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# 14-19 SKILLS FOR EMPLOYABILITY CONFERENCE

Equipping young people for the world of employment

Tuesday 10th February 2009, America Square Conference Centre, London EC3

## Delegate Guide

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SECOND ANNUAL

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## Foreword

Dear Delegate,

I would like to welcome you to the 5<sup>th</sup> Annual 14-19 Skills for Employability Conference.

The focus of discussion today will be about ensuring young people leave 14-19 education fully equipped with the right skills and abilities to operate in today's world. In an economically challenged and increasingly competitive market, it is ever more important that young people are able to access a wide range of options that suit their needs and abilities.

Today's conference brings together a wide range of senior representatives from across the learning and skills sector to discuss the implications of the latest developments in policy affecting the 14-19 age group, the relevance of today's qualifications for employers, good practice in developing essential skills for employability and how the current qualifications will assist in equipping young people for the world of work.

I am delighted to welcome a high calibre line-up of speakers today including:

- Chris Humphries CBE, Chief Executive, UK Commission for Employment and Skills
- Dr Pat Hughes, Head, Education Strategy and Engagement, BT Innovate
- Kath Boullen, Chief Executive, St Helens Chamber
- Jill Lanning, Operations Director, Learning and Skills Network
- Dr Beverley Burgess, Director, Young People's Partnership and Infrastructure, Learning and Skills Council
- Helen Hyde, Headmistress, Watford Grammar School for Girls
- Dr Richard Williams, Chief Executive, Rathbone

I hope you enjoy the conference. I am looking forward to hearing the discussion.

Katherine MacGregor  
Account Manager, Education and Skills  
Neil Stewart Associates

## Contents

	<i>Page</i>
<b>General Information</b>	<b>2</b>
<b>Agenda</b>	<b>3</b>
<b>Access to Conference Documents</b>	<b>4</b>
<b>Attendance List</b>	<b>5</b>
<b>Speaker Biographies</b>	<b>7</b>
<b>Notes</b>	<b>12</b>

# 14-19 SKILLS FOR EMPLOYABILITY CONFERENCE

Equipping young people for the world of employment



## Agenda

(subject to change)

09:15 Registration and refreshments

### SESSION ONE: POLICY DEVELOPMENTS AND THE IMPACT ON 14-19 FUTURE EMPLOYABILITY

- 10:00 **Welcome and introduction from conference chair**  
Mark Corney, Director, MC Consultancy
- 10:10 **Developing employability skills**  
Chris Humphries CBE, Chief Executive, UK Commission for Employment and Skills (UKCES)
- 10:30 **Relevance of current qualifications for employers - are they enough?**  
Kath Boullen, Chief Executive, St Helens Chamber
- 10:50 **Practicalities of the 14-19 curriculum**  
Jill Lanning, Operations Director, Learning and Skills Network (LSN)
- 11:10 Questions and discussion
- 11:30 Refreshments and networking

### SESSION TWO: EXPRESS POLICY BRIEF

- 12:00 **Today's Qualifications - tools to deliver 14-19 learning and training**  
*Delegates will be divided into seminar style groups and will be able to hear all three express policy briefs listed below. The expert speakers will each deliver a short policy brief and allow time for questions from delegates.*
- A **Apprenticeships - vocational and applied learning - ROOM: WALLBROOK SUITE**  
Martyn Price, Managing Director, Carpentry Management Contracting Ltd (CMC Ltd) and Consign Construction Skills Solutions Ltd; Member, Apprenticeship Ambassador Network (AAN)
- B **Diplomas vs A-levels - does it have to be one or the other? - ROOM: LUDGATE SUITE**  
Dr Pat Hughes, Head, Education Strategy and Engagement, BT Innovate
- C **The foundation learning tier and the qualifications credit framework - ROOM: FLEET SUITE**  
Sue Georgious, Director, Adult Skills Programmes, Qualifications and Curriculum Authority (QCA)
- 13:00 Buffet lunch and networking

### SESSION THREE: PANEL DEBATE

- 14:00 **Teaching employability skills - a role for schools or the workplace?**
- Whose role is it to deliver employability skills?
  - Will raising the leaving learning age help to deliver and improve employability skills?
  - What do learners want and what can teachers deliver?



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Panellists include:

- Dr Beverley Burgess, Director, Young People's Partnership and Infrastructure, Learning and Skills Council (LSC)
- Helen Hyde, Headmistress, Watford Grammar School for Girls
- James Murdock, Director, Education and Qualifications, Cogent
- Dr Richard Williams, Chief Executive, Rathbone

15:00 Refreshments and networking

## SESSION FOUR: SEMINARS

15:30 Delegates should choose to attend one seminar from the list of three below. Seminars are designed to be interactive and participatory in nature. Places are allocated on a first come, first served basis and are subject to maximum capacities.

