



Short and long-term workforce planning – how can the new government initiatives help?

Starting at 3pm *(not yet live)*



Short and long-term workforce planning – how can the new government initiatives help?

Starting at 3pm *(now live)*

Welcome



Tim Chewter, SDN

Specialists in workforce development and government-funded training



Lizzie Crowley, CIPD

The professional body for people development and HR

Coming up...

1. The new initiatives:

what are they?

how do they fit together?

how might they support your immediate and long-term workforce planning?

Louise Doyle, SDN

2. Hearing from the Compass Group

Amanda Scott,
Director of L&D

3. Hearing from a training and kickstart provider

Arit Eminue, DiVA

4. Bringing it together – your next steps

Louise Doyle, SDN

5. Q&A

The new initiatives and your workforce planning



Louise Doyle, SDN



kickstart

internships

work
experience

apprenticeships

industry
placements

job shadowing

volunteering

graduate
placements

traineeships



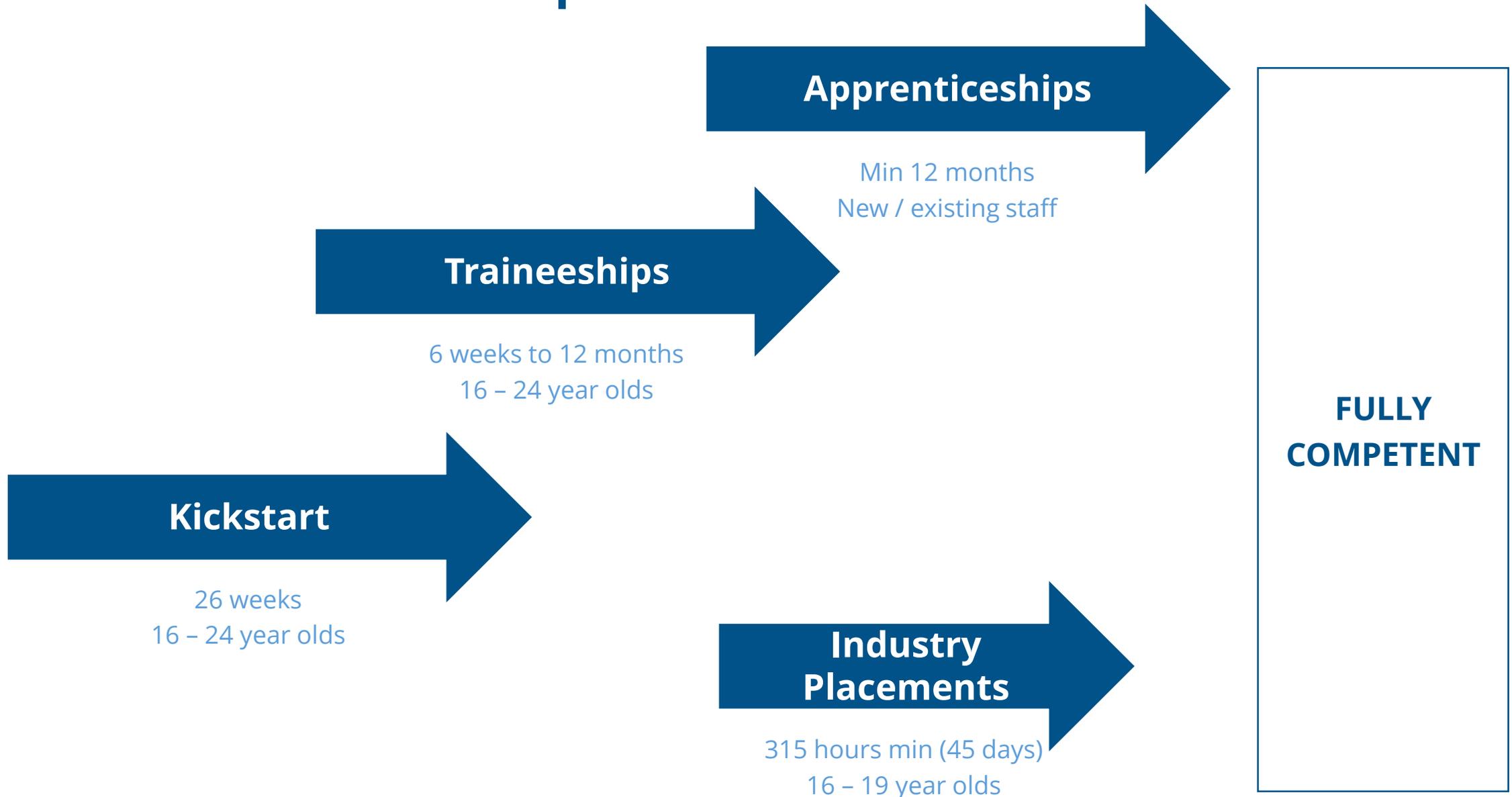
kickstart

apprenticeships

industry placements

traineeships

Routes to full competence



The 'what'

	Employer costs	Incentives
<p>Apprenticeships</p> <p>Apprenticeships provide a real job with substantive, sustained high quality training in order to become occupationally competent in the chosen industry with a broad range of industries on offer.</p>	<p>Wages of the apprentice – at least £4.15 /hour</p>	<p>Available from 1 August 2020 until 31 March 2021 for new hires:</p> <p>£2,000 - 16-24</p> <p>£1,500 – 25+</p>
<p>Kickstart</p> <p>High quality six-month work placements in 'new' jobs, aimed at those aged 16 to 24 who are currently out of work and are deemed to be at risk of long-term unemployment</p>	<p>No cost</p>	<p>100% of wages are subsidised at NMW for up to 25 hours, NI contributions and auto enrolment cost. Funding for on-the-job start-up costs e.g. uniform, hard hat, IT equipment and other practical materials</p>
