



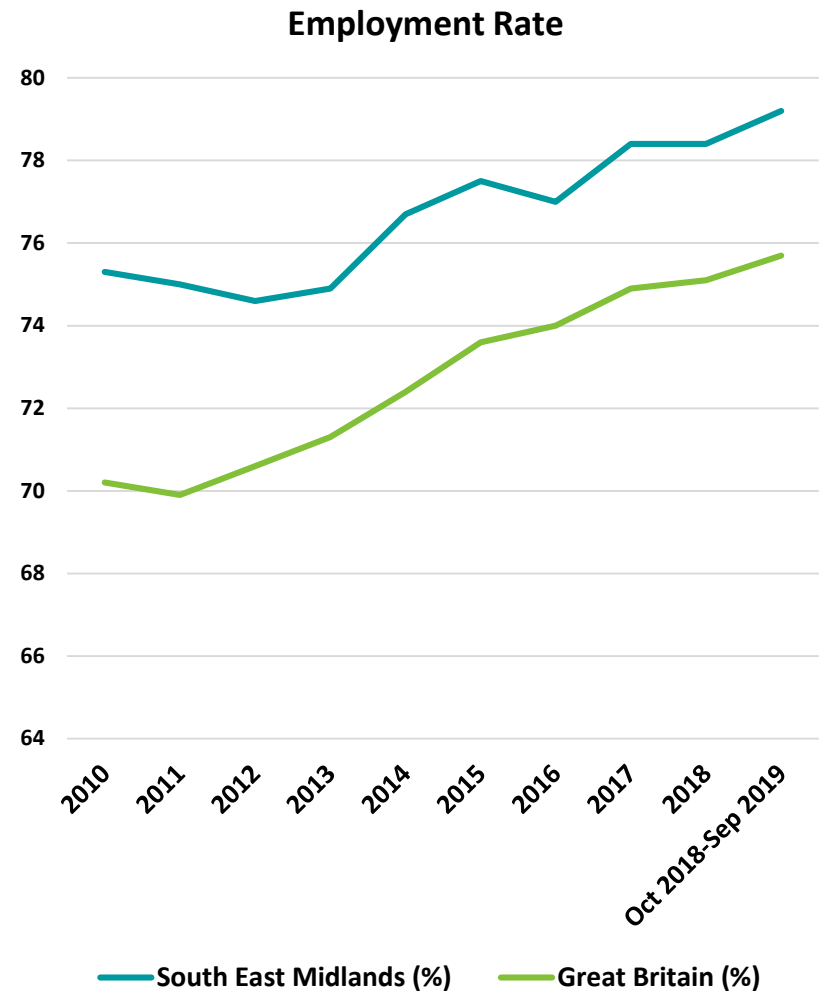
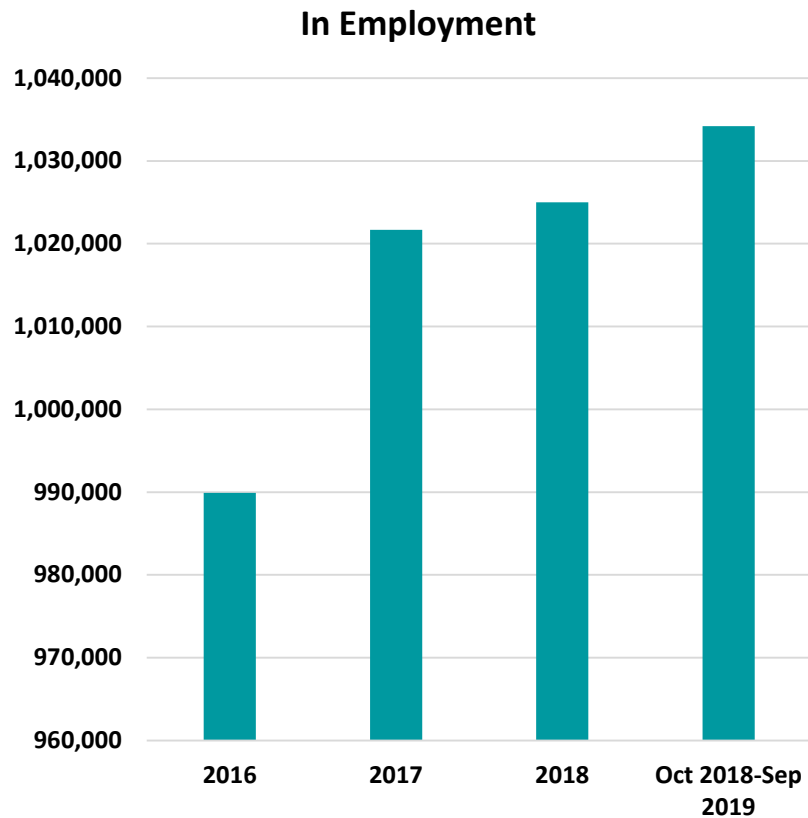
# Growing People

