

# SW REGION SECTOR SUMMARY PROSKILLS

## SECTOR FOOTPRINT

Proskills is the Sector Skills Council for Process and Manufacturing representing the following five industries: Building Products and Refractories; Coatings; Extractives; Glass and Print ([www.proskills.co.uk](http://www.proskills.co.uk)).

Stage 3 Sector Skills Agreement (SSA) showcased in Oct 2007.

## PROSKILLS LABOUR MARKET

*Source: SSDA Sector LMI Fact sheets; SSC LMI 2007; ABI2005, NESS 2007 data derived from LSC SW research team.*

### Sector size & business unit size

There are 3,120 workplaces (sites) in the SW of which:

- Coatings has 60
- Building Products has 215
- Extractives has 580
- Glass has 740
- Print has 1,525

There are 27,075 employees in the SW of which:

- Coatings has 1,190
- Building Products has 3,520
- Extractives has 5,660
- Glass has 3,295
- Print has 13,410.

In addition to these 5 sectors, Proskills is in the process of expanding its footprint to include the Paper, Packaging, Furniture and Ceramics industries. The estimated size of each of these sectors is shown in the table below:

	Ceramics	Furniture	Packaging	Paper
Workplaces	45	1,770	200	185
Employees	1,040	12,215	3,960	4,930

*Source: NTOs, ABI, LFS*

The total number of Proskills companies in the SW could rise to over 5,300, with a total workforce of nearly 50,000. More accurate figures will be available during 2008.

- SME and micro business dominated with 81% of the SW employers with fewer than 10 employees.

### Profile of the workforce

- 24% are female; 76% are male compared to 47% and 53% respectively for the SW as a whole.
- 27% of the workforce is aged 50 and over (30% for the region as a whole).

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- Process, plant and machine operatives (22%) and skilled trades (24%) accounts for nearly half of the Proskills workforce in the SW, reflecting the nature of employment in this industry.

### **Vacancies & recruitment**

- Employing establishments within Proskills in the SW reported 500 vacancies in 2007, accounting for 1% of the total number of vacancies in the region.
- Of those vacancies 39% were hard-to-fill, higher than the overall average for the SW of 35%.
- In 2007 there were 100 vacancies that were as a result of skills shortage accounting for 22% of all vacancies. Skills shortage vacancies also account for 58% of all hard-to-fill vacancies, lower than the SW average of 62%.
- 19% of Proskills establishments in the SW reported skills gaps amongst their existing workforce, higher than the regional average of 16%.

### **Qualifications in the workforce**

- 27% those employed within Proskills in the SW a qualified to below Level 2.
- 14% have Trade Apprenticeships as their highest qualification compared to 6% for all industries in the SW.
- One fifth are qualified to Level 3 and above.
- 65% of Proskills establishments in the SW provided on or off the job training in the 12 months prior to the NESS07 survey, marginally lower than the average for all industries as a whole in the SW (68%).

## **KEY DRIVERS AND ISSUES**

Economic and business issues affecting the sector:

- Global competition
- Increasingly price competitive market
- Importation of cheaper equivalent products
- Increased use of new processes and technologies – especially automation and increased use of ICT
- Innovative products available
- Constraints due to European legislation on environmental issues
- Health and safety legislation
- Ageing workforce
- Poor perceived image of the sector
- Lack of attractiveness to young people.

Training issues affecting the sector:

- Increase management training at supervisory and technical levels
- A need to upgrade skills from Level 2 to Levels 3 and 4
- A need for increased technical awareness due to ageing workforce/retirement
- Poor perceived image of sector
- Small businesses have fewer resources to cover staff release
- Competitive pressure

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- Recruitment constraints due to changing social attitudes and low expectations of this sector
- Future demand for electricians and engineers due to increase in automation and process control.

