



Quality
Improvement
Agency

The Development Programme
for Train to Gain

FE COLLEGE STAFF GOVERNOR'S CONFERENCE

UCU – UNISON – AoC -CEL

FE: a new era?

10th December 2007

WORKSHOP – EMPLOYER ENGAGEMENT



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Ros Malcolm

**Programme Development Advisor
Skills Team**



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Policy Drivers

Skills are the cornerstone of current government policy encompassing;

- Leitch review
- Strengthening links between skills and employment policy - agendas
- Recent PSA targets
- UK variations
- Economic and social justice imperatives
- Accelerating pace of the move towards a demand led FE system



What is meant by demand- led?

Demand for what?

- Skills or learning

Who is the customer?

- employer (Train to Gain - the employer is customer)
- learner
- government

What can the customer influence?

- what is learnt
- the nature, form and timing of delivery
- price, cost and funding



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Evaluation Feedback of Year 1

Impact:

- Networking-meeting with others with shared interests
- Sharing good practice and information
- Provision of relevant information
- Whole organisational approach and reflection



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Year 2 - 2007/08

This will incorporate the further development needs identified by the Ecotec evaluation;

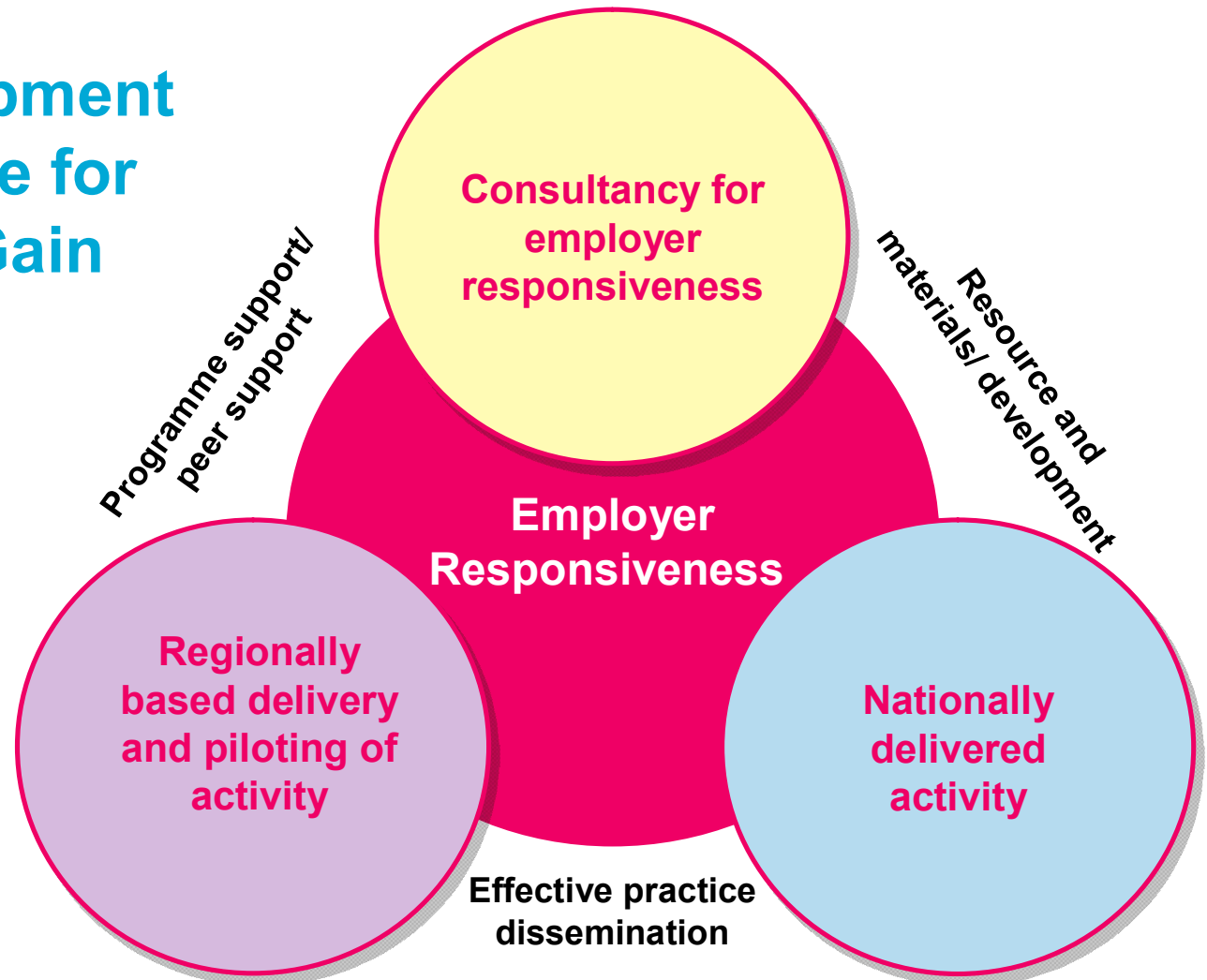
- Sales and marketing/staff development and training
- Employer engagement strategies
- Improved organisational performance and management
- Knowledge and resource management



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The Development Programme for Train to Gain Year 2






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The Programme's multi-skilled team will work with providers to review and plan support for the organisation's development needs.

This could include:

- Understanding the business implications for the whole organisation of key policy drivers.
- Leadership and Management to effect a coherent approach to employer responsiveness.
- Support to achieve the New Standard
- Teams to deliver support for e.g sales skills, marketing, skills for life, customer care



**Consultancy for
employer
responsiveness**

A large yellow circle with a red border is positioned on the right side of the slide. Inside the circle, the text 'Consultancy for employer responsiveness' is written in a bold, red, sans-serif font, centered vertically and horizontally.



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Sector Specific Development

**To support achievement of Part B of the New Standard
(Sector specific employer responsiveness)**

Task groups (comprising Programme Staff, Sector Skills Councils, Providers) in 4 sectors will be involved in developing tools and approaches customised to needs of each sector:

- Construction
- Engineering
- Logistics
- Retail



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Regional pilots which can be rolled out to other areas as required.

This could include:

- Developing responsive provision: Improvement Projects.
- Integrating Information, Advice and Guidance into Train to Gain
- Strategic Marketing and Sales
- Provider Consortium working
- Developing coherent support for provider capacity building with LSCs



**Regionally
based delivery
and piloting of
activity**



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National open access provision.

This could include:

- Sales skills
- Account Management
- Using Labour Market information
- Managing and delivering Skills for Life in employer-led provision
- Selling embedded Skills for Life to employers
- Materials development for workplace delivery
- Carrying out Training Needs Analysis
- Preparing for the New Standard



**Nationally
delivered activity**



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Contact Details

Judith Cohen

Programme Manager, Train to Gain

**Learning and Skills Network
120 High Holborn
London**

EC1N 2AD

Tel 0207 492 5273

Email jcohen@lsneducation.org.uk

www.QIAemployerled.org.uk

Train to Gain Helpline: 0845 071 0800



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Further Information

Employer led

www.qiaemployerled.org.uk

Excellence Gateway

www.excellence.qia.org.uk

Train to Gain Development Programme

www.employerled.org.uk

New Standard

www.newstandard.co.uk