Strengthening the Workforce  
March 2020

**SEMLEP**  
South East Midlands  
Local Enterprise Partnership

# Employability

## Increasing employment and high employability rates



# Employer Consultation and Research

## Consultation on Reports and Skills Data

- ▶ Data based draft report for comment from employers
- ▶ Workshops with employers
  - Is this what you see?
  - What are main skills issues?
  - How could we address issues?
- ▶ Revise report and publish with actions

## Calls from Businesses

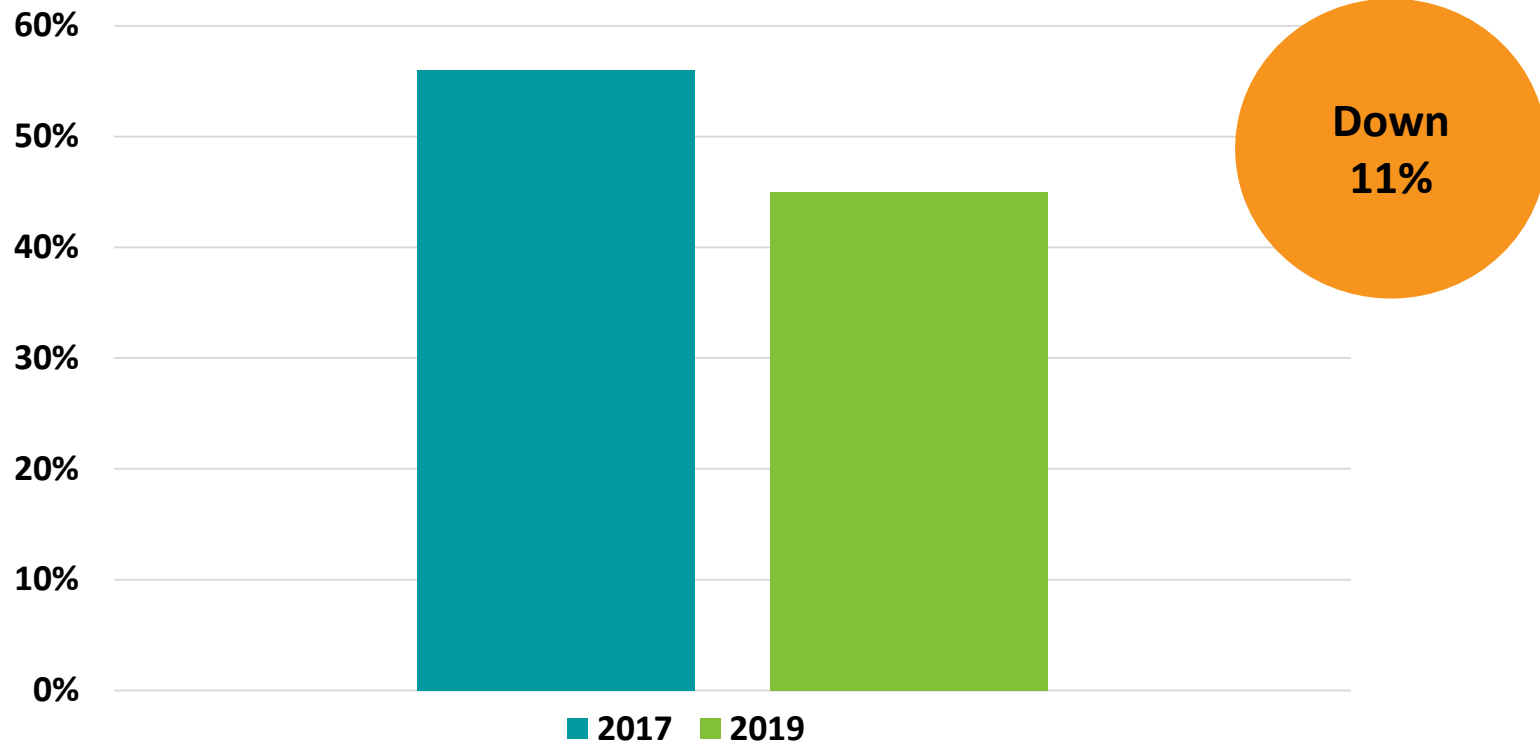
- ▶ Promote reviews of recruitment pathways in SME
- ▶ Encourage investment in training, up-skilling and re-skilling
- ▶ Promotion of provision available to support skills development and business growth



