

Adapting your training
to meet the workforce
development needs of
employers in the
coming months

Starting at 12pm

Welcome



**Tim Chewter,
SDN**



**Beth Curtis,
Protocol**

HOSTS



**Anna Sutton,
Senior Associate,
SDN**

PRESENTER

Introductions



- Team of specialists in apprenticeships, technical education and workforce development
- Worked with 1,000+ providers to launch, adapt and improve their provision
- Work closely with employers to explore how skills training can underpin their workforce development



- Leading provider of temporary, permanent and senior recruitment in education, training and skills
- 25 years in the sector, specialising in lecturer and assessor recruitment
- Working closely with providers, EPAO, HEIs and internationally

Coming up...

1. The changing workforce development needs of employers in different industries – insights from the latest research
2. What does this mean for our training offer to employers – the opportunities and risks
3. What does this mean for my teams and my role as a trainer?
4. Insights from an employer and provider

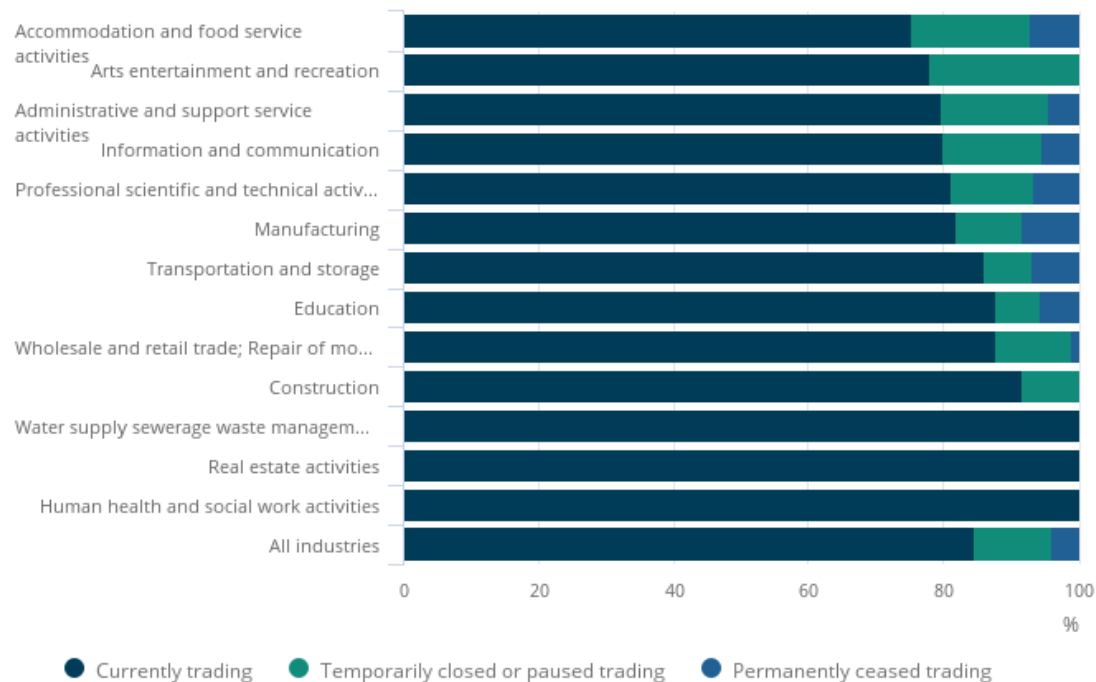
COVID Impacts

- Redundancies / closures and unemployment
- Staff on continued furlough or reduced hours
- New ways of working - virtual homeworking, social distancing, hygiene routines etc.
- Some sectors are experiencing significant demand and growth
- Different skills required as businesses reinvent themselves
- New skills and jobs initiatives and incentives

COVID Impacts – Businesses Trading

Figure 1: The accommodation and food services industry had the lowest percentage of businesses currently trading, at 75%, compared with 85% across all industries

Percentage of businesses, current trading status, broken down by industry, weighted, UK, 5 to 18 October 2020



Source: Office for National Statistics – Business Impact of Coronavirus (COVID-19) Survey