1 **Advice and guidance for 14-19 year olds - how can we make it more effective in preparing young people for employment? -**

**ROOM: WALLBROOK SUITE**

Julian Saunders, Commissioning Director, Connexions South London Sub Regional Unit

2 **What about young people who don't want to learn? - the challenge of including NEETs and what your institution needs to do -**

**ROOM: LUDGATE SUITE**

Tina Turnbull, Associate Director, Skills, Learning and Skills Network (LSN)

3 **Integrating work experience and employment and the world of learning -**

**ROOM: FLEET SUITE**

Kath Boullen, Chief Executive, St Helens Chamber

16:30 Close of conference

## COMPLIMENTARY ACCESS TO CONFERENCE DOCUMENTS

Neil Stewart Associates are keen to reduce any environmental costs incurred by this conference, and do not print speaker presentations as standard. Access will be available up until a week after the conference. If you need access after this time please contact us.

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ATTENDEE NAME	POSITION	ORGANISATION
Mr Anthony Stockford	Senior Lecturer	University of Bedfordshire
Mr Omari Hutchinson	Lecturer, Professional Studies	University of Kent
Prof Stephen Gomez	Head, Work Based and Placement Learning	University of Plymouth
Mr Stephen Tregidgo	Executive Manager, South	VT Enterprise
Ms Helen Hyde	Headmistress	Watford Grammar School for Girls
Ms Patricia Harman	Director, Learning and Standards	West Nottinghamshire College
Ms Diana El-Agraa	Programme Manager, ESOL	West Thames College
Ms Rekisha Lewis	City of London Modern Apprentice and Diversity Ambassador	

End

## Speaker Biographies

*Biographies are shown in alphabetical order by surname*

**Kath Boullen**  
**Chief Executive**  
**St Helens Chamber**

St Helens Chamber provides services to improve the economic prosperity of businesses and people in the area. Activities include representing 1,200 member companies, Business Support, Training, Enterprise Development and supporting new business starts. The Chamber has 160 staff and an annual turnover of £10m.

Kath is a member of the Programme Monitoring Committees for the North West European Programmes and the North West Learning and Skills Council. Prior to joining the Chamber, Kath worked for the Government Departments at area, regional and Head Office level on a range of training and enterprise initiatives. She has also worked for a Regional Tourist Board on various business development initiatives.

**Dr Beverley Burgess**  
**Director, Young People's Partnership and Infrastructure**  
**Learning and Skills Council (LSC)**

Following five years working for the Further Education Funding Council and two years working at Birmingham University, Beverley joined the Learning and Skills Council in November 2001 to lead on provision for learners with learning difficulties and/or disabilities. Whilst in this post, Beverley led for the LSC on the independent review of its funding and planning of provision for learners with learning difficulties and/or disabilities which led to the report *Through Inclusion to Excellence*. Subsequently, she led for the LSC in the development of its first ever strategy for this area of work – *Learning for Living and Work* which was published in October 2006.

For the last two years, Beverley has worked on the implementation of the government's 14-19 reform agenda and currently leads for the LSC on increasing young people's participation in learning.

**Mark Corney**  
**Director**  
**MC Consultancy**

Mark Corney is Director of MC Consultancy. He specialises in post-14 education and skills policy. Mark writes regularly for the Education Guardian.

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**Sue Georgious**  
**Director, Adult Skills Programmes**  
**Qualifications and Curriculum Authority (QCA)**

Sue Georgious joined QCA in 2004, her current position is Director, Adult Skills Programmes within the Qualification and Skills Division. Since joining the organisation her key responsibility has been to develop proposals for reforming the vocational qualification system by developing proposals for a credit and qualification framework. During the last three years, Sue has been responsible for other significant developments including the Foundation Learning Tier and functional skills developments. She is currently working full time as the Senior Responsible Officer within QCA for implementation planning for the Qualification and Credit Framework.

Sue began her working life as a teacher in schools and then worked in adult learning for many years in a variety of roles including FE and Open College Networks, latterly as Acting CEO for the National Open College Network. She has experience of local, regional and national initiatives with young people and adult learners across a range of sectors including the voluntary and community sector and work based learning and offender learning. Sue has also worked with the QAA as an AVA reviewer with a particular focus on Access to Higher Education courses for adult learners. Sue has been a Governor for schools, is a trustee of a local nursery school and has a long association with Guiding.

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**Chris Humphries CBE**  
**Chief Executive**  
**UK Commission for Employment and Skills (UKCES)**

Chris Humphries was appointed Chief Executive of the UK Commission for Employment and Skills with effect from 1 January 2008.

