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The Guardian 3rd Annual

Further Education Leaders Summit 2009

Wednesday 17th June

Alan Clarke

Sector Engagement Manager

Developing capability, unlocking potential

LIFELONG LEARNING UK

Skills for Learning Professionals

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Content

Economic Climate

Recruitment Challenges

Further Education Workforce Strategy

SIR Data Collection

FE White Paper / The Catalyst Programme

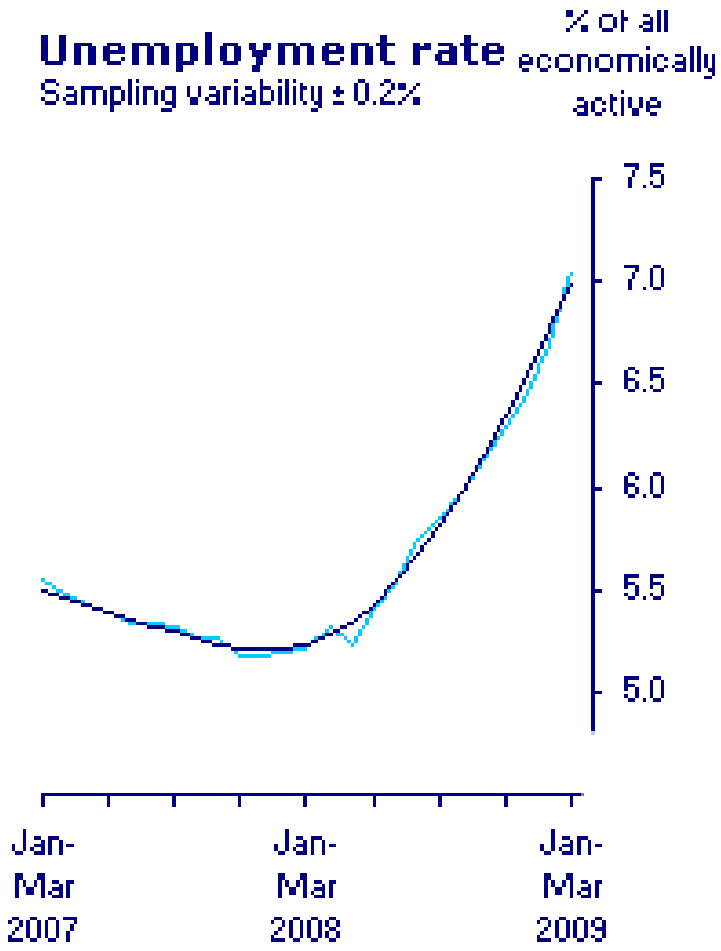
Key Messages

Opportunities to Engage

Economic Climate

The number of unemployed people, the unemployment rate and the claimant count have all increased, current unemployment rate of 7.1%.

Redundancies level at March 2009 was 286,000, up 27,000 over the quarter and up 175,000 over the year. This is the highest figure since comparable records began in 1995.



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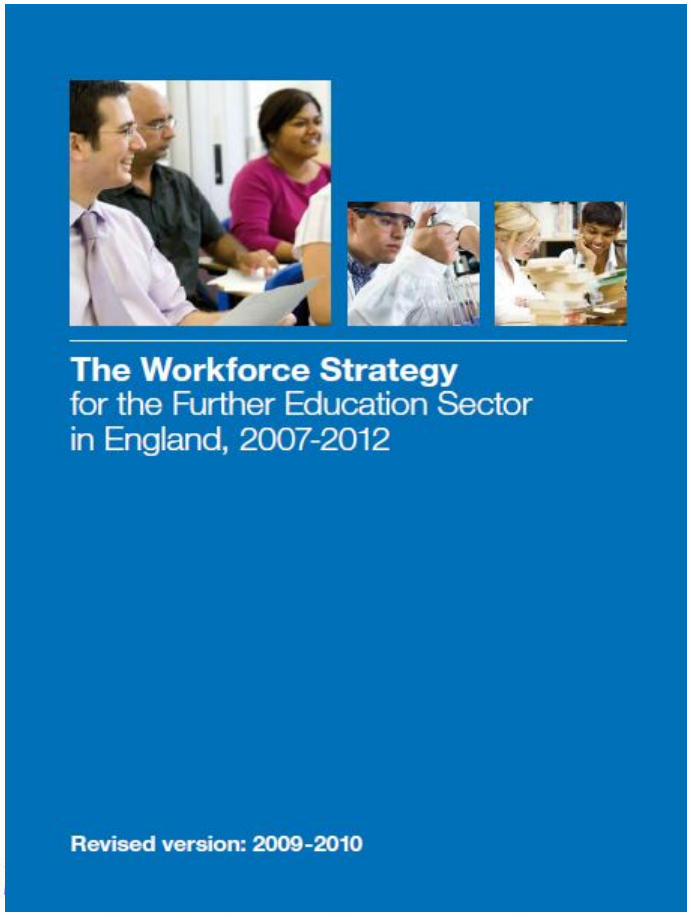
Challenges for HR

"The jobs market is unlikely to improve before businesses regain confidence in the struggling economy. Education is one of the few bright areas, with schools and colleges significantly stepping up recruiting efforts to secure staff for 2009."