# Employer Consultation

## 2019 Business Survey

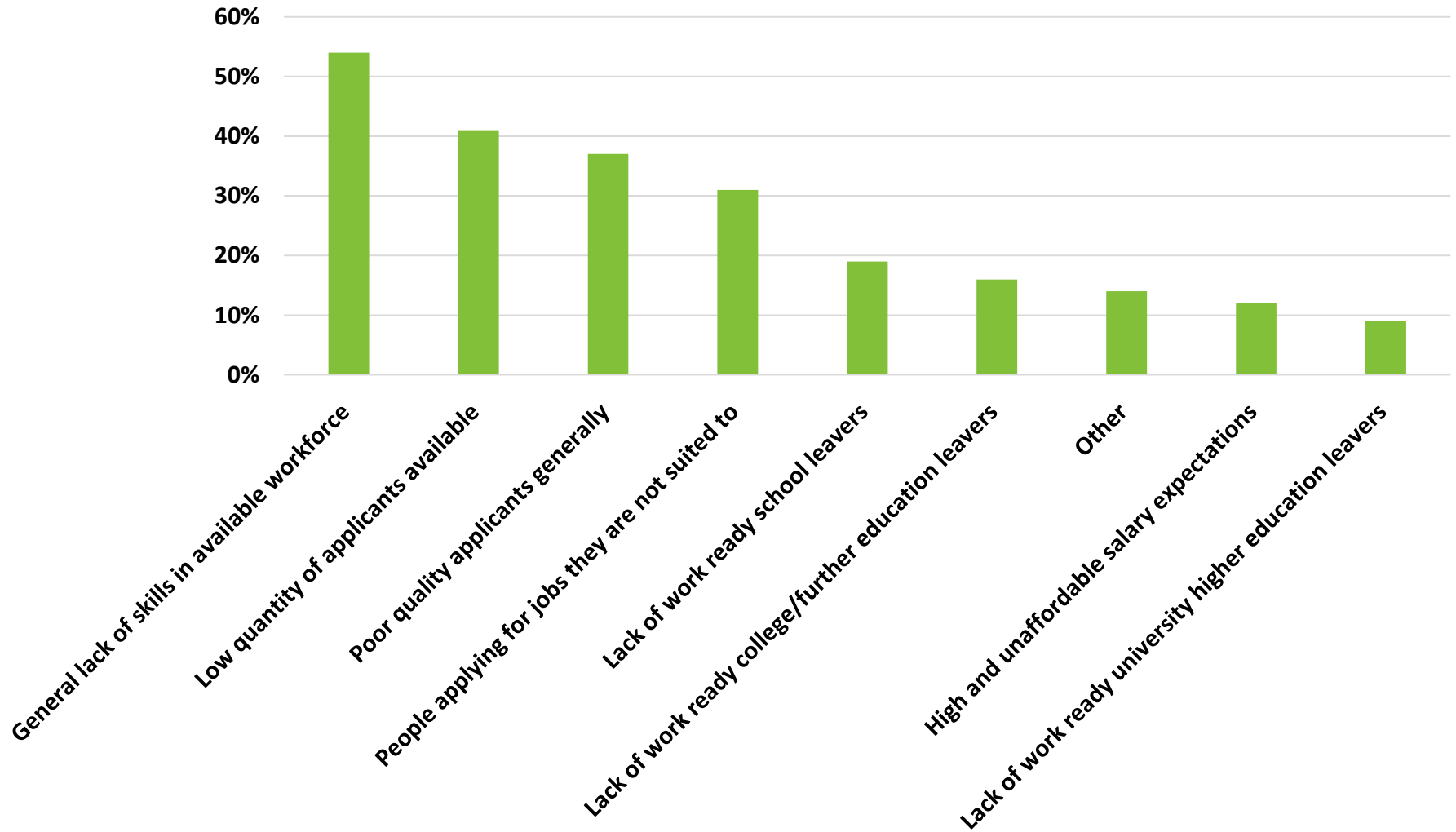
**Businesses with vacancies in last 12 months, have you found some hard to fill? - Yes**



# Employer Consultation

## 2019 Business Survey

For 'Hard to Fill' vacancies - Why have you found these skills difficult to obtain?