Across all industries:

- 82% of businesses had been trading for more than the last two weeks
- 2% of businesses had started trading within the last two weeks after a pause in trading
- 4% of businesses had paused trading but intended to restart in the next two weeks
- 8% of businesses had paused trading and did not intend to restart in the next two weeks
- 4% of businesses had permanently ceased trading

COVID Impacts – Employment / Unemployment

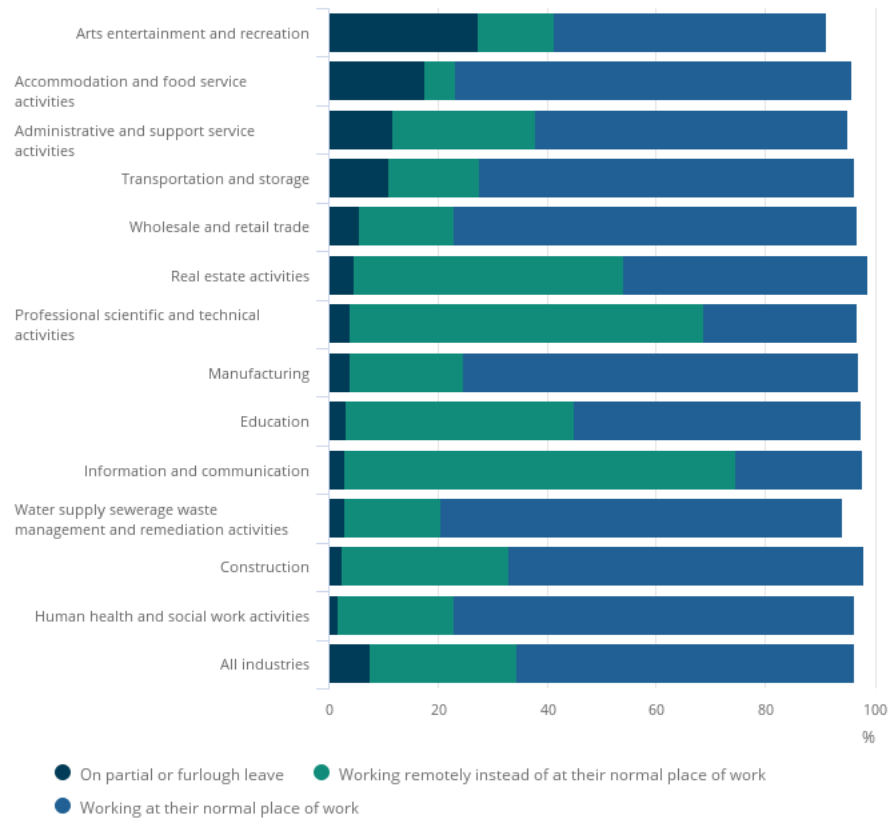
- The UK employment rate in the three months to September 2020 was estimated at 75.3%, 0.8 percentage points lower than a year earlier and 0.6 percentage points lower than the previous quarter.
- The UK unemployment rate in the three months to September 2020 was estimated at 4.8%, 0.9 percentage points higher than a year earlier and 0.7 percentage points higher than the previous quarter.
- In the three months to September 2020, redundancies reached a record high of 314,000; an increase of a record 181,000 on the quarter.
- In October 2020, 33,000 fewer people were in payrolled employment when compared with September 2020 and 782,000 fewer people were in payrolled employment when compared with March 2020.
- There were an estimated 525,000 vacancies in the UK in August to October 2020; this is 278,000 fewer than a year ago and 146,000 more than the previous quarter.