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

- Proskills has been successful in its bid for a Skills Academy for the Process & Manufacturing Industry. Business Planning is currently underway
- There is currently no CoVE in the SW
- Proskills is heavily engaged with the Manufacturing Sector Diploma Project Team
- Proskills is considering apprenticeship frameworks at all ages due to the large middle age group employed in the sector. New frameworks have been introduced in the Building Products, Coatings and Extractives sectors in 2007

### **KEY EMPLOYERS**

Summary of the key large employers within the South West (250+ employees):

- Aggregate Industries Ltd
- Anglian Windows Ltd
- Foster Yeoman Ltd
- Hanson plc
- Ibstock Brick Ltd
- Imerys Minerals Ltd
- Morrells Woodfinishes
- Pilkington
- RMC Ready Mix
- Roman Glass Company
- Saint Gobain BTI UK Ltd
- Sun Chemical
- Tarmac
- Wienerberger
- Zenith Staybrite.

### **LOCAL & REGIONAL PROJECTS/NETWORKS**

#### **Manufacturing Skills Alliance (MSA)**

Proskills is a member of the Manufacturing Skills Alliance (MSA) with Semta, Cogent and Improve – a group of SSCs involved in various types of manufacturing. The group meets quarterly in the South West to share good practice and collaborate on relevant initiatives.

The MSA have agreed nationally to work as one to drive through a new approach to its employers to improve productivity, competitiveness and skills in the manufacturing sectors. This is a major undertaking and the result of extensive consultation with

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employers and stakeholders through the Sector Skills Agreement process and as such forms the main basis of implementing a more demand led system to upskills the industries to meet global competition.

The LSC is funding the MSA to develop the infrastructure in each region to deliver this new approach, which helps the employer to review and refine production processes to gain bottom-line savings. The intervention has given 18 employers in a pilot undertaken in West Midlands an average of £93,000 saving year on year. The outcome impels the employer to upskill his workforce to sustain this level of annual cost savings; it would be at this point that employees are signed up to undertake the Business Improvement Techniques qualification, which has been adapted to suit Proskills business needs.

The approach 'sells' the concept of gaining a return on investment from training and the MSA anticipates a significant increase in take up of BIT. The LSC contract with the MSA sets out an expectation that BIT achievements will increase 8% year on year for the next 3 years, which for the SW will translate into the delivery of an additional 1580 L2s and 560 L3s. The majority of these will be achieved in the Semta footprint; Proskills proportion is likely to be approximately 7%.

This approach has been adopted by the relevant NSAs and will be reflected in the Train to Gain Sector Compacts currently being negotiated between the SSCs and DIUS. These will be announced by September 08.

The launch to introduce the MSA joint initiative took place in Taunton on 15 May; a series of awareness events for brokers, employers and stakeholders, plus training programmes for provider trainers/assessors and specialist business analysts will take place over the next few months.

Providers will be called to undertake an upskilling programme and achieve the BIT NVQ themselves as part of a robust delivery standard. Over time it is expected that only accredited assessors/trainers will be able to deliver the BIT qualifications.

For more information please contact Jane Bodimeade, [jane.bodimeade@lsc.gov.uk](mailto:jane.bodimeade@lsc.gov.uk)

### **Foundation Degree Forward (fdf)**

FDF is the national body that supports the development and validation of Foundation degrees. It is funded to support employer engagement across higher education programmes generally and Foundation degrees specifically. fdf is currently preparing detailed profiles for each English region, which will be available at <http://www.fdf.ac.uk/> A Foundation degree course database is available at <http://www.fdf.ac.uk/courses/> Users can search for a course by subject area, region, institution or keyword using a search facility or they can browse a list of all Foundation degree courses in a particular subject area using general headings.

### **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.

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Pro skills Starts 06/07		
Starts	NVQ in Digital Print Production	1
	NVQ in Fenestration Installation	138
	NVQ in Glass Processing	16
	NVQ in Laboratory and Associated Technical Activities	2
	NVQ in Mechanised Print Finishing and Binding	28
	NVQ in Performing Manufacturing Operations (volume for all manufacturing sectors is 504 starts – Proskills footprint is likely to be approximately 5% of these)	25
<b>Total Starts</b>		<b>210</b>

### Employer Demand and Train to Gain

- Proskills is establishing partnerships with Train to Gain brokers to address the skills needs of smaller companies and can access employers but delivery credibility is needed by way of short, successful training to build employer confidence
- Business Improvement Techniques NVQ has been adapted for use in the sector and is a priority for workforce development through Train to Gain service.

