

Adult Learner Responsive



Leading learning and skills

Employability – Transition to Integrated Skills
and Employment

03

Movement towards employment - IAG 

Workless	Workers			
Diverse reasons including: Low skills / low pay opportunities Childcare Information / support Offenders	No Qual	Low Qual	Inter-mediate	Higher Qual

Employers		
Micro	SMEs	Large

1 st step/return to learn	SfL	Level 1	Level 2	Level 3	Level 4	Level 5
--------------------------------------	-----	---------	---------	---------	---------	---------

Policy documents



Leading learning and skills

Review of sub-national economic development & regeneration	DBERE, HM Treasury	July 07
In work, better off: next steps to full employment	DWP	July 07
World Class Skills: Implementing the Leitch Review of Skills	DIUS	July 07
Opportunity, Employment & Progression: making skills work	DIUS & DWP	Nov 07
Ready for Work: full employment in our generation	DWP	Dec 07
Ready for Work, Skilled for Work: Unlocking Britain's Talent	DIUS & DWP	Jan 08
Work Skills	DIUS & DWP	Jun 08
No-one written off	DWP	July 08

Working Skills DWP and DIUS

June 08



Leading learning and skills

- **Comprehensive support which addresses all the needs of individuals and employer**
- **Skills support for those who are out of work (mandatory for claimants)**
- **Making the system less top heavy (devolving responsibility by creating Working Neighbourhood Fund, progressing City Strategy Pathfinders, introducing the new Multi-Area Agreement)**
- **Central role of employers**
- **Integrating with other initiatives (LSPs, LDA)**
- **Bringing together core employment and skills services for jobseekers**
- **Bringing together employment and skills with a wider range of services, particularly for Lone Parents or people on Incapacity Benefit.**
- **Embedding closer working within incentives of the system – groundbreaking commissioning trials**



Leading learning and skills

Key challenges we

need to address:

One third of adults do not have basic school-leaving qualifications or equivalent

17 million adults have difficulty with numbers

5 million adults have poor literacy skills

70% of workforce in 2020 has already left school

In London 1.5 million people not working (29% of working age population)

Current Programmes in transition:



Leading learning and skills

Adult Safeguarded Learning

Learning Partnerships and local plans

Focus on targeting public money on disadvantaged and workless

Income/fee generation

Skills for Life and ESOL

Refreshment of national Skills for Life Strategy – SfL Quals reviewed in 2010

Embedding provision in vocational/sector specific learning

Strong focus on employability and numeracy

Expand both Skills for Life and ESOL in the workplace

DIUS ESOL Consultation – Focus on Community Cohesion

Foundation Learning Tier



Leading learning and skills

- **Four progression pathways**
- **Each with 3 key elements:**
 - Functional Skills (English, ICT, Maths)**
 - Vocational & subject based learning,**
 - Personal & Social Development**
- **Includes all sub-level 2 accredited qualifications (Entry 1 – Level 1)**
- **Phase 2 pilots start from August 08 – 24 in London**
- **Outstanding issues around content, structure and eligibility:**
 - ESOL (in or out)?**
 - Skills for Life qualification outside FLT**
 - 25 year age limit?**
 - Intention to include pre-employment provision within FLT**

Pre-employment Training



Leading learning and skills

- **Employability Skills Programme and Skills for Jobs**
- **Primary focus on employability and placing clients into sustainable employment. Short, job specific and more responsive to employer needs and flexible in duration**
- **Payment for job outcome rather than qualification**
- **Vehicle for all skills training for benefit claimants – LEPs, IES Trials**
- **Developing and offering more targeted client specific strands in Phase 2 e.g. homeless, offenders, LLDD**
- **Progression opportunities into Train to Gain**