Source: Labour market overview, UK: November 2020, Office for National Statistics, November 2020

COVID Impacts – Furlough

Figure 9: The arts, entertainment and recreation industry had the highest proportion of its workforce on partial or full furlough leave, at 27%, compared with 8% across all industries

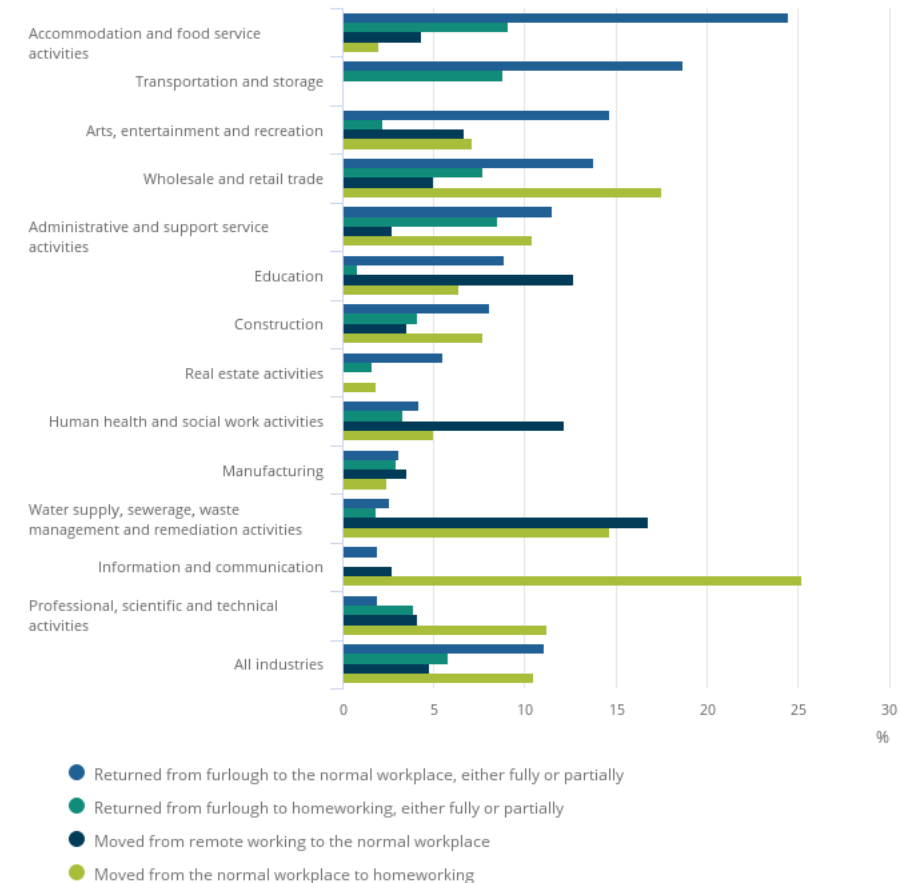
Working arrangements, businesses that have not permanently stopped trading, broken down by industry, weighted, UK, 5 to 18 October 2020



Source: Office for National Statistics – Business Impact of Coronavirus (COVID-19) Survey

Figure 11: Across all industries, 17% of the workforce that were still on furlough leave returned to work in the last two weeks

Proportions of the workforce who have returned to work in the last two weeks, businesses currently trading, broken down by industry, weighted, UK, 5 to 18 October 2020



Source: Office for National Statistics – Business Impact of Coronavirus (COVID-19) Survey

COVID Impacts – Homeworking

Figure 12: Of businesses not permanently stopped trading, 26% had more staff working from home as a result of the coronavirus (COVID-19) pandemic

Staff working from home, businesses who have not permanently stopped trading, broken down by industry, weighted, UK, 5 to 18 October 2020

