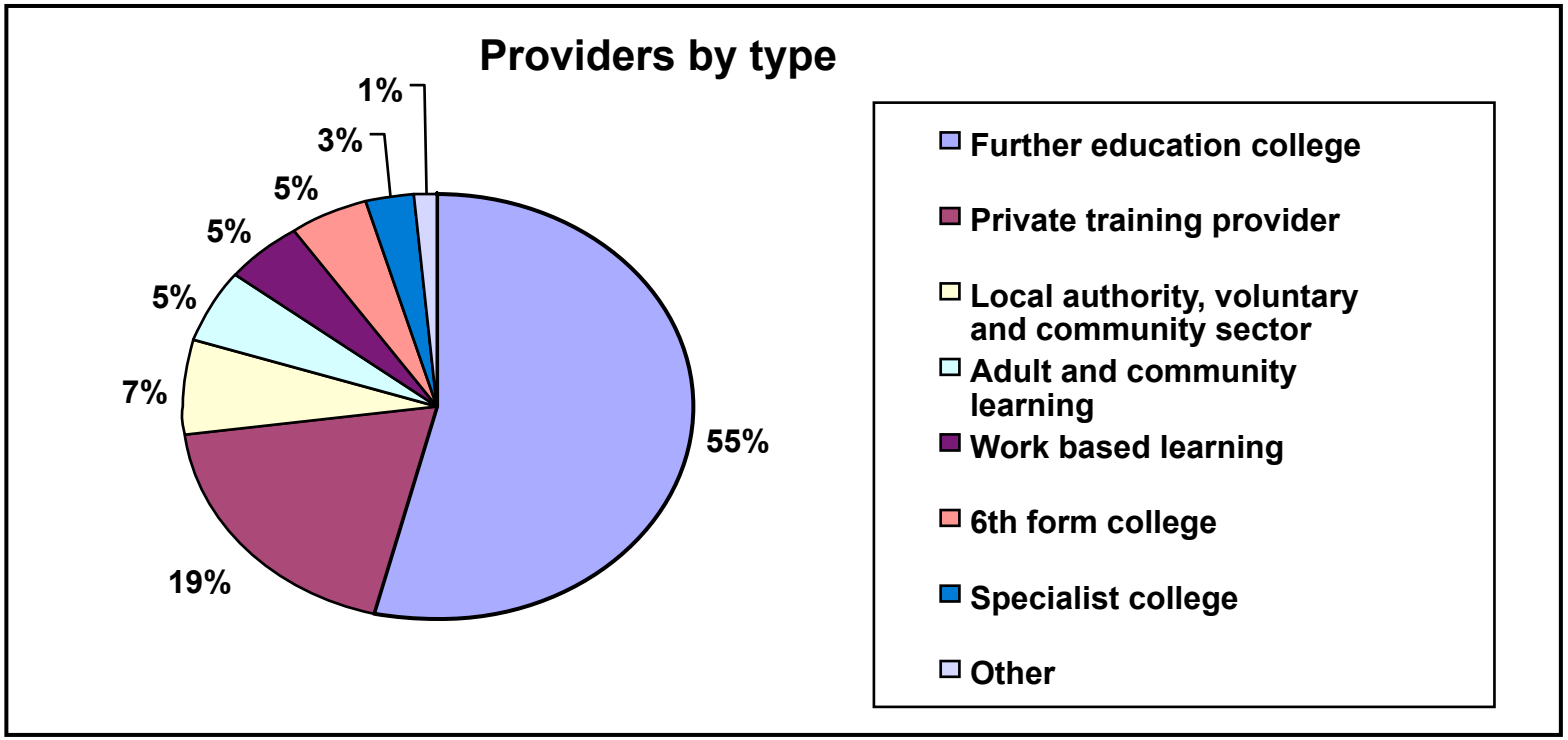
- Enables teachers, tutors and trainers in the FE sector to update their industry related skills through a variety of learning experiences
- Successful major pilot programme delivered more than 500 FE sector "business exchanges"
- New sub-programme currently being developed
- Currently working with stakeholders to achieve a workable and sustainable model
- Registrations of interest to www.takingeducationfurther.org
- 88 expressions of interest registered to date

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Business Interchange



catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Business Interchange

- A recruitment and management development programme to attract 210 new managers into the sector
- 25 live management vacancies currently registered
- Access to a pre-assessed talent pool of individuals from diverse backgrounds to fill your management roles
- Currently more than 600 potential managers in our talent pool
- Programme open to existing FE sector employees wishing to apply for a management vacancy and to managers from outside of the FE sector