Hugo Sellert, head of economic research for Monster Worldwide

Further Education Workforce Strategy

(2007-2012 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 workforce
- **Priority 4** Ensuring equality and diversity is at the heart of the strategy, policy making, planning and training

Further Education Workforce Strategy
New Products for 2009-2010

- The Workforce Strategy, revised and updated
- Implementing the Workforce Strategy - A Guide for Learning Providers
- Implementing the Workforce Strategy – A Discussion Document for National Partners
- A Workforce Strategy Toolkit for learning providers

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How SIR Data Collection supports these strategic priorities

Identification of potential shortages in specific skills and support initiatives for improvement

Influencing the Comprehensive Spending Review process for the FE sector

Provision of information about diversity profiles for the workforce to compare to the community context

Supporting of development initiatives, such as Golden Hellos and teaching bursaries

Online Analytical Processing:

Historically SIR provided few opportunities for colleges to use data

- **Problem:**
  - delivering secure access to workforce data to participating colleges
- **Solution:**
  - technology to give suitable access to the SIR datasets for all participating colleges

Benefits of Participating in SIR Data Collection

- Create bespoke analyses of **your** SIR data
- Compare sector data at regional and sub-regional levels
- Benchmark **your** college against sector norms
- Save reports for distribution within your college
- In future; produce year-on-year trend analyses
- Data will be protected; Individual college data only available to college themselves

OLAP Reporting:

https://sirdatacollection.lluk.org

Consultation Portal:

http://sirdatacollection.lluk.org/consultation

Any questions:

workforcedata@lluk.org

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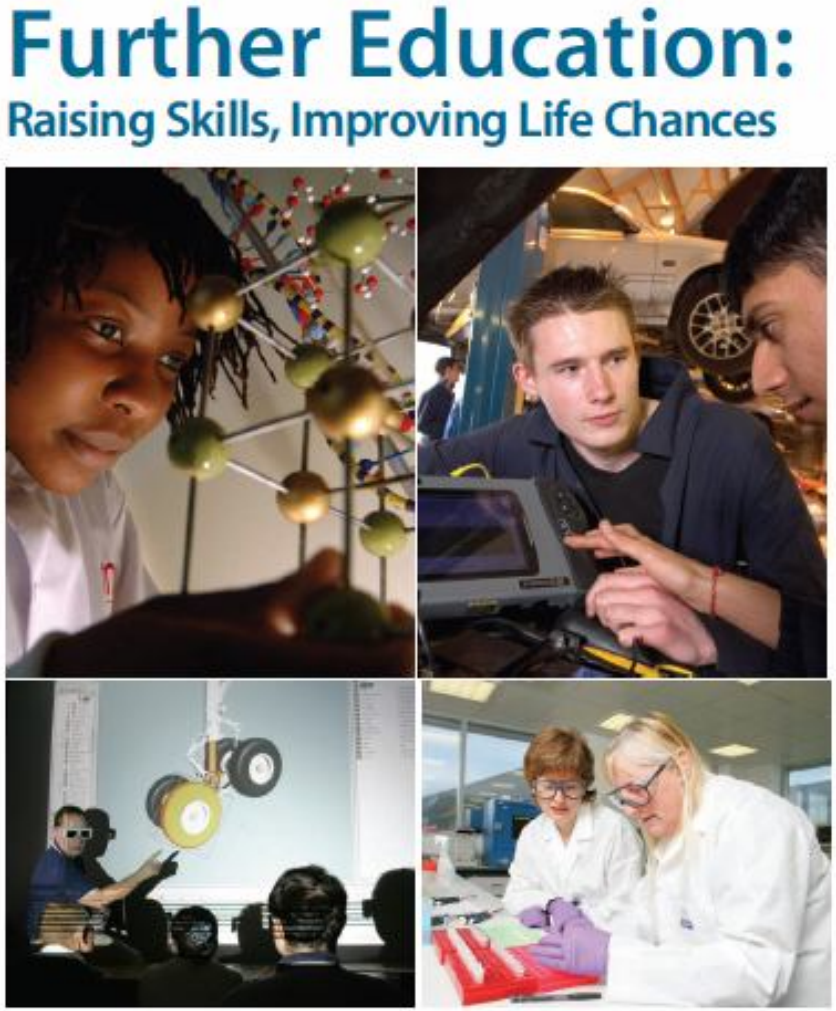
FE White Paper

The White Paper Vision is to ensure that the UK is equipped with “the skills we need for an economy that will sustain our quality of life and our international standing.”

This FE White Paper Programme seeks to develop world class management across FE, and ensure that the FE system has teachers, tutors and trainers with the right levels of skill and expertise to deliver effectively to the sectors they serve



department for
education and skills
creating opportunity, releasing potential, achieving excellence

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Catalyst programme

Catalyst comprises four major sub-programmes that:

- provide recruitment and training resources to support further education (FE) providers recruit and develop teachers, trainers, tutors, assessors, leaders and managers
- Offers structured opportunities for vocational skills updating.