This appointment followed high profile national roles as Director General of the City and Guilds of London Institute, the UK's oldest and leading awarding body for Vocational Qualifications, from 2001 to 2007, and Director General of the British Chambers of Commerce from 1998-2001. Other relevant positions included Chief Executive of the TEC National Council from 1994-1998, Chief Executive of the Hertfordshire TEC, Assistant Director of the UK's Council for Educational Technology, and work in the private sector for ICL and Acorn Computers.

Over the last 20 years, Chris has worked actively with Government as an adviser on a wide variety of training projects, including the Open Tech Project, the Training Access Points system, the Prospects careers guidance system, and a variety of other public projects to develop the potential of new technologies for education and training.

From 1998 to 2000, Chris served as Chairman of the Government's National Skills Task Force, before being appointed as a founder member of the national Learning and Skills Council from 2000 to 2003, and is a continuing member of the national Adult Learning Committee. He is currently Chairman of UK Skills, and in 2006, led the successful UK bid to host the WorldSkills Competitions in London in 2011. He was a member of the national Skills Strategy Steering Group from December 2002 to 2005, appointed to the Board of the NHSU from 2003-05, and the FE Review Advisory Group in 2005.

An Australian by birth, Chris moved to London in 1974 where he still lives with his family. He was awarded the CBE for services to training and enterprise in June 1998.

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**Dr Pat Hughes**  
**Head, Education Strategy and Engagement**  
**BT Innovate**

Pat joined BT in 1984, switching careers from University Lecturer and Academic Researcher to that of Industry Researcher and Research Manager. During his time in BT he has worked as a Senior Researcher, Research Project and Programme Manager, Product Delivery Manager, has co-ordinated BT's university based research programme and

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contributed to strategic projects undertaken by the Cabinet Office. For his product delivery work, Pat was awarded the BT Gold Medal for outstanding personal contribution to a new product or service.

Based at BT Aadastral Park near Ipswich, the largest Communications and IT related R&D Centre outside of China, Pat currently leads on education engagement and strategy on behalf of the BT Group Chief Science Officer, with a particular focus on STEM and the 14-19 Diplomas.

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**Helen Hyde**  
**Headmistress**  
**Watford Grammar School for Girls**

After studying at Witwaterstrand University, South Africa, Helen Hyde became a teacher of French in 1970, subsequently doing her MA at King's College London in 1974. She taught French at Acland Burghley School, London, becoming Head of Modern Languages in 1978. Helen Hyde moved to Highgate Wood School in inner London as Deputy Headmistress in 1983. She became Headmistress of Watford Grammar School for Girls in 1987. Watford Grammar School for Girls was established in 1704 and now educates 1,250 girls from age 11 to 18. The pupils come from diverse ethnic and social backgrounds.

The school has been awarded four Charter Marks, in 1996, 1999, 2002 and 2005. In 2008 it was the first school to achieve the new Customer Service Excellence Award. It has achieved two Investors in People awards – one in 1997 and another in 2000. Helen Hyde became an Accredited Trainer for the Edward de Bono Thinking Skills in 2003 and the school is a Nationally Accredited Training School for de Bono Thinking Skills. Additionally, Mrs Hyde became a trainer for Buzan Mind Mapping in 2004. The school has been accredited as a national Thinking School by Exeter University. Fellow of Imperial War Museum (Holocaust Studies).

Away from the immediate school environment Helen Hyde was the Honorary Treasurer of the Foundation and Aided National Schools Association, having previously been Honorary Treasurer of the Association of Heads of Grant Maintained School from 1992 to 1999. She is now the Chair of this association. From 2000-2002 she was a DfES Quality Assurance Advisor, visiting a variety of schools in various counties. She is an External Advisor to School Governors and an Executive Mentor to a number of Headteachers. Helen Hyde sits on various committees, including Hertfordshire Association of Secondary Headteachers and the Hertfordshire LEA Admissions' Forum.

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**Jill Lanning**  
**Operations Director**  
**Learning and Skills Network (LSN)**

Jill Lanning joined LSN as Operations Director in 2006 and has overall responsibility for the delivery of development and support programmes ranging from the Functional Skills Support Programme to the Qualification Reform Support Programme, from the Triple Science Support Programme to our contribution to the Diploma Support Programme. These programmes support workforce development across FE and schools including work based learning providers, school sixth forms, offender learning and adult and community learning. She has been leading LSN's work in the area of employability skills which has included the publication of two documents – Employability Skills Explored and Employability Skills Examined.

Jill has worked in the learning and skills sector since 1982 and in her career she worked in an inner city FE college in Birmingham for 10 years and operated as a freelance Consultant and Trainer for nearly three years before joining BTEC in 1996 to manage the newly established regional teams working with colleges. Jill saw the merger of BTEC with London Examinations to form Edexcel and held a number of different management roles while there including managing the schools and FE regional teams, leading the establishment of a policy and planning function and latterly being responsible for the strategic management of the portfolio of all Edexcel qualifications, academic, occupational and vocationally related.