<p>Traineeships</p> <p>Designed to help young people who want to get an apprenticeship or job but don't yet have appropriate skills or experience. Study based programmes, combined with work placements, which give young people the opportunity to develop workplace skills and experience; putting them in a better position to compete for future vacancies and opportunities</p>	<p>No cost</p> <p><i>(Optional whether employer pays the young person including payment for things like travel and subsistence)</i></p>	<p>£1,000 (limit of 10 incentive payments per employer)</p>
<p>Industry Placements as part of T Levels</p> <p>Form part of a Level 3 technical qualification, equivalent to 3 A Levels and based on the same employer designed standards as Apprenticeships.</p>	<p>No cost</p> <p><i>(Optional whether employer pays the young person including payment for things like travel and subsistence)</i></p>	<p>Up to £750 through some providers, in selected regions</p>

The 'why'



KPI examples

KPI	Possible solution to consider
Retain existing workforce, supporting employees to move into new roles in greater demand	Apprenticeships
Support young people most at risk of long-term unemployment gain work experience as part of social responsibility agenda	Kickstart
Plan ahead for future apprenticeship / new entrant role opportunities	Traineeship/ Kickstart > Apprenticeships
Short programme of development to support existing staff experience supervisory role	Industry placement

Hearing from an employer...



Amanda Scott,
Director of Talent, Learning and D&I

Jonathan Foot
Head of Early Careers and
Apprenticeships

Planning for Success

Align
with Strategy

Partner
With Experts

Engage
with Leaders

Plan
Placements

Implement
& Support

**Align
with
Strategy**

Careers Workshops

Work Experience

Schools
(target schools in economically challenged areas)

Social Enterprise Partnerships

Springboard incl. Care Leavers

Social Mobility Partnerships

TRAINEESHIPS

KICKSTART

Government Schemes

Recognised Qualification

Skills Development

A real job

Apprenticeships

Leadership Opportunities

Training and Development

Career pathways

Career Options



Partner

With Experts

- ✓ Leverage existing partnerships
- ✓ 2 week online orientation via existing training provider
- ✓ Strong DWP interface helped