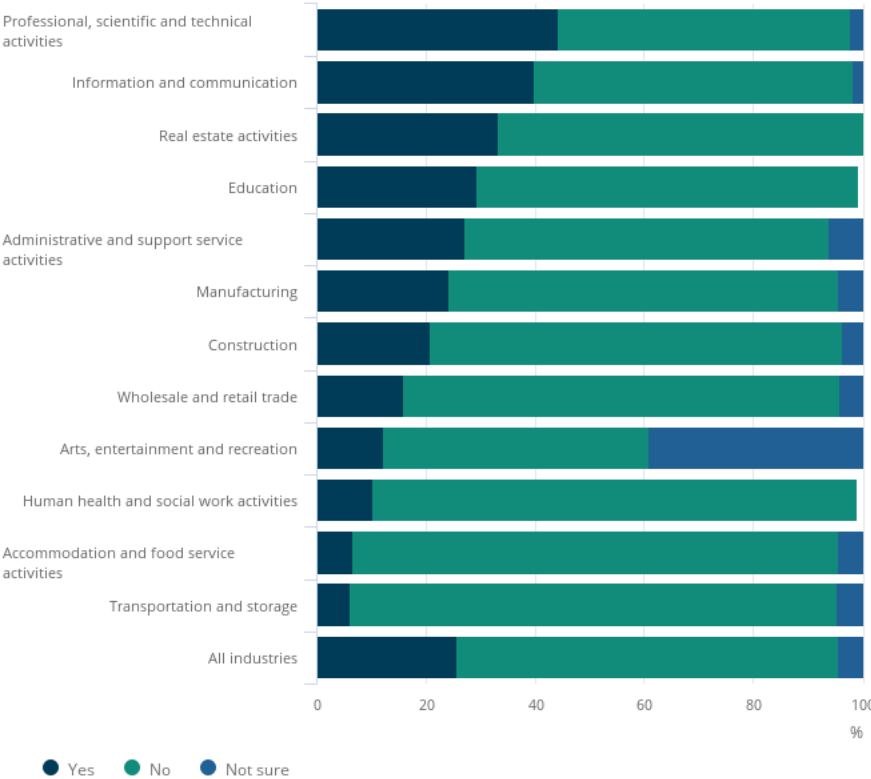
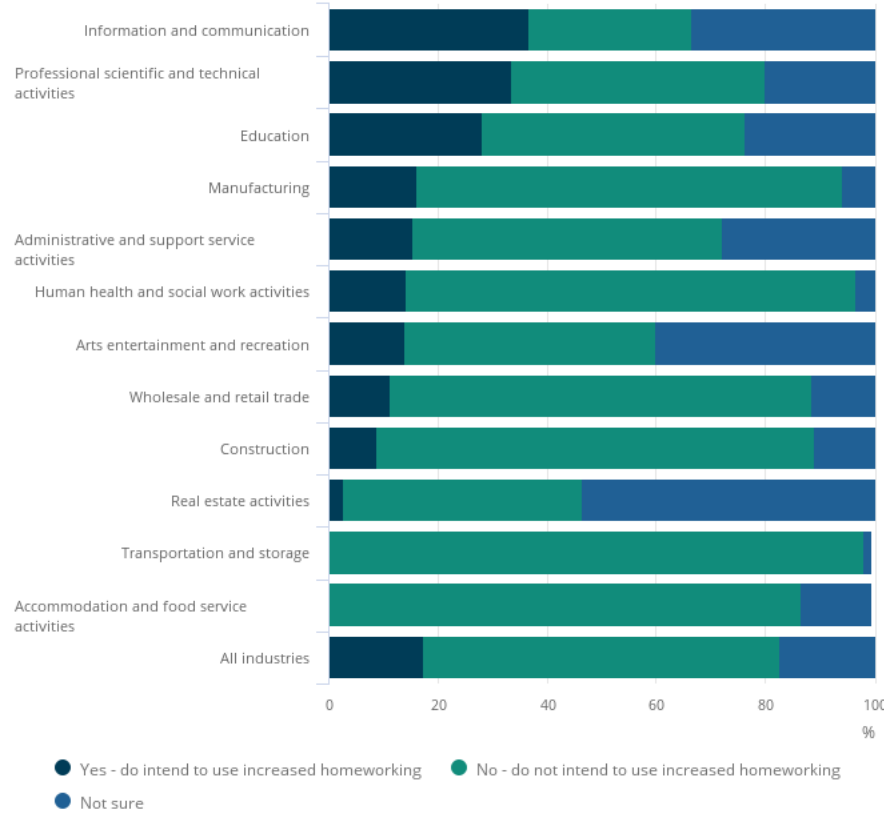


Figure 14: Of businesses not permanently stopped trading, 17% intend to use increased homeworking as a permanent business model in future

