



Apprenticeships & Skills

Carol Holden & Susan Butters

Introduction

- If you are interested in Apprenticeships see Paul Kerwin

- Workshop will look at two aspects of the Employer Ownership of Skills Pilot:
 - Current status
 - Bid content being considered

- Outcome:
 - Information to assist in development of NAA bid
 - Information to take forward to discussions on sector-wide bid

EOSP

- Jul 12:
 - Investigated an SME bid in round 1.
 - Conclusion needed a “pick’n’mix approach similar to Business Excellence
- Nov 12:
 - NAA Board given direction to investigate a bid on behalf of members
 - Board members showed interest in both an SME & Large company bid
- Jan 12:
 - Attended two briefing events (Liverpool & Preston
 - Better understand the issues around apprenticeships for companies within the sector/NW

- Currently investigating an SME bid based on the NAA Business Excellence members & approach
- Likely to be a countrywide sector bid from Semta (will be know more this after Friday)

Employer Ownership of Skills (Round 2)

Project scale & scope

Minimum cash investment from Government will be:

- £250,000 for SME (<250 employees) collaborative proposals
- £1 million for bids involving larger employers

Two main areas:

- Proposals which will enable employers to improve the skills of their current and future workforce.
- Industrial partnerships to take wider responsibility for skills development in a place or sector.

Four themes to be covered are:

- Apprenticeships and other workforce development opportunities
- Training and skills development to help people into work
- Encouraging and enabling SMEs to train their workforce, recognising their key contribution to economic growth and prosperity
- Collaboration between employers in sectors, supply chains and localities, and with colleges and training providers.

Bid content, assessment & timeline

Bid will need to cover:

- The outcomes to be achieved and impact expected
- The rationale behind the proposition and why it cannot be done as successfully through existing funding routes/delivery channels
- The mechanisms by which it will be delivered
- The level of private investment the employers will contribute
- The public investment needed to make it happen

The assessment criteria are:

- Employer ownership
- Quality and rigour
- Innovative approaches to skills and workforce development
- Impact and value for money
- Feasibility
- Future prospects

Timeline:

- | | |
|--------------------------------------|----------------|
| ■ Full application form published | December 2012 |
| ■ Deadline for employer registration | 11 March 2013 |
| ■ Deadline for bids | 28 March 2013 |
| ■ Decisions regarding bids | May/June 2013 |
| ■ Delivery to commence | September 2013 |

Current status - Discussion

- What is the average amount you spend on training per head?
- How much do you spend on external training per year?
- What types of training have you given in the last 2 years
- What would you have liked to have done?
- What went well & what went wrong?
- What is your vision v skills in the company?

Potential Bid Content

BUSINESS EXCELLENCE	EOSP
<p>Project competition <i>35% intervention rate for SMEs</i></p>	<p>Bespoke training via a competition <i>35% intervention rate</i></p>
<p>Quality Standards Training <i>Variable pricing – dependant upon membership type</i> Fixed programme</p>	<p>Core tools training Includes quality standards, induction, productivity & competitiveness <i>Variable pricing dependant upon membership type & provider</i></p>
<p>Benchmarking Fixed activity</p>	<p>Professional Development (Institution membership) Fixed activity/scheme</p>
<p>Promotion of companies Assorted methods</p>	<p>Schools outreach Grow your own, assorted methods</p>

Next steps

- Gather information from other member companies
- Meet with interested companies
 - Need 10-15 interested SMEs
 - Need an understanding of the types of area which interest each company
 - Need to understand the volume against each activity
- Understand the potential sector-wide offering
- Develop an outline financial plan to see if viable
- Develop a programme bid – will enable a discussion to be continued with UKCES to potentially improve bid to have higher chance of success