### SUMMARY OF DEMAND

Priorities and Planned Actions from Stage 3 of the SSA

- Careers and Recruitment materials
- Ambassador's Network of people who have had successful experiences in the sector
- Portable flexible training delivery, including unitised qualifications
- Accreditation of in-house and supplier training
- Quality Assured Providers and provision
- Career Development at all levels
- Succession Planning
- Management and Leadership
- Customer Care
- Health and Safety
- Environment and Sustainability
- Use of Technology at all levels of the business
- Basic/Key Skills
- Language Skills across the sector

### Sector Qualification Strategy (SQS)

Proskills has developed its SQS and supporting Action Plan, which as with other sectors is about linking into the vocational qualifications reform programme currently underway across the UK. The strategy involves revising and rationalising existing qualifications, building units for the new Qualifications and Credit Framework and developing new qualifications to better suit business needs.

## SW REGION SECTOR SUMMARY PROSKILLS

### Indicative Range of Priority Qualifications Proskills UK Qualifications NVQs

Title	Level	Ref. No.	Awarding Body
Automotive Glazing	2	100/3855/3	GQA
Automotive Glazing	3	100/3860/7	GQA
Carton Manufacture	3	500/1478/X	City & Guilds
Combined Working Practices	2	100/4448/6	PAA/VQSET C & G OCR
Combined Working Practices	3	100/4449/8	PAA/VQSET C & G OCR
Roadbuilding (Construction)	2	500/1125/X	EMP
Highways Maintenance (Construction)	2	500/1188/1	EMP
Digital Print Production	2	500/1488/2	City & Guilds
Digital Print Production	3	500/1469/9	City & Guilds
Drilling Operations (Extractives)	2	500/1109/1	EMP
Envelope Manufacture	2	500/1476/6	City & Guilds
Envelope Manufacture	3	500/1487/0	City & Guilds
Fenestration Installation	2	100/3856/5	GQA
Fenestration Installation & Surveying	3	100/3816/9	GQA
Glass Manufacturing	2	100/3857/7	GQA
Glass Manufacturing	3	100/3862/0	GQA
Glass Processing	2	100/3858/9	GQA
Glass Processing	3	100/3863/2	GQA
Glazing (Installation) or Maintenance	2	500/1426/2	GQA
Glazing (Installation) or Maintenance	3	500/1437/7	GQA
Hand Binding	3	500/1477/8	City & Guilds
Health, Safety & Environmental Management in the Extractive & Minerals Processing Industries	3	100/4956/3	EMP
Health, Safety & Environmental Management in the Extractive & Minerals Processing Industries	4	100/4957/5	EMP
Health, Safety & Environmental Management in the Extractive & Minerals Processing Industries	5	100/4958/7	EMP
Machine Printing	2	500/1483/3	City & Guilds
Machine Printing	3	500/1491/2	City & Guilds
Mechanised Print Finishing & Binding	2	500/1479/1	City & Guilds

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Mechanised Print Finishing & Binding	3	500/1475/4	City & Guilds
Print Administration	3	500/1472/9	City & Guilds
Producing Surface Coatings	2	Q1026146	City & Guilds
Production of Glass Supporting Fabrications	2	100/3859/0	GQA
Production of Glass Supporting Fabrications	3	100/3864/4	GQA
Blasting Operations	3	500/1126/1	EMP
Plant Operations (Extractives)	2	500/1118/2	EMP
Processing Operations for the Extractive and Minerals Processing Industries	1	500/1106/6	EMP
Processing Operations for the	2	500/1043/8	EMP

### Indicative Range of Priority Qualifications

Extractive and Minerals Processing Industries			
Processing Operations for the Extractive and Minerals Processing Industries	3	500/1042/6	EMP