Engage

with Leaders

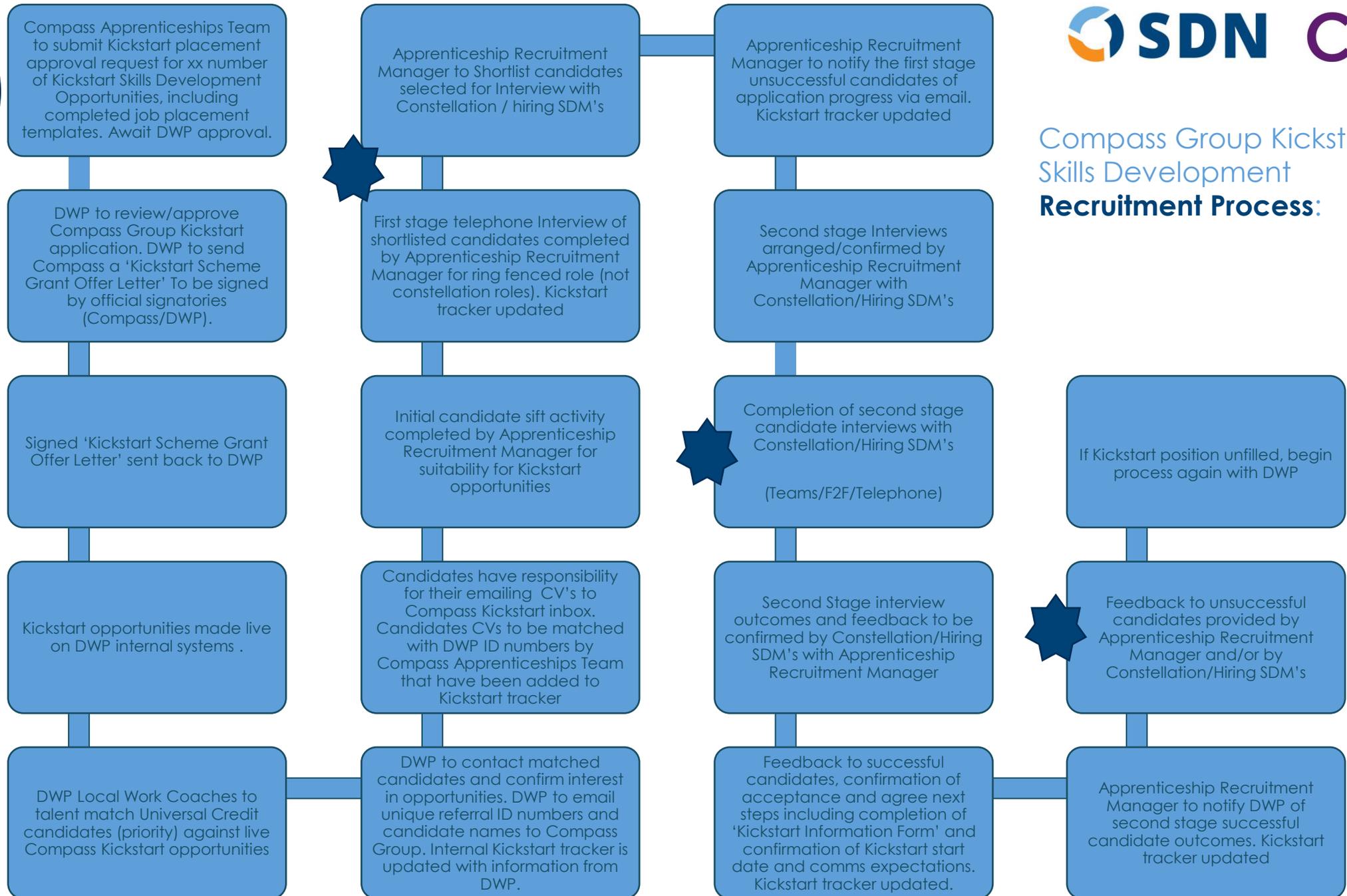
- ✓ Engage early
- ✓ Link with strategy
- ✓ Quality not Quantity
- ✓ Support structure
- ✓ Benefits