# Employer Consultation - Employability Skills?

More emphasis being placed on behaviours, attitudes, core competencies and technical/vocational skills of the individual, defined as:

## Basic Skills

Numeracy  
Literacy  
Basic Digital

## Core Competencies

Communication  
Problem solving  
Resilience  
Initiative  
Organisation  
Teamwork/Collaboration  
Digital literacy  
Creativity

## Attitudes & Behaviours

Work ethic  
Curiosity  
Independence  
Reflective/Detail Orientated  
Honesty  
Reliability  
Politeness  
Humility

## Technical/Vocational Skills

Job specific  
Technical and practical  
Specialist digital skills  
Customer relationships/sales

# Alternative Approaches

## Calls from Businesses

- ▶ Promote reviews of recruitment pathways in SME
- ▶ Encourage investment in training, up-skilling and re-skilling
- ▶ Promotion of provision available to support skills development and business growth

## Apprenticeships



## Growing Talent





# Growing People

## Apprenticeships

**SEMLEP**  
South East Midlands  
Local Enterprise Partnership



# Apprenticeships

## Reasons to Embrace Apprenticeships

**At least 95% of your apprentice's training costs will be paid for**

- ▶ You'll cover your apprentice's salary and 5% of their training costs
- ▶ Other funding – e.g. employers with fewer than 50 people won't pay the 5% co-investment amount if their apprentice is between 16 and 18 years old

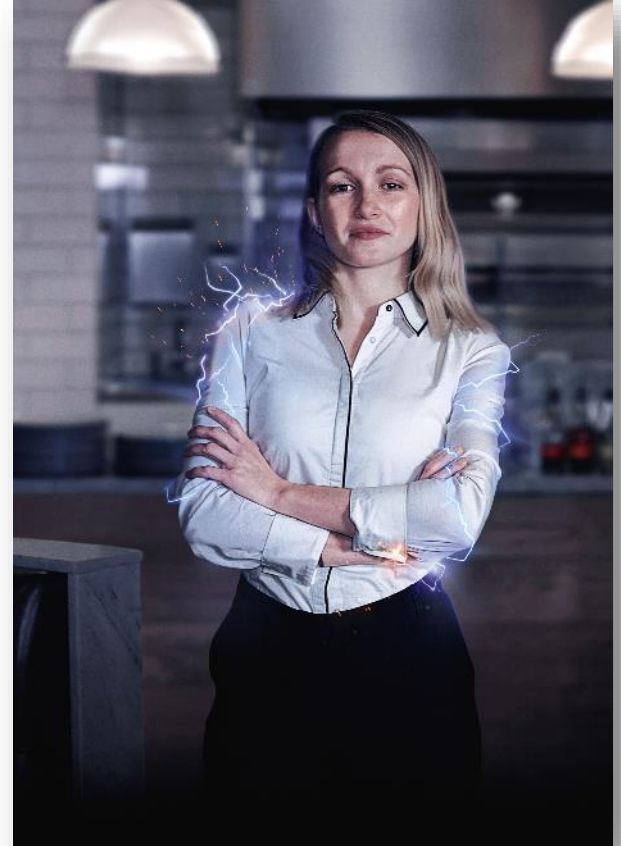


# Apprenticeships

## Reasons to Embrace Apprenticeships

### **Your apprentice will make valuable contributions**

- ▶ Standards are developed by employers and industry experts to ensure the apprentice can carry out all aspects of the job – so they're ready to make valuable contributions
- ▶ Standards are occupation focused, which means the learning happens throughout the apprenticeship
- ▶ Opportunity for upward mentoring
- ▶ Inject life into a business



# Apprenticeships

## Reasons to Embrace Apprenticeships

### You can fill skills gaps in your organisation

- ▶ Variety of standards to choose from
- ▶ Responsive to the wants and needs of your organisation



# Apprenticeships

## Reasons to Embrace Apprenticeships

**They create opportunities to bring in new talent at any level**

- ▶ Anyone over the age of 16 who's living in England can apply for an apprenticeship
- ▶ Different entry requirements for each standard, depending on the industry, job role and apprenticeship level.
- ▶ Apprenticeships are available from Level 2 (GCSE equivalent) right through to Levels 6 and 7 (equivalent to a bachelor's or master's degree)
- ▶ Some may also offer additional professional qualifications, such as ACCA
- ▶ Businesses taking people earlier, securing talent and shaping individuals to meet the business needs





