

SW REGION SECTOR SUMMARY

ASSET SKILLS

SECTOR FOOTPRINT

Asset Skills is the Sector Skills Council for the Property, Housing, Facilities Management and Cleaning sectors (www.assetskills.org).

- Asset Skills Sector Skills Agreement (Stage 3) for the South West Region was published in June 2007.
- Skills Qualification Strategy is expected to be ready by April 2008.

ASSET SKILLS LABOUR MARKET

Source: Asset Skills: Sector Skills Agreement for the South West Region, June 2007 & SLIM Sector Balance Sheet, June 2008; NESS 2007 data derived from LSC SW research team.

Sector size

- In total 57,000 (2.2% of the total SW workforce) people are employed in the Asset Skills sector across the SW
- 61% of the workforce is employed within the Property and Housing industry
- 5% is within Facilities Management (FM)
- 34% is within Industrial Cleaning

Business size

- 94% of all Asset Skills workplaces in the SW are small, employing between 1-10 people
- This is about 10% higher than the average across all sectors in the SW economy and emphasises the 'small firm' character of the Asset Skills sector as a whole

Profile of the workforce

- 62% of people working within Asset Skills in the SW are working full-time
- A higher proportion of workforce in the sector in the SW are female (52%) than for the SW as a whole (47%)
- 42% of the workforce within the sector in the SW is aged 50+ in comparison to an average of 30% for the SW as a whole
- 3% of the SW workforce is non-white

Vacancies & recruitment

- Employing establishments within Asset Skills in the SW reported 1,875 vacancies in 2007, accounting for 3% of the total number of vacancies in the region.
- Of those vacancies 29% were hard-to-fill, lower than overall average for the SW of 35%.
- In 2007 there were 150 vacancies that were as a result of skills shortage accounting for 9% of all vacancies, a lower proportion than the SW average (22%). Skills shortage vacancies also account for 30% of all hard-to-fill vacancies lower than the SW average of 62%.

SW REGION SECTOR SUMMARY

ASSET SKILLS

Qualifications in the workforce

- 17% of those employed with Asset Skills in the SW are without qualifications compared to 8% for the region as a whole.
- 14% are qualified to Level 2 compared to 17% regionally.
- 23% are qualified to Level 4+ compared to 31% regionally.
- The cleaning industry by comparison with all other Asset Skills industries has a much higher proportion of individuals with no qualifications (42% or 8,000 people).
- Three quarter of Assest Skills establishments in the SW provided on or off the job training in the 12 months prior to the NESS07 survey, higher than the average for all industries as a whole in the SW (68%).

KEY DRIVERS & ISSUES

- The cleaning and FM industries can provide important opportunities to encourage greater participation in the economy and by providing innovative ways to help people back into employment. This has especially been the case for refugees and asylum seekers, people with disabilities (particularly mental health) and people with low educational attainment
- Training and skills development activities within the cleaning and FM industries are also extremely important in raising basic skills levels within the workforce
- The provision of cleaning qualifications within FE appears to be under-developed within the Somerset, Wiltshire & Swindon and Gloucestershire LLSC areas although New College Swindon is currently investigating offering the provision of cleaning qualifications to the sector
- The housing, planning and surveying professions are fundamental to regeneration activity and to progress in improving the economic, social and environmental conditions that exist within disadvantaged communities
- Housing provision within FE in the SW is dominated by one provider, which accounted for nearly all learning aims undertaken within the region in 05/06
- No provision exists for property or planning below Level 4 within the SW region
- Facilities management is in a state of transition from being a new, relatively under utilised industry to becoming a professionalised industry, present in every business both public and private sectors. Rapid expansion means that recruitment has not kept pace with demand. Career pathways and the related qualification framework (including cleaning) are currently under development – ready by April 2008.

NSAS/COVES /14-19 DIPLOMA/HE (NATIONAL SKILLS ACADEMIES AND CENTRES OF VOCATIONAL EXCELLENCE)

National Skills Academies

Asset Skills has submitted two National Skills Academy (NSA) bids to date; both were unsuccessful. The feedback received was that the bid was too broad. Asset Skills has been advised to separate the industry base into Cleaning/Facilities Management and/or Housing/Property. A bid will be prepared for the fourth round of NSA applications.

SW REGION SECTOR SUMMARY

ASSET SKILLS

14-19 Diploma Development

Asset Skills will actively promote the Diploma in Construction and the Built Environment and develop a suite of careers advice and guidance with promotion through regional case studies and speaking slots.

HE activity

HEIs within the South West region appear to be relatively successful in attracting a significantly higher number of entrants domiciled within the region. HE provision exists for Housing (UWE), Planning (UWE, University of Gloucester) and Surveying (University of Bournemouth, University of Plymouth, UWE, Royal Agricultural College).