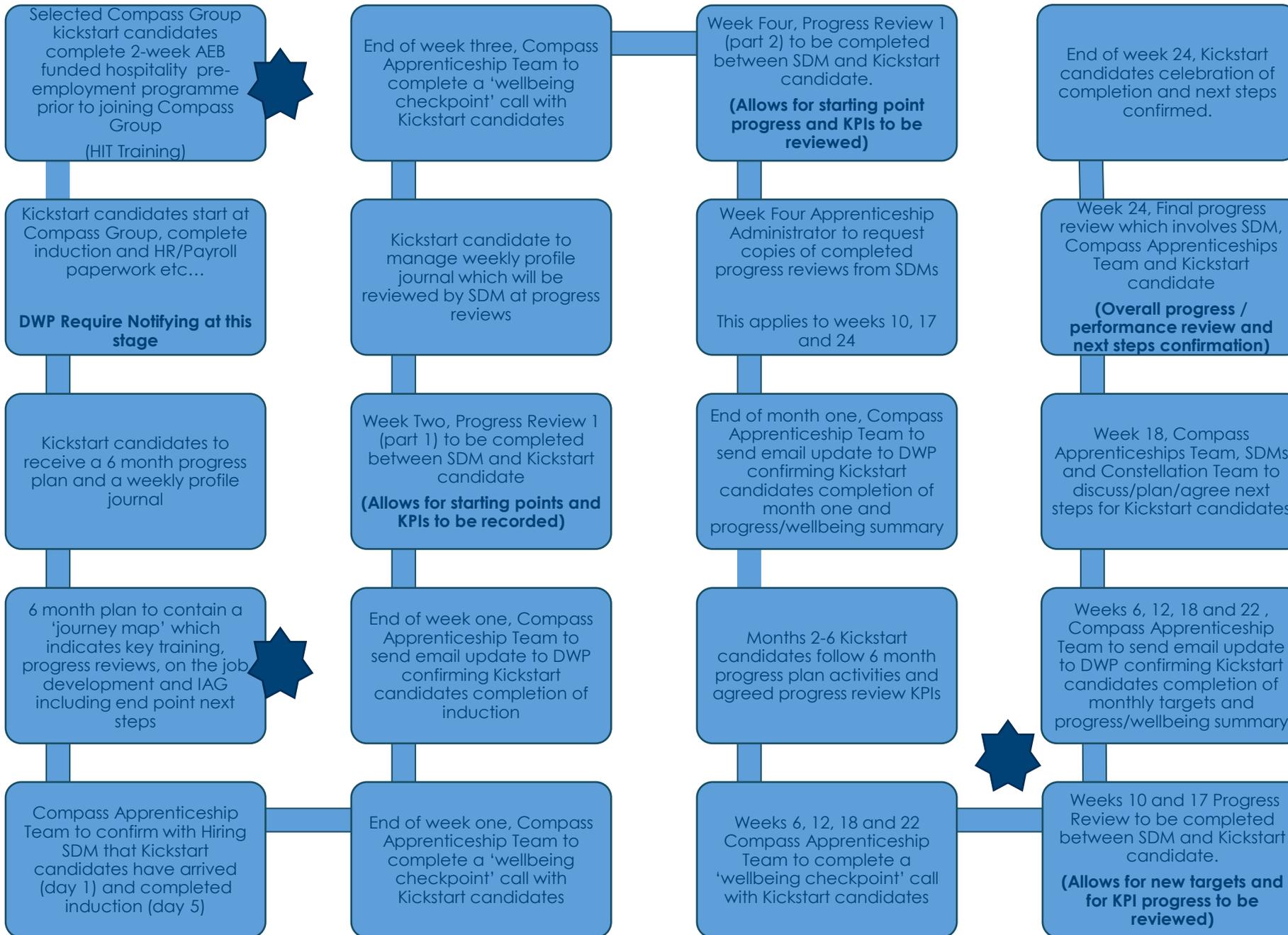
Plan Placements

- ✓ Use networks
- ✓ Tap into growth areas
- ✓ Explain the process
- ✓ Put support in place