# Apprenticeships

## Reasons to Embrace Apprenticeships

### **They will help you to upskill or retrain current employees**

- ▶ They are ideal for upskilling or retraining existing employees – of any age, and at any level.
- ▶ Can be used to provide a progression route within the business, helping retain staff

### **You can work with your provider to deliver training flexibly**

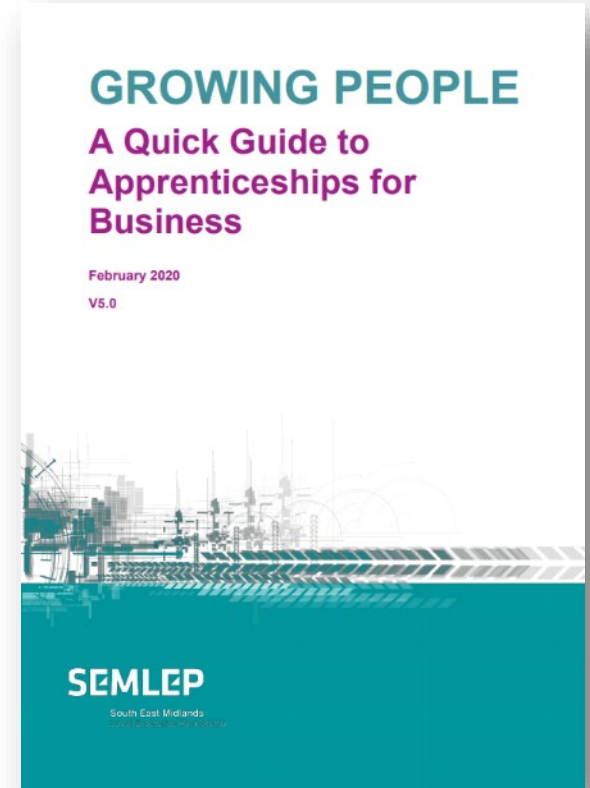
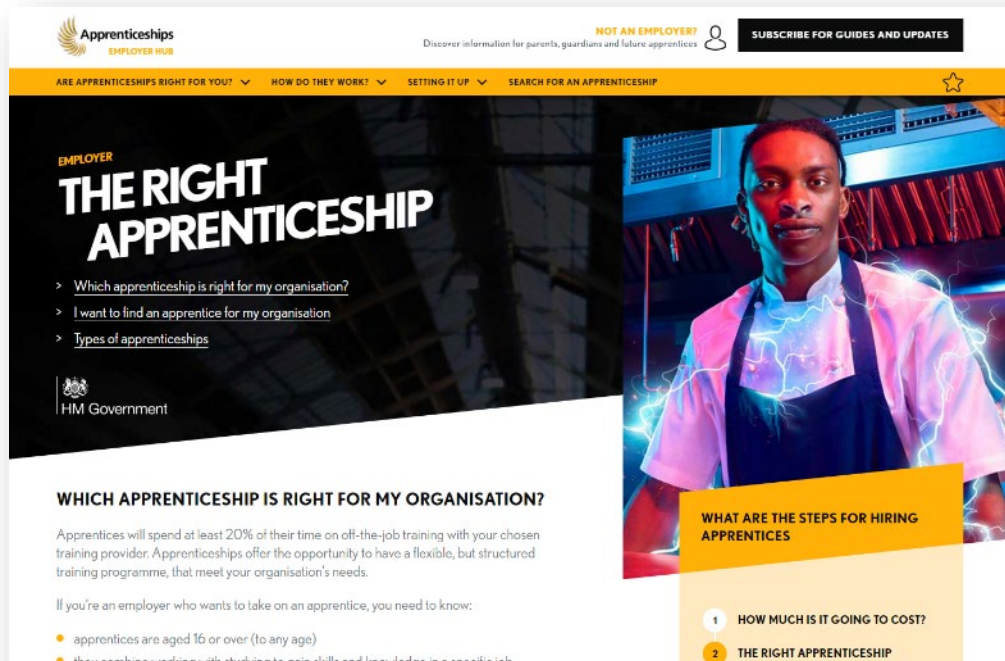
- ▶ 20% off-the-job training – but the style, location and timing of training varies and can be delivered in a way that suits you