Nextstep – towards Adult Advancement and Careers Service



Leading learning and skills

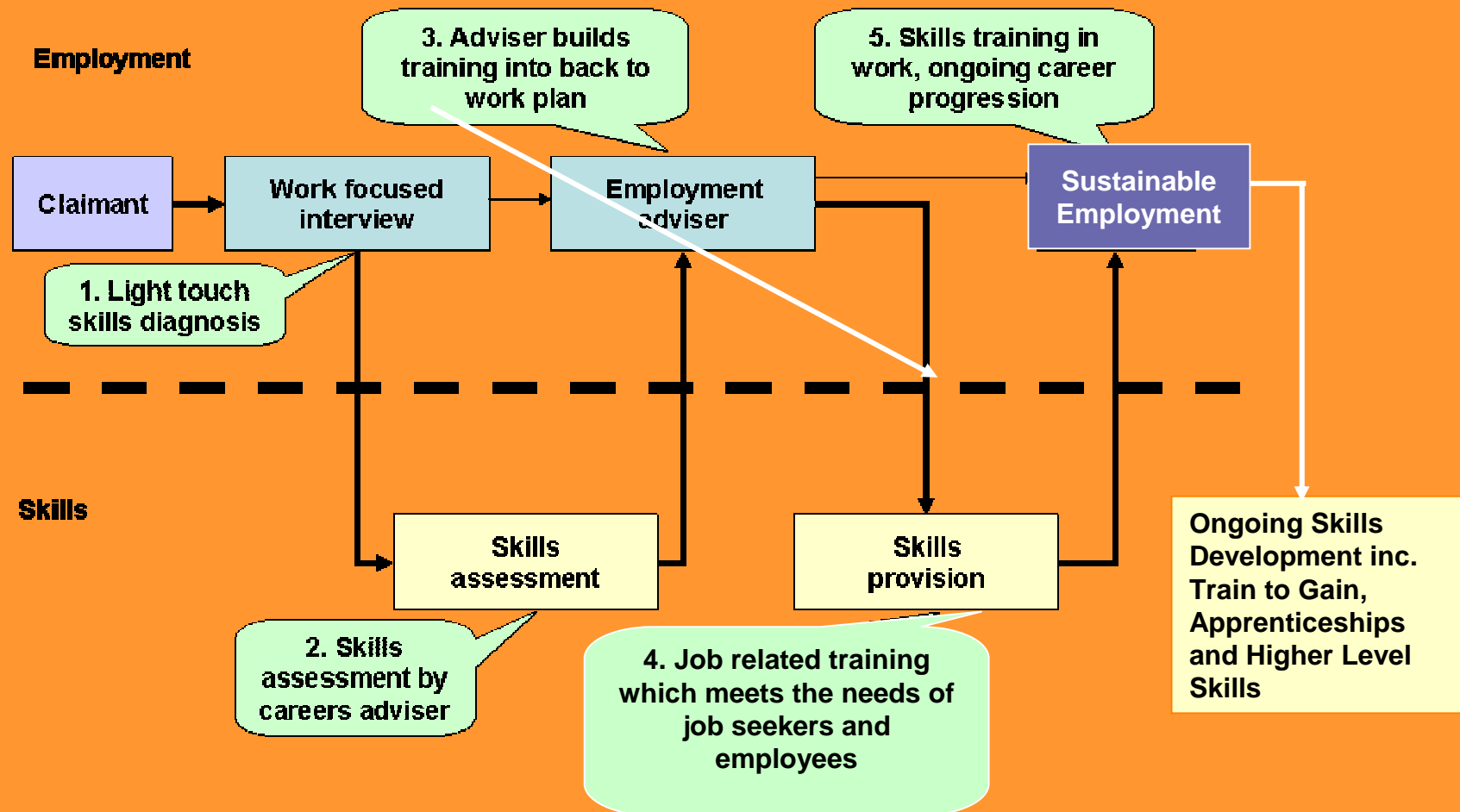
- **New service from 1st August 08 centred around management and delivery through single regional prime contractor**
- **Developing, facilitating and managing wide network as well as delivery of service direct to clients**
- **Each region will have one regional telephone access point and one regional website**
- **On-line and telephone based service complemented by face-to-face delivery to clients. Close working with Learn direct**
- **Co-location with JCP and others**
- **Skills Health Checks – basis of universal service**
- **Trialling of joined up[prototypes, supporting Skills Accounts, SHC, Co-location, referral mechanisms**