Asset Skills will aim to show progression routes and pathways into HE. Career pathways may be mapped to show eventual Level 4 qualifications; Leadership & Management is important at Level 3-4.

KEY EMPLOYERS

The key employers for this sector are as follows:

- Housing Associations
- Local Authorities
- Rentokil
- Initial
- MITIE
- Estate Agents

LOCAL & REGIONAL PROJECTS/NETWORKS

No current data available.

SUMMARY OF SUPPLY

Source: LSC IPOL data (ILR extract)

Analysis of further education and work based data by Sector Skills Council footprint is not yet available for 2006/07. The data presented below relates to Train to Gain activity which can, in most cases, be attributed to a specific sector.

Asset Skills Starts 06/07		
Starts	NVQ in Cleaning and Support Services	724
	NVQ in Cleaning and Support Services (Highways and Land)	7
Total Starts		731

SW REGION SECTOR SUMMARY

ASSET SKILLS

SUMMARY OF DEMAND

Source: *Source: Skills Balance Sheet June 2008 and SSA stage 3*

Cleaning

- Develop capacity to introduce foundation tier qualification for the cleaning and support services industry in 2008/09
- Support the development of structured career and qualifications pathway
- Support basic skills and the development needs of migrant workers
- Support supervisory and team management skills.

Facilities Management

- Support the development of entry points and new qualifications at Levels 1-3 (assistant and junior technician roles)
- Support Information, Advice and Guidance (IAG) to promote greater understanding of the built environment industries and related opportunities
- Refine provision via employer engagement with FE colleges and providers to create a better 'fit' with employer needs and new entrants to the sector.

Housing

- Develop more successful approaches to FE and provider engagement to improve skills mix content
- Develop a more coordinated approach to housing training provision so that public investment can be maximised
- Provision to support increasing demand for housing specialisms e.g. regeneration and development.

Property

- Broaden entry routes through NVQ and foundation degrees and promote the specialist 14-19 Built Environment Diploma
- Support technical, customer service, ICT and business management skills geared to the specific needs of the property industry
- Develop lower level entry routes into the Town Planning profession via NVQ Level 3 in Town Planning Support and foundation degree routes, with pilot arrangements to test whether employers would support the Level 3 entry route.

KEY MESSAGES

Any development of skill needs in the South West should relate to the ten priority occupations identified by Asset Skills as part of the SSA:

Industry	Priority Occupation
Housing	Housing Managers
	Housing Development Staff
Property	Chartered Surveyors

All information and data contained in this sector summary is accurate up to 31May 2008.

SW REGION SECTOR SUMMARY ASSET SKILLS

	Home Inspectors
	Estate Agents
	Block Managers
	Town Planners
Cleaning	Cleaning Operatives
	Cleaning Supervisors/Managers
	Facilities Management
	Facilities Managers

- Funding and support for foundation tier, basic skills and (new) Level 2 provision for the cleaning and facilities management workforce
- Support capacity and infrastructure developments to promote the sector to new entrants and facilities management career pathways/progression
- Recognise the underpinning importance of facilities management (including cleaning) to other key economic sectors in the SW region e.g. public services and hospitality and tourism.

Qualifications that have been identified as being available within the Asset Skills sector through FE provision are currently:

Cleaning

Learning Aim Title NVQ Level	
Assessors Certificate	3
Certificate in Cleaning Science	2
Certificate of Training Competence	N/A
CG 7640-02 Cleaning Science Supervision	2
Cleaning Operators' Proficiency Certificate	N/A
Diploma in Cleaning Services Supervision	3
Foundation Programme	1
NVQ in Cleaning and Support Services	1 & 2
NVQ in Cleaning and Support Services (Highways and Land)	2

Housing

Learning Aim Title NVQ Level	
Certificate in Housing	2
Certificate in Supporting the Development Needs of Homeless & Vulnerable People	2
Diploma in Housing	4
Graduate Conversion Course in Housing	5
Higher Certificate in Managing Supported and Sheltered Housing	4
National Certificate in Housing	3
National Certificate in Tenant Participation and Neighbourhood Renewal	3
NVQ in Housing	2-4

Property

Learning Aim Title NVQ Level	
Award in Residential Lettings and Property Management	3
Award in Sale of Residential Property	3
Diploma in Commercial Property Agency	4/5
Diploma in Residential Estate Agency	4/5
Diploma in Residential Letting & Management	4/5
NVQ in Building Maintenance and Estate Service	3 & 4
NVQ in Sale of Residential Property	2