

## Sector Summary Report Skills for Justice

### Sector Definition

The Justice sector encompasses a wide range of essential public services delivered by the public, private and voluntary sectors:

- Community Justice
- Courts and Tribunals
- Custodial Care
- Police Services
- Law Enforcement Agencies of the UK
- Prosecution and Forensic Science

INDICATOR		Skills for Justice
		Custodial care, community justice, police
<b>EMPLOYERS</b>		
Number of establishments		200
Share of all establishments		0.3%
<b>EMPLOYMENT</b>		
Number of employee jobs		17,200
Share of all employee jobs		1.7%
<b>QUALIFICATION LEVELS (INDICATIVE)</b>		
Employees whose highest qualifications are at:		
	Level 4 and above	29.8%
	Level 3	29.3%
	Level 2	25.1%
	Below Level 2	11.1%
	No qualifications	4.6%
Proportion of employees without qualifications at Level 2		15.8%
<b>PROJECTED EMPLOYMENT CHANGE</b>		
Projected employment change 2007-2017		-5.0%

(Sector Skills Needs in the NE: Summary Matrix (modified 13 October 2008))

### Overview

**Restriction on accessing Train to Gain funding** the Justice sector has until now been ineligible as a public body for Train to Gain funding. This has meant that the sector has only had access to their own training budget to meet workforce development needs.

### Pre-entry training for potential police recruits from a BME background

the need to attract more BME applicants into Policing and support improved outcomes at the assessment stage for those who are traditionally at a disadvantage has been clearly identified. Skills for Justice are committed to working with the Sector to develop a fit for purpose pre-entry route. Once developed the LSC will work with the sector to support this with public funding.

**Supporting third sector to engage in management and leadership training;** traditionally prohibitive for third sector employers for reasons of costs the aim through the Compact, due to be launched in the new year, is to ensure third sector employers are well represented in cross sector learning activities.

**Assessor and Verifier capacity** there is a shortage of occupationally competent assessors and verifiers in the Justice sector. The specialist nature of the skills required means that much learning and development is delivered and assessed in house. An adequate supply of assessors and internal verifiers is essential to delivering the significant increase in vocational qualifications that is articulated in the Compact.

**Increase in Apprenticeships** The Justice sector operates in the context of an ageing workforce. Apprenticeships are a means to achieve improvements in the sector skills profile, attract new recruits and address issues around retention and diversity within the workforce. Justice will be working with sector employers to identify current and relevant frameworks along with new frameworks for development.

**Higher level skills** the Justice sector is highly qualified in comparison with other sectors. Many employees are already qualified to Level 3 and above and the entry level qualifications for many occupations are at a higher level. In years 2 and 3 of the compact Skills for Justice will be working with HEFCE to further develop this area

#### **First full Level 2 qualification**

High volumes are anticipated at Level 2, particularly among support staffs that are the first point of contact for the public; their experience of dealing with the service will be judged by their interaction with these staff. Specific Level 2 qualifications priorities include basic skills, customer services, and business administration and team leading.

#### **Contributions to Level 3 qualifications**

A significant proportion of qualifications delivered under the Compact are likely to be at Level 3, with frontline workers completing the majority of these qualifications. This will support the upskilling of new and existing employees and improve quality of service delivery. Specific Level 3 priorities include custodial care, management, ITQ, youth justice and substance misuse.

#### **Apprenticeship programmes**

The Compact offers specific flexibilities that enhance the Apprenticeship funding offer and will help employers overcome barriers to implementation of new and existing frameworks. Apprenticeship frameworks include Community Justice, Royal Military Police, other SSCs (Sector Skills Council) and SSBs (Standards Setting Body) frameworks, and new frameworks.

#### **Leadership and management skills**

There is a need for Leadership and Management staff development in this sector.

### **Sector Qualification Strategies (SQS) and Vocational Qualification Reform (VQR)**

The sector is facing some specific challenges that the Compact will impact on, including addressing specific skills gaps and safeguarding the workforce of the future. The Sector Skills Agreement identified specific skills gaps, many of which cut across the whole sector, ranging from basic literacy and numeracy skills to leadership and management. The Compact addresses skills levels ranging from foundation tier learning to higher level skills, including Apprenticeships. The following is a link to the sector qualification strategy <http://www.skillsforjustice.com/template01.asp?PageID=472>

### **Future Skills Issues for 2009/10**

The areas identified for continued development within the sector are Key Skills (literacy and numeracy), Customer Service, improving IT skills through the use of the ITQ at all levels and Leadership and Management particularly Supervisory.

- Ageing workforce profile requires further work in attracting young people into the Justice sector compared to the whole economy (7% compared to 14% nationally).
- There is also a lack of ethnic diversity across the sector with 95% of the workforce coming from white ethnic groups, steps to be taken to address this in the future.

### **Recommendations for 09/10**

#### **Provision Issues**

Given this will be the first time the Justice sector has been able to widely access Train to Gain, it is anticipated there may not be the required capacity within the current provider infrastructure, and therefore a staged approach to developing this may be necessary. The first phase of roll out will focus on three major strands; Custodial Care, Policing and Community Justice. These strands cover the bulk of the Justice workforce, and the majority of private and third sector organisations within it.