Individual Out of Work



Leading learning and skills

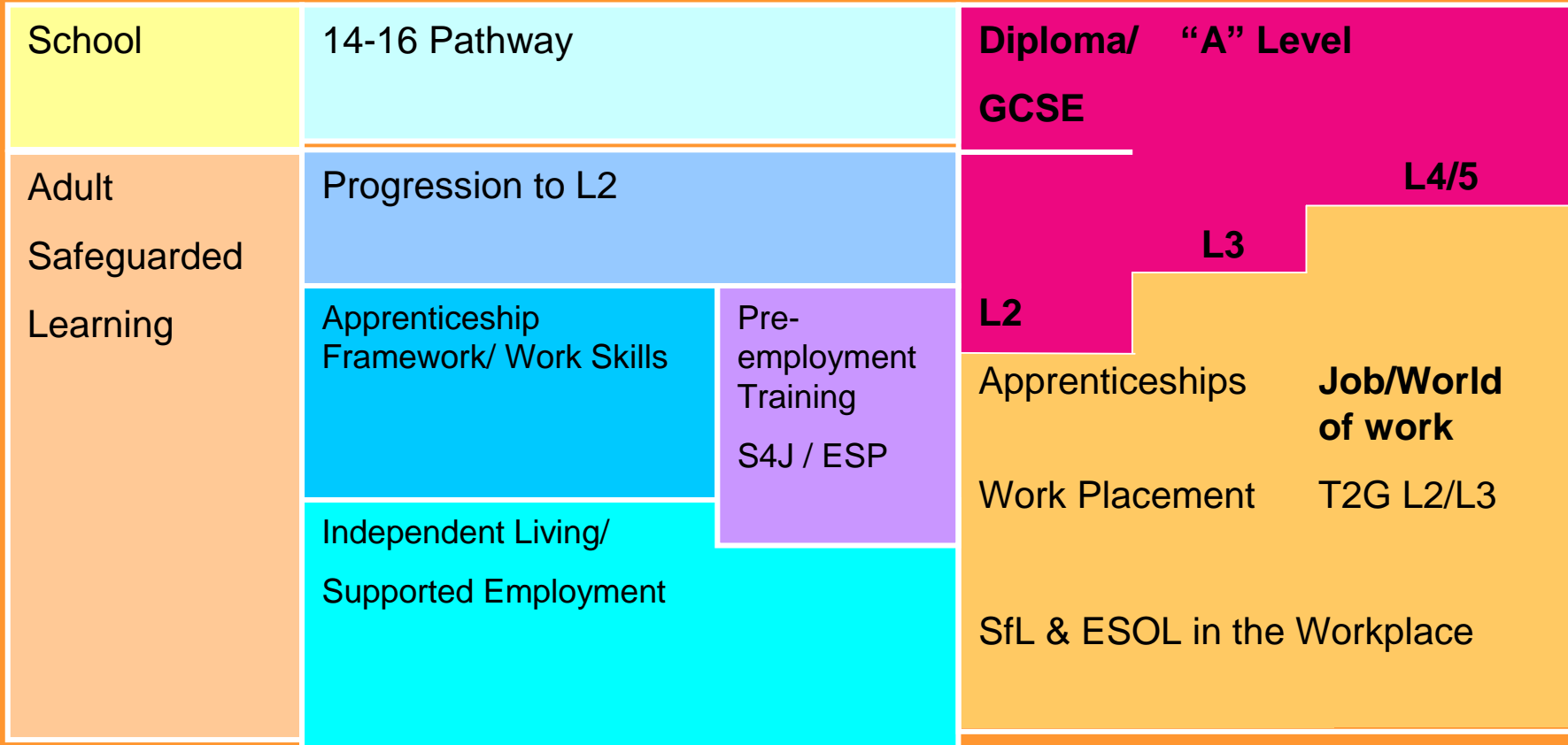
Customer Experience





Leading learning and skills

← **Foundation Learning Tier** →



Non Accredited Learning	Non – FLT/Fee Generation					
	SFL	ESOL	LLDD	L1	L2	L3

NextStep/AACS	Skills Health checks	Skills A/C
	PDP	Cvs

Sustainable employment



Leading learning and skills

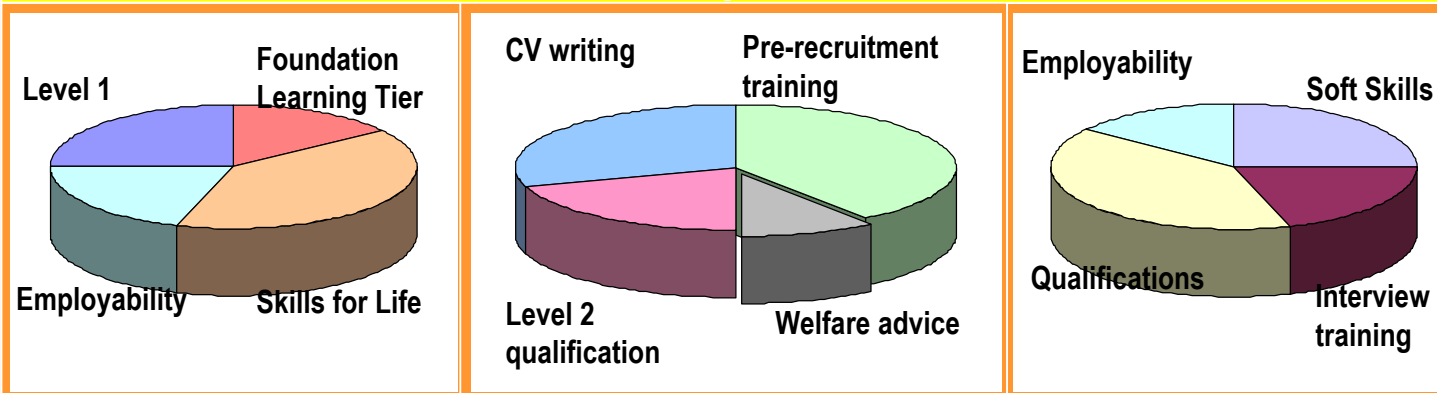


In work: careers counselling

In work: Train to Gain & Apprenticeships

Recruitment brokerage

Work experience



Needs analysis, information and advice



low skilled



unemployed



long term unemployed

IES Trial and towards Joint Commissioning



Leading learning and skills

- First trial areas – West Midlands (Sept) and London (March 2009)
- London Central area - trialling both pre-employment and in work
- Trials to develop approaches and models and test both new products and integrated ways of working with key partners
 - Skills Health Checks, Skills Accounts, Prototypes
 - Integrated working with JCP, prime contractor, enhanced screening and referral process

**Service offer to
Employers**

Improved
Employer
Engagement

Support to
identify
business needs
inc. recruitment
and ongoing
skills
development

Employer Offer
relevant menu
items
understood and
utilised

Seamless
Support to
access
appropriate
services ('Hide
the Wiring')

Positive Impact
on Business

**Overall
offer**

Sustainable employment and progression

**Service offer to
Individuals**

Motivation and
signposting to
help to get into
and on in work

Support to
identify barriers
to achieving
personal
objectives and
job
opportunities

Financial,
training & other
support to
address
barriers

Support to
prepare and
apply for
specific job
opportunities

Help to
succeed in
work

Overall offer

Sustainable employment and progression

Leading learning and skills

Service Offer to Individuals

Motivation and signposting to help to get into and on in work

Support to identify barriers to achieving personal objectives and job opportunities

