



## The Skills Landscape & Emerging Policy Changes



### DfE Skills for Jobs White Paper

- Employers at heart of the skills system
- Higher level technical qualifications as alternatives to degrees
- Lifelong and flexible access to learning (lifetime skills guarantee)
- Better careers support
- Reforms of funding & accountability
- Supporting excellent teaching in Further Education
- National Skills Fund:
  - £2.5 Billion overall,
  - £375 Million for financial year 2021-21
  - £95 million for lifetime skills guarantee
  - £43 million to expand skills boot camps

### Qualifications

- Introduction of T-Levels
- 'Hard Stop' on BTEC's etc
- Lifetime Skills Guarantee approx. 400 courses at Level 3 funded for 19 years + without L3 qualifications
- Digital Skills Bootcamps
- £43 Million to expand skills boot camps

### Climate Change

- Learning programmes
- Learning facilities
- Energy Systems catapult
- Green Jobs Taskforce overall focus on offshore wind, automotive and buildings, with initial priorities: Green apprenticeships; green skills boot camps; emerging skills electrification project; lifetime skills guarantee 'green' qualifications; skills accelerator pilots

### Employer Investment

- Local Skills Improvement Plans (LSIPs) > Higher technical skills
- More responsive providers & duties to review provision
- But still 39% of employers admit they don't train staff

### Collaboration Sub-Regional & Regional Working

- Institutes of Technology
- Skills boot camps
- Catapults (e.g. 'green' skills)
- Skills accelerator projects (e.g. green skills)

### Possible Implications For Gloucestershire

- Business West LSIP Trailblazer
- Health & Social Care
- Advanced Engineering & Manufacturing
- Qualification review impacts (T-Levels vs range of BTECS)
- Salix funding for sustainable college campuses
- SGS college unsuccessful in SDF bid for 'Green Skills Centre'
- Education recovery funding
- UK Shared Prosperity Fund
- Training providers need **external funding** for investment in green skills, in cyber & digital, and training to deal with local skills gaps and skills shortages (e.g. HGV, hospitality, tourism, construction, welding)

### Autumn 2021 Budget

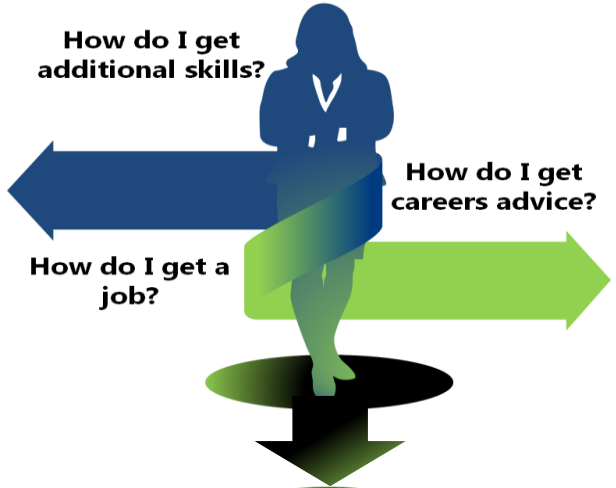
- Apprenticeships: funding increase; employer incentives to Jan 2022; recruitment service for SMEs; return on investment tool
- Bootcamps: funding increase
- Early years workforce training
- Numeracy for adults 'Multiply' - £560m funded via UKSPF
- Capital investment – no new money?
- T-levels: further funding

### New Ministers

- Education Secretary – **Nadhim Zahawi**
- Further & Higher Education – **Michelle Donelan**
- Apprenticeships & Skills – **Alex Burghart**
- Schools – **Robin Walker**

### Upskilling & Re-Skilling

Online – Skills Portal:  
<https://www.skillsportalglos.com/>  
Phone / Face to Face  
Employment & Skills Hub:  
<https://www.gloucestershire.gov.uk/council-and-democracy/grow-gloucestershire/employment-and-skills-hub/>  
Direct with Training Providers



### Careers Advice

Adviza – National Careers Service (16 yrs+):  
<https://nationalcareers.service.gov.uk/>  
Schools & College Careers Support  
Careers Hub:  
<https://www.gloscareershub.com/> and <https://nexusglos.co.uk/>  
Career Coach via Skills Portal:  
<https://www.skillsportalglos.com/career-coach/>  
Paid for Independent Careers Advice

### Getting A Job

Jobs Fairs organised by DWP, Adviza, Specific Sectors	Kickstart	DTS <u>Workstart</u> (ESF)
Direct Applications to Employers	Restart	Career Coach via Skills Portal & Links to Live Vacancies
GEM Project (ESF & Lottery)	JETS	DWP/Job Centre Plus Work Coaches & 50+ Employment Champions
	Register with a Recruitment Agency	

GCC & GFirst LEP's  
Employment & Skills Hub  
Additional support for those who need it

# GFirst Careers Hub overview



- Gatsby Benchmark 1**  
A stable careers programme.
- Gatsby Benchmark 2**  
Learning from labour market information.
- Gatsby Benchmark 3**  
Addressing the needs of every pupil.
- Gatsby Benchmark 4**  
Linking curriculum learning to careers.
- Gatsby Benchmark 5**  
Encounters with employers and employees.
- Gatsby Benchmark 6**  
Experience of workplaces.
- Gatsby Benchmark 7**  
Encounters with FE and HE.
- Gatsby Benchmark 8**  
Personal Guidance.

**Vision** 

To inspire and prepare young people for the world of work by bringing together secondary schools and colleges from across Gloucestershire to strengthen and develop careers information and experiences by creating strong links to industry.

**Cover** 

Currently, we are working with 49 schools and colleges across Gloucestershire. Our ambition is to grow our Careers Hub and work with all state funded institutions.

**Composition**

29 Non Selective  
8 Special Schools  
6 Selective  
1 FE  
1 UTC



**Evaluate** 

All schools and colleges within the Network are encouraged to complete a Compass return at least once a term to evaluate their careers activity and progress against the 8 Gatsby Benchmarks.

**Satisfaction**

The Careers and Enterprise Company send out annual satisfaction surveys to Enterprise Advisers and schools and colleges. We aim to achieve 70% (or higher) for both, across our Network!



**EAs** 

All schools and colleges within our network will be offered an Enterprise Adviser recruited from the local business community to support the development of their careers strategy.

**Benchmarks**

The Gatsby Benchmarks are at the heart of the Careers Strategy and we are working with all of our schools and colleges to make progress against them.



**Compass+**

Compass and Compass+ are Digital Tools provided by the Careers and Enterprise Company to help schools and colleges:

- Assess
- Manage
- Track
- Report

on their careers programme.