Implement & Support

Compass Group Kickstart Skills Development Recruitment Process:



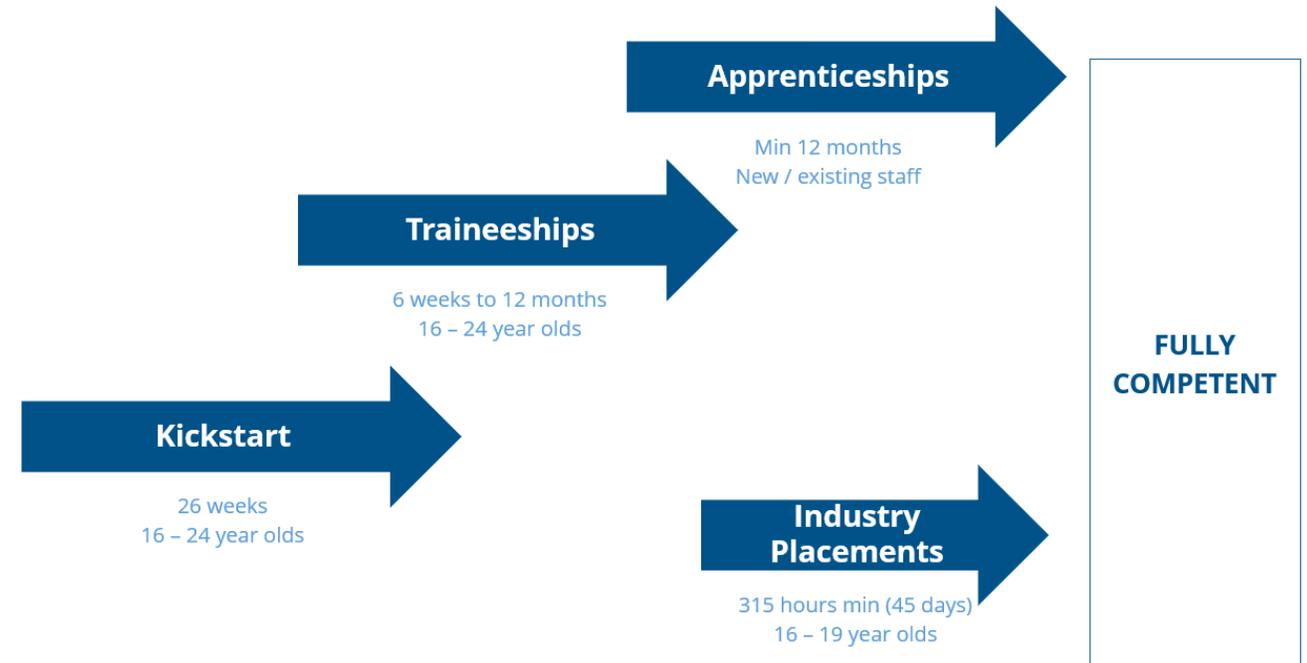
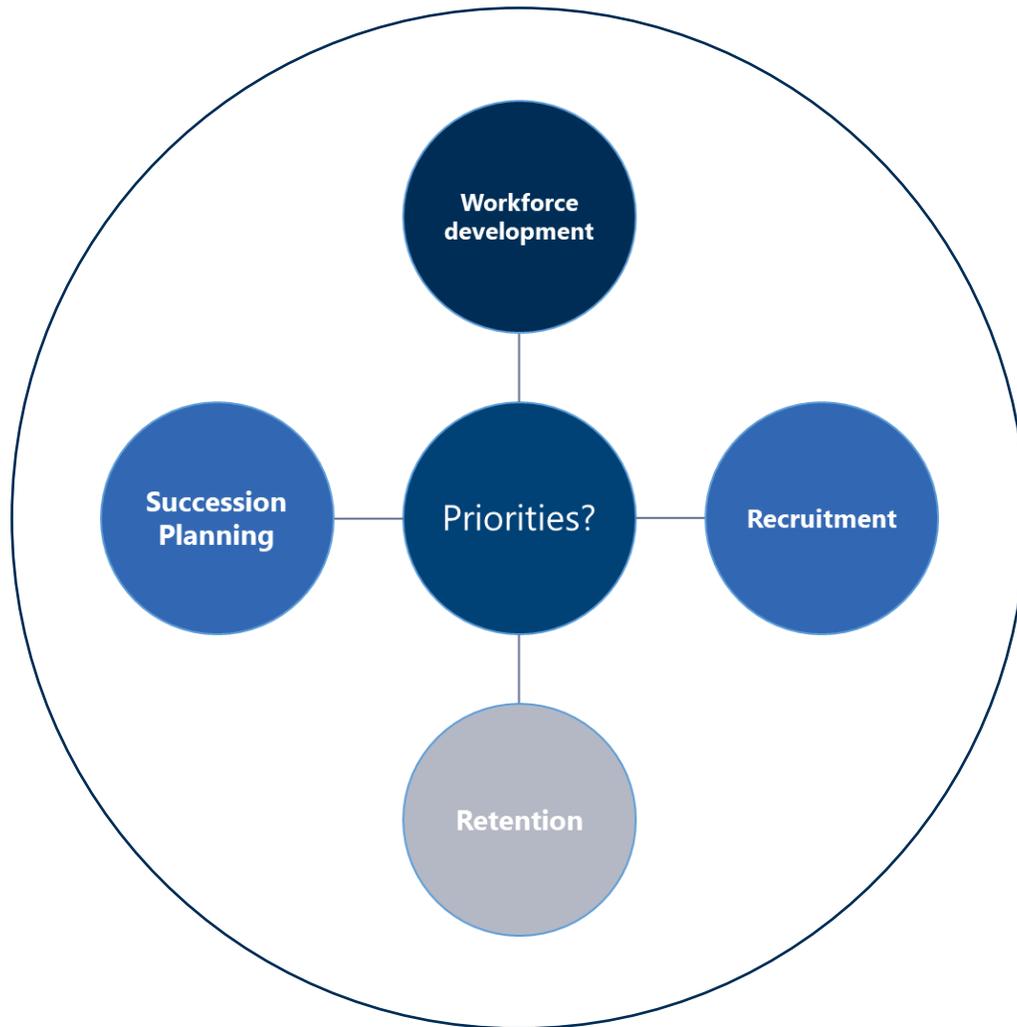