# Apprenticeships

## Further support

- ▶ SEMLEP Business Guide
- ▶ Apprenticeship Ambassador Network
- ▶ Introductions to FE Colleges
- ▶ <https://www.apprenticeships.gov.uk/employer/the-right-apprenticeship#>





# Growing People

Developing a talent pipeline

**SEMLEP**  
South East Midlands  
Local Enterprise Partnership

# Employer Consultation

## Hard to Fill Vacancies and Employer/Education Engagement



39% of  
businesses  
had vacancies

45% of those  
businesses  
had 'Hard to  
Fill' vacancies

74% of those  
businesses  
had no  
engagement  
with  
education

## Growing Talent

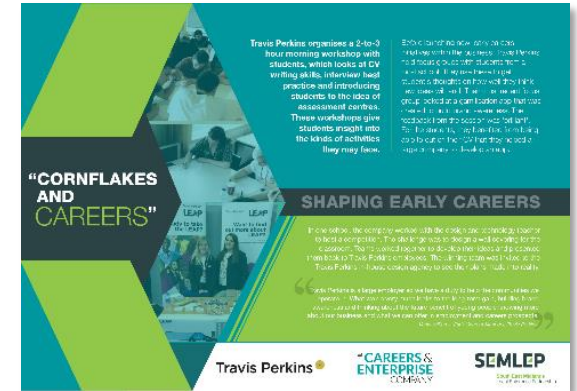
Evidence shows that employer engagement with educators works

- ▶ Securing talented people
- ▶ Raising the profile of the business
- ▶ Increasing applications for vacancies
- ▶ Conduit for effective CSR



# Accessing the talent pipeline

## #GrowingTalent



**Growing Talent** - broker employer engagement, 4 options

- ▶ **Inspirers** – to work with and motivate people through focused, relevant provision
- ▶ **Facilitating** relevant provision – hosting and/or funding
- ▶ **Enterprise Advisers** – assist with planning in schools and driving local employer engagement
- ▶ **Informing** for provision content, attainment types and LMI

# Growing People - Inspirers



9-11

11-14

14-16

16-19

19-24

+24

Talks

Talks/Site Visits

Employment and a Career

Relevancy of numeracy, literacy, digital literacy

STEM Ambassadors/STEAM Activity

Work Shadowing

Work Experience

Enterprise Activity

Employability Days



Local Authority Events

- Short Courses
- Modular learning
- Use of Ed Tech
- Change Management
- ESF supported
- Adult Education
- Flexible Learning Fund
- National Retraining Scheme
- Strengthening the Workforce
- Growth Hub

**Talent pipeline:**

- ▶ Meets employer needs
- ▶ Through best practice & innovation
- ▶ Has high impact with employer engagement
- ▶ Increases relevant skills & attainment levels