Intentions for staff working from home, businesses who have not permanently stopped trading, broken down by industry, weighted, UK, 5 to 18 October 2020



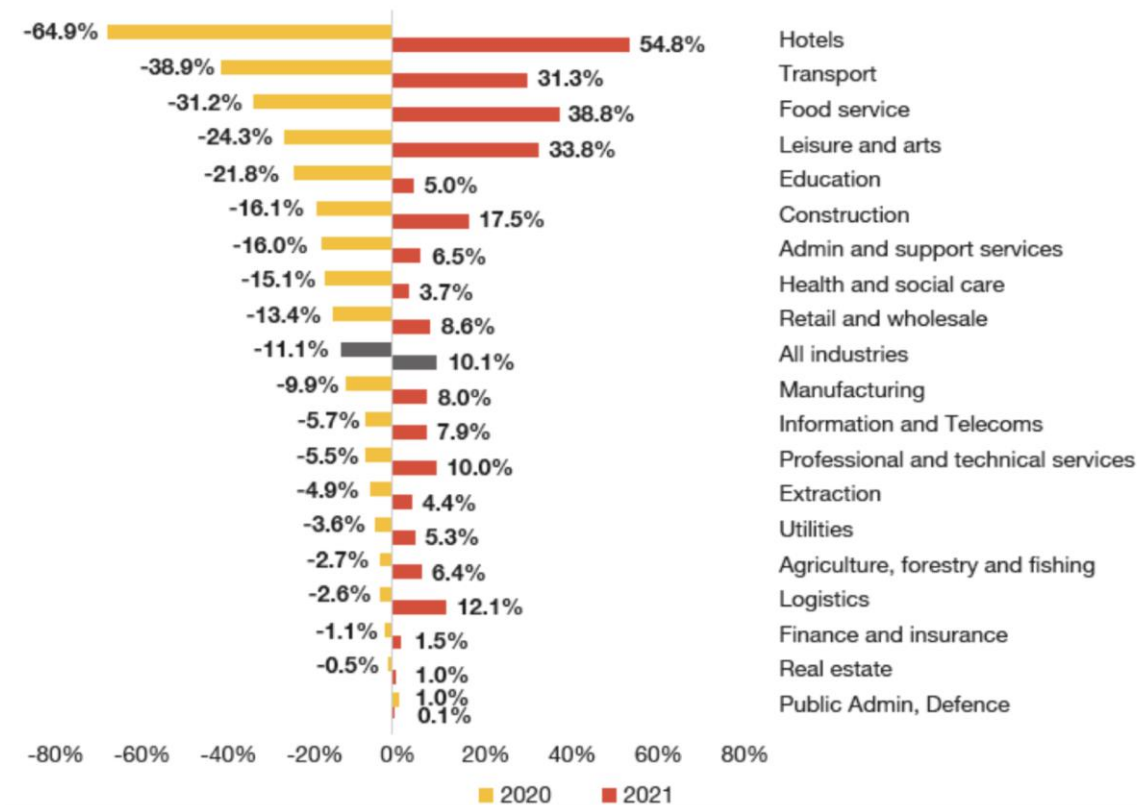
Source: Office for National Statistics – Business Impact of Coronavirus (COVID-19) Survey