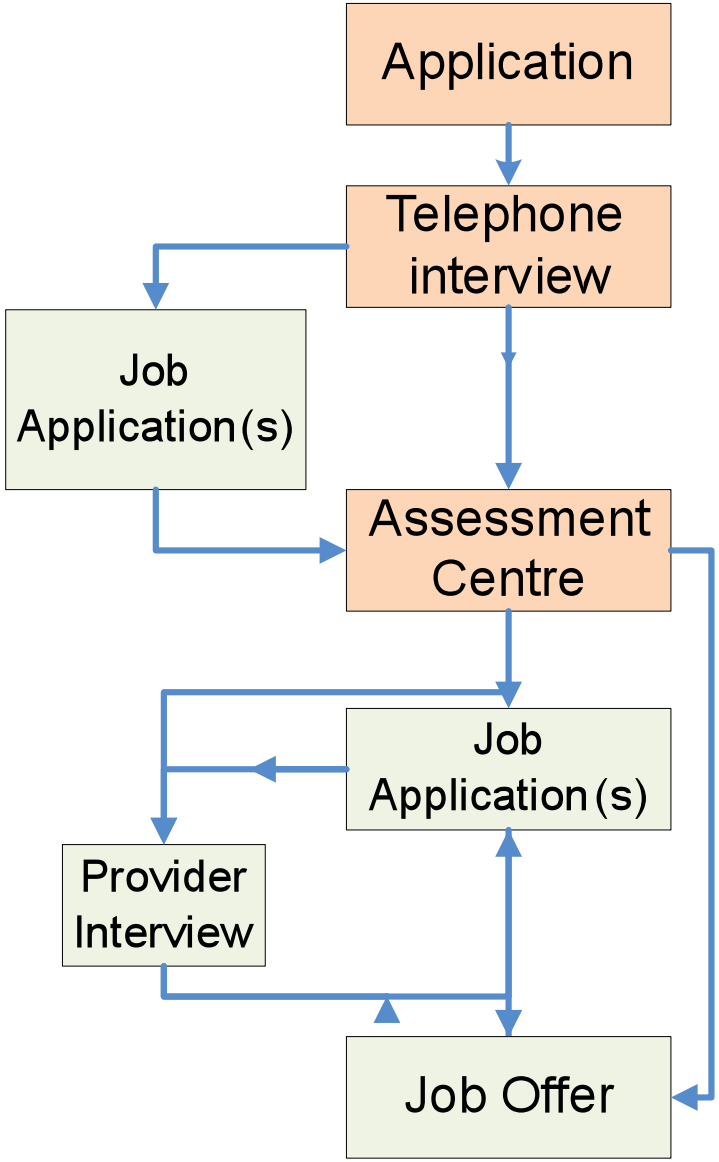
catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Make a Difference

- National advertising recruitment campaign
- Candidates apply to join Make a Difference
- Candidates assessed and successful candidates shortlisted
- Candidates can apply for current management vacancies
- You include them in your recruitment process
- Successful candidates benefit from a fully funded,12-month leadership development programme



catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Recruiting future managers

- Human resources
- Procurement
- Curriculum management
- Student/learner support
- IT
- Finance
- Marketing
- Business and community engagement

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Business Talent

- Attracting leadership talent from outside of the sector
- Strategic review tools and consultant support
- Toolkit for employee recruitment and selection
- Support for employees when first in post-mentoring, management and leadership information as well as FE specific information
- Central support for Business Talent process
- Monitoring and evaluation to produce sustainable model

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Leaving a legacy

- Creating a pilot programme aimed at enabling a culture shift in the sector
- 2,225 role models?
- X organisations impacted – providers & business?
- X learners benefit from improved quality of learning
- X future leaders use their talent to make a difference
- Positive progress on equality and diversity?

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

Opportunities to engage

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

www.catalystprogramme.org

catalyst
taking further education forward

skills FOR BUSINESS

LIFELONG LEARNING UK
Skills for Learning Professionals

- **East of England, London and South East:**

Jennies Capewell	jenniescapewell@lluk.org	(London/SE)
Laurie York	laurenceyork@lluk.org	(E of E/London)
Helen Gleaves	helengleaves@lluk.org	(Area Manager)

- **Central and South West:**

Pauline Moylan	paulinemoylan@lluk.org	(South West)
Mac Sandal	macsandal@lluk.org	(Central)
Bhavna Mehta	bhavnamehta@lluk.org	(Area Manager)

- **North of England:**

Roger Holt	rogerholt@lluk.org	(Yorks & Humber)
Liz Bevins	lizbevins@lluk.org	(Area Manager)

catalyst

taking further education forward

Skills and Employment for the Regions

21st October 2008

Alan Clarke
Sector Engagement Manager
Lifelong Learning UK

INVESTOR IN PEOPLE

skills FOR BUSINESS

Skills for Learning Professionals