**Technical/Vocational Education**

- Apprenticeships
- T-Levels
- Industry certification

**Higher Education**

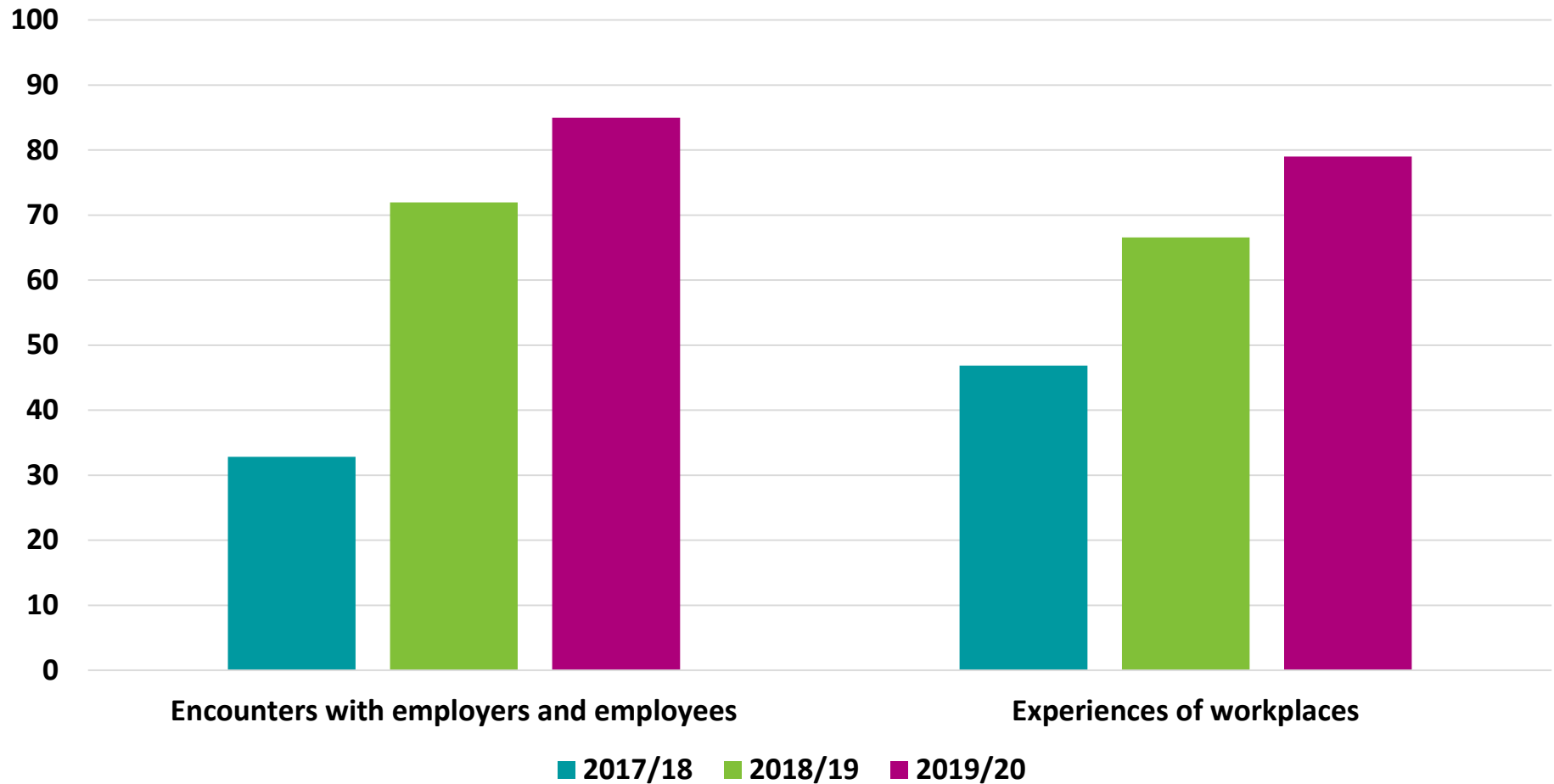
- Levels 4 & 5
- Apprenticeships
- Internships

# Evidence of Impact



## Progression against Gatsby Benchmarks

Average Scores for GBM (February 2020)