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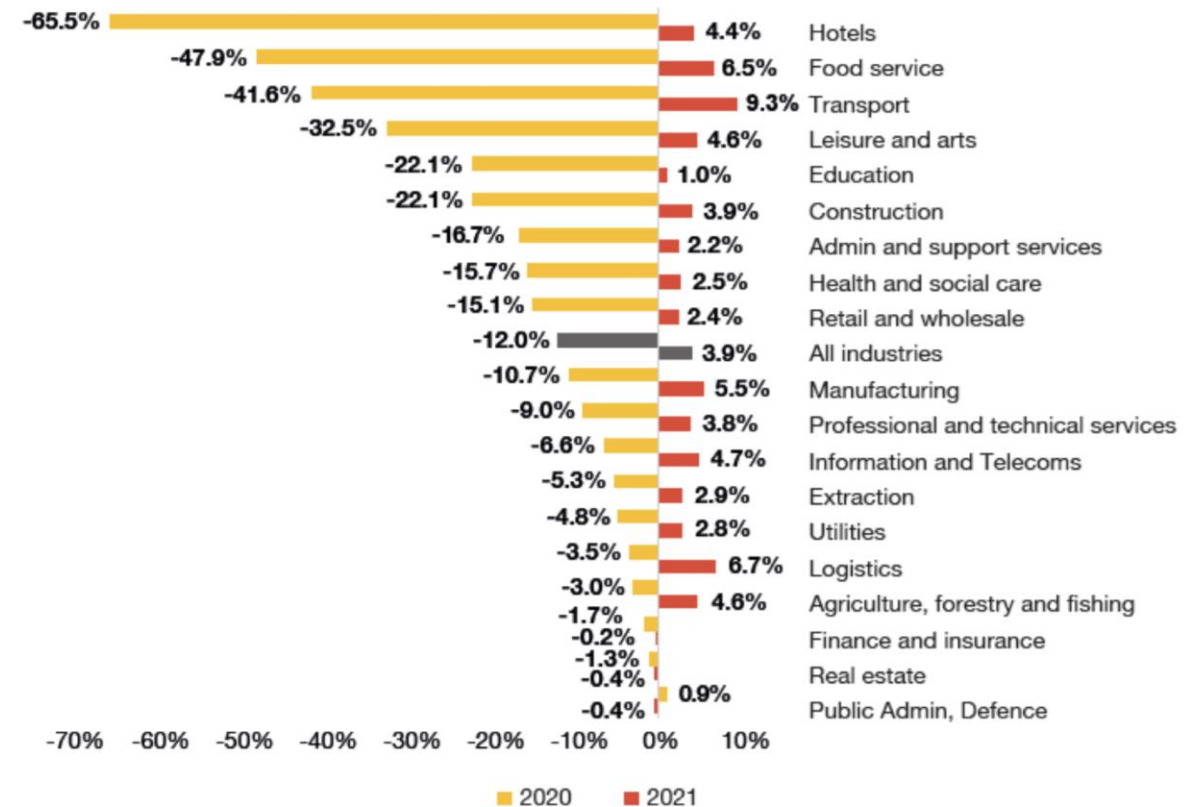
COVID Impacts – Sector Growth

Figure 1.7: Projected GVA growth rate by industry sector, % annual change in 2020 and 2021