**NB: The above list is subject to change**

### Indicative Range of Priority Qualifications Proskills UK Qualifications NVQs

Title	Level	Ref. No.	Awarding Body
Automotive Glazing	2	100/3855/3	GQA
Automotive Glazing	3	100/3860/7	GQA
Carton Manufacture	3	500/1478/X	City & Guilds
Combined Working Practices	2	100/4448/6	PAA/VQSET City & Guilds OCR
Combined Working Practices	3	100/4449/8	PAA/VQSET City & Guilds OCR
Roadbuilding (Construction)	2	500/1125/X	EMP
Highways Maintenance (Construction)	2	500/1188/1	EMP
Digital Print Production	2	500/1488/2	City & Guilds
Digital Print Production	3	500/1469/9	City & Guilds
Drilling Operations (Extractives)	2	500/1109/1	EMP
Envelope Manufacture	2	500/1476/6	City & Guilds
Envelope Manufacture	3	500/1487/0	City & Guilds
Fenestration Installation	2	100/3856/5	GQA
Fenestration Installation & Surveying	3	100/3816/9	GQA

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## SW REGION SECTOR SUMMARY PROSKILLS

Glass Manufacturing	2	100/3857/7	GQA
Glass Manufacturing	3	100/3862/0	GQA
Glass Processing	2	100/3858/9	GQA
Glass Processing	3	100/3863/2	GQA
Glazing (Installation) or Maintenance	2	500/1426/2	GQA
Glazing (Installation) or Maintenance	3	500/1437/7	GQA
Hand Binding	3	500/1477/8	City & Guilds
Health, Safety & Environmental Management in the Extractive & Minerals Processing Industries	3	100/4956/3	EMP
Health, Safety & Environmental Management in the Extractive & Minerals Processing Ind.	4	100/4957/5	EMP
Health, Safety & Environmental Management in the Extractive & Minerals Processing Industries	5	100/4958/7	EMP
Machine Printing	2	500/1483/3	City & Guilds
Machine Printing	3	500/1491/2	City & Guilds
Mechanised Print Finishing & Binding	2	500/1479/1	City & Guilds
Mechanised Print Finishing & Binding	3	500/1475/4	City & Guilds
Print Administration	3	500/1472/9	City & Guilds
Producing Surface Coatings	2	Q1026146	City & Guilds
Production of Glass Supporting Fabrications	2	100/3859/0	GQA
Production of Glass Supporting Fabrications	3	100/3864/4	GQA
Blasting Operations	3	500/1126/1	EMP
Plant Operations (Extractives)	2	500/1118/2	EMP
Processing Operations for the Extractive and Minerals Processing Industries	1	500/1106/6	EMP
Processing Operations for the	2	500/1043/8	EMP

### Indicative Range of Priority Qualifications

Extractive and Minerals Processing Industries			
Processing Operations for the Extractive and Minerals Processing Industries	3	500/1042/6	EMP

NB: The above list is subject to change

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### VRQs

Title	Level	Ref. No.	Awarding Body
Certificate in Glass Related Operations	3	100/4573/9	GQA
Certificate in Clay Building Products	2	100/3500/X	PAA/VQ SET
Certificate in Clay Building Products	3	100/3501/1	PAA/VQ SET
Certificate in Coatings Technology		2	City & Guilds
Certificate in Coatings Technology	3	100/2059/7	City & Guilds
Certificate in Coatings Technology	4	100/2517/0	City & Guilds
Certificate in Coatings Technology		5	City & Guilds
Certificate in Printing & Graphic Communications	2	100/3162/5	City & Guilds
Certificate in Printing & Graphic Communications	3	100/3163/7	City & Guilds
Award in An introduction to Extraction and Mineral Processing	2	500/1657/X	EMP
Certificate in Extraction and Mineral Processing	2	500/1658/1	EMP
Certificate in Extraction and Mineral Processing	3	500/1659/3	EMP

NB: The above list is subject to change

### Generic N/SVQs

Title
Laboratory and Associated Technical Activities
Performing Manufacturing Operations
Warehousing and Distribution

### Indicative Range of Priority Qualifications Other

Title	Level	Awarding Body
First Diploma in Printing	2	EdExcel
First Certificate in Printing	2	EdExcel
National Diploma in Printing	3	EdExcel

## SW REGION SECTOR SUMMARY PROSKILLS

### Proskills UK Apprenticeship Frameworks

Title	Code
Apprenticeship/FMA in Building Products Occupations	
Apprenticeship/FMA in Coatings Occupations	
Apprenticeship/FMA in Extractive and Mineral Processing Occupations	
Apprenticeship/FMA in Glass Industry Occupations	216
Apprenticeship/FMA in Print and Printed Packaging	227