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**James Murdock**  
**Director, Education and Qualifications**  
**Cogent**

James Murdock graduated with a BEng in Chemical Engineering in 1980 and joined BNFL at their Springfields site, Kirkham, Preston. He worked as Engineering Planner on capital refurbishment and new build project.

He moved to Further Education at Blackpool College of Further and Higher Education lecturing in Industrial Sciences and Process Plant Operations. James joined Wirral College in 1988 as a Senior Lecturer Chemical Engineering and Environmental Management.

James returned to industry in the South West working in Training and Development before returning to Wirral College as a Head of Department until the late nineties when he joined the Senior Management Team at Carlisle College. At Carlisle he undertook a number of roles including Director of Curriculum and Student Services and Director of Strategic Planning.

In 2006 James joined Cogent as Education and Qualifications Director at a time when the national priority for education and skills was placing employers at the heart of the agenda.

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**Martyn Price**  
**Managing Director, Carpentry Management Contracting Ltd and Consign Construction Skills Solutions Ltd;**  
**Member, Apprenticeship Ambassador Network (AAN)**

A carpenter by trade, Martyn Price is Managing Director of Bedfordshire based Carpentry Management Contracting (CMC) Ltd. He started his career as an Apprentice at Bedford College and after completing further training culminating in a City and Guilds Higher National Certificate he set up CMC Limited in 1989.

Martyn is a Board Member of CITB-ConstructionSkills and an Apprenticeship Ambassador, a role that gives him the opportunity to champion apprenticeships and make a difference to the lives of young people.

Over the last 20 years, Martyn has employed in excess of 100 apprentices and acts as a mentor to a number of UK businesses. CMC has grown steadily over the years and the apprenticeship scheme has helped the company overcome skills shortages and secure extra business.

In 2007, Martyn built upon the foundations of CMC and established Consign a construction focused regional training enterprise in support of other SME's working in partnership with ConstructionSkills and other industry stakeholders, delivering projects for the Learning and Skills Council and European Social Fund.

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**Julian Saunders**  
**Commissioning Director**  
**Connexions South London Sub Regional Unit**

Julian has worked for Connexions in South London for the last six years. The Connexions Sub Regional Unit works across six local authorities. It manages the largest Connexions Advice and Guidance contract in London as well as the CHOICE Jobs project which is trying to improve the volume and quality of job vacancies for young people across London.

Julian is particularly interested in issues relating to workforce development, labour market information and quality improvement in the advice and guidance sector. He originally trained as a Careers Adviser and is a member of the Institute of Career Guidance.

He has extensive experience of managing Advice and Guidance contracts and projects gained through previous work with the University of London, FOCUS Central London, two IAG Partnerships and three London boroughs.

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**Tina Turnbull**  
**Associate Director, Skills**  
**Learning and Skills Network (LSN)**

Tina Turnbull is the Associate Director of the Skills group at the Learning and Skills Network (LSN), formerly part of the Learning and Skills Development Agency (LSDA) and now an independent charity. At LSN she leads national organisational / workforce development programmes across England for the FE sector and schools relating to 'Employability and Social Inclusion'. These are commissioned by organisations such as the Learning and Skills Improvement Service (LSIS) and the Training and Development Agency for Schools (TDA). In her previous role at Lifelong Learning UK (LLUK) Tina managed standards and qualifications developments for teachers in the FE sector relating to literacy, language, numeracy and ICT.

In teaching Tina gained broad experience in both HE and FE as a lecturer in teacher education and mathematics, working in a number of organisations in the north of England. As both an FE college and high school Governor Tina continues to work with teachers, leaders and managers on current issues they face in education.

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**Dr Richard Williams**  
**Chief Executive**  
**Rathbone**

Richard joined Rathbone as Chief Executive in July 2004. Prior to this Richard worked in further education in London for 25 years. He was appointed in 1996 to be the Principal of Kingsway College and in 2000 he led and managed a merger with Westminster College to create Westminster Kingsway College one of the largest inner city general further education colleges in the learning and skills sector. Richard has had a career long commitment to working with young people and adults whose learning support needs are not met adequately within the educational mainstream. He joined Rathbone with an interest in working within the voluntary sector to develop new, innovative and effective ways of tackling the issues of social exclusion and low attainment.

Richard is a member of the Aiming High Advisory Group at the DCFS and served recently as a member of the Expert Group for Children's Workforce Reform. Richard is also a member of the Learning and Assessment Policy Committee of the City & Guilds and is member of the Board of the Association of Learning Providers.

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fax: 020 7490 8830 tel: 020 7324 4330  
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