'Contained spread' scenario



'Further outbreak' scenario



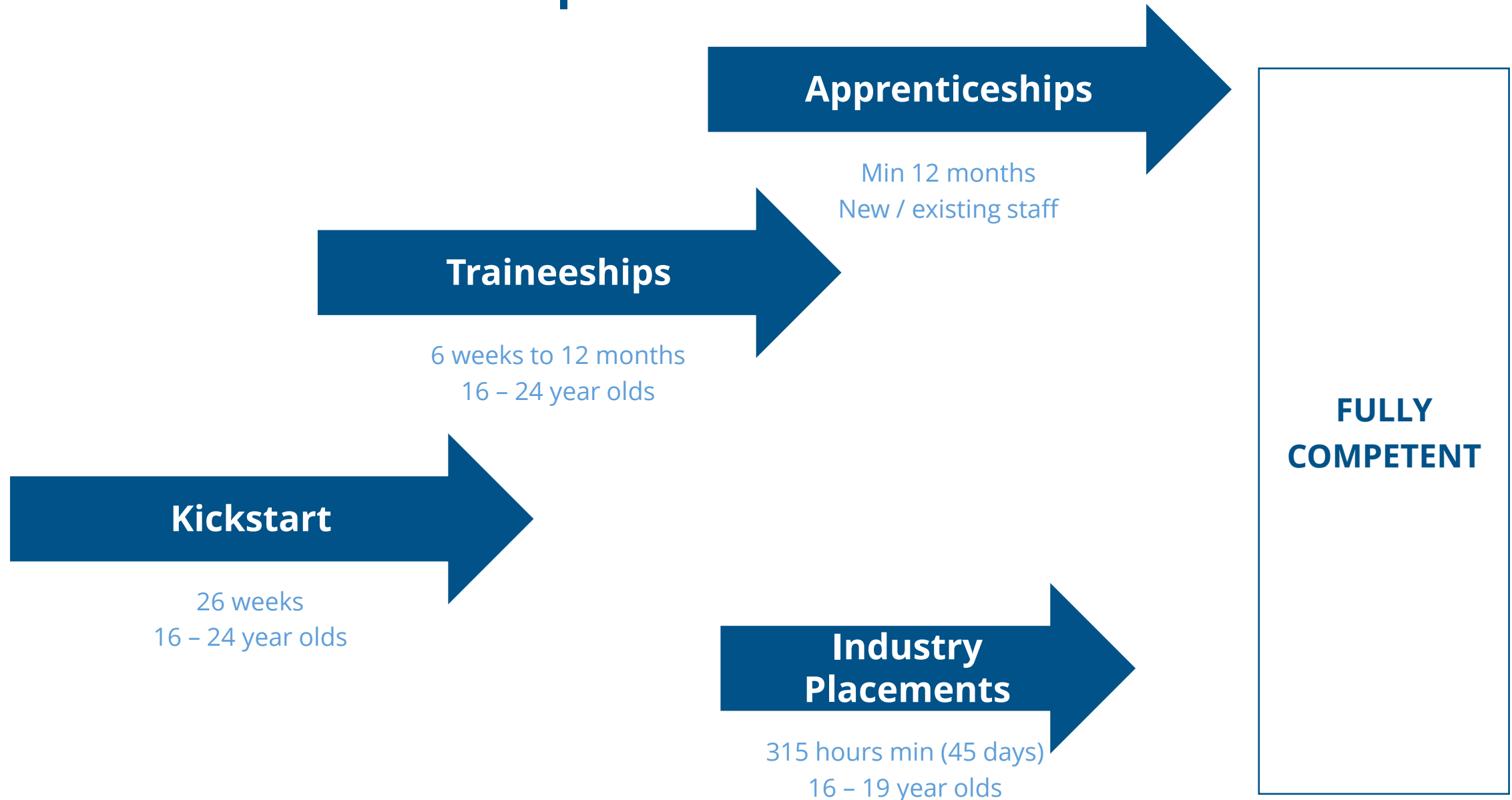
Source: PwC analysis

Source: UK Economic Update, PwC, September 2020

Schemes and Incentives

	Employer costs	Incentives
Apprenticeships 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.	Wages of the apprentice – at least £4.15 /hour	Available from 1 August 2020 until 31 March 2021 for new hires: £2,000 - 16-24 £1,500 – 25+
Kickstart 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	No cost	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
Traineeships 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	No cost <i>(Optional whether employer pays the young person including payment for things like travel and subsistence)</i>	£1,000 (limit of 10 incentive payments per employer)
Industry Placements as part of T Levels Form part of a Level 3 technical qualification, equivalent to 3 A Levels and based on the same employer designed standards as Apprenticeships.	No cost <i>(Optional whether employer pays the young person including payment for things like travel and subsistence)</i>	Up to £750 through some providers, in selected regions

Routes to full competence



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 Learning and
Development



Hearing from an employer...



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

Jonathan Foot
Head of Early Careers and
Apprenticeships

In conversation with a training and kickstart provider...



Arit Eminue, DiVA



Hearing from a training and kickstart provider...



Arit Eminue, DiVA

Training offer

- Delivery / engagement with new schemes and programmes
- Induction and onboarding – remote / virtual settings
- Employer engagement and relationships
- Curriculum offer and design
 - meet changes to employer skills requirements
 - accommodate changes to employer working practices
 - training delivery and assessment modes and methods
- Learner Support / Pastoral support
- Covid-secure – system of controls



Your teams and you

- Change management
- CPD and skills
 - Developing EDTech and online teaching skills
 - Understanding industry and changes
- Covid-secure – system of controls
- Mental Health and wellbeing

SDN run a range of webinars to support you and your staff:

- Masterclass in apprenticeship curriculum design (03 Dec 2020)
- 2-part webinar series: How to develop and assess the 'behaviours' of your apprentices (10 Dec 2020)
- Masterclass: Conducting Professional Discussions and Interviews (15 Dec 2020)
- 3-part webinar series: Supporting your apprentices with additional learning support needs – training, assessment and compliance (20, 26 & 28 Jan)
- Online Course: Level 3 Award in Undertaking End-Point Assessment – online course (starting January)

For full webinar listings and further details, visit:
www.strategicdevelopment.co.uk/sdnevents



protocol

**Placing people
first for 25 years**



Q&A



Useful links

<https://theskillstoolkit.campaign.gov.uk>

<https://www.gov.uk/government/collections/kickstart-scheme>

<https://www.gov.uk/government/publications/introduction-of-t-levels/introduction-of-t-levels>

<https://www.gov.uk/government/collections/traineeships--2>

After today's session

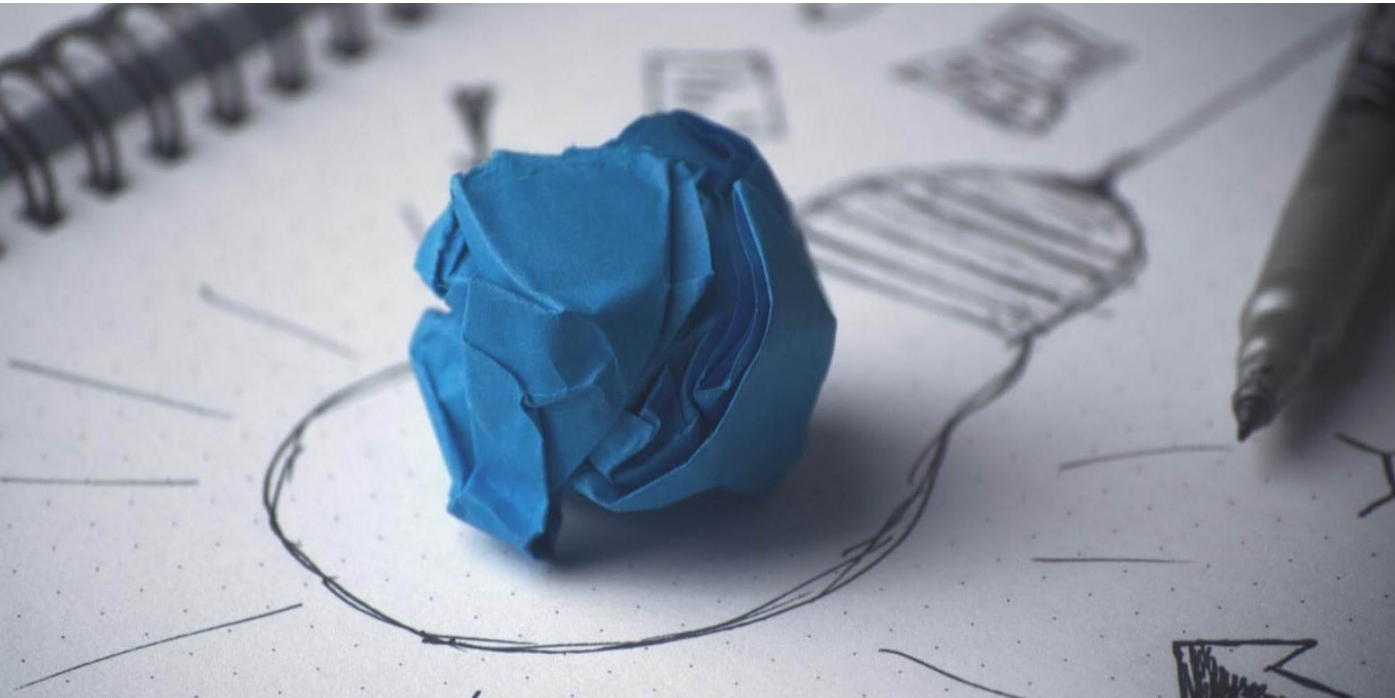
We'll send you:

- 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