Hearing from a training and kickstart provider...



Arit Eminue, DiVA

In summary



Hearing from you...

POLL

Support...



We work with employers to:

- Understand government initiatives and training, and how it can contribute to your workforce development
- Launch, grow and improve training programmes in your organisation
- Map curriculum content to the needs of your business
- Establish relationships with providers and procure training
- Train mentors / managers to effectively support students in the workplace
- Make best use of your apprenticeship levy
- Set up to self-deliver your own apprenticeship training as an 'employer-provider'

Find out more or contact us [here](#)



Resources... CIPD



 **CIPD**  SkillsBuilder PARTNERSHIP

An Employers' Guide to Kickstart

 LISTENING  SPEAKING  PROBLEM SOLVING  CREATIVITY  STAYING POSITIVE  AIMING HIGH  LEADERSHIP  TEAMWORK

A complete guide to building the essential skills of Kickstart participants
www.skillsbuilder.org/kickstart

Access the guide here:
<https://www.skillsbuilder.org/kickstart-guide>

Use your skills to support young people prepare for work, or refer your Kickstarter's to the programme to access additional wrap round support:

<https://www.cipd.co.uk/learn/volunteer/mentoring/steps-ahead>



CIPD | Steps Ahead Mentoring

New year, new challenge

Become a Steps Ahead mentor!

Q&A



After today's session

We'll send you:

- A copy of the slides
- A recording of the session
- An evaluation survey

Any follow-up questions from today?

events@strategicdevelopmentnetwork.co.uk





Thank you

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Lizzie Crowley

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