Working in Partnership to up-skill the Workforce

Carol Mills

HR Director

Lancashire County Council

Lancashire County Council

- Size of workforce
- What we do
- Major priorities
  - Skills pledge
  - Apprenticeships
  - Pre apprenticeships
  - Employment schemes
  - Graduates
  - Leadership

Agenda

- How we work with FE-HE institutions
- Communicating our skill requirements - now and for the future,
- Our apprenticeships and other programmes
- What we want from students
- What works well (and less well)
- How you can help

Key challenges

- Low skill in some areas
- Static workforce – the world has moved on
- Changing government requirements & customer demands
- Skill and profession gaps
- Wider worklessness and social responsibility agendas
- Helping our employees meet their aspirations

Our strategy

- Deliver a skilled and diverse workforce
- Meet the present and future needs of our local economy
- Ensure partnership working and integrated delivery
- Raise individual aspirations, and fulfil the potential of LCC's and Lancashire's people

How we work with you

- Commission specific programmes
- Develop bespoke delivery packages
- Advisors to FE/HE
- Graduate recruiters
- Members of our LSPs – LAA partners
- Work placements

Apprenticeships and other programmes

- Developing the future workforce of Lancashire
  - Worklessness agenda
  - Looked After Children and NEET
  - Apprenticeships
- Basic skills
- Graduates
- Future Executives

The good ….. and the “could do better!”

Graduates ready to face the world of work

- Analysing and problem solving
- Team working and interpersonal skills
- Verbal communication
- Written communication
- Personal planning and organising
- Initiative
- Numerical reasoning
- Information literacy and ICT skills

Real People – A Real Difference

Anne-Marie Cade

- Is a mature graduate who previously had spent 2 years working in a part time, minimum wage job in a local shop funding herself through a masters degree. Being a single parent her previous work experience was restricted to a few years as a teacher. For 6 months she unsuccessfully applied for a wide range of jobs but found that she did not have the relevant work experience required for many posts

"I am now confidant that I have a satisfying and successful career ahead of me, and the level at which I have worked demonstrates the level of skills and abilities I have brought to the authority."

Approach to Apprentices

- Work-based learning for majority of apprenticeships
- Assessor comes to the workplace fortnightly
- All year round – roll on & off
- Account management meetings
- Flexible – develop things together

Apprentice Certificate Presentation for those who passed their NVQ Level 2 and 3 in Business Administration

Real People – A Real Difference

Apprenticeship – Level 4

Mercia Woest

After completing college she wasn't keen on going to university as she was put off by how much it would cost. She wanted to learn and earn at the same time therefore she decided that the best option was to do an apprenticeship. After completing her apprenticeship she has secured a permanent post as a project management support officer and is also doing a part time BA Hons in event management which is funded through Lancashire Student Services.

"Completing my Apprenticeship has given me a better understanding of the type of career I want pursue and the type of qualifications I need in order to do so. By having the opportunity to do a part time degree that is funded and being able to work at the same time has given me the best of both worlds"

Worklessness

- Funding body changes goal post ….but we want straight answers – especially for over 25s
- Not just about qualifications – supporting people into jobs
- You are big employers …what are you doing to help?

Real People – A Real Difference

WorkStart to Apprenticeships -

- Leanne

  A young single parent who left school with no qualifications. After a Workstart programme, secured a place on our apprenticeship scheme. Her tutor says that Leanne is the best student she has ever had.

"Take the opportunity if you get the chance. Don't be scared to try something new. You never know where it could take you."

Elaine Anderson- JCP Personal Adviser

jobcentreplus
Part of the Department for Work and Pensions

- "Workstart gives our customers the opportunity to prove to an employer and to themselves that they are capable of competing in and contributing to the local labour market. Adult Learning College support through the job application process provides our customers with valuable 'jobsearch' skills to increase their chances of employment. My customers tell me that everybody should have the opportunity to do Workstart".

Real People – A Real Difference

Basic Skills

- **Janice**

  Worked as a general assistant on ¾ hour per day washing up whilst bringing up her son and had no formal qualifications. When he went to school at 4 Janice increased her hours to 2 per day when someone left. She was then offered the opportunity to do an NVQ level 1 in Catering & Hospitality and at first resisted as she was uncertain of her ability to learn, until eventually she "gave it a go". From these small beginnings Janice has progressed steadily to the point where she is now an Operations Manager for school meals service within LCCG and manages 45 school kitchens and their staff of approx 110.

"I have grown in confidence, and I'm a changed person"

Working in partnership…….more of

- More user friendly personalised support
- Training tailored to specific occupation
- Skills for life
- Employer engagement – understanding our agendas
- Contribution to the wider economic regeneration
- Use your Community position to raise awareness

Working in partnership…….how can we

- Ensure continuity of quality provision when we know that your funding streams change?
- Match up our values – passing qualifications as well as wanting what you deliver to make a difference?
- Give your lecturers more business experience?

Working in partnership……. Meeting our needs

- Being responsive in delivery times and not just in term time
- Helping people “learn how to learn”
- Take some risks
- Teach the “What” as well as the “How”
- Make sense of the funding “mystery”
  - **So what can we do to meet your needs?**