Financial, training & other support to address barriers

Support to prepare and apply for specific job opportunities

Help to succeed in work

Nationally consistent elements

Enhanced skills screening tools

Enhanced Referral Process

Skills Health Checks

Skills Account

Careers and Advancement Advice and Guidance

Support to access relevant job opportunities

Relevant and responsive provision

Local enhancements tailored to specific spatial needs

Range of local partners fully engaged maximising leverage and contributions

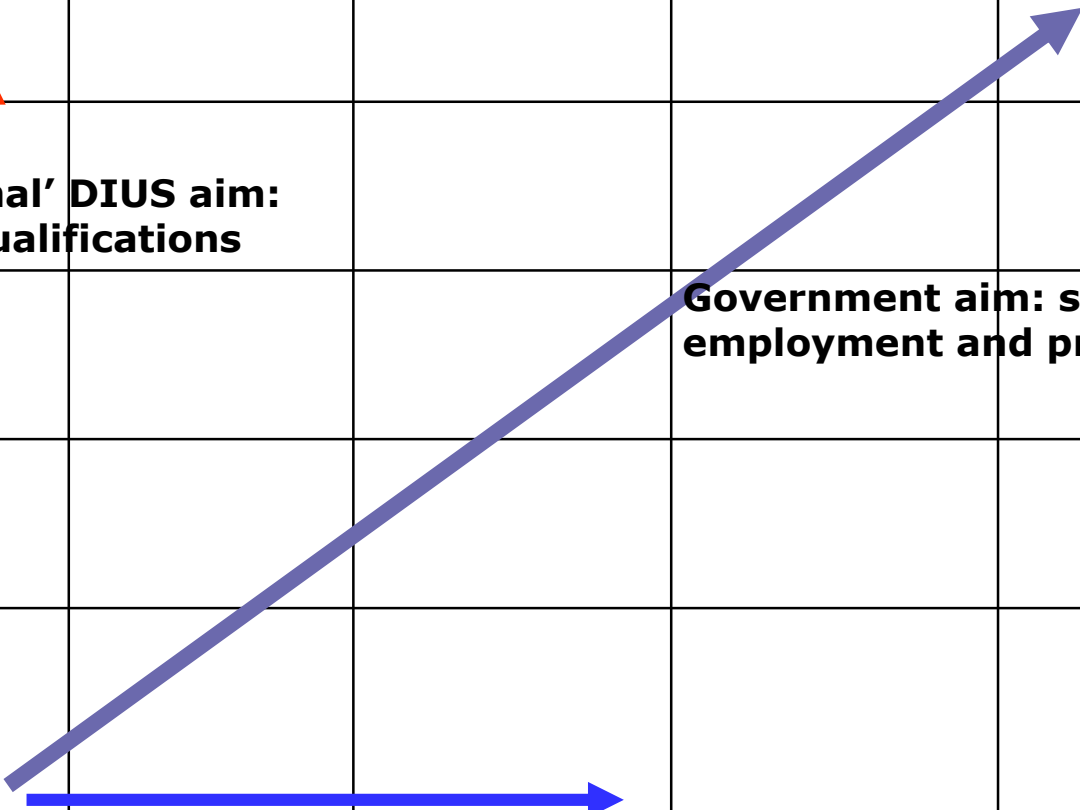
Imaginative use of local funding streams e.g. Working Neighbourhoods Fund

Quality of Job

Leading learning and skills

Skill Level

	Unemployed	Low Level Job	Medium Level Job	High Level Job
Level 4				
Level 3				
Level 2				
Level 1				
No Qualifications				