This will be achieved by building strong relationships between FE sector employers and businesses.

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Catalyst Programme

Developing Teachers

Pass on Your Skills	Business Interchange
Assists colleges to recruit teachers, trainers, tutors and assessors to hard-to-fill vacancies	Providing continuing professional development opportunities for teachers, trainers and tutors

Leaders and Managers

Make a Difference	Business Talent
Assistance to attract management talent to apply for current vacancies complete with a funded 12 month leadership development programme	Awareness-raising of the benefits of attracting exceptional talent from business and the public sector directly into senior roles in the sector

Equality & Diversity

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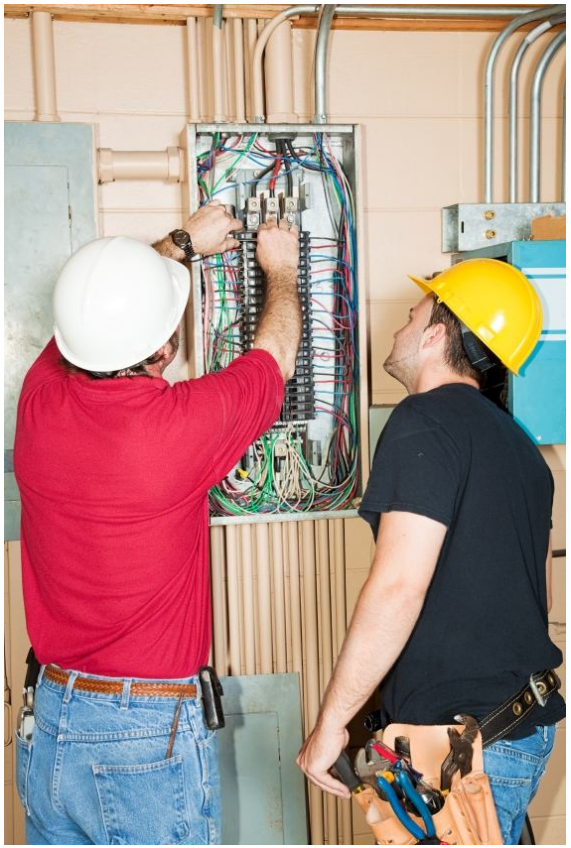
Pass on Your Skills

Pass on Your Skills

- First phase target 200 candidates with vocational experience qualified to PTLLS and encouraging them to apply for vacancies in the sector.

- Target is to recruit 300 teachers, tutors, trainers, or assessors into the sector by March 2010

- Hard to fill vacancies :- Health and social care, engineering, technology and manufacturing, Science and maths, Retail and commercial services including catering, health and beauty and hospitality, literacy and numeracy.



Pass on Your Skills

"The Pass on Your Skills programme enabled me to further develop, by showing me how I can pass my work related skills onto others. This has made me think of a career teaching what I know, something I never thought I could ever make a career out of."

Pass on Your Skills Candidate January 2009

Business interchange

Target 1,400 successful business interchanges by March 2010

- The first phase of Business Interchange enabled 527 placements to take place in funded industrial up-dating activities last year.

- New design based on self regulation and working in partnership with Sector Skills Councils, IfL and LSIS.
- To date a further 658 placements have been registered with 471agreed.
- Assistance to deliver successful interchanges and find hosts is provided.

Business interchange

"Losing the currency of my knowledge has been a great concern to me. How can we possibly teach students who have greater current knowledge than ourselves? It was such a concern that I considered leaving the sector and returning to industry. To a large extent the Business Interchange placement allayed my fears."

Yorkshire and Humber Engineering lecturer.

Developing capability, unlocking potential

Make a Difference

- National campaign to attract and develop 210 graduate calibre individuals into the sector.
- Phase 1 Attracted management talent to a talent pool
- Phase 2 Supports each provider's recruitment methods with current and future vacancies

117 Providers registered with 82 current vacancies

Registered vacancies from first line managers to general manager level

Make a Difference

"I never realised that there are so many job roles in the sector, I got interviews for two management positions, the interview process was very different to that of the private sector, but the Make a Difference programme made me realise that my management skills were valuable and made sure that I knew what to expect."

Make a Difference candidate April 2009

Business Talent

We are currently working in partnership with LSIS and we are developing a web based recruitment resource to encourage the sector to recruit to senior posts from outside of the sector as well as from inside the sector. This has been based on the paper based resource developed by LLUK and when completed will be available on the catalyst and LSIS websites

In Conclusion

- Workforce Strategy Toolkit a practical tool to assist with workforce development in your organization
- SIR Data Collection benchmark your organisations against trends
- Use Business Interchange to assist with your CPD activities this year and next year.
- Use Pass on Your Skills to provide access to high quality teacher, trainer, tutor, assessor candidates – register your vacancies now and search our site until March 2010.
- Use Make a Difference to support your recruitment process for all management vacancies and enable successful candidates to undertake a 12 month leadership development programme.

“Which way should I go now?” asked Alice

“That depends where you want to get to“ replied the Cheshire Cat

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