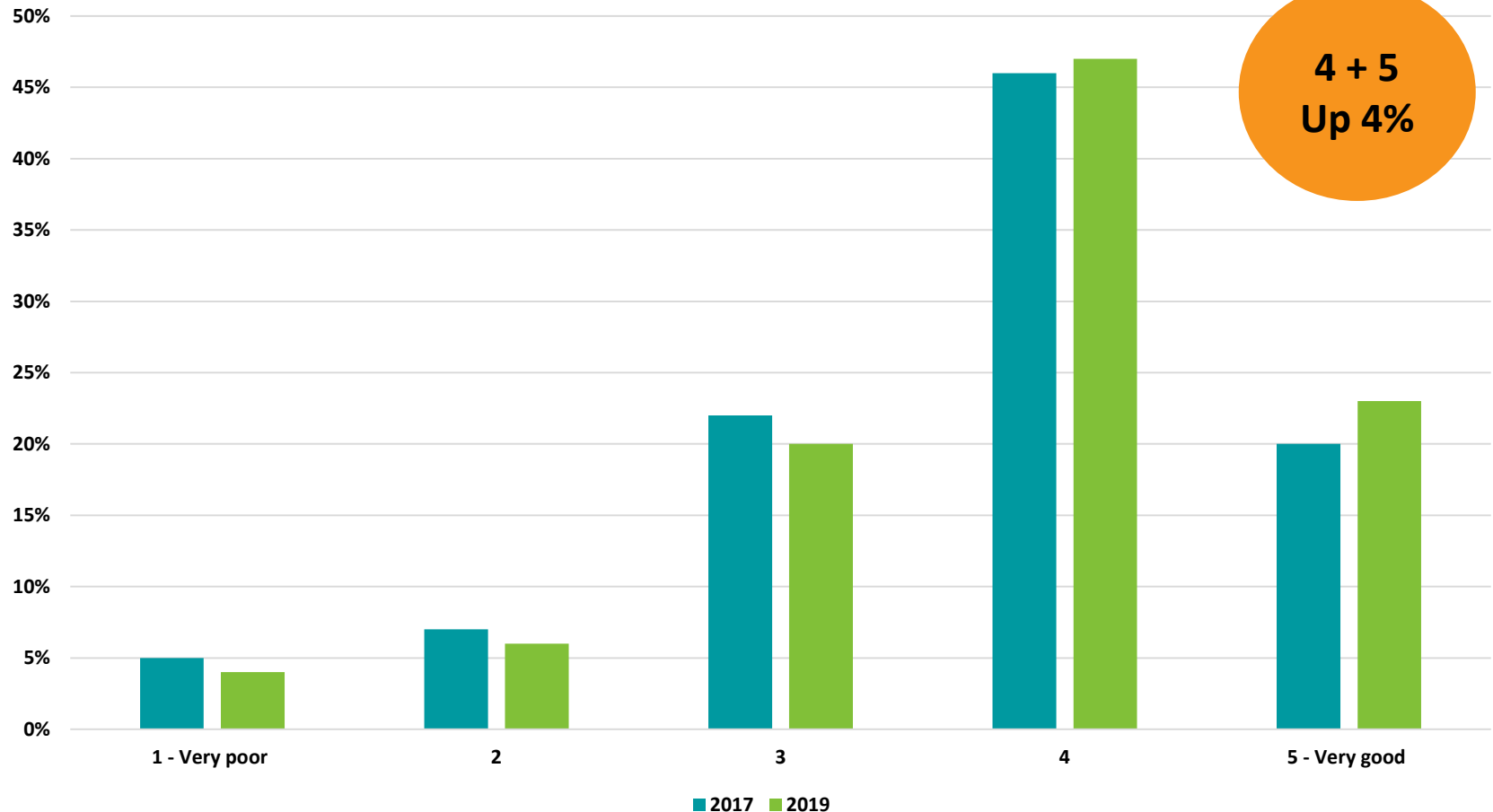


# Evidence of Impact



## 2019 Business Survey – Business Perceptions

### Good quality Schools/Colleges



# Growing Talent



Register at

<https://www.semlep.com/growing-talent/>

## Support Team

### Milton Keynes

Deb Foster

T: 07712 673318 E: [deborah.foster@semlep.com](mailto:deborah.foster@semlep.com)

**Northamptonshire**

**(Northampton, South Northamptonshire, Daventry)**

Vikki Morton

T: 07568 428162 E: [vikki.morton@semlep.com](mailto:vikki.morton@semlep.com)

**Northamptonshire**

**(Corby, Kettering, Wellingborough, East Northamptonshire)**

Alexis Mcleod

T: 07784 358762 E: [alexis.mcleod@semlep.com](mailto:alexis.mcleod@semlep.com)

**Luton**

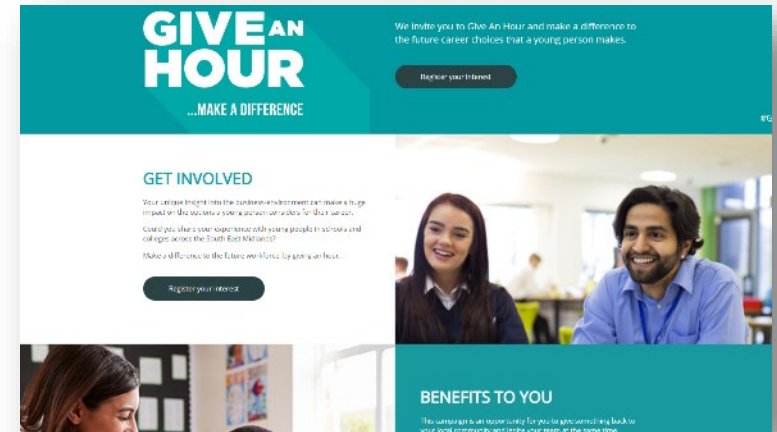
Sajda Rauf

T: 01582 548258 E: [Sajda.Rauf@luton.gov.uk](mailto:Sajda.Rauf@luton.gov.uk)

**Bedford and Central Bedfordshire**

Peter Rayner

T: 07568 428159 E: [peter.rayner@semlep.com](mailto:peter.rayner@semlep.com)



## Contact

Paul Thompson  
Employer and Skills Manager

T: 07989 401108

E: [paul.Thompson@semlep.com](mailto:paul.Thompson@semlep.com)



# Growing People