Unemployed Low Level Job Medium Level Job High Level Job

Level 4

Level 3
**'traditional' DIUS aim:
higher qualifications**

Level 2

**Government aim: sustainable
employment and progression**

Level 1

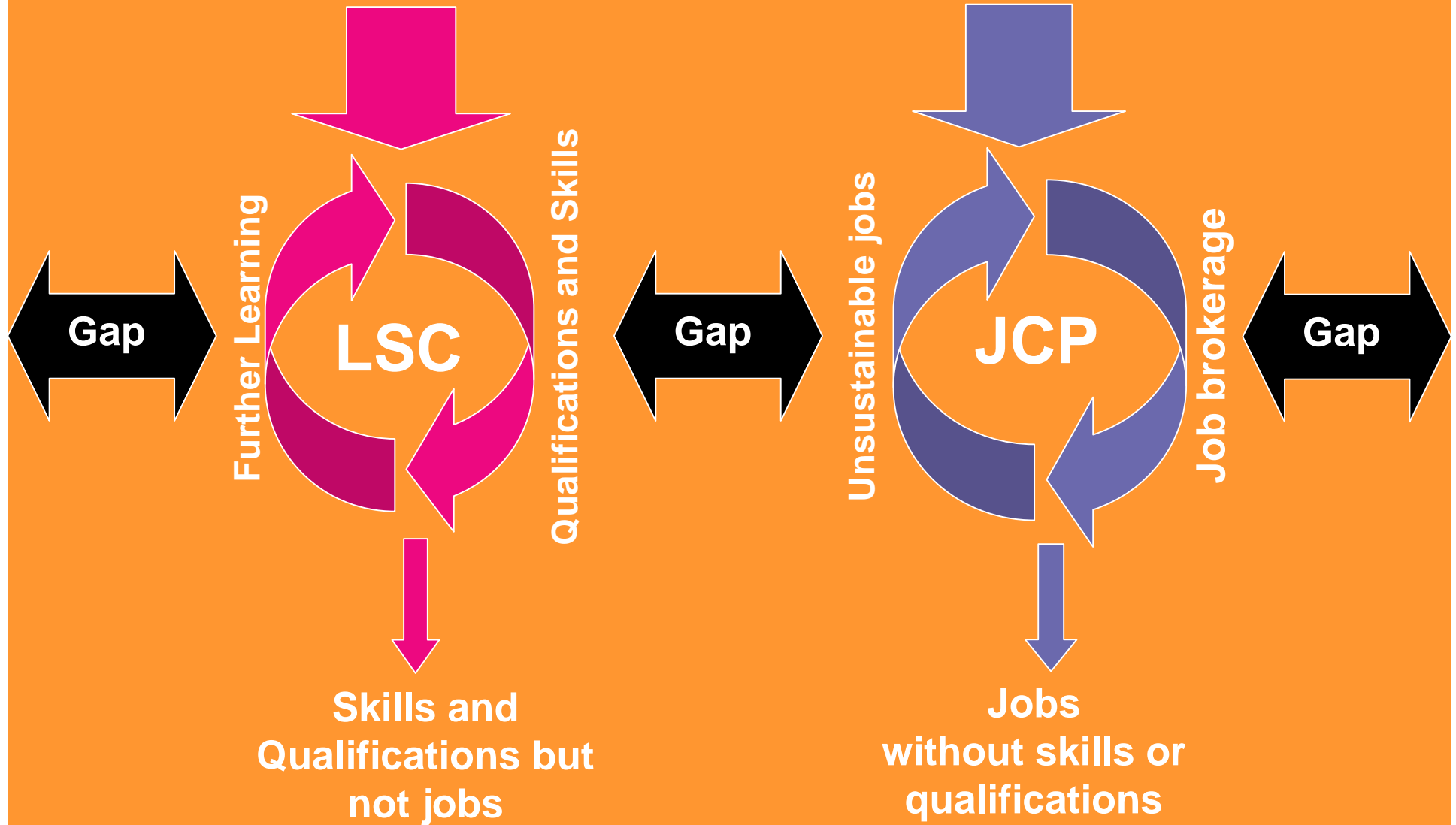
No

Qualifications

'traditional' DWP aim: into a job

“Learners”

“Job Seekers”



Strategic and Operational



Leading learning and skills

Key Relationships

JCP 3 Priorities

- Pre-employment training – S4J, ESP, LEPs
- IES Trials – NextStep
- London Accord

LDA 3 Priorities

- London Accord
- IES Trials – particularly “in work”
- Joint Commissioning

LA's

- Multi Agency Agreements
- LSP's



Leading learning and skills

Any Questions?